

**Date:** Tue 19 December 2017 **Reference Number:** 20172197 **FOI Category:** Police Resources – Staff / Officers

**Title:** Agency Staff

**Request Date:** Friday, 8 December, 2017

**Response Date:** Tuesday, 19 December, 2017

**Request Details:**

*Under a Freedom of Information request, please provide information for the following:*

*1.All expenditure (in monetary figures) relating to the use of agency staff, that is police staff employed through an outside agency but provides work for the force.*

*Please provide this information between the years of 2010 and 2012 and most recent, so either 2015-2016 or 2016-2017, whichever years you hold the most recent data for.*

*2.Please specify and break down above agency expenditure in terms of ranks and roles, that is what positions were being hired for your force, through the use of an agency.*

*3.If the force has used an agency to employ staff, please specify exact positions (role titles and department) brought into the force, through the use of an agency.*

*4.If your force has used an outside agency to employ staff during the above time frames quoted above, please name the agency/ agencies used.*

*5.Please state whether your force has used any of the following to employ police staff and / advertise for the employment of police staff for your force between 2010 and 2017:*

*Red Snapper Group: <https://www.redsnappergroup.co.uk/>*

*Police Skills: <https://policeskills.co.uk/>*

*Police Oracle: <https://www.policeoracle.com/>*

*6.Please state whether your force has ever employed Police Investigators, whether through an agency or directly.*

**Exemptions Applied:**

**Section 12 – Exemption where cost of compliance exceeds appropriate limit**

**SYP Response:**

Section 17 of the Freedom of Information Act 2000 requires South Yorkshire Police, when refusing to provide such information (because the information is exempt), to provide you the applicant with a notice which:

- a. states that fact,
- b. specifies the exemption in question and
- c. states (if that would not otherwise be apparent) why the exemption applies.

The following exemption applies to the disclosure of the information:

### **Section 12 – Exemption where cost of compliance exceeds appropriate limit**

I approached HR Shared Services, Workforce Planning and our Finance Department for assistance with your request.

*Q2 - We do not keep a record of agency staff used so the only way would be to look up invoices to obtain the name of the person. We would then need to go back to the district or department to find out the position that the agency worker has filled. I estimate it would take 55hrs 45mins based on the following.*

2016/17, 18hrs 15mins

*174 invoices, 85 are scanned images and the remaining 89 are paper invoices and would have to be manually looked up. Assuming 1 minute per scanned invoice and 10 mins per paper invoice this would take 16hrs 15mins. We have already spent 2 hours extracting and sorting data.*

2010 – 2012, 37hrs 30mins

*All paper invoices are in storage. Based on the value of transactions I am assuming 70 invoices at 10 mins per invoice is 11hrs 40mins per year plus 1.5hrs travel time. This is an optimistic estimate as invoices could be stored in a number of locations..*

In essence, we would have to manually review and cross-reference invoices to extract the data you require to fulfil this question of your request. This process would take much longer than 18 hours' FOI time limit.

The Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004 provide that the cost limit for non-central government public authorities is £450. This must be calculated at the rate of £25 per hour, providing an effective time limit of 18 hours.

Guidance from the Information Commissioner to public authorities is that where one part of a request is reasonably estimated to exceed the appropriate limit then the authority is not obliged to consider or comply with the remainder of the request up to the point at which the appropriate limit has been reached. Please note point 30 of the below link:-

[https://ico.org.uk/media/for-organisations/documents/1199/costs\\_of\\_compliance\\_exceeds\\_appropriate\\_limit.pdf](https://ico.org.uk/media/for-organisations/documents/1199/costs_of_compliance_exceeds_appropriate_limit.pdf)

**Although excess cost removes the force's obligations under the Freedom of Information Act, as a gesture of goodwill, I have supplied information, relative to your request, retrieved or available before it was realised that the fees limit would be exceeded. I trust this is helpful, but it does not affect our legal right to rely on the fees regulations for the remainder of your request neither does it bind South Yorkshire Police to any commitment that it will release information in such a manner in the future .**

As advised above the following details had been retrieved before the Section 12 exemption was realised. When it was discovered that the exemption had been triggered sourcing was stopped, that is not to say there may be further information.

*1.All expenditure (in monetary figures) relating to the use of agency staff, that is police staff employed through an outside agency but provides work for the force.*

*Please provide this information between the years of 2010 and 2012 and most recent, so either 2015-2016 or 2016-2017, whichever years you hold the most recent data for.*

2010 £535,003

2011 £437,806

2012 £411,052

2016 £1,036,692

*3.If the force has used an agency to employ staff, please specify exact positions (role titles and department) brought into the force, through the use of an agency.*

*Investigator - SCS*

*Service Delivery Analyst - IS*

*ISD – Ad Hoc - IS*

*Secretary – Comms*

*Test Manager - IS*

*Information Compliance Clerk – PSD*

*HR Assistant – HR*

*Finance Clerk – Finance*

*OH Admin Assistant – HR*

*Java Contractor – IS*

*Stable Hand – OSS*

*Disclosure Researcher – Comms*

*Kennel Assistant – OSS*

4.If your force has used an outside agency to employ staff during the above time frames quoted above, please name the agency/ agencies used.

Reed

Elevation

Michael Page

5.Please state whether your force has used any of the following to employ police staff and / advertise for the employment of police staff for your force between 2010 and 2017:

Red Snapper Group: <https://www.redsnappergroup.co.uk/> Not direct

Police Skills: <https://policeskills.co.uk/> No

Police Oracle: <https://www.policeoracle.com/> No

6.Please state whether your force has employed Police Investigators from the period 01/01/2010 to 12/12/2017 inclusive , whether through an agency or directly.

We use Civilian Investigators through Reed and also employ Civilian Investigators.

**FOI Category:**

- Police Resources – Staff / Officers