



Staffing numbers

19 October 2023

Thank you for your request received on 22 September in which you asked:

Please can we request the following information under Freedom of Information regulations:

- 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?*

Please see our response below.

- 1. How many new permanent hires joined your organisation in 2022?*

44 new staff members with permanent contracts joined the organisation in 2022.

- 2. How many new permanent hires came through external providers in 2022?*

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The Senedd Commission used an executive search partner (alongside our usual advertising arrangements) for three new permanent members of staff.

3. How many team members work in your Recruitment Team?

There are six team members in the Recruitment Team. The Team Leader is also team leader for the Diversity and Inclusion Team.

4. What is your time to hire from adverting to onboarding?

The average time to hire from advertising to onboarding (start date) for external posts is 142 days (as at Sept 2023).

5. What was your attrition rate in 2022?

Our understanding of "attrition rate in 2022" is the percentage of staff who left the Senedd in 2022. On that basis, the attrition rate was 8%.

6. What is your average cost per hire (including attraction and screening) in 2022?

For 2022 (based on 44 permanent new hires), the average cost per hire is £1,175. This takes into account advertising and attraction costs (including executive search partner costs and vetting costs).

7. How much did you spend with external providers of permanent recruitment in 2022?

In 2022, the Senedd Commission spent £14,582 with executive search partners.

8. How many unique agency contractors/temps/interims did you use in 2022?

In 2022, we had 10 new staff members join on a temporary contract and 2 contractors.

9. How much did you spend on agency contractors/temps/interims in 2022?

In 2022, the Senedd Commission spent £31,120 on agency contractors, temps and interims.

10. Are you meeting your diversity targets? (yes or no)

The Senedd Commission does not have diversity targets. The Senedd Commission has a **Diversity and Inclusion Strategy 2022-26** which sets out its priority objectives for diversity and inclusion.

11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?

976 candidates applied for externally advertised roles (including temporary and permanent roles). Our system does not capture drop-out rates, therefore we hold no recorded information in relation to your request.

12. Which systems do you use for your permanent recruitment process?

The Senedd Commission uses an online recruitment tracking system which is provided by Webrecruit.

Yours sincerely

Buddug Saer
Freedom of Information Manager
Welsh Parliament

Your request has been considered according to the principles set out in the **Code of Practice on Public Access to Information**. If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance below.

Cause for concern or complaint with your FOI response?

If you are dissatisfied with the Welsh Parliament's handling of your request, you can request an internal review within 40 working days of the date of this response. Requests for an internal review should be addressed to the Freedom of Information Manager at:

Information-request@senedd.wales or in writing to

Welsh Parliament
Governance and Assurance
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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. The Information Commissioner can be contacted at:

Information Commissioner's Office
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