

19 November 2024

Case reference: IC-339646-Y7X1

We are now in a position to respond to your information request of 23 October.

Request

You asked a series of questions about ICO spending on agency staff for the last 3 financial years. You provided a number of tables for the information to be inputted.

We have handled your request for recorded information under the Freedom of Information Act 2000 (FOIA).

Our response

Please find below the information within scope of your request. We have used your tables to provide the requested information.

1. Please provide a report using the below table, showing all **temporary agency spend (£)** for your organisation, broken down for the last 3 financial years:

Financial Year	
2021/22	£1,973,649.00
2022/23	£1,668,305.00
2023/24	£1,156,763.00

2. Please provide a report using the below table, showing **permanent agency spend (£)** for your organisation, broken down for the last 3 financial years:

Financial Year	
2021/22	Nil
2022/23	Nil
2023/24	Nil

3. Please provide a report using the below table, showing all **temporary agency spend (£)** at your organisation, broken down for the last 3 years covering the following services:

- Legal & Governance Services
- Finance & Corporate Services

Financial Year	Legal & Governance Services	Finance & Corporate Services
2021/22	£7,970.00	£1,965,679.00
2022/23	£11,529.00	£1,646,776.00
2023/24	£66,000.00	£1,090,763.00

4. Please provide a report using the below table, showing all **permanent agency spend (£)** at your organisation, broken down for the last 3 years covering the following services:

- Legal & Governance Services
- Finance & Corporate Services

Financial Year	Legal & Governance Services	Finance & Corporate Services
2021/22	Nil	Nil
2022/23	Nil	Nil
2023/24	Nil	Nil

It may help to explain that we use professional recruitment companies for permanent positions rather than agencies. We do not pay weekly/monthly agency fees for permanent staff. Our Legal department typically use secondments rather than temporary agency staff.

5. Please provide a breakdown of all **'off framework' agency spend (£)** at your organisation for the last 3 years covering the following services:

- Legal & Governance Services
- Finance & Corporate Services

Financial Year	Legal & Governance Services	Finance & Corporate Services
2021/22	Not held	Not held
2022/23	Not held	Not held
2023/24	£30,218.29	£927,323.95

We do not hold a breakdown for 2021/22 and 2022/23.

6. Do you use any of the following model(s) to manage **temporary agency recruitment** (for Legal & Governance Services; Finance & Corporate Services) at this moment in time?

- Master Vendor/Managed Service
- Neutral Vendor
- Preferred Supplier List

What model is used and when does this agreement expire?

We use Managed Service. The expiry date is 17 July 2025.

7. Do you use any of the following model(s) to manage **permanent agency recruitment** (for Legal & Governance Services; Finance & Corporate Services) at this moment in time?

- Master Vendor/Managed Service
- Neutral Vendor
- Preferred Supplier List

What model is used and when does this agreement expire?

Our permanent recruitment is largely in-house. When we use external agents, we award individual contracts for each specific recruitment. There is no wider 'model'.

8. Please confirm the number of staff members for Legal & Governance Services and Finance & Corporate Services departments and the split between **permanent members** of staff, temporary staff (fixed-term contracts) and **agency staff** in the below table for this moment in time:

	Legal & Governance Services	Finance & Corporate Services
Number of permanent staff	72	159
Number of temporary staff	1	4
Number of agency staff	5	2

9. Who are the top 5 agencies for agency spend (**£**) across Legal & Governance Services and what is the breakdown of their spend over the 23-24 financial year.

There was 1 supplier, Alexander Mann Solutions Ltd (£55,000.00).

10. Who are the top 5 agencies for agency spend (**£**) across Finance & Corporate Services and what is the breakdown of their spend over the 23-24 financial year?

There were 3 suppliers as follows.

Concept Information Technology Ltd (£232,855.00).
Allen Lane Ltd (£122,919.00).
Michael Page Ltd (£84,490.00).

The information provided above reflects the data held on our systems at the date it was extracted.

We publish information about staff numbers and related costs in our [annual reports](#). We also provide information about our [income and expenditure](#) on our website.

Please refer to our [careers](#) and [apply for a job or secondment](#) pages for further information on these areas.

This concludes our response to your request. We hope you found this information helpful.

Next steps

You can ask us to review our response. Please let us know in writing if you want us to carry out a review. Please do so within 40 working days. You can read a copy of our full [review procedure](#) on our website.

If we perform a review but you are still dissatisfied, you can complain to the ICO as regulator of the FOIA. This complaint will be handled just like a complaint made to the ICO about any other public authority. You can [raise a complaint](#) through our website.

Your information

Our [privacy notice](#) explains what we do with the personal data you provide to us, and sets out [your rights](#). Our [Retention and disposal policy](#) details how long we keep information.

Yours sincerely



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