Annex

Request

1. Does your organisation utilise recruitment agencies for temporary and permanent staff? Yes or No?

2. Does your organisation have a centralised staffing booking team for recruitment agencies? Yes or No?

3. Between 1 January 2014 and 1 January 2019 how many staff were working in the department via recruitment agencies? Please provide these figures as an annual breakdown between 2014-19.

4. Please provide details of the Department’s annual agency staff spend between 1 January 2014 and 1 January 2019 for temporary placements only. Please provide these figures as an annual breakdown.

5. Please provide details of the Department’s annual agency staff spend between 1 January 2014 and 1 January 2019 for permanent placements only. Please provide these figures as an annual breakdown.

6. Please provide details of the department’s annual agency spend between 1 January 2014 and 1 January 2019 for temporary placements only for the following staffing categories. Please provide these figures as an annual breakdown:

   - A&C
   - Corporate
   - Finance
   - IT
   - Legal
   - Other

7. Please provide details of the department’s annual agency spend between 2013-18 for permanent placements only for the following staffing categories. Please provide these figures as an annual breakdown:

   - A&C
   - Corporate
   - Finance
   - IT
   - Legal
   - Other
Response

Please find below the information that you have requested, listed by each question:

Q1. Does your organisation utilise recruitment agencies for temporary and permanent staff?
Answer: We utilise recruitment agencies for sourcing temporary staff only.

Q2. Does your organisation have a centralised staffing booking team for recruitment agencies?
Answer: Yes

Q3. Between 1 January 2014 and 1 January 2019 how many staff were working in the department via recruitment agencies? Please provide these figures as an annual breakdown between 2014-19.

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between 1 Jan and 31 Dec</td>
<td>47</td>
<td>39</td>
<td>28</td>
<td>37</td>
<td>70</td>
</tr>
</tbody>
</table>

Q4. Please provide details of the Department’s annual agency staff spend between 1 January 2014 and 1 January 2019 for temporary placements only. Please provide these figures as an annual breakdown.

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between 1 Jan and 31 Dec</td>
<td>1,271,372</td>
<td>834,462</td>
<td>903,974</td>
<td>1,635,905</td>
<td>1,868,440</td>
</tr>
</tbody>
</table>

Q5. Please provide details of the Department’s annual agency staff spend between 1 January 2014 and 1 January 2019 for permanent placements only. Please provide these figures as an annual breakdown.
Answer: We do not use agencies to fill our permanent placements.

Q6. Please provide details of the department’s annual agency spend between 1 January 2014 and 1 January 2019 for temporary placements only for the following staffing categories. Please provide these figures as an annual breakdown:

- A&C
- Corporate
- Finance
- IT
- Legal
- Other

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration and Clerical</td>
<td>25,519</td>
<td>0</td>
<td>0</td>
<td>17,199</td>
<td>62,457</td>
</tr>
<tr>
<td>Corporate</td>
<td>408,096</td>
<td>176,418</td>
<td>286,607</td>
<td>562,249</td>
<td>280,689</td>
</tr>
<tr>
<td>Finance</td>
<td>205,649</td>
<td>253,442</td>
<td>123,497</td>
<td>202,030</td>
<td>274,792</td>
</tr>
<tr>
<td>IT</td>
<td>78,572</td>
<td>123,061</td>
<td>194,988</td>
<td>286,237</td>
<td>126,650</td>
</tr>
<tr>
<td>Legal</td>
<td>24,965</td>
<td>21,695</td>
<td>0</td>
<td>105,853</td>
<td>24,094</td>
</tr>
<tr>
<td>Other</td>
<td>528,571</td>
<td>259,951</td>
<td>298,882</td>
<td>462,338</td>
<td>1,099,440</td>
</tr>
</tbody>
</table>

Categories have been assigned using the division that the costs relate to and have made assumptions on the following:
Admin and Clerical – These are divisions in the FSA that mainly contribute to internal processes.
Corporate – Roles that go beyond just Admin but support the rest of the organisation.

Q7. Please provide details of the department’s annual agency spend between 2013-18 for permanent placements only for the following staffing categories. Please provide these figures as an annual breakdown:

- A&C
- Corporate
- Finance
- IT
- Legal
- Other

Answer: We do not use agencies to fill our permanent placements.