Freedom of Information Request 1315/18

Response date: 4th January 2019

To ask under the FOIA:

1. **Whether the police service/force 'the service' pays any external organisations to advertise vacant police officer and police staff roles on their website.**

2. **For a list of websites / organisations the service uses to advertise police officer and staff roles (excel format) and how much each website/organisation received from the service in the three most recent financial years**

   2015/16

   2016/17

   2017/18

   If no money was paid to advertise the roles, please indicate this on the spreadsheet.

3. **For an email address and contact information for the HR department or relevant department responsible for publishing and promoting vacancies within the service.**

   Note: Everything in this FOI relates to the financial years 2015/16 to 2017/18. If the cost limit exceeds that which is allotted, then start from 2017/18 and work backwards.

RESPONSE

Question 1

South Wales Police's standard approach to recruitment is to only advertise on our external website and through our social media platforms such as Facebook and Twitter. We will also use the College of Policing recruitment portal. We are aware that some websites such as indeed.com will often pick up our adverts from our website and then use these on their own websites. We do not pay for any such onward advertising.

Should we have an advert that requires specialist skills/qualifications such as accountancy or specific IT skills e.g. Database Analysts then we may consider advertising in a targeted specialist magazine/website particularly if we have had limited success with an initial, standard campaign using our normal channels.

For high level Human Resources positions for example, we have advertised with People Management.

We have on occasion used recruitment companies such as Hayes Recruiting to help find executive level positions or where our normal recruitment channels may not have been effective.

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Please be advised that advertising is not limited to 'single posts' but has been utilised for bulk recruitment of Police Officers and Public Service Centre Operators for example.

Question 2

Please see the attached document entitled 'Response Data 1315_18'.

Question 3

Please see below contact details for our Head of HR Service Support:

Kathryn Chadd – 01656 655555 ext 20233
Kathryn.Chadd@south-wales.pnn.police.uk

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