



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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13 July 2015

Dear

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: FOI 0571-15

Thank you for your email of 12 June 2015 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

How much has been spent by the central department in the most recent financial year on 1) staff training and 2) recruitment?

Recruitment in this context refers to the amount spent processing the application (e.g., remote tests, interviewing etc.) of new Civil Service Staff, and does not include money spent on contingent labour or consultants.

And your refinement of 15 June:

Ok understood. So am I right in thinking that the central FCO Finance team does not apportion budgets for training centrally, and that it is left to departments within FCO to decide?

In terms of the scope of the question, does FCO have its own definition of what counts as the non-operational corporate centre (.e.g., that bit of the department that does policy advice to Ministers, finance, HR etc)? This is the bit of the organisation I would like information on.

I am writing to confirm that we have now completed the search for the information which you requested.

I can confirm that the Foreign and Commonwealth Office (FCO) does hold information relevant to your request.

Question 1 – Staff Training

The FCO spent £18.7 million on learning and development during the financial year 2014/15. This figure includes procurement and administration costs, including the average staff salaries of training administrators in the UK. The figure also includes the running costs of the Language Centre (which opened in September 2013), the Diplomatic Academy (which

opened in February 2015), and the 10 Regional Learning and Development Centres and teams overseas.

The FCO has a worldwide presence and covers a broad portfolio of subjects. As such, training budgets and associated costs of FCO specific and professional learning and development is delegated to the responsible department in the UK and over 260 overseas posts. To calculate all the associated costs related to training provided would require the FCO to contact all our departments and posts to access the total cost of both external and internal training. This would incur disproportionate costs. We have therefore provided direct and identifiable costs only.

Question 2 – Recruitment

We have interpreted your request to include all the recruitment costs incurred in advertising roles outside of the Civil Service during Financial Year 14/15. This information was provided in our response to your FOI request of 30 April (our ref FOI 0433-15). I enclose a copy of our letter and the table of data.

Once an FOI request is answered, it is considered to be in the public domain. To promote transparency, we may now publish the response and any material released on gov.uk in the [FOI releases](#) section. All personal information in the letter will be removed before publishing.

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Yours sincerely,

Human Resources Directorate

