



Closed recruitment practices in the public sector - response form

The call for evidence is available at:

www.gov.uk/government/consultations/closed-recruitment-practices-in-the-public-sector.

The closing date for responses is **15 April 2016**.

Please return completed forms by email or by letter to:

Labour Market Directorate
Department for Business Innovation and Skills
1 Victoria Street
London
SW1A 0ET

labourmarket.consultations@bis.gsi.gov.uk

Information provided in response to this consultation, including personal information, may be subject to publication or release to other parties or to disclosure in accordance with the access to information regimes. Please see the call for evidence for further information.

If you want information, including personal data, that you provide to be treated as confidential, please explain to us below why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we shall take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department.

I want my response to be treated as confidential

Comments: [Click here to enter text.](#)

Questions

Name: [Click here to enter text.](#)

Email address: [Click here to enter text.](#)

When responding please state whether you are responding as an individual or representing the views of an organisation:

I am responding as an individual

I am responding on behalf of an organisation

What is the name of your organisation? London Borough of Tower Hamlets

Please check the box that best describes you as a respondent:

	Respondent type
<input type="checkbox"/>	Business representative organisation/trade body
<input type="checkbox"/>	Central government
<input type="checkbox"/>	Charity or social enterprise
<input type="checkbox"/>	Individual
<input type="checkbox"/>	Large business (over 250 staff)
<input type="checkbox"/>	Legal representative
<input type="checkbox"/>	Local government
<input type="checkbox"/>	Medium business (50 to 250 staff)
<input type="checkbox"/>	Micro business (up to 9 staff)
<input type="checkbox"/>	Small business (10 to 49 staff)
<input type="checkbox"/>	Trade union or staff association
<input type="checkbox"/>	Other Click here to enter text.

1) What other advantages, disadvantages and considerations do you believe apply to internal-only recruitment?

See Q 3 below

2) How often is internal-only recruitment used by employers?

- Very frequently
- Frequently
- Infrequently
- Very infrequently
- Not sure

Please provide an estimate based on your own experience:

See Q 3 below

3) Do you agree that internal-only recruitment is more common in the public sector than in the private sector?

- Yes, it is more common in the public sector
- No, it is more common in the private sector
- There is no difference
- Not sure

Please explain your answer.

A significant amount of internal recruitment is currently carried out in the public sector in response to down-sizing and the statutory responsibility to minimise the number of redundancies. Additionally, internal recruitment in redundancy situations reduces the number of redundancy payments and so reduces the strain on the public purse.

Given the reduction to the public sector workforce, it is likely that internal recruitment is more common in the public sector than the private. However this is a response to the current circumstances and is likely to diminish significantly when the public sector workforce reduces to the size appropriate to its financial capacity.

Whilst we would accept that open recruitment ensures that the highest calibre of appointments are made, this needs to be balanced with the ongoing requirement to reduce the number of redundancy payments made by local authorities.

4) Do you think public sector employers are striking the right balance between supporting the progression of their staff, and accessing the skills and expertise of other sectors?

There are circumstances where the internal recruitment of highly skilled 'home-grown' staff with high levels of local knowledge can provide the best appointees. However we will always look to recruit externally where this is likely to provide the best candidates.

5) If not, what more could or should be done to encourage this?

N/A

6) Are you aware of instances where public sector employers have come under pressure or influence to retain or introduce internal-only recruitment?

No

7) If so, why does external pressure to run internal-only recruitment arise, and from who?

Please answer based on your own experience.

N/A

8) Which option do you think would be most appropriate to tackle closed recruitment in the public sector?

- Greater transparency
- A cap on internal-only recruitment
- A ban on internal-only recruitment
- None: there is no problem to address
- Not sure

9) What are the costs and benefits of these options?

This Council does not believe that there is a serious problem with regards to open recruitment. However the lack of information available in public sector recruitment means that this cannot be shown to be the case. Accordingly this Council believes that while no action is required, it would not oppose an extension to the transparency requirements to include a moderate degree of recruitment monitoring information.

10) Are there other options to tackle closed recruitment in the public sector? Please specify in your answer.

N/A

11) What other risks and opportunities should the Government take into account when considering recruitment practices in the public sector?

The scale of staff reductions is a major factor in public sector workforce considerations and certainly should inform any decisions about recruitment practices.

Thank you for taking the time to let us have your views. We do not intend to acknowledge receipt of individual responses unless you tick the box below.

Please acknowledge this reply

BIS/16/100/RF