

FOI RESPONSE ISSUED - 15 SEPTEMBER 2022

REQUEST

1. How much was spent on the services of a recruitment agent in connection with recruiting new staff for the Public Defenders Solicitors Office in 2022?
2. What is the financial arrangement for payment for the recruitment agent? For example, are they paid a commission based on the jobs placed?
3. Has there been any increase in the Public Defence Solicitors Office budget to cover the recruitment of new staff and/or premises?

OUR RESPONSE TO THE INFORMATION REQUEST UNDER THE 2002 ACT

1. We have spent £9000 in 2022.
2. A recruitment agency may provide the following to allow SLAB to be successful in our recruitment -
 - A marketing and advertising campaign including the creation of a dedicated advertising site
 - Active recruitment campaign to identify potential candidates including sharing the vacancy information, promoting the opportunity, contacting directly and answer questions around SLAB and the roles
 - Recruitment advice and support including interviewing candidates

As well as receiving a fee for the marketing and recruitment campaigns, the recruitment agency will receive a fee per candidate placed. The use of external recruitment support is fairly commonplace in larger organisations, particularly where a number of posts are being filled, the posts are particularly specialist or senior or are geographically spread. In these circumstances, the work carried out by

the external organisation takes the place of separate local and national recruitment advertising and associated activity.

As well as the specific benefits outlined above, external support in this case augments SLAB's internal HR function, enabling our in-house team to focus on other priority issues while significant aspects of ongoing recruitment are handled by Eden Scott.

3. The current recruitment process aims both to fill existing vacancies and, as explained in our advert, to provide for incremental growth in our team of criminal defence solicitors and business support staff to reflect unprecedented levels of demand as the justice system recovers from the pandemic. The latter will increase the overall staff and associated running costs of PDSO