

FOI Response Document

**FOI18154**

Thank you for your request under the Freedom of Information Act 2000 about **Recruitment Spend** received on **20/07/2022.**

**Request**

**Please could you advise on the following questions for the period 1st April 2021 - 31st March 2022:**

1. **How many external hires were made at Cardiff Council over this period (all vacancies)?**
2. **What was your total recruitment spend for this period (all vacancies)?**
3. **How much of this budget was spent on external agencies (all vacancies)?**
	1. **Who are these agencies and what was their total cost per agency?**
4. **Who is the senior responsible officer in relation to this budget?**
5. **Do you have a centralised recruitment team at Cardiff Council or are your recruitment budgets and responsibility managed by your service leads?**
	1. **Who are these recruitment and/or service lead(s)?**
6. **What is the organisational structure within your recruitment and hr teams at Cardiff Council?**

We have considered your request and enclose the following information:

1. **How many external hires were made at Cardiff Council over this period (all vacancies)?**

**Response:** Please see the below table for the total amount of external hires between 1/04/2021 to 31/03/2022.

|  |  |
| --- | --- |
|   | **Number of Vacancies** |
| **Corporate** | 595 |
| **Schools** | 980 |

1. **What was your total recruitment spend for this period (all vacancies)?**
	1. **How much of this budget was spent on external agencies (all vacancies)?**

**Response:** The City of Cardiff Council does not hold this information therefore under Section 17 of the Freedom of Information Act 2000 this acts as a refusal notice.

Under Section 16 of the Freedom of Information Act 2000 we have a duty to advise and assist our customers. Cardiff Council that the figure held for recruitment is held at a higher level, which cannot be broken down to the level requested (i.e the recruitment process itself).

* 1. **Who are these agencies and what was their total cost per agency?**

**Response:** Cardiff Council can confirm that it is uses Matrix SCM as an agency for recruitment. However please see the above response regarding the budget.

1. **Who is the senior responsible officer in relation to this budget?**

**Response:** We have considered your request for further information and on this occasion, we cannot supply the information you have requested.

In accordance with Section 17 of the Freedom of Information Act 2000 this part of the request acts as a Refusal Notice.

The exemption applied is Section 40 (2) Personal Information, FOIA 2000.

This exemption applies because we can only provide information regarding employees above Operational Manager level.

Section 40(2) of the Freedom of Information Act 2000 effectively prohibits the release of personal information if doing so would contravene any of the data protection principles under the Data Protection Act 2018. We have a statutory duty under Section 34 (3) of the Data Protection Act 2018 to comply with the data protection principles.

1. **Do you have a centralised recruitment team at Cardiff Council or are your recruitment budgets and responsibility managed by your service leads?**

**Response**: Cardiff Council can confirm that the management for recruitment and its budgets sit with each of its services.

* 1. **Who are these recruitment and/or service lead(s)?**

**Response:** Please see Attachment 1 for the organisation chart for the council – which shows the service leads of each department/ service.

1. **What is the organisational structure within your recruitment and hr teams at Cardiff Council?**

**Response**: Please see Attachment 2

If you have any queries or concerns, please do not hesitate to contact us. Please remember to quote the reference number above in any future communications.