



Ministry of Defence Police

Freedom of Information Manager

Ministry of Defence Police

Palmer Pavilion,

Building 666,

RAF Wyton, Huntingdon,

Cambs, PE28 2EA

E-mail: MDP-FOI-DP@mod.gov.uk

Our Ref: eCase: FOI 2023/12764

RFI: 230/23

Date: 16 November 2023

Dear [REDACTED]

FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE:

We refer to your email dated 23 October 2023 to the Ministry of Defence Police which was acknowledged on 23 October 2023.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

- Qu 1. How many new permanent hires joined your organisation in 2022?**
- Qu 2. How many new permanent hires came through external providers in 2022?**
- Qu 3. How many team members work in your Recruitment Team?**
- Qu 4. What is your time to hire from advertising to onboarding?**
- Qu 5. What was your attrition rate in 2022?**
- Qu 6. What is your average cost per hire (including attraction and screening) in 2022?**
- Qu 7. How much did you spend with external providers of permanent recruitment in 2022?**
- Qu 8. How many unique agency contractors/temps/interims did you use in 2022?**
- Qu 9. How much did you spend on agency contractors/temps/interims in 2022?**
- Qu 10. Are you meeting your diversity targets? (yes or no)**
- Qu 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?**
- Qu 12. Which systems do you use for your permanent recruitment process?**

Please respond regarding civilian staff.

Ministry of Defence Police (MDP) have completed a search for the information in scope of your request. Where information is held centrally, responses are provided for Defence.

Qu 1. How many new permanent hires joined your organisation in 2022?

In Financial Year 2022/2023 the number of Permanent MDP Civilian Staff hired was 43.

Qu 2. How many new permanent hires came through external providers in 2022?

No information held.

Qu 3. How many team members work in your Recruitment Team?

The MDP does not have a recruitment team for civilians. There are 16 team members in Ministry of Defence Core Recruitment.

Qu 4. What is your time to hire from adverting to onboarding?

It isn't possible to provide these figures for the MDP only. Average Ministry of Defence 'Street to Seat' timescales for 2023 in calendar days are:

- Internal 77 days
- Other Government Department 130 days
- External 140 days

Qu 5. What was your attrition rate in 2022?

The MDP Civilian Staff Attrition Rate for Financial Year 2022/2023 was 23%.

Qu 6. What is your average cost per hire (including attraction and screening) in 2022?

No information held.

Qu 7. How much did you spend with external providers of permanent recruitment in 2022?

No information held.

Qu 8. How many unique agency contractors/temps/interims did you use in 2022?

There were a total of 11 contingent labour hires within MDP.

Qu 9. How much did you spend on agency contractors/temps/interims in 2022?

For the financial year 22/23 the MDP spent £1.2m on contingent labour.

Qu 10. Are you meeting your diversity targets? (yes or no)

The MDP Civilian Diversity Target for this Financial Year is to increase representation from underrepresented groups by March 2024. Our figures are currently static, but we are only part way through the target period.

Qu 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?

For a total of 152 MDP vacancies there were a total of 1712 candidates. 568 applicants either started an application or submitted an application. Some of these may relate to current vacancies not yet closed or sifted. 1144 applicants either withdrew or were unsuccessful. We are unable to distinguish between the two.

Qu 12. Which systems do you use for your permanent recruitment process?

The Ministry of Defence use Civil Service Jobs and BOB2.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk).

Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

MDP Secretariat and Freedom of Information Office