

1) When is the next examiner recruitment drive?

We currently have plans for a new recruitment drive for driving examiners (DEs) to conduct car practical tests in parts of South and South West London.

We also have plans for DEs in certain parts of the country who currently hold motorcycle licences and who would be prepared to become motorcycle examiners. The locations for the motorcycle examiners in Scotland and Northern England are Dundee and Hull.

The above is due to be advertised externally on 17 February 2012.

We do not currently have any plans to recruit driving examiners to conduct car practical tests in Northern England and Scotland.

2) Were there actually any vacancies available at the time of the previous recruitment drive in Scotland and Northern England? How many? Were any filled?

We did identify vacancies in Scotland and Northern England at the time of the previous examiner recruitment drive. The business plan indicated, at area level, there would be a shortfall of resource depending on various factors such as demand for driving tests. The recruitment exercise was carried out having looked at existing resource levels and anticipated future demand for driving tests. Resource levels were monitored monthly as part of the area business planning process. The likely numbers required fluctuate with demand, throughput and examiner leavers. Therefore, there wasn't a fixed number of vacancies available in Scotland and Northern England.

We do hold information dated 26 October 2010 to show that the estimated number of recruits anticipated for Scotland and Northern England was to be 11. This would, however, continue to be subject to changes in demand and also as a result of unforeseen transfers, retirements and promotions. We also had to negotiate with other areas, especially London and the South East, to ensure that the highest demand areas, especially London, were allocated an appropriate share of the national intake of new entrant examiners.

Since February 2011, we have recruited 11 examiners in Scotland and Northern England. There are also three positions in Scotland and Northern England that have yet to be filled. Two candidates are currently at Cardington whilst one is scheduled to go to Cardington shortly.

3) How much did DSA send in this area (Scotland and Northern England) on overtime last year? How can they justify that with not needing staff?

During 2011 in Scotland and Northern England we spent £778,813 on overtime. This information is for examiners and administration staff.

Examiner overtime was predominantly done in 2011 either after hours or at weekends to supplement the normal weekday working during the summer months when daylight and customer demand was at its highest. Attempting to recruit examiners for these periods would not be a good business decision as it would lead to more examiner resource than needed in the less busy periods across winter.

4) a) How much was spent on the recruitment drive in sifting applications?

We did not sift applications for this recruitment campaign. Therefore we didn't incur any costs for the sifting of applications. This information is not held.

Please note that the situational judgement test acted as the sifting tool for this recruitment campaign.

4 b) How much was spent on the situational judgement test?

We incurred costs of £12,192.75 for the situational judgement test. This is the total cost we incurred nationwide.

We hold information on the preferred driving test centre (DTC) in which the applicant to become a driving examiner specified they'd like to be based. Therefore, we could look to, within the terms of the FoIA, provide you with information on how much we spent on the situational judgement test for Scotland and the North of England based on applicants preferred DTC. If you'd like to make this request please email foi@dsa.gsi.gov.uk

4 c) How much was spent on the driving examiner theory test?

We incurred £44,819.97 on the driving examiner theory test.

We hold information on the test centres in which the driving examiner theory test was conducted. Therefore, we could look to, within the terms of the FoIA, provide you with information on how much we spent on the driving examiner theory test for candidates who took their test in test centres based in Scotland and Northern England. If you'd like to make this request please email foi@dsa.gsi.gov.uk

4 d) How much did you incur on the cost of interviews?

We do not hold the information in the format that you requested.

However, we do hold the following information, which could provide an indication of costs:

- the grade of the member of staff that conducted the interviews
- the number of interviews they conducted
- the pay bands of these staff

To help us consider your request further, please could you clarify whether you would like the information referred to above and confirm the request is in relation to those interviews that were conducted in Scotland and Northern England?

Please note that the information provided in response to questions two to four inclusive is for the examiner recruitment campaign that was advertised on 10 January 2011.

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