



Department
for Work &
Pensions

DWP Central Freedom of
Information Team
Caxton House
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SW1H 9NA

David Smith
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[freedom-of-information-
request@dwp.gov.uk](mailto:freedom-of-information-request@dwp.gov.uk)

[DWP Website](#)

Our Ref: FOI2022/90353

12 December 2022

Dear David Smith,

Thank you for your Freedom of Information (FoI) request received on 11 November. You wrote:

“Please provide evidence. for every DWP generalist SEO post, advertised on Civil Service Jobs throughout September 2022 and October 2022:

- evidence showing advert was shared with Surplus staff, including the advert
- evidence showing advert was shared with internal staff, including the advert
- evidence that no one internally had the skills to undertake the role
- business case supporting the decision to advertise externally, the requirement for a permanent recruit rather than fixed term
- evidence supporting decision relating to value for money.

This period is important, as the Department was aware staff reductions are required.”

DWP Response

We can confirm that we hold information falling within the description specified in your request. However, we have estimated that the cost of meeting your request would exceed the cost limit of £600 specified in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. This represents the estimated cost of one person spending 3½ working days (equivalent to 24 staff-hours) in determining whether the Department holds the information, and locating, retrieving and extracting it. Under Section 12 of the FoI Act the Department is not therefore obliged to comply with your request and we will not be processing it further.

Under Section 16 of the FoI Act we should help you narrow your request so that it may fall beneath the cost limit. We can provide a general overview containing:

1. Overall numbers of SEO posts advertised during the specified period
2. Overall numbers of unassigned SEOs during the specified period and numbers redeployed.

Below we have provided relevant information relating to the departments policy and procedures which we hope you will find helpful.

The Department does not use the terminology ‘surplus’. Colleagues whose role or location is coming to an end but where we expect to be able to redeploy them are ‘unassigned’.

Redeployment is a priority and DWP has internal processes in place to ensure that unassigned colleagues requiring redeployment are considered prior to launching formal recruitment campaigns. We also have robust recruitment governance to ensure that all recruitment is business critical, affordable and value for money for the department.

If you have any queries about this letter, please contact us quoting the reference number above.

Yours sincerely,

DWP Central Freedom of Information Team
Department for Work and Pensions

Your right to complain under the Freedom of Information Act

If you are not happy with this response you may request an internal review by e-mailing freedom-of-information-request@dwp.gov.uk or by writing to: DWP Central FoI Team, Caxton House, 6-12 Tothill Street, London, SW1H 9NA.

Any review request should be submitted within two months of the date of this letter.

If you are not content with the outcome of the internal review you may apply directly to the Information Commissioner's Office for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted our own complaints procedure. The Information Commissioner can be contacted at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Website: [ICO FOI and EIR complaints](#) or telephone 0303 123 1113.