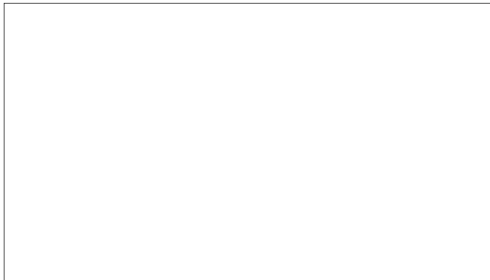




17 AUG 2016



On 8 July 2016 you emailed the Ministry requesting, under the Official Information Act 1982, the following information:

- *In each financial year since 2008/9 and inclusive of 2016/17 year to 4 July 2016, how much has your department/crown entity paid to the following recruitment organisations:*
 - *Executive Appointments*
 - *Hudson Global Resources*
 - *Inside Executive Recruitment*
 - *JacksonStone & Partners*
 - *McLaren Associates*
 - *Momentum*
 - *PowerHouse People*
 - *Sheffield Group*
 - *Talent 2 NZ Limited*

Effective recruitment is one way that the Ministry builds its staff capability. In the majority of cases the Ministry recruits directly, with the line manager overseeing the recruitment themselves, or using the Ministry's in-house recruitment staff. In 2005 a new centralised recruitment service was established to provide an end-to-end recruitment service for National Office managers, and to ensure the Ministry gets value for money from its total recruitment spend.

When a recruitment requires expertise beyond what is held in-house by the Ministry, a recruitment agency may be used in a small number of circumstances such as:

- Seeking applicants where the Ministry has been unable to find suitable people through its normal approaches.
- Recruiting for senior management or key positions where a search process is required, particularly where the Ministry may need to search internationally. The Ministry's size is such that it increasingly competes in an international labour market.
- A 'mass' recruitment assignment that requires the assistance of external resources to handle the selection process.
- Seeking applicants for senior or specialised roles where people may have registered themselves with a recruitment agency and may not apply directly - for example because the applicant is considering moving on from a current role.

Use of recruitment firms is strictly controlled, requiring approval from at least a General Manager in every case.

Enclosed is a table displaying the total amount paid to each of the recruitment organisations specified in your request since the 2008/09 financial year, broken down by year. The Ministry of Social Development has not used Executive Appointments or McLaren Associates during the timeframe specified in your request.

Please note that the figures provided are the total paid to the recruitment organisations, which include all costs including staff salaries, not just the companies' margins.

I hope you find this information helpful. You have the right to seek an investigation and review of my response by the Ombudsman, whose address for contact purposes is:

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

Yours sincerely

Nicholas Poie
**Deputy Chief Executive
Organisational Solutions**

Total amount paid to each of the recruitment organisations listed since the 2008/09 financial year, broken down by year.

Recruitment organisation	Financial year								
	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Hudson Global Resources	\$116,258.45	\$26,451.23	\$29,614.42	\$24,687.50	\$130,297.12	\$283,142.43	\$203,401.21	\$347,285.97	\$38,970.22
Inside Executive Recruitment	\$0	\$0	\$0	\$0	\$0	\$52,661.49	\$256,975.46	\$560,629.75	\$34,413.95
JacksonStone & Partners	\$0	\$0	\$0	\$197,902.50	\$480,247.17	\$230,882.68	\$321,095.10	\$350,920.71	\$5,268.01
Momentum Consulting Group	\$14,980.00	\$0	\$0	\$0	\$4,125.00	\$4,427.99	\$77,788.90	\$160,522.47	\$1,920.95
PowerHouse People Sheffield	\$14,050.00	\$0	\$0	\$61,447.50	\$124,872.50	\$0	\$0	\$0	\$0
Talent 2 NZ	\$600.00	\$2,495.00	\$78,961.99	\$13,485.00	\$600.00	\$0	\$0	\$0	\$0
	\$0	\$0	\$40,864.00	\$0	\$70,567.64	\$0	\$0	\$0	\$0

Note:

- The data for the 2016/17 financial year is reported as at 14 July 2016.
- The data is GST exclusive.
- The figures provided are the total paid to the recruitment organisations, which include all costs including staff salaries, not just the companies' margins.