

27 September 2022

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Tēnā koe Mel

### ***Request for Information***

Thank you for your Official Information Act 1982 (OIA) request of 29 August 2022, in which you asked for information regarding recruitment.

My response to each part of your request can be found below.

- A. *Can you please confirm that a candidates work history is \*not\* considered during the evaluation of their application. For example - a role is advertised, and someone with years of experience in that role applies, as does someone with no experience in that role at all. Their applications are identical, bar the difference in experience on their CVs. The person with experience is not offered an interview, while the person with no experience is offered an interview, and the role, suggesting that work history and experience is not considered. Assuming the applications were identical bar experience, is there more to the evaluation of these applications than is being stated here? Or is this a material process failure by Talent Pathways?*

The Talent Pathway Team has experience in identifying well rounded applicants with a mix of technical skills and desired behaviours. The entire application, including prior experience, is taken into consideration when Talent Pathway Advisors review an application. Prior experience in a role does not necessarily mean an applicant meets all the requirements a hiring manager is seeking. Talent Pathway Advisors will choose appropriate selection tools for each job to test applicants for the right technical, behavioural, and leadership capabilities or potential to succeed in the position. It is important to consider how much emphasis is put on the technical skills required throughout the recruitment process against the potential for an applicant to perform well in the position.

- B. *You state that the Talent Pathways team consists of experienced recruiters. Can you identify the prior recruitment experience of your staff at the inception of Talent Pathways in 2020; i.e., were they external hires coming from a recruitment background, or were they casual Police staff deployed from other projects unrelated to recruitment?*

The Talent Pathway Team launched within New Zealand Police in August 2020. At its launch the team was comprised of a mix of Recruitment Professionals sourced externally alongside existing Police Recruitment staff.

- D) *You state that the Talent Pathways team spends time with various workgroups to ensure they have an understanding of the needs of the many workgroups within the NZ Police. Can you please provide a list of the workgroups Talent*

### **Police National Headquarters**

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*Pathways has spent time with to ensure your recruiters are aware of the needs within those workgroups.*

The Pre-Recruitment Discussion for each vacancy between the Talent Pathway Advisor and the hiring manager ensures we are aware of the needs within that specific workgroup. The Talent Pathway team have also worked with the majority of workgroups within Police to better understand their unique needs. These include, but are not limited to:

- Armed Offenders Squad (AOS)
- Covert Operations
- Criminal Investigation Branch (CIB)
- Dive Squad
- Dog Training
- Emergency Communications
- Field Learning & Development
- Frontline Public Safety Teams (PST)
- High Performance
- Human Resources
- Information and Communications Technology (ICT)
- Intelligence
- Investigations
- Iwi & Community
- Maritime
- Police Infringement Bureau (PIB)
- Service Delivery
- Tactical Operations Group

I trust this information is of use to you.

Yours sincerely



Paula Hill  
Director - Recruitment