



26 JUL 2018

Dr Robert Shaw  
[fyi-request-8115413699ce@requests.fyi.org.nz](mailto:fyi-request-8115413699ce@requests.fyi.org.nz)

Dear Dr Shaw

Thank you for your email of 27 June 2018 to the Ministry of Education requesting information concerning Simon Ray, Founder and Director of Hampton's Resourcing and Hampton's Education. You have requested the following:

- a) *Has the Ministry of Education, or any other government agency or agent, ever employed Simon Ray or Hampton's to advertise on their behalf?*
- b) *If so, was this current contact subject to an open tender process?*
- b) *What is the value of all contracts given to Simon Ray/Hampton's and the particular contract regarding educational psychologists? On what basis are payments made, for example is there a "finders fee" per application?*
- c) *Does anyone in the Ministry check the wording of advertisements placed in the name of the Ministry? If so, what was done regarding the present advertisements for educational psychologists? What specific concerns do you hold regarding the statements in this advertisement as it appears?*
- d) *Have the current advertisements produced any applications that have been received by the Ministry or by the advertising agency?*
- e) *Can you indicate the countries where this advertisement appears, please.*

Your request has been considered under the Official Information Act 1982 (the Act).

My apologies for the delay in providing you with my response. I will respond to your requests in the order they were raised.

***a) Has the Ministry of Education, or any other government agency or agent, ever employed Simon Ray or Hampton's to advertise on their behalf?***

As you may be aware, demand for educational psychology services is increasing in New Zealand and recent recruitment campaigns in New Zealand have encountered difficulties in attracting sufficient qualified applicants.

The Ministry engaged Hampton's Resourcing to run an end to end process to advertise, receive enquires, manage ongoing contact with prospective applicants and, from a long list, identify a suitable shortlist for the Ministry to interview.

Hampton's Resourcing presented itself as a recruitment agency that provides experienced leaders and professionals to a significant number of local government authorities and national voluntary organisations in the United Kingdom and in the education and children's social care sectors. Our aim in engaging Hampton's is to enable the Ministry to extend the reach of the current advertising in Auckland to a much wider recruitment community.

The Ministry has not previously engaged Hampton's Resourcing and we are not aware if other New Zealand central or local government agencies have engaged them.

**b) What is the value of all contracts given to Simon Ray/Hamptons and the particular contract regarding educational psychologists? On what basis are payments made, for example is there a "finders fee" per application?**

The total fee payable will be dependent on how many Educational Psychologists they recruit in total. For each educational psychologist recruited, the cost will be 18% of that psychologist's first year's salary.

**c) Does anyone in the Ministry check the wording of advertisements placed in the name of the Ministry? If so, what was done regarding the present advertisements for educational psychologists? What specific concerns do you hold regarding the statements in this advertisement as it appears?**

The organisation has been asked to run a recruitment campaign to identify suitable candidates who are experienced psychologists, this includes advertising. The Ministry does not check the wording of advertisements. The organisation runs the end-to-end process up to the final interviews.

When the error in the advertisement was identified, this was pointed out to the recruitment organisation and corrected.

**d) Have the current advertisements produced any applications that have been received by the Ministry or by the advertising agency?**

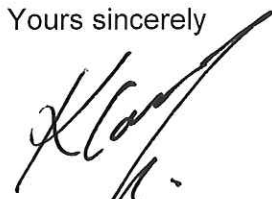
The recruitment campaign is still underway. To date there have been over 80 inquiries. The recruitment and application process is ongoing and we expect to receive applications for interviewing later in the year.

**e) Can you indicate the countries where this advertisement appears, please.**

The advertisements are primarily appearing in UK based publications, although the recruitment campaign has a global reach. Candidates from other countries are likely to apply and could be considered.

Thank you again for your email. You have the right to ask an Ombudsman to review this decision. You can do this by writing to [info@ombudsman.parliament.nz](mailto:info@ombudsman.parliament.nz) or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Katrina Casey  
**Deputy Secretary**  
**Sector Enablement and Support**

cc Isabel Evans, Director of Education for Auckland