



MINISTRY OF SOCIAL
DEVELOPMENT

TE MANATŪ WHAKAHIATO ORA

- 7 FEB 2017

Privacy of another: section 9(2)(a)

Dear Privacy of another: section 9(2)(a)

On the 5 December 2016, you emailed the Ministry requesting, under the Official Information Act 1982, the following information:

- *Do you have a Talent Management system or intending to invest in the Talent Management System?*
- *If you do have a Talent Management system, when does this come up for competition?*
- *What is your estimated spend on your Talent Management system over the next three years?*

In response to your questions:

The Ministry uses an all of government contracted management system called SuccessFactors (SAP). This is a single global system to manage people, processes and compliance across all HR functions. It engages business applications that are in line with how people learn and work best, and the ability to deliver data-rich insights to make decisions that drive business results.

SAP SuccessFactors includes a number of integrated HR modules of which talent is one of them.

There is no intention by the Ministry to invest in a talent management system at this point in time as the Ministry is part of a 5-year, all of Government contract with SAP SuccessFactors, which ends in 2021.

The Ministry cannot provide the estimated spend of the talent management system within SAP SuccessFactors, as the specific costs for the talent management system cannot be broken down over a five year period without substantial manual collation.

. As such I refuse your request under section 18(f) of the Official Information Act. The greater public interest is in the effective and efficient administration of the public service.

I have considered whether the Ministry would be able to respond to your request given extra time, or the ability to charge for the information requested. I have

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concluded that, in either case, the Ministry's ability to undertake its work would still be prejudiced.

The principles and purposes of the Official Information Act 1982 under which you made your request are:

- to create greater openness and transparency about the plans, work and activities of the Government,
- to increase the ability of the public to participate in the making and administration of our laws and policies and
- to lead to greater accountability in the conduct of public affairs.

This Ministry fully supports those principles and purposes. The Ministry therefore intends to make the information contained in this letter available to the wider public after ten working days. The Ministry will do this by publishing this letter on the Ministry of Social Development's website. Your personal details will be deleted and the Ministry will not publish any information that would identify you as the person who requested the information.

If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Yours sincerely



EB Elisabeth Brunt
General Manager
Ministerial & Executive Services