

Environmental Standards Scotland
Ìrean Àrainneachdail na h-Alba

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Freedom of Information Officer
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0808 1964000

ENVIRONMENTAL
Standards Scotland
Ìrean Àrainneachdail na h-Alba

[redacted]
[redacted]

15/09/2023

Our ref: ESS.FOI.017

Dear [redacted],

Thank you for your email on the 30 August 2023 to Environmental Standards Scotland requesting information under the Freedom of Information (Scotland) Act 2002. The information which you request is as follows:

- 1. How many new permanent hires joined your organisation in 2022?**
- 2. How many new permanent hires came through external providers in 2022?**
- 3. How many team members work in your Recruitment Team?**
- 4. What is your time to hire from adverting to onboarding?**
- 5. What was your attrition rate in 2022?**
- 6. What is your average cost per hire (including attraction and screening) in 2022?**
- 7. How much did you spend with external providers of permanent recruitment in 2022?**
- 8. How many unique agency contractors/temps/interims did you use in 2022?**
- 9. How much did you spend on agency contractors/temps/interims in 2022?**
- 10. Are you meeting your diversity targets? (yes or no)**

Environmental Standards Scotland
enquiries@environmentalstandards.scot
Thistle House, 91 Haymarket Terrace, Edinburgh, EH12 5HD
0808 1964000

- 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?**
- 12. Which systems do you use for your permanent recruitment process?**

Response:

1. 12 permanent hires joined the organisation in the calendar year 2022.
2. We had no permanent hires who came through an external recruitment company in the calendar year 2022.
3. There is no specific recruitment team within ESS however three people from within the Corporate Service and Communications team manage the recruitment process as part of their wider role.
4. The average time to hire from advertisement to onboarding in the calendar year 2022 was 107 days including weekends and public holidays.
5. The staff attrition rate in the calendar year 2022 was 16% (three leavers from a total staff of 19).
6. The average cost (excluding the Chief Executive which was handled by the Scottish Government) per hire in the calendar year 2022 was £856.29.
7. £14,940 was spent with external providers of permanent recruitment.
8. ESS used 2 unique agency contractors/temps/interims in the calendar year 2022.
9. £4,176 was spend on agency contractors/temps/interims in the calendar year 2022.
10. Yes. We met our gender representation on public boards objective and our equality outcomes can be found on our website in our equality mainstreaming report.
11. 675 candidates applied for roles during the calendar year 2022. The drop out rate is 5%.
12. We use the Civil Service recruitment system provided by the Government Recruitment Service.

If you are unhappy with this response to your request under the Freedom of Information (Scotland) Act 2002, you may ask us to carry out an internal review of the response by writing to:

Mark Roberts
Chief Executive Officer
Environmental Standards Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD

Email foi@environmentalstandards.scot

Your review request should explain why you are dissatisfied with this response, and should be made within 40 working days from the due date when you received this letter. We will complete the review and tell you the result within 20 working days from the date when we receive your review request.

If you are not satisfied with the result of the review, you then have the right to appeal to the Scottish Information Commissioner. More detailed information on your appeal rights is available on the Commissioner's website at:

[Appeal to the Commissioner | Scottish Information Commissioner \(itspublicknowledge.info\)](https://www.scot.nhs.uk/itspublicknowledge/info)

Yours sincerely,

Alasdair Dewar
Freedom of Information Officer
Environmental Standards Scotland