



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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28 October 2014

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0873-14

Thank you for your email of 11 September, 2014 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

For a breakdown of information regarding graduate recruits from the last 5 years.

- 1. How many graduates do you recruit each year?***
- 2. From which subject areas are graduates recruited? i.e. a breakdown of numbers from subject area (how many from history, law etc)?***

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 the information relevant to your request.

A Civil Service Recruitment freeze has been in place since May 2010, as a key feature of the Government's commitment to reduce administrative costs. It will continue for the foreseeable future. The recruitment freeze only allows for the recruitment of new staff for roles that perform a front-line service or are business critical. For The Foreign and Commonwealth Office this means that Civil Service Fast Streamers and Government Finance Professionals have been our only generalist recruits. However, we have recently been given permission to recruit Administrative Officers and Executive Officers to fill business critical gaps at these grades and will shortly be advertising these non – graduate roles.

The table below details the number of Diplomatic Fast Streamers, Diplomatic European Fast Streamers, Diplomatic Economist Fast Streamers, Human Resources Fast Streamers and Government Professional Finance Scheme (now know as the Finance Fast Stream) recruited by the Foreign and Commonwealth Office by calendar year from 2009 – 2013. The latter two schemes are separate from the Diplomatic Fast Stream. Additionally, there are several other Fast Stream schemes which the FCO has not participated in to date. Figures for the FCO's 2014 intake are not included as they will not commence employment with us until November 2014.

<u>Scheme</u>	2009	2010	2011	2012	2013
Diplomatic Fast Streamers	33	13	20	25	27
Diplomatic European fast Streamers	0	2	2	3	3
Diplomatic Economist Fast Streamers	0	1	1	4	2
HR Fast Streamers	-	-	-	2	2
Government Professional Finance Scheme	9	2	-	4	4
Total	42	18	23	38	38

Regarding your second question, gathering the information requested would entail manual checking of each of the 159 personal files as this information is not stored centrally or electronically.

Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. The limit has been specified in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004. For central government the appropriate limit is set at £600. This represents the estimated cost of one or more persons spending 3 ½ working days in determining whether the Department holds the information, and locating, retrieving and extracting it. Your request as presently formulated is widely-framed and I estimate that it will take more than 3 ½ working days to locate, retrieve and extract this information. In these circumstances we are not obliged under the Act to comply with your request. It is open to you to refine your request to narrow its scope to bring it within the appropriate limit. Normally under section 16 of the Act we would be obliged to advise you to refine your request to narrow its scope to bring it within the appropriate limit. However, in this case we cannot advise you how to narrow your request.

You may find it useful to know that to apply for the Foreign and Commonwealth Office (FCO), a 2:2 degree is required in any discipline and that the subject of a candidate's degree is not a selection criterion for a career in the Diplomatic Service. The FCO's Future Talent Scheme, a six weeks internship, is open to all graduates, but those with an aptitude for languages are particularly encouraged to apply (details on the FCO website)

Yours sincerely,

Human Resources Directorate



We keep and use information in line with the Data Protection Act 1998. We may release this personal information to other UK government departments and public authorities.