

Policy and Finance Committee
2023/24 New Capital Bids

BID 7:	E-Recruitment System
Service Area:	Human Resources
Submitted by:	Michelle Smith

Brief Description of the Scheme:

It is requested that this capital bid be considered for 2019/20.

NOTE - The costings have been shown at 2023/24 levels but will reduce to £20,800 if included in the 2019/20 capital programme.

To seek options to enhance and e-enable our recruitment systems. We are looking for a complete 'end-to-end' product covering all aspects of the recruitment process from creation of a vacancy through to the appointment of a new member of staff.

The costings in this initial bid are based on a quote for one option. The costings may change once the detailed requirements for the system are finalised.

Revenue Implications:

The annual maintenance fee is based on 2023/24 prices = £2,900.

If the scheme is implemented in 2019/20, the annual maintenance fee will be £2,700, based on 2019/20 prices.

Timescale for Completion:

December 2019.

Any Risks to Completion:

Potential issues around compatibility and interface with existing HR and Payroll system. Any such issues may require bespoke software development which could incur additional costs.

Capital Cost:

Cost Element	2023/24 £
Equipment / Materials	15,500
Fees (External)	7,000
Total Capital Cost of Scheme	22,500