

What did recruitment *cost* you last year?

Most businesses know what they paid an agency. Very few know the whole number. Fill in the lines you can, leave the rest, and add it up. It takes ten minutes and it's usually a surprise.

Part A: what you paid out

LINE	YOUR FIGURE
Agency fees paid (all hires)	£
Job board adverts and credits	£
Sponsored posts or boosted adverts	£
Advert writing, CV database access, other tools	£
Subtotal A	£

Part B: what you paid in time (hours × the hourly cost of whoever did it)

LINE	HOURS	× HOURLY COST	£
Writing and posting adverts			
Reading applications and CVs			
Phone and video screening			
Interviews (everyone in the room)			
Chasing, scheduling, no-shows, offers			
Subtotal B			£

Part C: what it cost to be a person short (the hardest line and the biggest)

LINE	YOUR FIGURE
Weeks each role stayed empty, added together	
What a week without that person cost (overtime, lost output, a contract you couldn't take, your own evenings)	£
Subtotal C (weeks × cost per week)	£

Total: A + B + C = £ _____ for _____ hires. That's £ _____ a hire.

If the number per hire surprised you, it's worth knowing what the same work costs when it's agreed up front. Ask Adrianna or Kelly at Workvine, or read the guide to the three ways to hire.