

HR Workforce FOI			
<i>Please provide the information below, if it is not possible to provide the information requested due to the information exceeding the cost of compliance</i>			
<i>limited identified in Section 12, please provide advice and assistance, under the Section 16 obligations of the act, as to how i can refine my request.</i>			
1. Please provide the following information for the people responsible for the following HR functions	Name	Job Title	Email Address
1a. Overall HR	Charmaine De Souza	Assistant Director Human Resources & Organisational Development	mayor@london.gov.uk
		Human Resources Officer	mayor@london.gov.uk
		Human Resources Officer	mayor@london.gov.uk
		Human Resources Officer (MOPAC)	mayor@london.gov.uk
		Human Resources Systems Information Officer	mayor@london.gov.uk
		Resourcing Manager	mayor@london.gov.uk
		Human Resources Assistant	mayor@london.gov.uk
		Human Resources Assistant	mayor@london.gov.uk
		Human Resources Assistant	mayor@london.gov.uk
		Equalities Manager	mayor@london.gov.uk
		Equalities Manager	mayor@london.gov.uk
		Internal Communications Officer	mayor@london.gov.uk
		Learning and Development Officer	mayor@london.gov.uk

		Learning & Development Officer	mayor@london.gov.uk
		Project Manager	mayor@london.gov.uk
		Project Manager	mayor@london.gov.uk
		Project Manager	mayor@london.gov.uk
		Project Manager	mayor@london.gov.uk
		Senior Project Officer	mayor@london.gov.uk
1b. HR/Workforce Planning	Charmaine De Souza	Assistant Director Human Resources & Organisational Development	mayor@london.gov.uk
		Human Resources Manager	mayor@london.gov.uk
		Human Resources Manager	mayor@london.gov.uk
		Human Resources Manager	mayor@london.gov.uk
		Human Resources Manager	mayor@london.gov.uk
		Human Resources Adviser	mayor@london.gov.uk
		Human Resources Adviser	mayor@london.gov.uk
		Human Resources Adviser	mayor@london.gov.uk
		Human Resources Adviser	mayor@london.gov.uk
		Engagement & OD Manager	mayor@london.gov.uk
		Learning & Organisational Development Manager	mayor@london.gov.uk
2. For the following financial years, please provide the following information	2015/16	2016/17	
2a. What is the organisations total gross pay costs (all expenditure on staff)	£37,598,119.00	39,524,876	
2b. What is the organisations total pay costs on your permanent workforce (staff that hold permanent contracts only)	£45,126,179	£48,022,437.00	

2c. How much did the organisation spend on contingent (non-permanent) or temporary workers <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>	£938,437	£2,235,772.00	
3. For the following financial years, please provide the following information, providing the figures as the number of employees & full time equivalents (FTE)	2015/16	2016/17	As at 31st March (permanent & fixed term contracts)
How many permanent workers did the organisation employ:			
3a. Number of Employees	795	816	
3b. Full Time Equivalent (FTE)	765.23	786.77	
On average, how many contingent (non-permanent) or temporary workers has the organisation engaged with: <i>(this includes any temporary or contract workers such as agency workers, casual workers, temps, self-employed workers / contractors, inc. PSCs, umbrella companies, and all types of short and long term contractors)</i>	71	137	
3c. Number of Employees	17 Consultants/ 43 Peer Outreach Workers	17 Consultants/25 Peer Outreach Workers	
3d. Full Time Equivalent (FTE)	Unable to give FTE just headcount	Unable to give FTE just headcount	
4. Please list the software the organisation uses for the following HR functions			
4a. HR	Midland Itrent/Engage ATS/Business Objects	Midland Itrent/Engage ATS/Business Objects	

4b. Payroll <i>(if the organisation uses multiple payroll software for different workers/payroll frequencies ie. substantive, agency/weekly, monthly payroll - <i>please list all</i>)</i>	Cyborg	Cyborg	
4c. Recruitment	Engage ATS	Engage ATS	
4d. HR/Workforce Analytics	Midland Itrent/Business Objects	Midland Itrent/Business Objects	
4e. Other employee/HR related systems for tracking or planning	None	None	
5. Please state which Enterprise Resource Planning (ERP) software the organisation utilises e.g Oracle, SAP, PeopleSoft, Workday	SAP (for Finance not for HR)	SAP (for Finance not for HR)	