



Information Policy & Compliance  
[bbc.co.uk/foi](http://bbc.co.uk/foi)

Mr W Clark via e-mail  
[request-18504-97cd9532@whatdotheyknow.com](mailto:request-18504-97cd9532@whatdotheyknow.com)

19 October 2009

Dear Mr Clark,

### Freedom of Information Request - RFI20091353

Thank you for your request under the Freedom of Information Act 2000 ("the Act") received on 25 September 2009, seeking the following information:

*'How many of your externally advertised job vacancies over the last 12 months - up to the date of this request - were filled by internal applicants (already working within the Corporation) and how many by external applicants?'*

*Please detail how many jobs were externally advertised and filled in total.*

*If some jobs were only advertised internally please supply the number in total of internally advertised jobs.'*

Please find below information relating to filled vacancies (campaigns) handled by BBC HR Direct during the period 1 October 2008 to 30 September 2009. Please note that one 'campaign' may refer to multiple posts for the same role, therefore the number of hires will be greater than the number of campaigns.

Campaign Type	No of Campaigns	% of Total
Internally Advertised	1,599	54.4
Externally Advertised	1,341	45.6
<b>Total</b>	<b>2,940</b>	<b>100.0</b>

Applicant Type	Number of Hires	% of Total
Internal	2,050	51.9
External	1,899	48.1
<b>Total</b>	<b>3,949</b>	<b>100.0</b>



Please note, as our subsidiaries (BBC Studios & Post Production Ltd, BBC Worldwide Ltd and World Service Trust) are not subject to the Act – under section 6(1) (b)(ii) – the information for their personnel is not included in the figures quoted above.

Due to the way the information is recorded on the recruitment system, it is not possible to cross-match the type of hire (internal/external) against the campaign type (advertised internally/externally), therefore we are unable to provide a definitive response to your query for the number of externally advertised vacancies filled by internal and external applicants.

In order to respond in full to your request the BBC would need to investigate the record for each individual vacancy. As there are nearly 3,000 campaigns and 4,000 individuals covered by this request, we estimate that to carry out this search would take more than two and a half days. Under section 12 of the Act, we are allowed to refuse to handle the request if it would exceed the appropriate limit. The appropriate limit has been set by the Regulations (SI 2004/3244) as being £450 (equivalent to two and a half days work, at an hourly rate of £25).

#### Your Appeal Rights:

If you are not satisfied with this response you have the right to an internal review by a BBC senior manager. Please contact us at the following address: BBC Freedom of Information, Room 2252, White City, 201 Wood Lane, London W12 7TS, explaining what you would like us to review and including your reference number: If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely

Robert Johnston  
BBC People