| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-2823  Responded to: 24 January 2025 |
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Your recent request for information is replicated below, together with our response.

## Please can you provide me with a detailed breakdown of spending with regards to Online job boards, recruitment agencies and any spending recruitment related in the past 3 financial years. Please can you provide me the details of the person who is responsible for the allocation of these resources and the expiration dates of any existing contracts.

In response to your request, please see the table below which provides a list of relevant contracts that relate to recruitment and the job board within the time period specified.

| **Contract Name** | **Status** | **Contract start / end dates** | **Supplier** | **Total contract value ex vat** |
| --- | --- | --- | --- | --- |
| Temporary Staff Managed Services | Expired | 07/09/21 – 6/09/2023 | Sanderson Government and Defence | £499,999 |
| Executive Search | Expired | 13/07/2022 – 12/07/2023 | LHH Recruitment Solutions | £49,999 |
| Temporary Resources for Change Function | Expired | 01/10/2022– 06/09/2024 | Sanderson Government and Defence | £1,612,000 |
| Recruitment for BME Job Advertising Platforms Website | Expired | 26/10/2022 – 25/10/2024 | Black Professionals Scotland | £49,999 |
| Job advert services / job board services | Live | 15/02/2023 – 14/02/2025 | Multi Supplier Framework - SATOS Media / Newsquest media / CV Library | £133,333 |
| Provision of Temp Resources via SG Framework | Live | 1/11/2024 – 31/10/2027 | Scottish Government Multi Supplier Framework Venesky Brown / ASA recruitment / Harvey Nash / Lorien Resourcing | Up to £1,000,000 |

In addition, data gathering reports were run on three account codes, these are Agency Staff, Advertising (Recruitment) and Recruitment Fees with the spending provided in the table below broken by year.

| **Year** | **2022** | **2023** | **2024** | **2025** |
| --- | --- | --- | --- | --- |
| Agency Staff | £1,858,295.85 | £2,850,163.65 | £2,689,013.10 | £1,704,940.91 |
| Advertising (Recruitment) | £255,875.75 | £275,344.86 | £60,207.15 | £248,947.21 |
| Recruitment Fees | £20,578.50 | £70,542.00 | £58,595.16 | £28,025.66 |

Finally, any procurement or recruitment-based queries can be sent via the contact us facility.

[Contact Police Scotland - Police Scotland](https://www.scotland.police.uk/contact-us/)

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.