



Response to Request for Information

Reference FOI 001706
Date 17 November 2017

Senior Executive Recruitment

Request:

I am writing to make a request from your authority for the following information under the Freedom of Information Act 2000.

Please send me for each of the financial years listed below:

- 2015-16
 - 2016-17
 - 2017-18 (Year to Date (YTD))
1. The total number of senior / executive roles recruited in your authority. For the purposes of this request senior / executive roles are defined as:
 - a. Chief Executive
 - b. Director / Service Director
 - c. Assistant Director
 - d. Head of Service
 2. For the roles defined at 1. the number of
 - a. Permanent / FTC appointments
 - b. Interim / temporary appointments
 3. For the roles defined at 1. the source of the appointed candidate being either
 - a. Directly sourced by your authority or
 - b. Sourced via your agency / managed service supply chain
 4. The total spend associated with recruiting the total number of posts defined at 1.
 - a. For permanent / FTC appointments (spend is defined as spend on external agency search or search & selection fees, recruitment advertising costs and external assessor fees)
 - b. For interim / temporary appointments (spend is defined as the total spend on interim fees including day rate plus agency margin)

If it is not possible to break out spend by a. and b. above please provide total spend.

In order to facilitate the collection of the data I have requested, please find below a table which can be used to capture the data.

In response to your request above, please find our response below:

| Financial year | Total number of senior roles recruited | | | Candidate Source | | Total Spend (£) | |
|----------------|--|---------------------|-------|------------------|--------------|-----------------|---------------------|
| | Permanent / FTC | Temporary / interim | Total | Direct source | Agency / MSP | Permanent / FTC | Temporary / interim |
| 2015-16 | 8 | 7 | 15 | 9 | 6 | | £1,596,865 |
| 2016-17 | 8 | 9 | 17 | 12 | 5 | £21,150 | £886,685 |
| 2017-18 (YTD) | 13 | 5 | 18 | 16 | 2 | | £435,820 |

It is important to note however that the temporary/interim roles detailed above, may have been recruited to on a permanent basis throughout the financial year (i.e. whilst an interim was in post, a permanent appointment of a different person was subsequently made). Furthermore, the interim contract may span financial years and has therefore been included in both financial years numbers.