



Qu 1. How many new permanent hires joined your organisation in 2022?

A1 - 9 permanent hires from 1 January – 31 December 2022

Qu 2. How many new permanent hires came through external providers in 2022?

A2 – 0

Qu 3. How many team members work in your Recruitment Team?

A3 – Welsh Revenue Authority does not have a bespoke recruitment team. Recruitment function is taken on by HR department which has 5 employees.

Qu 4. What is your time to hire from adverting to onboarding?

A4 – Average time to hire from advertising to onboarding is 107 days.

Qu 5. What was your attrition rate in 2022?

Q5 - From 1 January – 31st December 2022 7.2% attrition rate.

Qu 6. What is your average cost per hire (including attraction and screening) in 2022?

A6 - We do not calculate this figure so we are unable to respond to this question.

Qu 7. How much did you spend with external providers of permanent recruitment in 2022?

A7 – 0

Qu 8. How many unique agency contractors/temps/interims did you use in 2022?

A8 - One

Qu 9. How much did you spend on agency contractors/temps/interims in 2022?

A9 - £3,193

Qu 10. Are you meeting your diversity targets? (yes or no)

A10. - The WRA ranked 1st for 'Inclusion and Fair Treatment' in the most recent Civil Service People Survey. Our Annual Equality Report and Strategic Equality Plan 2020 – 2024 details our progress and measurement of long term objectives: [Annual Equality Report 2020 and Strategic Equality Plan 2020-2024 \(gov.wales\)](#)

Qu 11. How many candidates applied for roles in 2022? What is your candidate drop-out rate?

A11 - 125 candidates applied for role in 2022. Candidate drop-out rate not collected.



Awdurdod Cyllid Cymru
Welsh Revenue Authority

Qu 12. Which systems do you use for your permanent recruitment process?

A12. The Recruitment system we use is Civil Service Jobs, using Oleeo vX recruitment application tracking system.