

## FREEDOM OF INFORMATION ACT 2000

Your request for information has now been considered and the Council's response to your questions is shown below.

### You asked:

**The number of staff hired on short term contracts (12 months or less or rolling contracts for periods longer than 12 months) in each of the past four financial years and the current financial year to date.**

### ANSWER:

Leicester City Council is a large authority working hard to cut back on agency staff. Over the past 5 years we have achieved a significant reduction in the number and costs of temporary assignments.

From 2007 until 04/12/2011 all monies were paid to a neutral vendor (Beeline) who sourced staff from a variety of agencies to ensure best value was achieved, from 05/12/2011 all monies were paid to a Master Vendor (Adecco) who source the most cost effective agency for each assignment. This will have an approximate reduction in costs of £3,000,000 over the life of the tender.

Financial Year	Number of Assignments
2008/09	7,488
2009/10	6,991
2010/11	5,583
2011/12	5,784
2012/13	2,092

An assignment relates to a booking for a specific period of time, it could vary from 1 shift to a longer booking for a period of months.

**The total cost of agency staff and separately the total cost of fees paid to recruitment agents firms or similar for the past four financial years and the current year to date. Please also provide a list of the names of the recruitment firms used by the council during each of the years and a breakdown of the total fees paid to each firm.**

Financial Year	Spend
2008/09	£18,051,666.42
2009/10	£18,403,965.78
2010/11	£14,107,055.63
2011/12	£9,206,741.39
2012/13	£2,785,334.84

A La Carte Recruitment Consultants  
Ace Appointments (Midlands) Ltd  
Adecco Uk  
ARC Limited  
Ashley Kate Associates Limited  
Badenoch & Clark  
Barker Ross Ltd  
Belvoir Recruitment  
Beresford Blake Thomas  
Bluecare LTD  
Brook Street Social Care  
BS Social Care  
Capita Resourcing- Capita Interim  
Management  
Capita Social Care and Housing  
Cardea Resourcing Ltd  
Charles Fellowes - Do Not Use  
Complete Tree Care  
Computer Futures Solutions Ltd  
CPEA Ltd  
Deazle Recruitment & Consultancy  
EDC (Nottm) Ltd  
Eden Brown Birmingham  
Elite Care Recruitment Ltd  
Enterprise Recruitment Services  
Entrust Social Care Ltd  
EVRO Recruit  
Extra Personnel Ltd  
Fosse Healthcare  
G4S-PR Limited  
Gemini Resourcing UK Ltd  
GENERIC SOFTWARE  
CONSULTANTS LTD  
Hays Specialist Recruitment  
Judd Farris  
Latcom Plc  
LAW Absolute  
Liquid Personnel Ltd  
Maloy & Flynn Recruitment Ltd  
Medacs Healthcare PLC  
Medicare First  
Net Temps Ltd  
Now Recruitment  
Optimus Consultants (UK) Ltd  
OT Direct  
PAM Recruitment Ltd  
Parity Resources Ltd  
People First  
Personnel Plus Recruitment Ltd  
(Leicester)

Personnel Solutions (Leicester)  
Phoenix Employment Services LTD  
Portfolio Payroll Ltd  
Quantica Search and Selection  
RAI Technical Ltd  
Randstad Care Limited  
Randstad CPE  
Randstad Work Solutions Ltd  
Reliance Human Resources Limited  
RIG Medical Recruit Ltd  
Right4staff  
Robert Half International Ltd  
Sacco Mann Ltd  
Sanctuary Personnel Ltd  
SCR Ltd  
Search Consultancy  
Sellick Partnership  
Service Care Solutions  
SF Group  
Social Care & Education  
Social Work Associates  
SocialWork2000 Ltd  
Staffline  
Success Matrix  
Swim Recruitment  
Synergy Group  
Syntax Consultancy  
Taskforce Recruitment  
Techsearch  
Timothy James Consulting Limited  
Tradewind Recruitment  
Venn Group

We cannot express the mark up paid to agencies because the margins vary dependent on length of assignment , job class etc. It would take too long to go through all assignments individually. Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for local government is set at £450. This represents the estimated cost of one person spending more than 18 hours in determining whether the department holds the information, locating, retrieving and extracting the information.

This is therefore a Refusal Notice under section 17.1 of the Freedom of Information Act, because under the provisions of section 12.1 of the Act, the Council estimates that to comply with your request in its current form will exceed the appropriate limit.

**A breakdown of the cost of the ten highest paid agency staff including the date they were first hired, job title, total pay, monthly pay and agency fees associated with each worker. Please also include the names of any companies which were paid in lieu of services provided by any of these agency workers. Again please provide this information for the past four financial years and the current year to date.**

This information is recorded on our system at a total amount paid to the agency for each worker, which will include the agency fees. For us to find out what the initial agreed cost for each member of staff is, and what the other details, we would need to look through each file for each member of staff. At 5 minutes per file for only this last year, with a total of 2092 to look through, this would take in excess of 174 hours.

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The legislation allows you to use the information supplied for your own personal use. Please be aware that any commercial or other use, for example publication, sale, or redistribution may be a breach of copyright under the Copyright, Designs and Patents Act 1988 as amended unless you obtain the copyright holder's prior permission.

Not all the information that is supplied which is covered by copyright will be the Council's copyright, for example it may be the copyright of a government department or another Council. You should seek either the Council's consent or their consent as appropriate. The Council is willing to advise you of any such potential issues on request. In order to make a request to re-use the information please contact the Information Governance Manager using the details below.

If you are dissatisfied with the handling of your request please write to:

**Information Governance Manager**

**Information and Support**

**Leicester City Council**

**FREEPOST (LE985/33)**

**New Walk Centre**

**LEICESTER LE1 6ZG**

e-mail: [FOIA@leicester.gov.uk](mailto:FOIA@leicester.gov.uk)

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

You can also complain to the Information Commissioner at:

**Information Commissioner's Office**

**Wycliffe House**

**Water Lane**

**Wilmslow SK9 5AF**

**Telephone: 01625 545 700**

[www.informationcommissioner.gov.uk](http://www.informationcommissioner.gov.uk)

Please be aware that the Information Commissioner does not normally consider appeals or complaints until the internal appeals and complaints processes of the public authority which is answering the request have been exhausted. You are therefore advised to complain or appeal to the Information Governance Manager before contacting the Commissioner.