



5th December 2018

Freedom of Information Request Reference N^o: FOI 004173/18

I write in connection with your request for information received by the Norfolk and Suffolk Constabularies on the 12th November 2018 in which you sought access to the following information:

- 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 to your Request

The response provided below is correct as of 23rd November 2018.

Norfolk and Suffolk Constabularies have located the attached information as relevant to your request.

Q1/2 Please see attached details of expenditure relating to the advertising of vacant roles. The expenditure includes payments to organisations, such as Suffolk County Council and Havas People, for advertising of vacancies on different websites.

Q3 The HR email address is hrservicecentre@norfolk.pnn.police.uk

This response will be published on the Constabularies web-site under the Freedom of Information pages:-

<https://www.norfolk.police.uk/about-us/our-data/disclosure-log>
<https://www.suffolk.police.uk/services/freedom-information/disclosure-logs>

Should you have any further queries concerning this request, please contact Amanda Gibson, FOI Decision Maker, quoting the reference number shown above.

A full copy of the Freedom of Information Act (2000) can be viewed on the 'Office of Public Sector Information' web-site;
<http://www.opsi.gov.uk/>

Norfolk and Suffolk Constabularies are not responsible for the content, or the reliability, of the website referenced. The Constabulary cannot guarantee that this link will work all of the time, and we have no control over the availability of the linked pages.

Your Right to Request a Review of Decisions Made Under the Terms of the
Freedom of Information Act (2000).

If you are unhappy with how your request has been handled, or if you think the decision is incorrect, you have the right to ask the Norfolk and Suffolk Constabulary to review their decision.

Ask Norfolk and Suffolk Constabularies to look at the decision again.

If you are dissatisfied with the decision made by Norfolk and Suffolk Constabularies under the Freedom of Information Act (2000), regarding access to information, you must notify the Norfolk and Suffolk Constabulary that you are requesting a review within 40 days of the date of its response to your Freedom of Information request. Requests for a review should be made in writing and addressed to:

*Freedom of Information Decision Maker
Information Management Department
Norfolk Constabulary
Operations and Communications Centre
Jubilee House
Falconers Chase
Wymondham
Norfolk NR18 0WW
OR
Email: freedomofinformation@norfolk.pnn.police.uk*

In all possible circumstances Norfolk and Suffolk Constabulary will aim to respond to your request for us to look at our decision again within 20 working days of receipt of your request for an internal review.

The Information Commissioner.

After lodging a request for a review with Norfolk and Suffolk Constabulary, if you are still dissatisfied with the decision, you can apply to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make application to the Information Commissioner please visit their website at www.ico.org.uk or contact them at the address shown below:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 01625 545 700