



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London SW1A 2HB
United Kingdom
Telephone : +44 (0)20 721 89000

Our Reference: [REDACTED]

[REDACTED]

26 March 2015

Dear [REDACTED]

Thank you for your email to the Ministry of Defence (MOD) dated 25 February in which you requested the following information:

1. How much is spent on psychometric tests per year?
2. Which companies are contracted to do the tests?
3. What protocols are in place in relation to the tests?
4. Which levels of staff seniority are given psychometric tests each year.
5. How are the results of the test conveyed? pass, fail, 10/10 etc?
6. What are the results for 2014? - stripped of any personal data

I am treating your correspondence as a request for information under the Freedom of Information Act (FOI) 2000. A search for the information has now been completed within the MOD, and I can confirm that some information, in scope of your request is held.

In respect of your question: **“What protocols are in place in relation to the tests?”** the MOD requires clarification of your definition of protocols.

In regard to your other questions, the information you requested can be found in the attached annex.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.org.uk>.

Yours sincerely,

Defence Personnel Secretariat

Questions	Senior Civil Service	Civil Service
How much is spent on psychometric tests per year?	£ 85,612.20 spent in FY 13/14	£159,795.31 spent in FY 13/14
Which companies are contracted to do the tests?	Individual Leadership Assessments are commissioned via CS Resourcing	Right Management
What protocols are in place in relation to the tests?	Clarification Required	Clarification Required
Which levels of staff seniority are given psychometric tests each year?	Tests can be used in recruitment to all posts at Senior Civil Service level.	Tests are associated to grade and not candidates (Band B and graduate entrants)
How are the results of the test conveyed? Pass, fail, 10/10 etc?	Tests are not used on a pass or fail basis but are used to provide further evidence on an individuals potential strengths, weaknesses, management styles etc.	The tests are a tool to facilitate the gathering of information then used at interview as an element of an overall assessment process
What are the results for 2014? - stripped of any personal data	Reports are written as narratives and are considered to be personal data	As there is not a pass or fail no results are available