

23 November 2022

Harrison Stel
fyi-request-21002-5b092e9f@requests.fyi.org.nz

Kia ora Harrison

Thank you for your Official Information Act 1982 (OIA) request of 1 November 2022, in which you asked for information regarding formal interviews.

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

1. Please provide documents reasoning why formal recruitment interviews were moved to an online video call platform instead of taking place in person.

There are no documents relevant to this part of your request, therefore it is refused under s18(e) of the OIA, as they don't exist.

Video interviews are only one of the selection tools used during the recruitment process and not all interviews are conducted using this method. Due to COVID-19 restrictions New Zealand Police along with several organisations, adapted to video interviews to ensure Recruitment could continue.

Most interviews where an applicant can attend in person will be conducted in person. In cases where they have been conducted online (via Webex) this would have been due to covid regulations at the time, or the applicant lived outside of the area and wasn't able to travel.

2. Please provide the amount of interviews that have been conducted this way, and the date in which this began.

Your request has been refused pursuant to s18(f) of the OIA as the information requested cannot be made available without substantial collation or research.

3. Please provide any plans and or internal communications for if this will continue in the future, or any significant proposed changes to the interview procedure.

There are no documents relevant to this part of your request, therefore it is refused under s18(e) of the OIA, as they don't exist.

The structure of the interview has not changed, the questions designed for the specific role and the panel selected would remain the same if the interview was being conducted in-person or online. Police has no intention of removing this capability as it provides flexibility for applicants as well as the organisation.

Police National Headquarters

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Telephone: 04 474 9499. Fax: 04 498 7400. www.police.govt.nz

If you have any questions, you may contact the Talent Resourcing and Delivery Team via email newcops@police.govt.nz

Ngā mihi,

A handwritten signature in black ink, appearing to read 'P Hill', written in a cursive style.

Paula Hill
Director - Recruitment