

23 August 2022

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Kia ora Mel

***Request for information***

Thank you for your Official Information Act 1982 (OIA) request of 1 August 2022 in which you asked for information regarding Police's Talent Pathways process.

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

- A) The specific steps Talent Pathways follow when reviewing video interview responses from potential candidates, including whether the candidate's work history, experience and seniority is considered, and how they decide which candidates are progressed for face to face interviews*

The Talent Pathway Team member managing the role will review each application to determine a candidate's skills to perform, or potential to perform, in the role. Applications will be evaluated against:

- the hiring manager's brief on the role's requirements;
- specifications in the job advertisement;
- aspects of the core competencies the hiring manager specifically wants to focus on; and
- the position description.

Candidates may be asked to participate in additional selection tools to further explore their fit and to assist the Talent Pathway Team in determining a shortlist.

A candidate's answers will be presented back to the Talent Pathway member who assesses all applications and presents recommendations to the hiring manager, who confirms which candidates will progress to interview.

- B) The required qualifications Talent Pathway workgroup employees must hold in order to make decisions effecting non-sworn Police employees careers*

The Talent Pathway Team consists of experienced recruiters led by a team of leaders who with nearly 65 years of collective recruitment experience. Training for the team in regard to specific Police roles is conducted to ensure the highest standard of service.

Although there are no formal qualifications required, we seek experience or transferrable skillsets, and provide development opportunities within the group, for example, a coordinator developing into an advisory position.

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*C) Whether hiring or promotion decisions are made solely by Talent Pathways, or whether these decisions are made in conjunction with the hiring workgroups management*

Advisors present their recommendations to the hiring manager and through a consultation process, will confirm which applicants are to proceed to interview. Talent Pathway staff provide advice and additional information where required but the decision belongs to the hiring manager.

*D) How many hiring decisions made by Talent Pathways have been overturned and/or upheld since the inception of the Talent Pathways workgroup*

Please refer to the answer above. Since Talent Pathway's inception in August 2020 the team have worked on over 5000 appointments and there are only three centrally recorded hiring decisions that have been overturned via an independent reviewer in this time.

*E) Any training documents Talent Pathway employees receive when training for their positions within the workgroup.*

Talent Pathway employees do not receive any position specific training documents when training for their positions within the workgroup. As such, this part of your request is refused under section 18(e) of the OIA, as the requested information does not exist. As most of the Talent Pathway Team bring with them a wealth of recruitment experience, their training is individually tailored to meet their specific needs. Our team is collectively trained on the Police High Performance Framework and how it imbeds into our roles, and spend time with various workgroups to understand the specific needs of the different units within Police.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602

Yours sincerely



Paula Hill  
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NZ Police