



6 November 2015

Wang Li

'fyi-request-3151-ada6d428@requests.fyi.org.nz'

Ref: DOIA 1516-0371

Dear Wang Li,

Thank you for your email of 17 September 2015 requesting, the Official Information Act 1982, the following information:

- 1. All emails sent and received of INZ Auckland Manager Stephanie Greathead for the last 12 months -All emails sent and received of INZ Auckland Manager Alan Barry for the last 12 months*
- 2. Full copy of psychometric [stet] testing for hiring managers at INZ -In the recruiting process when Stephanie Greathead was hired as market manager how many people applied, what work experience they had, how many people were interviewed, why and how a final decision was made, and what was the ranking of candidates.*

With regard to your request for the emails of two named staff members, we are declining your request under section 18(f) of the OIA, as the requested information cannot be made available without substantial collation and research.

Regarding your request for a full copy of psychometric testing for hiring managers at Immigration New Zealand, we have interpreted this request as being generic psychometric testing available to hiring managers within Immigration New Zealand. Not all recruitment requires the use of psychometric tests; however, when it is utilised by a hiring manager, there is a need to ensure the robustness of that testing is maintained. This information is, therefore, withheld under section 9(k) of the OIA.

We can advise that 69 people applied in the first round, and 45 applied in the second round, of recruitment for Market Manager. Interviews were held with 26 candidates from the first round and 10 from the second round. Information about the individual candidates, such as their work experience and where they may have been ranked during the recruitment process, is personal information to the individuals concerned. Therefore, this information is withheld under section (9)(2)(a) of the OIA.

Final recruitment decisions are made by hiring managers, taking into account the desired competencies the role requires.

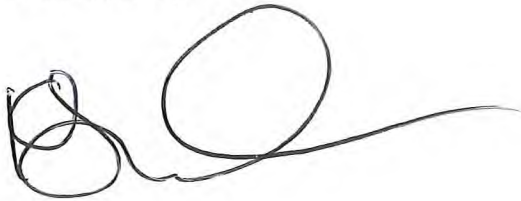
We have considered whether there are any countervailing public interest factors which outweigh the reason to withhold information, but have not identified any.

You have the right to seek an investigation and review of our response by the Ombudsman, whose address for contact purposes is:

The Ombudsman
Office of the Ombudsman
PO Box 10-152
Wellington 6143

For further queries on this request please contact us via email at oia@mbie.govt.nz

Yours sincerely

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Kate Wareham
General Manager
Human Resources