

## **Response from Essex County Council**

- **How is recruitment of permanent staff organised within your council, e.g. is it organised centrally or is it organised within services?**
  - Centrally through a managed service provided
- **How concerned is the council about the cost of permanent recruitment and what steps is the council taking to reduce that cost?**
  - We recently outsourced both our temp and permanent recruitment functions to realise significant savings in this area.
- **Have you considered outsourcing permanent recruitment to a third party?**
  - See above
- **What use do you make of the internet for permanent recruitment?**
  - The vast majority of our marketing is done online and our vacancies and applications are managed through an online applicant tracking system.
- **How is temporary recruitment organised within your council, e.g. is it organised centrally or is it organised within services?**
  - See above
- **What steps have you taken to reduce the cost of temporary staff?**
  - See above
- **Have you considered complete outsourcing of temporary recruitment to a single third-party provider?**
  - See above
- **If so, what do you see as the advantages and disadvantages?**
  - Significant cost savings
  - Continuity of service
  - Continuity of safeguarding and pre employment checks
  - Greater control of supply chain
  - Some difficulty around implementation
  - Some resistance to change
- **How do you monitor satisfaction levels of managers that are carrying out recruitment within your organisation?**
  - Regular customer satisfaction surveys conducted by our outsourced team as well as our in-house contract management team.
- **Do you use a talent pool and, if so, how successful has this been?**
  - Yes we do it is relatively new however, is working in certain areas. It is proving particularly useful for safeguarded positions with short timescales.