

Reference: 01558696

Information Requests
information.requests@ofcom.org.uk

20 February 2023

Freedom of Information request: Right to know request

Thank you for your request for information concerning temporary/contract and permanent recruitment. Your request was received on 23 January 2023 and we have considered it under the Freedom of Information Act 2000. We sought clarification of your request on 17 February 2023 and this was received on 17 February 2023.

Your request & our response

Please could you provide the following information under the freedom of information act covering the last 12 months, or the most recent 12 month period recorded:

1. Has the organisation used agencies to recruit temporary/contractor staff?

Yes. We outsource all of our recruitment delivery to a recruitment process outsourcing provider (RPO). The figures below are the fees and pay rates associated to contractors, temps and permanent hires sourced by the RPO via 2nd tier recruitment agencies.

1a. If so, please confirm the total agency spend on temporary/contractor staff?

For the period January 2022 – December 2022: £1,036,348.98 (pay to contractors and agency fees).

1b. Please provide a breakdown of your answer to question 1a, splitting the spend by job title/specialism

Specialism	Total spend (pay to contractors and agency fees)
Broadcasting and Online Content	£35,579.26
Corporate	£842,103.22
Spectrum	£48,922.49
Technology	£95,139.77
Network and Communications	£14,604.24

For information, this figure is 0.85% of Ofcom's total staff cost over the period and 0.55% of Ofcom's total budget for the period.

2. *Has the organisation used agencies to recruit permanent staff?*

Yes.

2a. *If so please confirm the total agency spend on permanent staff?*

£624,152.95 (Agencies permanent recruitment fees only)

2b. *Please provide a breakdown of your answer to question 2a, splitting the spend by job title/specialism*

Specialism	Total Spend (Agencies permanent recruitment fees only)
Corporate	£362,457.95
Technology	£153,500
Network and Communications	£28,195.00
Spectrum	£80,000

For information, this figure is 0.52% of Ofcom's total staff cost over the period and 0.35% of Ofcom's total budget for the period.

3. *The contact name of the person responsible for dealing with permanent recruitment?*

Recruitment@ofcom.org.uk (this email reaches both the RPO and members of the internal HR team).

4. *The contact name of the person responsible for dealing with temporary/contractor recruitment?*

Recruitment@ofcom.org.uk (this email reaches both the RPO and members of the internal HR team)

I hope this information is helpful. If you have any further queries, then please send them to information.requests@ofcom.org.uk quoting the reference number above in any future communications.

Yours sincerely

Information Requests

If you are unhappy with the response you have received in relation to your request for information and/or consider that your request was refused without a reason valid under the law, you may ask for an internal review. If you ask us for an internal review of our decision, it will be subject to an independent review within Ofcom.

The following outcomes are possible:

- the original decision is upheld; or
- the original decision is reversed or modified.

Timing

If you wish to exercise your right to an internal review **you should contact us within two months of the date of this letter**. There is no statutory deadline for responding to internal reviews and it will depend upon the complexity of the case. However, we aim to conclude all such reviews within 20 working days, and up to 40 working days in exceptional cases. We will keep you informed of the progress of any such review. If you wish to request an internal review, you should contact information.requests@ofcom.org.uk. If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. Further information about this, and the internal review process can be found on the Information Commissioner's Office [here](#).

Alternatively, the Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF