

**Case Id : 10861**

**Recruitment**

1. How many permanent/FTC hires in a calendar year do you make?

***This varies from year to year, depending on the number of roles we advertise and what the contracts are. For 2021-22 we advertised 84 FTC and 190 Permanent Positions***

2. How do you manage permanent recruitment? E.g. internal team, outsourced etc.

***We have an internal recruitment team that facilitate the end-to-end recruitment process. On occasion we have used Search for more senior roles.***

3. If outsourced, what service do they provide and who is your service provider, when does the contract end?

***On occasion we have used Search for more senior roles. We have a contract for public notices advertising and recruitment advertising.***

4. How much did you spend in a year on permanent agency/outsourced recruitment to the nearest £100k for 2019/20, 2020/21 & 2021/22??

***2019/20 Under 100K (19K)***

***2020/21 Under 100K (23K)***

***2021/22 No spend***

5. How many temporary hires in a year do you make? Apr – March

***Average quarterly hires***

***2019/20 – 237***

***2020/21 - 41***

***2021/22 - 71***

6. How do you manage the recruitment of temporary staff? E.g. a neutral vend provider, recruitment agencies direct, managed service?

***We have a Neutral vendor via MSTAR3 framework contract***

***MSTAR3 framework 653F\_19 Contract for Managed Services for Temporary Agency Resources (MSTAR3)***

7. If the answer to the above involves a 3rd party, when does this arrangement expire? When will you decide on the future method & procurement?

***December 2022 with option to extend for additional year***

8. On average how many temporary staff do you have on site?

***As at 31 March 2022 we had 58 temporary staff***

9. How much did you spend in a year on temporary recruitment per annum to the nearest £100k for

***2019 - 2020 - £2,300,000***

***2020 - 2021 - £1,700,000***

***2021 - 2022 - £2,300,000***