



Foreign &
Commonwealth
Office

Human Resources Directorate
Foreign and Commonwealth Office
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Website: <https://www.gov.uk>

7 March 2018

FREEDOM OF INFORMATION ACT 2000 REQUEST REF: 0136-18

Thank you for your email of 6 February 2018 asking for information under the Freedom of Information Act (FOIA) 2000. You asked:

I am writing to you in accordance with the Freedom of Information Act.

If you are not the relevant person/department to deal with this request, you are required under the act's provisions to pass this email on to the relevant body or person that can process my request.

All the questions in the Freedom of Information request below relate to the period 1 January 2013 – 1 January 2018.

My queries relate to all staff employed by department within the UK, including those employed outside of Parliament and Westminster.

The query also relates to all staff, employed via third party agencies, who have worked in the department for one week or more.

- *Between 1 January 2013 and 1 January 2018 how many staff, both in civil service capacity or otherwise, were working in the department via third party recruitment agencies.*
- *Please provide these figures as an annual breakdown between 2013-18.*
- *What percentage of your total staff are employed via third party agencies? Please provide an annual breakdown between 2013-18 for these figures.*
- *Please provide details of the Department's annual wage bill between 2013-18. Please also provide the annual amount of money spent by the department on agency staff during the same period.*
- *Please provide the lowest and highest daily or hourly rate (whichever is used) to a third party agency staff. (e.g. £7.50 an hour, or £120p/d).*
- *Please provide details of the most senior position in the Department currently occupied by someone employed via a third party agency. If you believe providing*

these details risks identifying the individual please use generic terms such as equivalent civil service rank.

If this request is denied in whole or in part, I ask that you justify all deletions and exemptions by reference to specific exemptions under the Act.

My preferred mode of access to this information is electronic or hard copy. I would be grateful if you would confirm in writing that you have received this request. Please could you name your response "Daily Telegraph FOI response" in the subject line when responding.

If Freedom of Information requests of a similar nature have already been asked could you also please include your responses to those requests.

I look forward to your response within 20 working days (6 March 2018), as outlined by statute.

You later clarified:

It relates only to temporary staff. If they were employed permanently in your department they would be civil service staff employed by the FCO, not third party agencies.

Please do correct me if I'm wrong...

By temporary staff, that means I would like you to include in your response anyone working in the department who is paid by a third party agency, who has been working in the FCO for a lengthy period of time.

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.

Between 1 January 2013 and 1 January 2018 how many staff, both in civil service capacity or otherwise, were working in the department via third party recruitment agencies. Please provide these figures as an annual breakdown between 2013-18.

The number of FCO temporary staff recruited via recruitment agencies between 1 January 2013 and 31 December 2017 is as follows:

- 2013 = 675
- 2014 = 664
- 2015 = 379
- 2016 = 388
- 2017 = 270

What percentage of your total staff are employed via third party agencies? Please provide an annual breakdown between 2013-18 for these figures.

We are able to confirm the total number of staff employed via third party agencies. However, given that staff employed via third party agencies are for varying lengths of time, it is not possible to confirm how many were here at any one time and therefore we are unable to calculate a percentage.

Please provide details of the Department's annual wage bill between 2013-18.

The FCO's annual wage bill between 2013/14 to 2016/2017 was

- FY 2013/2014 = £505,963,000
- FY 2014/2015 = £479,449,000
- FY 2015/2016 = £402,510,000
- FY 2016/2017 = £438,676,000

Please also provide the annual amount of money spent by the department on agency staff during the same period.

The annual amount of money spent by the FCO on temporary staff recruited via recruitment agencies between 2013 and 2017 is as follows:

- FY 2013/2014 = £6.6M (1.3% of annual wage bill)
- FY 2014/2015 = £4.4M (0.9% of annual wage bill)
- FY 2015/2016 = £4.9M (1.2% of annual wage bill)
- FY 2016/2017 = £5.4M (1.2% of annual wage bill)

Please provide the lowest and highest daily or hourly rate (whichever is used) to a third party agency staff. (e.g. £7.50 an hour, or £120p/d).

The lowest hourly rate was £10 per hour (inclusive of holiday pay) in 2013. The highest amount was a daily rate of £1,500 for a specialist on an ad-hoc basis.

Please provide details of the most senior position in the Department currently occupied by someone employed via a third party agency. If you believe providing these details risks identifying the individual please use generic terms such as equivalent civil service rank.

The most senior temporary position currently employed via a third party agency is FCO Band D7 / Civil Service Grade 6.

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.