

4 October 2019

[personal information]

By email: [personal information]

Dear [personal information]

### YOUR REQUEST UNDER THE OFFICIAL INFORMATION ACT 1982 (OIA)

1. We refer to your OIA request to the Financial Markets Authority (**FMA**) dated 28 August 2019 (received on 9 September 2019) in which you requested:
  - 1.1. A description of the types of occasions (for example assessing job applicants at point of recruitment, assessing staff as part of a management change process) that your agency has used psychometric testing of job applicants and/or employees between 1 July 2017 and 30 June 2019.
  - 1.2. The total cost of the use of psychometric testing to your agency (for the avoidance of doubt this includes the cost of third parties arranging for the testing on your behalf) between 1 July 2017 and 30 June 2019.
  - 1.3. If your agency has engaged external organisations to conduct or analyse any psychometric testing during this period, the names of those organisations.

### Our response

2. From 1 July 2017 to 30 June 2019 the FMA used psychometric testing on the following occasions as one aspect of leadership and talent development initiatives designed to support and enhance staff development with a view to sustained success of the organisation:
  - 2.1. 8 staff, being the FMA Executive Leadership Team, as part of a leadership development programme in July 2018 and then a further different test in November 2018;
  - 2.2. 21 senior staff as part of a coaching skills development course in March 2019;
  - 2.3. 10 staff as part of a team development exercise in May 2019; and
  - 2.4. 25 senior managers in June 2019 as part of a leadership development programme.

3. During the period 1 July 2017 to 30 June 2019 the FMA used psychometric testing on the following occasions as part of a recruitment process:
  - 3.1. When recruiting candidates for various senior positions, 21 preferred candidates were asked to undertake a psychometric test;
  - 3.2. When recruiting candidates for two graduate positions, preferred graduates were asked to undertake a psychometric test;
  - 3.3. On one occasion to assist as part of an assessment in which two preferred candidates were shortlisted for the same position; and
  - 3.4. On two occasions to assist in assessing two candidates' skill and ability suitability for two particular positions.
4. In all of these recruitment circumstances the outcomes of the psychometric testing was just one factor considered alongside assessment of the candidates gained from interviews, reference checking, curriculum vitae review and consideration of relevant experience.

#### Costs

5. The total cost for the use of the psychometric testing listed above for the period 1 July 2017 to 30 June 2019 is \$30,595 (excluding GST).

#### Organisations

6. The names of the organisations that the FMA engaged to undertake and analyse the psychometric testing set out above for the period 1 July 2017 to 30 June 2019 are:
  - 6.1. [organisation names]
  - 6.2.
  - 6.3.
  - 6.4.
  - 6.5.

#### Concluding matters

7. If you wish to discuss this letter with us, please feel free to contact [personal information] in the first instance.

Yours sincerely

[personal information]

Manager, Policy and Governance