

**FOI ref no:** SCO/FOI/048/2023

**Date:** 4 January 2024

Dear Applicant,

**Freedom of Information request: reference SCO/FOI/048/2023 first notified to us by email on 6 December 2023.**

- Qu 1. How many new permanent hires joined your organisation in 2022?  
Qu 2. How many new permanent hires came through external providers in 2022?  
Qu 3. How many team members work in your Recruitment Team?  
Qu 4. What is your time to hire from adverting to onboarding?  
Qu 5. What was your attrition rate in 2022?  
Qu 6. What is your average cost per hire (including attraction and screening) in 2022?  
Qu 7. How much did you spend with external providers of permanent recruitment in 2022?  
Qu 8. How many unique agency contractors/temps/interims did you use in 2022?  
Qu 9. How much did you spend on agency contractors/temps/interims in 2022?  
Qu 10. Are you meeting your diversity targets? (yes or no)  
Qu 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?  
Qu 12. Which systems do you use for your permanent recruitment process?

**Staffordshire Commissioner's Office response to your enquiry is as follows:**

- Qu 1. 3  
Qu 2. 0  
Qu 3. Nil – the OPFCC are provided the service from Staffordshire Police.  
Qu 4. Due to required clearances this can be anywhere up to 6 months.  
Qu 5. 18%  
Qu 6. Information not held  
Qu 7. Nil  
Qu 8. 1  
Qu 9. £107,259  
Qu 10. <https://staffordshire-pfcc.gov.uk/the-office/>  
Qu 11. 11 – 4% drop out rate  
Qu 12. Oleo

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of this email and should be addressed to:

Independent Review Manager  
Staffordshire Commissioner's Office  
Block 9, Staffordshire Police HQ  
Stafford  
ST18 0YY

Staffordshire Commissioners Office, Ground Floor, Block 9, Weston Road, Stafford ST18 0YY

**Twitter:** @StaffsPFCC [www.staffordshire-pfcc.gov.uk](http://www.staffordshire-pfcc.gov.uk)

Or emailed to: [FOI.PFCC@staffordshire-pfcc.gov.uk](mailto:FOI.PFCC@staffordshire-pfcc.gov.uk).

Please remember to quote the reference number in any future communications.

Yours sincerely

**Freedom of Information Decision Maker**