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Mel Harris  
By email: request-463579-9a63ac45@whatdotheyknow.com

Our ref: RFI 9749  
8 March 2018

Dear Ms Harris,

### **REQUEST FOR INFORMATION: Sourcing of contingent workers**

Thank you for your request for information, which we received on 8 February 2018, about the sourcing of contingent labour workers at a rate in excess of £350 per day who have been taken on by Defra other than through the Contingent Labour ONE framework in the period from 1 September 2017 to 31 January 2018.

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

#### **Question 1 Can you tell me which frameworks other than Contingent Labour ONE you use to engage contingent workers.**

We also utilise the Crown Commercial Service Non-Medical Non Clinical (NMNC) Framework to engage contingent workers

#### **Question 2 Do you have any policies on how your managers should recruit contingent workers through other frameworks, and in particular whether there is any competitive process for choosing the supplying agencies.**

Our guidance on hiring temporary staff directs managers to use either Contingent Labour ONE or the NMNC frameworks. For NMNC, it states 'Contracts can be directly awarded with a specific supplier or a competition can take place to ensure value for money.' The process is conducted by commercial staff who advise on the process and the benefit of competition.

In addition, Defra have a call-off contract with Hays under NMNC Lot 5 to provide IT contingent workers at a reduced supplier rate. It is Defra policy that all IT requirements go through the Hays contract in order to realise savings under this contract.

**Question 3, I would like to know for each calendar month over that period the numbers of contingent workers you have recruited broken down by supplying agency.**

<b>Supplying Agency</b>	<b>September</b>	<b>October</b>	<b>November</b>	<b>December</b>	<b>January</b>
Allen Lane	1	0	0	0	3
Hays	11	15	19	19	27
Green & Kassab	0	1	0	0	0
Cedar Recruitment	0	0	1	0	0
Methods	0	0	0	2	0
Michael Page	0	0	0	1	0
Investigo	0	0	0	1	0
LA International	0	0	0	0	3
Badenoch & Clark	0	0	0	0	2
<b>Total</b>	12	16	20	23	35

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, which explains the copyright that applies to the information being released to you.

We also attach Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely,

Guy Mawhinney

**Information Rights Team**

[InformationRequests@defra.gsi.gov.uk](mailto:InformationRequests@defra.gsi.gov.uk)

## **Annex A**

### **Copyright**

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 18 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Nick Teall, Head of Information Rights, Area 4A, Nobel House, 17 Smith Square, London, SW1P 3JR (email: [InformationRequests@defra.gsi.gov.uk](mailto:InformationRequests@defra.gsi.gov.uk)) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure. The ICO can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF