



Northamptonshire Police and Crime Commission

Freedom of Information Act Request Response No. 14012016-1

Question

Could you please tell me how much has been spent on Northamptonshire Police/PCCs recruitment drive for special constabulary officers namely:

- The start-up/design/maintenance cost of maintaining a standalone website for the project?
- The cost of outsourcing the recruitment/application process?
- What is the estimated cost of training each special?
- Since September 2012 how many specials have passed started the training process and no longer serve with the force?

Answer

I am writing to advise you that, following a search of our paper and electronic records, I have established that the information you requested is held by this Department.

Could you please tell me how much has been spent on Northamptonshire Police/PCCs recruitment drive for special constabulary officers namely:

1. -The start-up/design/maintenance cost of maintaining a standalone website for the project?

Are there expected future costs for the website? The reply stated "costs to date" only, which was not my question.

£6,290 (ex VAT) has been paid to date. Northamptonshire Police have now begun the formal process of going out to tender for the future maintenance costs of the site. The tender will be published on the Force's website in due course.

2. -The cost of outsourcing the recruitment/application process?
 - **The outsourcing the recruitment / application process has been undertaken on an activity based costing model – so we only pay for the activities that are undertaken.**

The costs per activity (excluding VAT) are set out below:

Application Management Assessment & Selection	Initial Engagement Call	Activity	Salesforce	£8.30
	Telephone Based Competency Based Interview, Notes, Logging and Informing applicant of decision	Activity	Salesforce	£63.50
	Incomplete Telephone Based Interview – applicant unable to progress with TCBI and process took less than 15 mins on a call	Activity	Salesforce	£30.05
	Booking onto Assessment Centre	Activity	Salesforce	£8.30
	Follow Up Calls & Engagement	Activity	Salesforce	£5.53
	Applicant Comms and status changes – Salesforce CRM updates	Activity	Salesforce	£2.77

3. -What is the estimated cost of training each special?

- **The projected figure for taking each Special Constable through their initial training course up to attestation is approximately £300. The figure clearly does not take into account the ongoing learning and development that is expected of Special Constables in Northamptonshire Police**

4. -Since September 2012 how many specials have passed started the training process and no longer serve with the force?

- **953 Specials started training and 266 of those no longer serve with the Force**

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