



Ref no: DOIA 1920-1500

15 May 2020

Tania Te Whenua

fyi-request-12645-f544b1e1@requests.fyi.org.nz

Dear Tania

Thank you for your email of 18 April 2020 to the Ministry of Business, Innovation & Employment (the **Ministry** or **MBIE**), requesting the following under the Official Information Act 1982 (the **Act**):

1. *Who are the top three recruiting firms on the whole of government procurement list?*
2. *Does MBIE ensure that these recruitment firms have measures to ensure an equitable approach to their recruitment processes? If so, what are those measures?*
3. *Does MBIE ensure that these recruitment firms have processes which understand the unique skills sets that wahine Maori bring to the workplace? If so what are those processes?*

New Zealand Government Procurement (**NZGP**), a branch of MBIE, manages the All-of-Government (**AoG**) External Recruitment Services (**ERS**) Agreement. This framework agreement establishes a panel of recruitment agencies that eligible government agencies may use to procure recruitment services.

1. As at the time of writing, the top three suppliers in terms of spend on the AoG ERS panel are:
 - Beyond Recruitment Limited
 - Robert Walters New Zealand Limited
 - Jacksonstone & Partners Limited
2. Each AoG ERS panel supplier is required to warrant that it will comply with the requirements of all Laws including the Human Rights Act 1993.

NZGP also expects all AoG ERS panel suppliers to comply with a Supplier Code of Conduct (copy attached). The Supplier Code of Conduct sets out expectations for labour and human rights and corporate social responsibility. In particular, suppliers are expected to comply with New Zealand employment standards and maintain a workplace that is free from unlawful discrimination. They are also encouraged to be good corporate citizens, contribute positively to their communities and consider including local, Māori, and Pasifika businesses to deliver their contracts.

3. As part of the External Recruitment Services Request for Proposals selection process all respondents were evaluated against a set of criteria. This criteria whilst not specific to wahine Maori, included the demonstration of processes around: building and maintaining a talent pool and attracting and supporting a range of candidates to support diversity. These processes and

approaches will vary from supplier to supplier however all suppliers that are currently on the panel were able to demonstrate high capability through their response.

In addition to this NZGP has developed Government Procurement Rules that require government agencies to consider, and incorporate where appropriate, broader outcomes when purchasing goods, services or works. Broader outcomes are secondary benefits that are generated from procurement activity. They can be environmental, social, economic or cultural benefits.

Creating opportunities for New Zealand businesses, including Māori businesses, is one of the broader outcomes that every government agency subject to the Rules must consider, and incorporate where appropriate, in their recruitment processes.

You have the right to seek an investigation and review by the Ombudsman regarding the Ministry's response to your request, in accordance with section 28(3) of the Act. The relevant details can be found at: www.ombudsman.parliament.nz.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'A. Xygalas', with a long horizontal stroke extending to the right.

Angela Xygalas
Director, Delivery Services
New Zealand Government Procurement and Property