

## FREEDOM OF INFORMATION REQUEST

**REQUEST NUMBER: 12 - 2023**

### REQUEST DETAILS:

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

### RESPONSE

1. The Office of the Police and Crime Commissioner for Suffolk (OPCC) made two new permanent hires within the organisation in 2022.
2. Neither of the two new permanent hires came through external providers in 2022.
3. As stated within [The Scheme of Governance and Consent](#), The Suffolk OPCC use the services of the Suffolk Constabulary HR Operations for recruitment purposes.
4. The Suffolk OPCC does not have a set time to hire from adverting to onboarding. This time frame varies depending on the legal requirements, references and vetting process of each advertised role.
5. The Suffolk OPCC attrition rate in 2022 was 10% (1 out of 10).
6. The Suffolk OPCC has very limited costs per hire which would link to associated advertising only. Where possible roles are advertised using methods that are free of charge.
7. The Suffolk OPCC spent no money on external providers of permanent recruitment in 2022.
8. The Suffolk OPCC had zero agency contractors/temps/interims in 2022.
9. The Suffolk OPCC spent zero on agency contractors/temps/interims in 2022.



10. The Suffolk OPCC publishes details of its diversity numbers within Section 2 of the [Specified Information Order](#) which is available via the OPCC website.
11. The Suffolk OPCC had a total of 14 candidates who applied for roles in 2022. None of these candidates dropped out of the recruitment process.
12. As stated within the response to question 3, Suffolk OPCC use the services of the Suffolk Constabulary HR Operations for recruitment purposes.