

Response to Request for Information

Reference FOI 000593
Date 14 November 2016

Recruitment Costs – Social Care Staff

Request:

I am requesting information to the following questions. To add context to the questions we are working on a research piece for costs split by geography and an understanding of market needs to discuss with authorities.

1. What have been your permanent recruitment costs for search and selection with senior Social Care staff 2013, 2014, 2015 and 2016 to date?
2. What have been your advertisement costs for permanent recruitment for social care staff 2013, 2014, 2015 and 2016 to date?
3. What retained fees have been paid for search assignments in the recruitment of senior social care staff 2013, 2014, 2015, and 2016 to date.

Permanent Recruitment = Fees paid out to external agencies
Advertisement Costs = Fees paid for all advertising internal / external for permanent roles at a senior level
Retained Fees = Fees paid before the recruitment process starts to engage with outside agencies

We can confirm that the Council holds information falling within the description specified in your request. However, Section 12 of the Freedom of Information Act 2000 allows a public authority to refuse a request if the cost of providing the information to the applicant would exceed the 'appropriate limit' as defined by the Freedom of Information.

The Regulations provide that the appropriate limit to be applied to requests received by local authorities is £450 (equivalent to 18 hours of work). In estimating the cost of complying with a request for information, an authority can only take into account any reasonable costs incurred in:

- (a) *Determining whether it holds the information,*
- (b) *Locating the information, or a document which may contain the information,*
- (c) *Retrieving the information, or a document which may contain the information,*
and
- (d) *Extracting the information from a document containing it.*

For the purposes of the estimate the costs of performing these activities should

[NOT PROTECTIVELY MARKED]

be estimated at a rate of £25 per hour.

The information appertaining to recruitment costs of Social Care staff is not easily accessible as we do not record this information in this format. To get the information would require a full scale look into all our invoices, over 30,000 and this would be a manual exercise and as such we believe that the aggregated time it would take to collate the information would be in excess of 18 hours (equivalent to a notional cost of £450).

If you can narrow down your request the Council will look into the matter again and may be able to provide the information free of charge because it would cost less than the appropriate limit to do so. Any reformulated request the department receives from you will be treated as a fresh FOI request.