



Northamptonshire Police and Crime Commission

Freedom of Information Act Request Response No. 05072016-1

Question

“How much in total did the PCC spend with Manpower on delivering recruitment for the special constabulary? Please include all money spent, whether it was technically the force’s or the OPCC’s. Please state how much came from each budget.”

Answer

Manpower provided marketing and recruitment activity across 12 months, as well as the provision of recorded telephony system, candidate surveys and professional consultancy. This enabled Northamptonshire Police to have a more streamlined and user-friendly process resulting in both the biggest special constabulary per capita and the largest ratio of specials to regular officers in the country. The total amount of money spent on recruiting Specials with Manpower was £42,295 on marketing and £201,932.37 on recruitment. In terms of the marketing cost, 2470 RYIs (Register your Interest) were recorded as a result of this process, which averages out at £17 per RYI. With regard to recruitment, 1678 candidates were processed which averages out at £120.34 per candidate.

The Manpower function succeeded four full-time and one part-time Scale 4 Specials and Volunteers Recruitment Officers, and one Scale 5 Supervisor, all of whom took up alternative posts within the organisation (Northamptonshire Police).

In relation to which budget this spend was allocated to, I can confirm that all Manpower costs relating to delivering recruitment for the Special Constabulary were met by Northamptonshire Police.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to: John Neilson, Acting Chief Executive, Office of the Northamptonshire Police and Crime Commissioner, West Wing, Force Headquarters, Wootton Hall, Northampton, NN4 0JQ

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF