

**Freedom of Information (Scotland) Act 2002**  
**Environmental Information (Scotland) Regulations 2004**

<b>Date received</b>	04/11/2022	<b>Subject</b>	Recruitment Costs	
<b>Date passed</b>	04/11/2022	<b>Respond by</b>	21/11/2022	
<b>Passed to</b>	Finance, HR		<b>FOI number</b>	2022-473
<b>Category of information requested</b>	Financial Management - Transactions Workforce - Recruitment			

**Question/s to be answered**

I would like to request information on recruitment costs.

Please could I have info for the following years 2019, 2020, 2021 2022 (so far)?

1. For each of those years, how much money was spent on recruitment. Eg the total cost of job adverts posted in publications and online as well as other campaigns. If possible, please break down how this was spent e.g. x amount of print adverts, x amount of online ad x amount on bespoke campaigns with Promote Shetland.

<b>YEAR</b>	<b>Advert Costs</b>
2019/20	Print Adverts = £16,099.22, Online = £11,440.02
2020/21	Print Adverts = £4148.16, Online = £10,491.60
2021/22	Print Adverts = £106.80, Online only = £7,863.40, Subscription which includes print and online = £12,051.19
2022/23	Online = £3,377.76, Subscription which includes print and online = £22,770

2. For each of these years please also tell me how much money was spent on interview expenses such as travel and accommodation for candidates.

<b>YEAR</b>	<b>Interview Costs</b>
2019/20	£20,474.81
2020/21	£1,172.46
2021/22	£6,255.39
2022/23	£716.24

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3. For each of these years, please also tell me how much was spent on "relocation allowance". Please state the total value of payments and number of payments.

<b>YEAR</b>	<b>Relocation Costs</b>	<b>Number of Payments</b>
2019/20	£89,495.12	116
2020/21	£126,992.60	106
2021/22	£149,634.40	115
2022/23	£85,978.80	79

4. For each of these years, please tell me how much "relocation allowance" had to be returned. Please state the number of repayments and total value of repayments.

<b>YEAR</b>	<b>Relocation Returned Costs</b>
2019/20	2 / £6,987.16
2020/21	2 / £3,722.80
2021/22	1 / £588.56
2022/23	1 / £160.00