



Foreign &  
Commonwealth  
Office

Central Freedom of Information Unit  
Foreign and Commonwealth Office  
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Website: <https://www.gov.uk>

Kona Herkanaidu

Email: [request-596836-8e5f0ead@whatdotheyknow.com](mailto:request-596836-8e5f0ead@whatdotheyknow.com)

12 September 2019

Dear Kona Herkanaidu,

**FREEDOM OF INFORMATION ACT 2000 REQUEST REF: RR 0775-19**

Thank you for your email of 12<sup>th</sup> August 2019 asking for information under the Freedom of Information Act (FOIA) 2000.

I can confirm that the FCO does hold information relevant to your request.

You asked:

*I am writing to you under the Freedom of Information Act 2000 to request the following information for the Foreign and Commonwealth Office:*

- *Please confirm whether you use recruitment agencies to support in the recruitment of temporary and permanent staff?*

Our Response: The FCO recruits temporary Agency Works through HAYS Talent Solutions, and permanent staff through central government - the Government Recruitment Service (GRS), Civil Service HR. GRS is not classed as a recruitment agency.

- *If yes to the above question, please can you confirm the agency spend on recruitment for the last 12 months? Please could this be split out between temporary and permanent recruitment.*

Our Response: The FCO's expenditure with Hays from July 2018 – July 2019 was £6,446,340.

- *Please can you confirm the title/model of any recruitment contracts you have in place? (e.g. PSL, MSP, RPO).*

Our Response: Hays is the FCO's Managed Service Provider.

- *Please confirm if you use any frameworks for recruitment? (e.g. Crown Commercial Service)*

Our Response: Hays is through the ESPO (Eastern Shires Purchasing Organisation (UK) government framework.

- *If any frameworks have been used, please provide details of any agreements/direct awards made in the past 12 months?*

Our Response: For temporary Agency Workers, no new agreements / direct awards in the past 12 months.

- *If applicable, please confirm the end date of your current contract for temporary recruitment, if a specific end date is not available please provide the start date. Please also confirm the name(s) of the relevant temporary recruitment suppliers.*

Our Response: The Hays contract is currently due to finish on 31 December 2019.

- *If applicable, please confirm the end date of your current contract for permanent recruitment, if a specific end date is not available please provide the start date. Please also confirm the name(s) of the relevant permanent recruitment suppliers.*

Our Response: The Service Level Agreement with GRS is due to end on 31 October 2020.

- *Please confirm the name and email address of the individual/s within your organisation in HR and/or Procurement who is/are responsible for appointing the contract for temporary and/or permanent recruitment and any future tender exercises in relation to this.*

Our Response: Some of the information you have requested, is personal data relating to third parties, the disclosure of which would contravene one of the data protection principles.

In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed fairly and lawfully. It is the fairness aspect of this principle, which, in our view, would be breached by disclosure.

In such circumstances, s.40 confers an absolute exemption on disclosure. There is, therefore, no public interest test to apply

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If you would like a review of our decision, or if you wish to make a complaint, please write to the FOI and DPA Team, Foreign and Commonwealth Office, Room WH2.177, King Charles Street, London, SW1A 2AH. E-mail: [foi-dpa.pmcs@fco.gov.uk](mailto:foi-dpa.pmcs@fco.gov.uk) You have 40 working days to do so from the date of this letter.

You can apply directly to the Information Commissioner. However, the Information Commissioner will not normally make a decision unless you have first exhausted the complaints procedure provided by the FCO. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Central FOI Unit



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