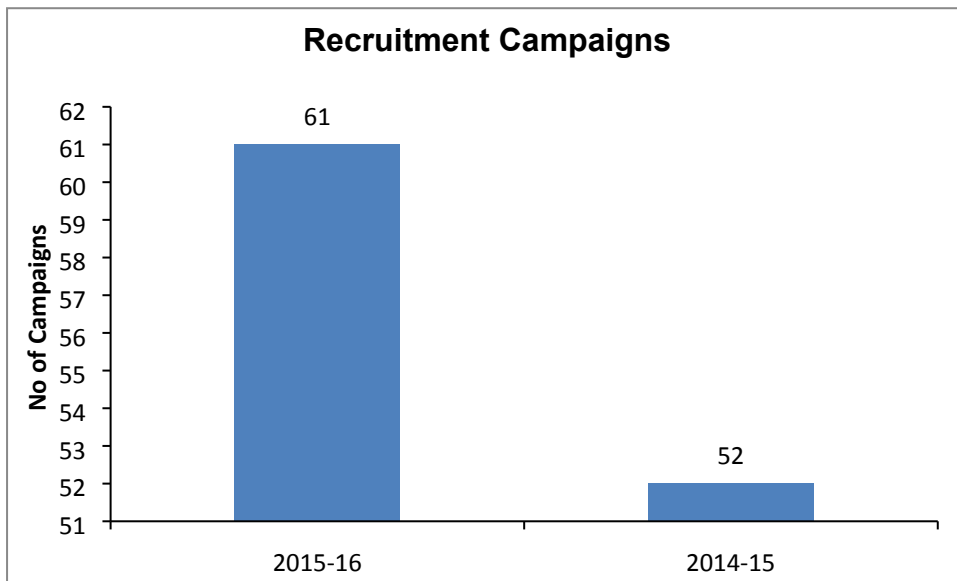


Recruitment Activity & Spend 2015/16

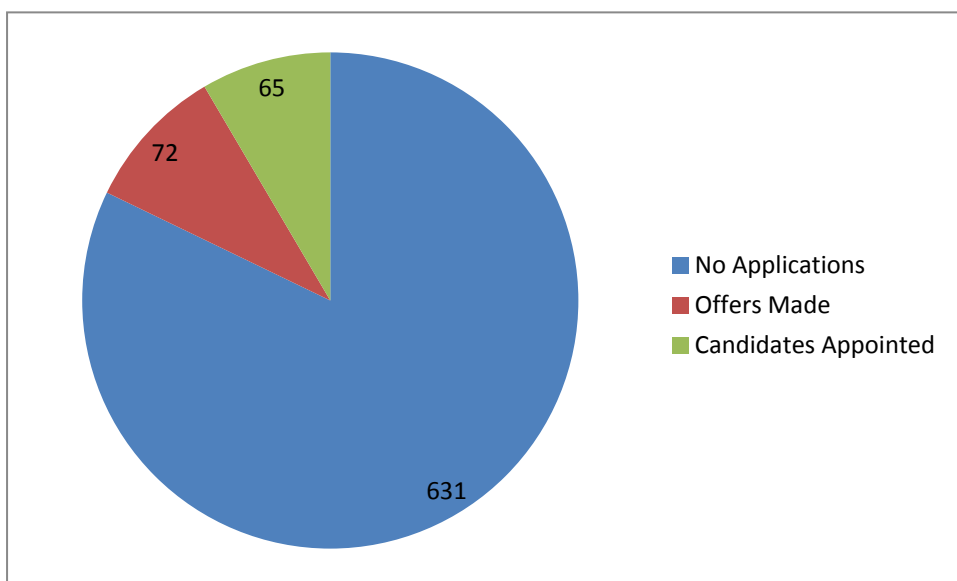
In 2015/16 a total of 61 recruitment campaigns were undertaken by the Council.

In response to the budget constraints there was a freeze on recruitment between August 2015 and March 2016 however some essential roles were recruited during this period and recruitment commenced again in January/February 2016 for appointments to be made from April 2016 onwards.

This is a slight increase on 2014/15 figures, when EEBC undertook 52 recruitment campaigns.

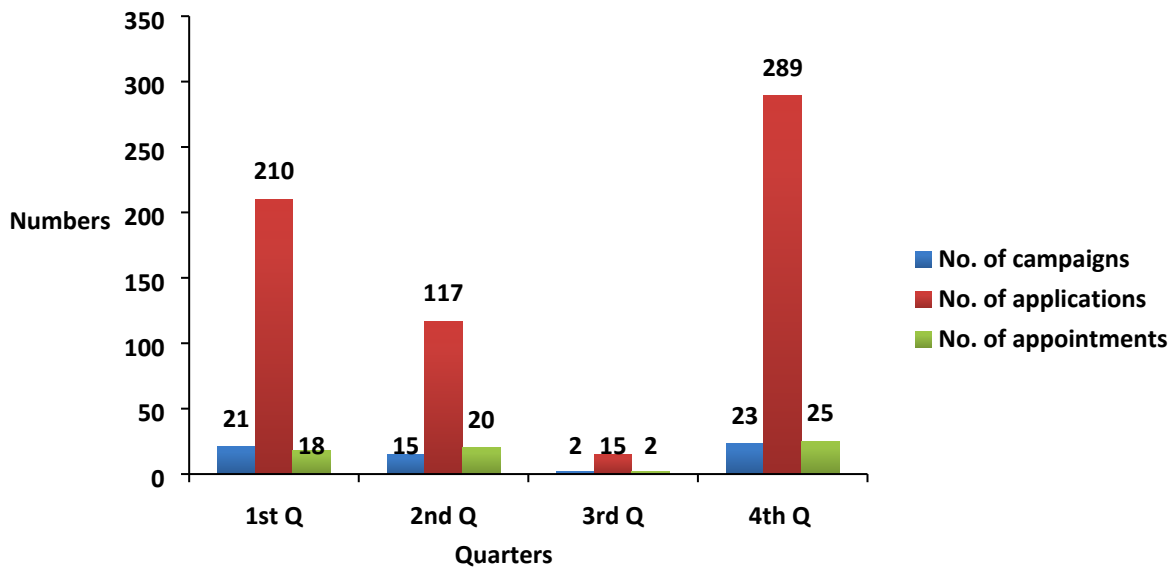


For the 61 campaigns that were undertaken a total of 631 applications were received. This averages 10.3 applicants per campaign.

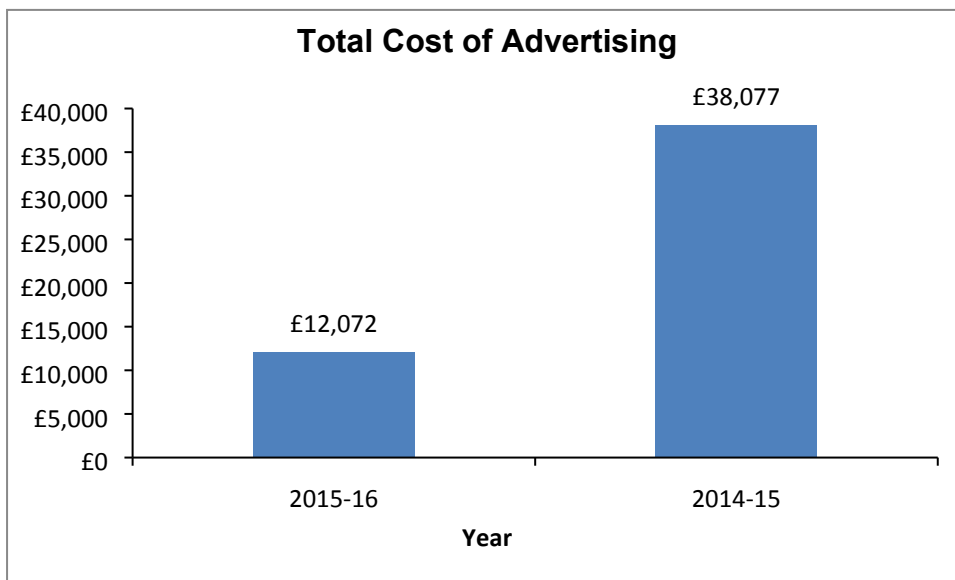


The following shows a breakdown by quarter.

Recruitment Breakdown by Quarter



All posts are advertised on Surrey Jobs and Jobs Go Public at a cost of £12.50 per job advertised. We pay an annual fee of £6426 to contribute to the development, support and usage of the site which advertise local government and public sector jobs



The difference in costs between 2014/15 and 2015/16 can be attributed to the recruitment freeze in 2015/16 and the recruitment of the Director of Finance & Resources which attracted significant costs when advertising.

Out of the 61 campaigns, 11 used specialist websites/publications for advertising media at a cost of £8,605.

2015/15 - An additional £902 was spent on testing for three posts:

- Parking Manager (SHL management competency test)
- Environmental Health Officer (Belbin – management/team style)
- Business Support Supervisor (SHL numerical and verbal reasoning testing)

On occasions we experience difficulties when recruiting. For example, when we advertised for a Conservation Officer on a part-time basis twice during this financial year (April 2015 and February 2016) this resulted in a poor response on both occasions.

This post was advertised on Surrey Jobs, Jobs Go Public, IHBC online and TRA job board. Other local authorities are also experiencing difficulties with this recruitment. It was suggested that EEBC liaise with Kingston and Surrey Councils to utilise their services, however this did not materialise. Some of the work is currently being undertaken by a consultant who works 9 hours a week.

Recruitment continues to be an ongoing activity for the organisation and is reviewed regularly to ensure that advertisements, location of advertisements and the offer to potential employees is attractive. Costs will continue to be reviewed to ensure they remain competitive whilst ensuring that EEBC can attract the best candidates possible.