

Jackson Bates

Email-only: request-946485-a2e73e39@whatdotheyknow.com

7 March 2023

Dear Mr Bates,

Thank you for your recent information request received via email on 8 February 2023. Your request has been considered under the Freedom of Information (FOI) Act 2000 (the Act).

In your email, you requested the following information:

Please could you provide the following information under the freedom of information act covering the last 12 months, or the most recent 12 month period recorded:

1. *Has the organisation used agencies to recruit temporary/contractor staff?*
 - a) *If so please confirm the total agency spend on temporary/contractor staff??*
 - b) *Please provide a breakdown of your answer to question 1a, splitting the spend by job title/specialism*
2. *Has the organisation used agencies to recruit permanent staff?*
 - a. *If so please confirm the total agency spend on permanent staff?*
 - b. *Please provide a breakdown of your answer to question 2a, splitting the spend by job title/specialism*
3. *The contact name of the person responsible for dealing with permanent recruitment?*
4. *The contact name of the person responsible for dealing with temporary/contractor recruitment?*

Response

The terms of your request and our responses are as follows:

1. Has the organisation used agencies to recruit temporary/contractor staff?

Yes. BII cannot source interim staff directly, we use agencies.

a) If so please confirm the total agency spend on temporary/contractor staff??

BII does not hold the granular data on the agency markup on contractor spending.

b) Please provide a breakdown of your answer to question 1a, splitting the spend by job title/specialism

The agencies do not provide details on their markup on the total amount received for the contractor.

2. Has the organisation used agencies to recruit permanent staff?

Yes, BII has used agencies for permanent recruitment.

a) If so please confirm the total agency spend on permanent staff?

In the period January to December 2022, BII spent £1,008,496 on agency fees.

b) Please provide a breakdown of your answer to question 2a, splitting the spend by job title/specialism

I can confirm that we hold information for the breakdown of spending by job title. However, we can only provide some information related to this request. Where the cost can be aggregated so the employee's exact salary cannot be determined or the remuneration is already in the public domain (as is the case with the Non-Executive Directors), we have provided the spending below.

Job Title	Specialism	Spend (GBP)
Associate Portfolio Administration x2	Investment Operations	20,550.00
Coverage Director x2	Regional Coverage	68,273.74
Coverage Manager x2	Regional Coverage	31,332.54
External Investment Committee Member x 3	Investment Committee	37,500.00
Investment Associate x3	Investments	32,144.11
Team PA x13	Business Support	122,756.00
Travel Administrator x3	Operations Management	15,126.00
Non-Executive Director x1	Board	29,750.00
Total		357,432.39

We cannot disclose the spending on agencies for the below roles as the information is exempt from disclosure under section 40(2) (personal information) of the Act. This is because the information constitutes personal data as defined in the UK General Data Protection Act ('UK GDPR'), and disclosing it would breach Principle (a).

Job Title	Specialism
EA	Business Support
Receptionist and Administrator	Business Support
Programme Manager	Change Management
Senior Business Project Manager	Change Management
Climate Change Executive	Climate Change

Head of Origination Marketing and PR	Communications
Internal Communications Officer	Communications
Origination Marketing & PR Officer	Communications
Account & KYC Controller	Treasury
Data Protection Officer, Manager	Compliance
Security Governance Risk Compliance	IT
Head of DI	Development Impact
Manager	Development Impact
Accounting Associate	Finance
Accounting Executive	Finance
Accounting Manager	Finance
Accounts Assistant	Finance
Director, Group Treasury	Finance
FP&A Analyst / Associate, Financial Analyst	Finance
Head of FP&A	Finance
Procurement Business Partner	Finance
Company Secretary	Governance
Director of Talent Acquisition	Human Resources
HR Advisor	Human Resources
HR Business Partner	Human Resources
Payroll Coordinator	Human Resources
Resourcing Executive	Human Resources
Reward Manager	Human Resources
Internal Audit Executive	Internal Audit
Data Management Admin Resource	Investment Operations
Data Management Coordinator	Investment Operations
Head of Investment operations	Investment Operations
Head Of Loans Administration	Investment Operations
Loan Administration Associate	Investment Operations
eFront Executive	IT
Head of Data Management	IT
Identity and Access Mgt	IT
Travel Coordinator	Operations Management
MD, Head of Africa	Regional Coverage
MD, Head of India	Regional Coverage
Operational Risk Executive	Risk Management
Tax Executive	Tax
EA	Business Support

3. The contact name of the person responsible for dealing with permanent recruitment?

No individual is responsible for permanent recruitment; the responsible team can be contacted at resourcing@bii.co.uk.

4. The contact name of the person responsible for dealing with temporary/contractor recruitment?

No individual is responsible for permanent recruitment; the responsible team can be contacted at contingentworkers@bii.co.uk.

If you are not satisfied with our response

We want to take this opportunity to inform you that BII has a formal complaint and internal review process. If you are dissatisfied with the manner your request for information has been managed, please write, describe the original request, explain your grounds for dissatisfaction within 40 working days of this letter and include an address for correspondence to the Compliance Team at:

British International Investment plc
123 Victoria Street, London, SW1E 6DE
Telephone: +44 20 7963 4700
By Email: foiarequest@bii.co.uk

If after contacting BII, you are still dissatisfied with the outcome, you have a right to appeal to the Information Commissioner Office (ICO):

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

By Telephone 01625 545700
Website www.ico.org.uk

Yours sincerely

Information & Complaints Officer