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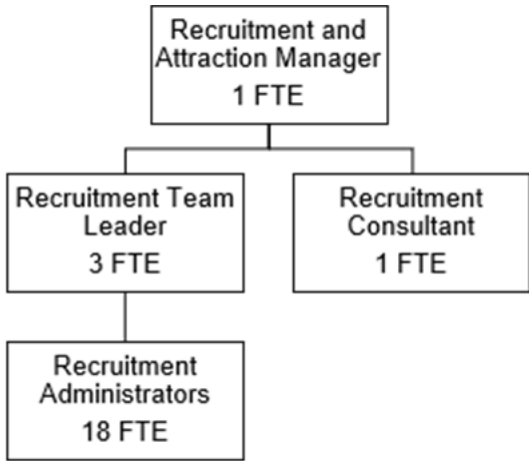
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FOI Response

Information provided under the Freedom of Information Act

Freedom of Information Request	
FOI Reference: FOI-OPCC-23-046	
Date of Request: 19/10/2023	Date of Response: 21/11/2023
Information Requested: This Freedom of Information (FOI) request includes twelve questions relating to staffing and recruitment. Information relating to this FOI is held by the Human Resources (HR) department. The HR department is external to the Office of the Police and Crime Commissioner (OPCC) for Cambridgeshire and Peterborough and covers the three OPCCs and Constabularies of Bedfordshire, Cambridgeshire, and Hertfordshire. Questions and responses are provided below.	
1	Question: How many new permanent hires joined your organisation in 2022?
	Response: Between 01/01/2022 – 31/12/2022 our office had three permanent starters.
2	Question: How many new permanent hires came through external providers in 2022?
	Response: This data is not held separately for OPCC staff meaning the HR department would have to check 3000 cases in order to find this information, each taking approximately 5 minutes to check. This would result in approximately 250

	<p>hours of work. This part of the request is therefore refused under Section 12 of the Freedom of Information Act (FOIA). Section 12 of the FOIA is a provision which allows a public authority to refuse to comply with a request for information where the cost of compliance is estimated to exceed a set limit known as the appropriate limit.</p>
3	<p>Question: How many team members work in your Recruitment Team?</p>
	<p>Response: The Recruitment Team organogram is provided below. To clarify, this team does not sit within the OPCC for Cambridgeshire and Peterborough.</p>  <pre> graph TD A["Recruitment and Attraction Manager 1 FTE"] --> B["Recruitment Team Leader 3 FTE"] A --> C["Recruitment Consultant 1 FTE"] B --> D["Recruitment Administrators 18 FTE"] </pre>
4	<p>Question: What is your time to hire from adverting to onboarding?</p>
	<p>Response: 109 days. This data is not held separately for OPCC staff and therefore this is representative of all roles across Bedfordshire, Cambridgeshire, and Hertfordshire OPCCs and Constabularies.</p>
5	<p>Question: What was your attrition rate in 2022?</p>
	<p>Response: This data is not held.</p>
6	<p>Question: What is your average cost per hire (including attraction and screening) in 2022?</p>
	<p>Response:</p>

	This data is not held.
7	<p>Question:</p> <p>How much did you spend with external providers of permanent recruitment in 2022?</p>
	<p>Response:</p> <p>Approximately £37,000 on average across Bedfordshire, Cambridgeshire, and Hertfordshire. This data is not held separately for OPCC staff and therefore this is representative of all roles across Bedfordshire, Cambridgeshire, and Hertfordshire OPCCs and Constabularies.</p>
8	<p>Question:</p> <p>How many unique agency contractors/temps/interims did you use in 2022?</p>
	<p>Response:</p> <p>Two - The Chief Financial Officer (CFO) our office shared with Cambridgeshire Fire & Rescue Service (CFRS) and an external Communications company.</p>
9	<p>Question:</p> <p>How much did you spend on agency contractors/temps/interims in 2022?</p>
	<p>Response:</p> <p>Total for our office in 2022/23 was £12,153.44.</p>
10	<p>Question:</p> <p>Are you meeting your diversity targets? (yes or no)</p>
	<p>Response:</p> <p>Currently HR do not have diversity targets, Key Performance Indicators (KPIs) are being developed for 2024/25.</p>
11	<p>Question:</p> <p>How many candidates applied for roles in 2022? What is your candidate drop-out rate?</p>
	<p>Response:</p> <p>10,168 across Bedfordshire, Cambridgeshire, and Hertfordshire. This data is not held separately for OPCC staff and therefore this is representative of all roles across Bedfordshire, Cambridgeshire, and Hertfordshire OPCCs and Constabularies.</p> <p>HR do not hold data specific to the drop-out rate.</p>

12	Question: Which systems do you use for your permanent recruitment process?
	Response: OLEEO, Cor-Vet, iTrent and eOPAS.

You may wish to contact Cambridgeshire Constabulary, which is a separate organisation to the OPCC and is treated as such under the Act. Please see the following link to Cambridgeshire Constabulary's Freedom of Information page on their website: [Cambridgeshire Constabulary's FOI Information](#)