

FOI Ref

11419

Response sent

04 Aug 22

(CCC) HR

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

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

Response

- How many external hires were made at Cambridge City Council over this period (all vacancies)?

For the period 1st April 2021 - 31st March 2022 there were 148 external appointments made

- What was your total recruitment spend for this period (all vacancies)?

The total recruitment spend for 1st April 2021 – 31st March 2022 was £49,419. with £38,203 being spent on recruitment advertising.

- How much of this budget was spent on external agencies (all vacancies)? o Who are these agencies and what was their total cost per agency? & Who is the senior responsible officer in relation to this budget?

£11K was spent on search fees with an external agency, Penna. The Head of Housing Maintenance and Assets was the senior officer responsible for this budget/ spend

- Do you have a centralised recruitment team at Cambridge City Council or are your recruitment budgets and responsibility managed by your service leads? Who are these recruitment and/or service lead(s)?

There is a centralised recruitment team at Cambridge City Council, facilitating the end-to-end process for all vacancies within each service area. Heads of Service have responsibility for their budget/ spend in relation to advertising and any use of agencies.

- What is the organisational structure within your recruitment and hr teams at Cambridge City Council?

See Structure Chart below 11423

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We aim to provide a high-quality service to you and hope that you are satisfied with this response. If you have any further questions, please do not hesitate to

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contact us.

Further queries on this matter should be directed to foi@cambridge.gov.uk