



LETTER SENT BY E-MAIL ONLY

27 Dec 2023

2023-24_067

Freedom of Information (Scotland) Act 2002

Request

Please find below our response to your correspondence dated 7 Dec 2023, in which you made the following request under the Freedom of Information (Scotland) Act 2002:

- 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 advertising 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?

Response

Your request for information has been considered and the Scottish Police Authority is able to provide the following.

	Question	Answer
1	How many new permanent hires joined your organisation in 2022?	Two new permanent hires joined SPA Corporate in the Calendar year 2022.
2	How many new permanent hires came through external providers in 2022?	None
3	How many team members work in your Recruitment Team?	Recruitment for SPA Corporate is carried out by the recruitment team within Police Scotland. There are 12 posts within this team, none of these are specifically dedicated to supporting the recruitment for SPA Corporate.
4	What is your time to hire from adverting to onboarding?	This is unknown, there are two distinct systems that hold recruitment information and new start information. These are not connected and therefore we are unable to calculate the time between a role being advertised and an individual commencing in post.
5	What was your attrition rate in 2022?	The attrition rate within SPA Corporate for Calendar year 2022 is 2%
6	What is your average cost per hire (including attraction and screening) in 2022?	This cannot be split to provide specific detail for SPA Corporate.
7	How much did you spend with external providers of permanent recruitment in 2022?	Zero
8	How many unique agency contractors/temps/interims did you use in 2022?	Zero
9	How much did you spend on agency contractors/temps/interims in 2022?	Zero

10	Are you meeting your diversity targets? (yes or no)	<p>There are currently no diversity targets. Of all staff hires across SPA and Police Scotland (42) 90% of hires were female, 12% declared they had a disability, 7% identified as white minority ethnic and 12% as LGB.</p> <p>Due to the small number of hires within SPA Corporate we are unable to provide a detailed breakdown.</p>
11	How many candidates applied for roles in 2022? What is your candidate drop-out rate?	<p>For all roles within SPA and Police Scotland there were 971 candidates who applied for roles. The dropout rate was 92.2% (this refers to any applications received that subsequently did not result in an appointment i.e., rejections before or after interview and self-withdrawal by the applicant).</p> <p>This information is not available specifically for the roles within SPA Corporate.</p>
12	Which systems do you use for your permanent recruitment process?	Oleeo is the e-recruitment system used for permanent recruitment processes.

Right to Review

If you are dissatisfied with the outcome of your request, you can ask for a review within 40 working days. You must specify the reason for your dissatisfaction and submit your request by email to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

After review, if you remain dissatisfied, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

An anonymised version of this response will be posted to our [Disclosure Log](#) in seven days' time.