



Department  
for Environment  
Food & Rural Affairs

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[www.gov.uk/defra](http://www.gov.uk/defra)

Our ref: RFI 7493  
1 June 2015

Dear [REDACTED]

**REQUEST FOR INFORMATION: CHANGES TO DEPARTMENTAL RECRUITMENT PRACTICES SINCE MAY 2010**

Thank you for your request for information, which we received on 30 April 2015, about changes to departmental recruitment practices since May 2010.

We have handled your request under the Freedom of Information Act 2000 (FOIA)

The changes to departmental recruitment practices since May 2010 are as follows:

- Defra moved the responsibility to provide transactional recruitment services for posts at Grade 6 and below from Shared Services Directorate to Civil Service Resourcing (CSR) in 2012;
- Defra changed its recruitment advertising supplier from Penna to Havas as part of the move to CSR in 2013; and
- As with all government departments Defra adopted modified terms and conditions for new entrants to the Civil Service in 2013.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](http://GOV.UK), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

I attach Annex A, which explains the copyright that applies to the information being released to you.

I also attach Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely,

[REDACTED]  
[REDACTED]  
**FOIA and EIRs Team Area 4C, Nobel House, 17 Smith Square, London, SW1P 3JR**  
[InformationRequests@defra.gsi.gov.uk](mailto:InformationRequests@defra.gsi.gov.uk)



## **Annex A**

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 18 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to [REDACTED] Head of Information Standards, Area 4D, Nobel House, 17 Smith Square, London, SW1P 3JR (email: [InformationRequests@defra.gsi.gov.uk](mailto:InformationRequests@defra.gsi.gov.uk)) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our [website](#).

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner for a decision. Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted Defra's own complaints procedure. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF