

Mr. MACY. Let me be specific. Psychologists are used in the design of the tests which I referred to as the means of measuring the potential of the individual to perform a kind of work that the Government has to offer.

The professional label is psychometrician. This is the profession that the Commission uses in designing tests that measure relative ability to perform the work. This is the basic professional core of our staff for this purpose.

The reference to the use of personality tests in conjunction with a medical review was only in connection with the necessity for a medical appraisal of the individual either because of the specific nature of the job and its demands, or because the individual appeared to have need for such an appraisal as far as his or her future is concerned.

So, in answer to your question, specifically, this is not used on a mass basis. This is a highly individualized application of this technique as an inherent part of an overall medical appraisal made by a physician who may, if he wishes use a clinical psychologist as a consultant.

Mr. GALLAGHER. This is basically a clinical situation.

Mr. MACY. Exclusively a clinical situation.

Mr. GALLAGHER. The privacy of the individual remains as part of the doctor-patient relationship?

Mr. MACY. It is the same type of relationship that would exist between a doctor and his patient.

Mr. GALLAGHER. You have touched just about every base of our concern. The question of these tests and evaluations resting in a personnel folder, which is passed throughout Government, and thereby placing the employee in jeopardy, has been one of the great concerns of this body.

Mr. MACY. I might add on that particular point, Mr. Chairman, that even the test instruments that are used for the measurement of relative ability are not a part of the individual's personnel file. They are maintained either by the Civil Service Commission or by one of the boards of examiners that conducts the examining, so that even those results are not a part of the continuing personnel record of the individual.

Mr. GALLAGHER. Thank you, Mr. Macy.

Mr. Rosenthal?

Mr. ROSENTHAL. Thank you, Mr. Chairman.

Mr. Macy, I want to join with the chairman in complimenting you on what I consider rather progressive, forthright views on this subject.

What I am concerned about is how these views are being implemented in the agencies and when have they started to follow your line of thinking.

Mr. MACY. To my knowledge, Mr. Rosenthal, all of the agencies that are under the competitive civil service have followed the policy that I have enunciated.

The policy in the past has been one of discouraging the use of these tests. The restatement is one of strengthening that position by prohibiting their use, and the work of this committee has called this particular condition to our attention.

However, we have a regular inspection program of the examining process and in reviewing our inspection reports, I have not found any evidence of use of personality tests by the agencies that come under civil service supervision.