

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 your Council over this period (all vacancies)? 1066
2. What was your total recruitment spend for this period (all vacancies)? £34,775.60 was spent on recruitment.
The Council also uses agencies but it is not possible to isolate the fee from the onward payment to the worker.
3. How much of this budget was spent on external agencies (all vacancies)? As above data on fee element is not held
4. Who are these agencies and what was their total cost per agency? As above data on fee element is not held
5. Who is the senior responsible officer in relation to this budget? There isn't one senior responsible officer, spend for agency comes from each individual services budget who require agency support
6. Do you have a centralised recruitment team at your Council or are your recruitment budgets and responsibility managed by your service leads? Yes we have a centralised recruitment team, and yes budgets are managed by service leads
7. Who are these recruitment and/or service lead(s)? Various leads depending on who needs agency support in their service
8. What is the organisational structure within your recruitment and HR teams at your Council? See attached table below

	Structure Level 2	Position Name	Count
SMT	Assistant Director - HR and OD	Assistant Director - HR and OD	1
	Service Manager HR Employment Services and Operations	Service Manager HR Employment Services and Operations	1
	Organisational Development and Strategy	Service Manager Organisational Development and Strategy	1
HR Employment Services	HR Employment Services	Business Manager HRESC	1
	HR Employment Services	Business Partner HRESC	2
	HR Employment Services	Assistant Business Partner	4
	HR Employment Services	HR Advisor	16
	HR Employment Services	HR Support Assistant	12
HR Operations	Operational Human Resources	Business Manager	2
	Operational Human Resources	Business Partner	4
	Operational Human Resources	Assistant Business Partner	12
	Operational Human Resources	HR Advisor	5
	Operational Human Resources	HR Support Assistant	1
OD and Strategy	Organisational Development and Strategy	Business Manager Organisational Development and Strategy	3
	Organisational Development and Strategy	Business Partner	6
	Organisational Development and Strategy	Assistant Business Partner	11
	Organisational Development and Strategy	Senior Health and Safety Consultant	1
	Organisational Development and Strategy	Health and Safety Consultant	2
	Organisational Development and Strategy	Health and Safety Assistant	1
	Organisational Development and Strategy	Customer and Social Media Advisor	1
	Organisational Development and Strategy	Website and Systems Advisor	1
	Organisational Development and Strategy	Support Assistant	2
	Organisational Development and Strategy	Health and Wellbeing Trainer	1
	Organisational Development and Strategy	Wellbeing Co-ordinator	1
	Organisational Development and Strategy	Learning Systems Officer	1
	Organisational Development and Strategy	Co-ordinator - Workforce Development	1
	Organisational Development and Strategy	Project Support Officer	5
	Organisational Development and Strategy	Project Support Assistant	5
	Organisational Development and Strategy	Culture and Night Time Policy Economy Policy Officer	1
	Organisational Development and Strategy	Apprentice Content Officer - Internal Communications and Engagement	1
	Organisational Development and Strategy	Branch Secretary	1
	Organisational Development and Strategy	Assistant Branch Secretary	1
	Organisational Development and Strategy	GMB Official	1
	Organisational Development and Strategy	Unison Official	1