

FOI Ref
13162

Response sent
27 Jun 23

(CCC) Personnel

1. How many permanent/FTC hires did you make in the calendar year 2022?
2. How do you manage permanent recruitment? E.g. internal team, outsourced etc.
3. If outsourced, what service do they provide and who is your service provider, when does the contract end?
4. How much did you spend in a year on permanent recruitment to the nearest £100k for 2022/23?? Please include any advertising costs and fees paid to agencies.
5. How many agency hires in a year did you make in 2022?
6. How do you manage the recruitment of Agency staff? E.g. a neutral vend provider, recruitment agencies direct, managed service? Where do you advertise permanent / FTC and temporary roles currently?
7. If the answer to question 6 involves a 3rd party, when does this contract expire? When will you decide on the future method & procurement? Who is the 3rd party?
8. On average how many temporary staff did you have engaged on a monthly basis(as an average) for 2022?
9. How much did you spend in a year on Agency temporary recruitment to the nearest £100k for 2022/23?

Response

1. How many permanent/FTC hires did you make in the calendar year 2022? - 126 – January to December 2022
2. How do you manage permanent recruitment? E.g. internal team, outsourced etc.

We have an internal centralised recruitment team that handles the end to end recruitment for permanent and fixed term vacancies

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

N/A

4. How much did you spend in a year on permanent recruitment to the nearest £100k for 2022/23?? Please include any advertising costs and fees paid to agencies

Advertising Costs £30K

Executive Search £48K

5. How many agency hires in a year did you make in 2022?

334 (of which 209 for one Event Cambridge folk Festival)

6. How do you manage the recruitment of Agency staff? E.g. a neutral vend

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provider, recruitment agencies direct, managed service?

Neutral vendor via MSTAR3 framework contract

Where do you advertise permanent / FTC and temporary roles currently?

Permanent/FTC are advertised On our careers pages <https://www.cambridge.gov.uk/careers> on Linked In and some other free advertising job boards. Depending on the role, additional paid online media may be used to advertise permanent and fixed term roles.

Temporary roles are advertised/manage via Comensura (Neutral vendor via MSTAR3 framework contract

7. If the answer to question 6 involves a 3rd party, when does this contract expire? When will you decide on the future method & procurement? Who is the 3rd party?

The current contract ends Dec 2023 and we are currently seeking approval to procure a managed service provider for the provision of temporary agency workers through the managed services for temporary agency resources framework (Mstar 4) with effect from 20 December 2023

8. On average how many temporary staff did you have engaged on a monthly basis(as an average) for 2022?

17 (this does not include Folk Festival mentioned above)

9. How much did you spend in a year on Agency temporary recruitment to the nearest £100k for 2022/23?

2 Million

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