

# THE REAL COST OF HIRING A DATA PROTECTION OFFICER



## BACKGROUND

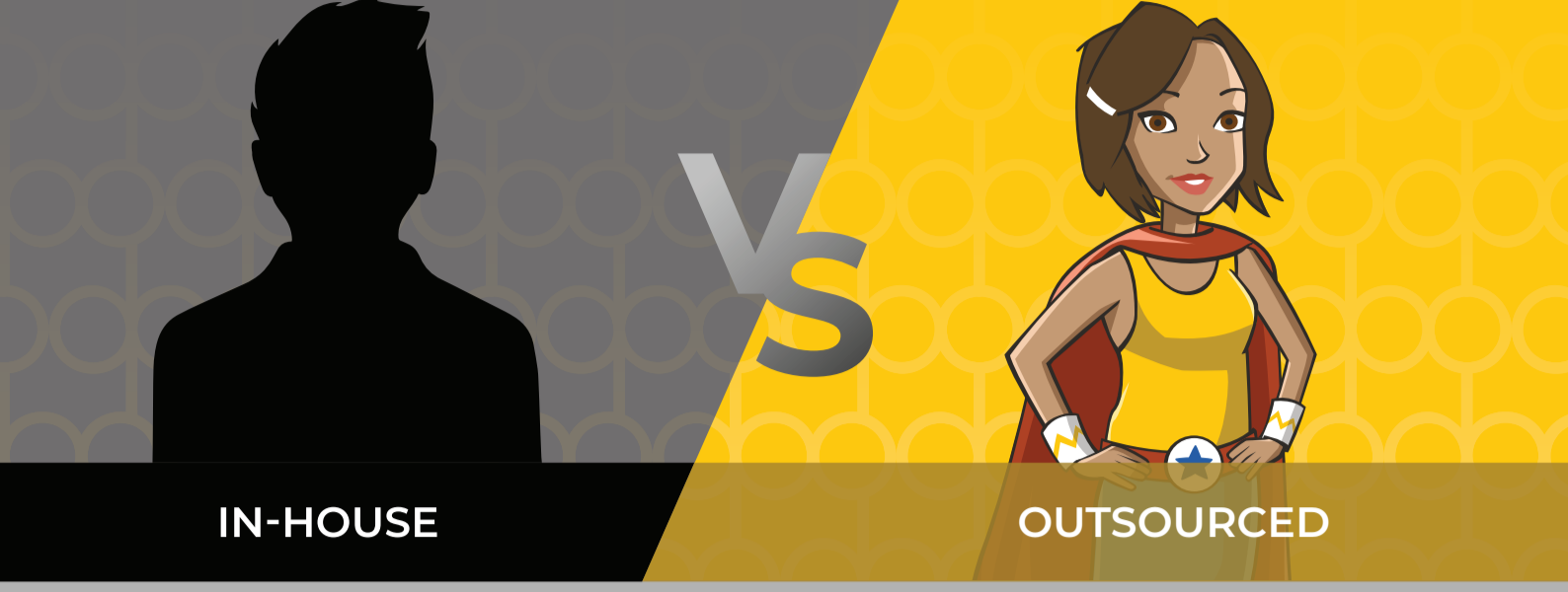
Data protection and compliance are increasingly important concerns for organisations of all sizes. For those who are required or who would benefit from appointing a data protection officer, the next decision is whether to hire an in-house DPO or outsource the role.



## IN-HOUSE DPO VS OUTSOURCED DPO – WHAT ARE THE DIFFERENCES?

Take a look at the following overview of the comparisons between the two options, taking into account these important factors:

SPEED TO HIRE	SCALABILITY	EXPERIENCE & EXPERTISE	RISK MANAGEMENT	ANNUAL INVESTMENT
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SPEED TO HIRE	
IN-HOUSE	OUTSOURCED
<b>Time to desk</b> <ul style="list-style-type: none"> <li>Typical timeline of <b>2-6 months</b></li> <li>4-8 weeks to recruit, plus 7 to 90 day notice period and onboarding*</li> </ul>	<ul style="list-style-type: none"> <li>In as little as <b>2 weeks</b> from contract signature, depending on project type</li> </ul>
<b>Cost to recruit</b> <ul style="list-style-type: none"> <li><b>HR department typically costs 8-15%</b> of any salary hire plus additional recruitment advertising and promotion costs</li> <li><b>Recruitment agency usually costs 15-30%</b> of first year salary per placement</li> </ul>	<ul style="list-style-type: none"> <li><b>Zero recruitment costs</b></li> <li>All DPO Centre DPOs are permanently employed and established members of our team</li> </ul>
<b>Wrong placement</b> <ul style="list-style-type: none"> <li>A recent survey showed 20% of new recruits don't work out within the first 30 days and <b>33% won't work out in the first six months**</b></li> </ul>	<ul style="list-style-type: none"> <li>We have one of the <b>largest teams of DPOs across the UK and EU</b>, so if the fit is not right, we can immediately replace with a suitably qualified alternative</li> <li>We also allocate a secondary DPO, so there is always more than one DPO from our team that is familiar with your organisation and requirements</li> </ul>

SCALABILITY	
IN-HOUSE	OUTSOURCED
<b>On tap resource</b> <ul style="list-style-type: none"> <li><b>Limited capacity</b> to take on additional tasks or special projects at short notice leading to extended decision time and delayed projects</li> <li><small>*Limited/no ability to reduce resource level during quieter periods</small></li> </ul>	<ul style="list-style-type: none"> <li><b>Additional support is always available from our wider team</b></li> <li>Secondary DPOs support individual projects or provide ongoing support</li> </ul>
<b>Inefficiencies</b> <ul style="list-style-type: none"> <li>Productivity statistics show most employees are <b>productive for an average of only 31% of an 8 hour workday***</b></li> </ul>	<ul style="list-style-type: none"> <li>Our DPOs <b>only bill for the time used supporting your organisation</b></li> </ul>

EXPERIENCE AND EXPERTISE	
IN-HOUSE	OUTSOURCED
<b>Collective knowledge</b> <ul style="list-style-type: none"> <li>One DPO, no matter how qualified, has <b>limited knowledge and experience</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Our DPO team has an ever-growing body of combined knowledge and expertise</b></li> <li>With industry sector, member state and experience of numerous international jurisdictions that is constantly evolving</li> </ul>
<b>Project management</b> <ul style="list-style-type: none"> <li>Internal distractions and politics causes ongoing <b>delays and inefficiencies</b></li> <li>Admin requirements can become overwhelming for a single employee and distracts significantly from the core privacy role</li> </ul>	<ul style="list-style-type: none"> <li>An outsourced DPO is <b>objective, focused and efficient</b></li> <li>With a project management team supporting each of our DPOs, their time is focussed on service delivery, rather than admin</li> </ul>
<b>Management</b> <ul style="list-style-type: none"> <li>It can be difficult to line manage a DPO without <b>specific knowledge</b> of their role and especially challenging to identify if your DPO is doing a good job</li> </ul>	<ul style="list-style-type: none"> <li><b>Our DPOs are autonomous and independent and deliver the service based on The DPO Centre's established methodology</b></li> <li>Your assigned DPO will be managed by their team leader and the service delivered monitored by our Head of DPOs without additional charge</li> </ul>
<b>Teamwork</b> <ul style="list-style-type: none"> <li>In-house DPOs can feel <b>isolated</b> with minimal access to 3rd party support and resources</li> </ul>	<ul style="list-style-type: none"> <li>Our DPOs have constant access to our wider team of DPOs to exchange ideas, as well as access to a large and <b>ever-growing pool of resources</b></li> </ul>

RISK MANAGEMENT	
IN-HOUSE	OUTSOURCED
<b>Reliability</b> <ul style="list-style-type: none"> <li>Employees create many problems with efficiency due to <b>absences and holidays</b></li> <li>Holidays cause periods without access to the advice and expertise required</li> <li><b>Unexpected absences can delay projects and embed risk</b> when decisions are made without access to your DPO</li> </ul>	<ul style="list-style-type: none"> <li><b>Consistent month-round cover</b> provided by primary and secondary DPOs and access to email and telephone support line service</li> <li>Absence covered by replacement resource, without interruption to service</li> </ul>
<b>Employment</b> <ul style="list-style-type: none"> <li><b>Under performance</b> and employment processes have many downsides</li> <li>Due to the independence requirement, under performing DPOs are hard to dismiss</li> </ul>	<ul style="list-style-type: none"> <li>An outsourced DPO has <b>zero employment liabilities</b></li> </ul>
<b>Advice</b> <ul style="list-style-type: none"> <li>An individual DPO can only provide <b>advice based on their limited expertise</b> and exposure to different environments, industries and risk appetites</li> </ul>	<ul style="list-style-type: none"> <li>A DPO Centre DPO provides <b>expert advice</b> validated by their exposure to the various clients in their portfolio and their access to our large team of experienced DPOs</li> </ul>

ANNUAL INVESTMENT		
IN-HOUSE	OUTSOURCED	
<b>Recruitment</b>	£5,000 to £35,000	Zero additional cost
<b>Salary</b>	£60,000 - £150,000 (depending on experience)	Investment based on agreed number of hours per month
<b>Benefits</b>	£5,000 to £20,000 (pension, life cover, healthcare etc)	Zero additional cost
<b>Employer cost</b>	£10,000 to £20,000 (Employer National Insurance 13.8%)	Zero additional cost
<b>Employee line management cost</b>	£18,500 (4 days per month from senior manager)	Zero additional cost
<b>Training and professional memberships</b>	£3,500+	Zero additional cost
<b>Office facilities and equipment</b>	£5,000+	Zero additional cost
<b>Company social events and team building</b>	£1,500+	Zero additional cost
<b>Total cost</b>	£108,500 to £253,500	Based on a simple hourly rate directly related to only the time your organisation specifically requires

## SIMPLIFYING DATA PROTECTION COMPLIANCE WITH THE DPO CENTRE – REDUCING RISK, BUILDING TRUST

The DPO Centre has delivered consultancy, interim support, EU and UK Representation, DSAR response and data protection officer services to over 850 organisations from a wide variety of sectors since 2017. Further information, testimonials and case studies can be found on our [website](#).

## CONTACT US

For further information about our large team of expert DPOs, or to arrange a no-obligation meeting to discuss how we can support your organisation, please get in touch.

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### Sources:

\* <https://www.linkedin.com/pulse/top-100-hiring-management-2022-rinku-thakkar/>

\*\* <https://www.reworked.co/talent-management/so-your-new-hire-failed-their-probation-period/>

\*\*\* <https://blog.gitnux.com/workplace-productivity-statistics/>