

**HOME AFFAIRS PORTFOLIO  
DEPARTMENT OF HOME AFFAIRS**

**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 01**

**Subject: Labour Hire**

**Asked by:** Tony Sheldon

**Question:**

What number and percentage of your department/agency's workforce are labour hire?

**Answer:**

Departmental systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. Therefore, the total number of contractors is inclusive of these two components.

As at 31 January 2021, the contractor headcount of the Department was 1,138 and there were 14,880 staff employed by the Department (including 837 Locally Engaged Employees at overseas posts). Accordingly, the contractor headcount was approximately 7% of the staff headcount.

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DEPARTMENT OF HOME AFFAIRS**

**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 02**

**Subject: Workforce Contractors**

**Asked by:** Tony Sheldon

**Question:**

What number and percentage of your department/agency's workforce are contractors?

**Answer:**

Departmental systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. Therefore, the total number of contractors is inclusive of these two components.

As at 31 January 2021, the contractor headcount of the Department was 1,138 and there were 14,880 staff employed by the Department (including 837 Locally Engaged Employees at overseas posts). Accordingly, the contractor headcount was approximately 7% of the staff headcount.

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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 03**

**Subject: Labour hire companies**

**Asked by:** Tony Sheldon

**Question:**

Which companies does your department/agency have contracts with for the procurement of labour hire and/or contract employees, and what is the value of those contracts?

**Answer:**

Departmental systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. Therefore, the total number of contractors is inclusive of these two components as at 31 January 2021, are listed at Attachment A.

The total contract value of labour hire and/or contract employee contracts as at 31 January 2021 is \$630.58m.

**Company listing as at 31 January 2021**

Company Name	ABN	Total Contract Value (AUD)
1448 PTY LTD	17 607 486 920	\$ 3,621,618.00
ACCENTURE AUSTRALIA PTY LTD	49 096 776 895	\$ 22,433,287.54
ACTUM CONSULTING PTY LTD	11 119 919 596	\$ 415,800.00
AEGIS 9 PTY. LTD.	35 614 124 097	\$ 1,143,000.00
AGIS Group Pty Limited	34 129 384 032	\$ 2,209,230.53
AMNESIUM PTY LTD	63 608 314 978	\$ 1,170,081.00
AMW PROFESSIONAL SERVICES PTY LTD	70 105 205 650	\$ 5,683,527.32
APPARENT COMMUNICATIONS PTY LTD	52 133 958 620	\$ 66,671.00
AQUASORA PTY LTD	57 122 300 636	\$ 415,552.50
ARCHTIS LIMITED	79 123 098 671	\$ 284,999.00
ARIS CONSULTING PTY LTD	15 611 807 866	\$ 2,160,565.00
ARIS ZINC PTY LTD	15 126 132 590	\$ 6,426,970.00
ARRPWERE PEOPLE PTY LTD	74 639 189 825	\$ 411,400.00
ARTD PTY LTD	75 003 701 764	\$ 62,838.00
ASPEN MEDICAL PTY LIMITED	32 105 250 413	\$ 1,437,093.80
AUREC PTY LTD	60 103 121 464	\$ 8,832,725.00
AUSTRALIAN INSTITUTE OF	40 009 668 553	\$ 633,265.15
AXIS IT SOLUTIONS PTY LTD	20 154 298 834	\$ 1,630,486.00
BASTION INSIGHTS PTY LTD	27 610 294 829	\$ 197,313.00
BDNA TEC PTY LTD	51 149 881 676	\$ 1,058,750.00
BETHOMAS CONSULTING PTY. LTD.	66 151 716 291	\$ 330,000.00
BLAZLIN'S HOLDINGS PTY LTD	76 161 983 982	\$ 972,290.00
BLUGIBBON	30 161 949 766	\$ 3,900,000.00
BRIDGE IT ENGINEERING PTY LTD	11 087 255 472	\$ 2,028,400.00
BYTECODE PTY LTD	89 081 322 518	\$ 320,100.00
Calleo Resourcing Pty Ltd	29 606 001 763	\$ 3,837,966.00
CALLIDA PTY LTD	40 154 007 664	\$ 2,023,785.47
CAMPBELL WILLIAM DARBY	46 449 890 766	\$ 198,000.00
CANBERRA AGILE PTY LTD	48 628 246 533	\$ 1,163,140.00
CANBERRA CONSULTING PTY LTD	57 139 224 436	\$ 3,454,106.65
CAPABILITY DRIVEN ACQUISITION	13 151 394 062	\$ 3,152,381.71
CATALYZE APAC PTY LTD	53 602 935 222	\$ 138,600.00
CHANDLER MACLEOD GROUP LIMITED	33 090 555 052	\$ 1,067,000.00
CHARTERPOINT PTY LTD	17 160 453 994	\$ 9,743,996.01
CIRRUS NETWORKS PTY LTD	72 161 277 121	\$ 256,711.40
CLARICENT PTY LTD	75 606 391 655	\$ 5,334,483.00
CLICKS RECRUIT AUSTRALIA PTY LTD	87 078 625 242	\$ 2,870,246.50
COMPAS PTY. LTD.	90 008 615 745	\$ 9,064,983.40
CONSULTING GROUP AUSTRALIA PTY LTD	91 606 347 166	\$ 1,328,800.00
CORDELTA PTY. LTD.	69 107 788 401	\$ 11,080,015.90
CORROBOREE ICT INDIGENOUS	36 838 088 729	\$ 450,604.00
COSMIC TECH SOLUTIONS PTY LTD	74 120 044 484	\$ 1,296,460.00
CTO CONSULTING PTY LTD	65 705 880 325	\$ 124,080.00
DALLA COSTA PTY LTD	61 123 239 903	\$ 13,860.00
DATA#3 LIMITED.	31 010 545 267	\$ 352,000.00
DATAKOM CONNECT PTY LTD	16 103 112 303	\$ 91,349,756.39

**Company listing as at 31 January 2021**

Company Name	ABN	Total Contract Value (AUD)
DATACOM SYSTEMS (AU) PTY LTD	39 135 427 075	\$ 2,000,677.81
DECIBEL ENGINEERING PTY LTD	74 054 079 300	\$ 788,700.00
DELOITTE TOUCHE TOHMATSU	74 490 121 060	\$ 1,520,605.00
DEVSGROUP PTY LTD	43 121 043 016	\$ 6,123,425.00
DIALOG PTY. LTD.	16 010 089 175	\$ 1,046,100.00
DIMENSION DATA AUSTRALIA	65 003 371 239	\$ 792,000.00
DISKDOME PTY LIMITED	95 057 852 892	\$ 87,175.00
DJX ADVISORY PTY LTD	44 115 638 803	\$ 330,000.00
DMAA SEAFORCE PTY LTD	21 131 677 515	\$ 13,198,940.00
DQA PTY LTD	34 616 970 471	\$ 718,300.00
DXC Enterprise Australia Pty Ltd	16 612 896 527	\$ 11,952,153.18
DXC TECHNOLOGY AUSTRALIA	18 008 476 944	\$ 509,696.00
ECONNECT SOLUTIONS PTY LTD	34 115 058 350	\$ 306,900.00
EFFECTIVE PEOPLE PTY LTD	79 063 100 201	\$ 139,933.04
ELITE INFORMATION TECHNOLOGY	43 082 929 459	\$ 3,679,775.00
ELYSIUM EPL PTY LTD	63 618 153 174	\$ 363,000.00
EMANATE TECHNOLOGY PTY LTD	72 610 354 955	\$ 1,938,452.12
ENCORE IT SERVICES PTY LTD	29 099 576 922	\$ 14,605,096.00
ENGINEERING MAINTENANCE & LOGISTICS	91 127 801 585	\$ 1,218,000.00
ERNST & YOUNG	75 288 172 749	\$ 1,407,866.44
FINITE GROUP APAC PTY LTD	43 085 406 300	\$ 8,001,730.00
FINXL PROFESSIONAL SERVICES PTY LTD	74 104 804 793	\$ 6,866,970.01
FORCEFIELD SERVICES PTY LTD	99 114 330 862	\$ 299,890.80
GHD PTY LTD	39 008 488 373	\$ 154,280.72
GLEESON VET SERVICES	63 545 815 195	\$ 1,980,000.00
GMT CANBERRA PTY LTD	81 103 672 439	\$ 3,481,038.00
GOSOURCE PTY. LTD.	41 161 080 146	\$ 1,332,496.01
GREYTHORN PTY LTD	57 071 352 031	\$ 10,547,998.99
GRIFFIN LEGAL PTY LIMITED	37 137 380 360	\$ 528,000.00
GROUP 10 CONSULTING	36 163 479 883	\$ 5,148,811.36
HARSHA CONSULTANTS PTY LTD	13 133 969 865	\$ 646,800.00
HAYS SPECIALIST RECRUITMENT	47 001 407 281	\$ 656,414.63
HITECH GROUP AUSTRALIA LIMITED	41 062 067 878	\$ 2,724,700.00
HONG & TAN INFORMATION CONSULTANTS	87 077 822 596	\$ 324,006.20
HUDSON GLOBAL RESOURCES (AUST) P/L	21 002 888 762	\$ 4,605,216.00
IBM AUSTRALIA LTD	79 000 024 733	\$ 9,796,506.54
ICONINC HOLDINGS PTY LTD	12 103 086 451	\$ 2,585,000.00
INFO RAIL PTY LTD	33 008 615 441	\$ 1,928,520.00
INFOFOCUS AUSTRALIA PTY LTD	44 001 835 838	\$ 374,000.00
INTEGRATED SPACE PTY LTD	97 098 835 299	\$ 804,171.50
INTEGRATIONQA PTY. LTD	15 161 854 422	\$ 4,789,004.00
INTRAVISION PTY LIMITED	81 093 270 878	\$ 80,000.00
IQ CONSULT PTY LTD	35 143 459 401	\$ 1,550,000.00
ISG INFORMATION SERVICES GROUP	85 108 959 360	\$ 1,783,137.50
JENNIFER ROBYN CLARK	33 646 543 237	\$ 330,000.00
JONES LANG LASALLE (ACT)	69 008 585 260	\$ 267,453.87

**Company listing as at 31 January 2021**

Company Name	ABN	Total Contract Value (AUD)
K P M G	51 194 660 183	\$ 20,180,133.01
KOOMARRI	38 599 467 782	\$ 111,821.28
LEE GODARD	18 693 182 662	\$ 11,000.00
LEIDOS AUSTRALIA PTY LIMITED	79 612 590 155	\$ 418,528.00
M & T RESOURCES PTY LTD	27 132 349 458	\$ 3,694,240.00
MADDOCKS	63 478 951 337	\$ 145,035.00
MANNNORTH PTY LTD	74 167 857 294	\$ 400,812.50
MANPOWER SERVICES (AUST) P/L	15 071 884 994	\$ 1,275,994.00
MARSH PTY LTD	86 004 651 512	\$ 40,440.73
MAWSON (ACT) DEVELOPMENT PTY LTD	72 143 793 346	\$ 321,689.50
METACORP PTY LTD	45 128 220 084	\$ 716,320.00
MICRO FOCUS AUSTRALIA PTY LTD	73 614 548 346	\$ 513,216.00
MODIS CONSULTING PTY LTD	25 076 517 354	\$ 20,780,200.01
MODIS STAFFING PTY LTD	14 007 145 637	\$ 7,490,449.45
MOUNTAINSIDE PTY LTD	16 636 323 709	\$ 732,600.00
MTP SERVICES PTY LTD	61 610 143 863	\$ 2,891,900.00
NEC AUSTRALIA PTY LTD	86 001 217 527	\$ 91,476.00
NGAMURU ADVISORY PTY LTD	27 610 399 767	\$ 105,000.06
OAKTON CONTRACTING & RECRUITMENT PT	80 077 571 843	\$ 275,000.00
O'CONNOR MARSDEN & ASSOCIATES	94 135 783 792	\$ 180,000.00
OMAHA IT SERVICES PTY LTD	50 050 494 196	\$ 691,900.00
ONLINE 89 PTY LIMITED	36 008 658 017	\$ 3,798,300.00
PATRICK WILLIAM DODGSON	67 655 913 583	\$ 241,197.26
PAXUS AUSTRALIA PTY LIMITED	35 004 609 616	\$ 25,452,981.40
PEGASYSTEMS LIMITED	59 954 141 135	\$ 5,360,342.47
PEOPLEBANK AUSTRALIA LTD	42 003 995 748	\$ 441,650.00
PHILIP ROBERTSON	16 890 958 689	\$ 18,700.00
PHOENIX AUSTRALIA CENTRE FOR	47 720 569 707	\$ 119,900.00
PHOENIX MANAGEMENT SERVICES PTY LTD	11 151 887 802	\$ 1,155,000.00
PRAGMA PARTNERS PTY LTD	61 619 379 154	\$ 11,118,789.00
PRICEWATERHOUSE COOPERS CONSULTING	20 607 773 295	\$ 4,238,978.61
PROGRAM PLANNING PROFESSIONALS PTY	54 080 988 754	\$ 188,650.00
PROGRAMMED PROFESSIONALS	40 124 764 245	\$ 257,400.00
PROTIVITI PTY LIMITED	27 108 473 909	\$ 180,000.01
PWC STRATEGY& (AUSTRALIA) PTY LTD	11 130 171 658	\$ 8,560,510.00
QINETIQ PTY LTD	68 125 805 647	\$ 1,549,082.21
READING ROOM AUSTRALIA PTY LTD	43 096 505 805	\$ 8,959,773.00
REDBACK CONSULTING PTY LTD	50 104 427 161	\$ 660,000.00
REVOLUTION IT PTY LTD	32 107 913 342	\$ 18,000,000.00
RIDGELINE SOLUTIONS AUSTRALIA PTY L	43 125 552 383	\$ 2,485,564.00
RXP SERVICES LIMITED	30 146 959 917	\$ 1,136,850.00
SERCO AUSTRALIA PTY LIMITED	44 003 677 352	\$ 15,015,924.20
SERVICE POTENTIAL PTY LTD	68 150 165 512	\$ 3,554,568.00
SERVICENOW AUSTRALIA PTY LTD	88 149 683 312	\$ 1,126,180.00
SITCORE AUSTRALIA	56 126 733 864	\$ 249,612.00
SMS CONSULTING GROUP LTD	17 006 515 028	\$ 2,494,250.00

**Company listing as at 31 January 2021**

Company Name	ABN	Total Contract Value (AUD)
STARTECH IT CONSULTING PTY LTD	99 105 171 819	\$ 469,040.00
STESHAR PTY LTD	39 610 522 855	\$ 577,500.00
SUTHARS PTY LTD	76 610 112 260	\$ 848,100.00
SYNERGY GROUP AUSTRALIA PTY LTD	65 119 369 827	\$ 2,667,834.61
TALENT INTERNATIONAL (ACT) PTY LTD	95 121 819 305	\$ 225,225.00
TARCUS PTY LTD	19 079 612 721	\$ 318,307.00
TECHPOINT CONSULTING PTY. LIMITED	63 075 561 778	\$ 6,944,564.01
TERADATA AUSTRALIA PTY LTD	77 125 071 374	\$ 6,900,258.64
THE CITADEL GROUP LIMITED	79 127 151 026	\$ 550,000.00
THE PEARSON CORPORATION PTY LTD	20 114 746 075	\$ 732,600.00
THE RECRUITMENT HIVE PTY LTD	13 155 397 541	\$ 5,515,702.50
THE TRUSTEE FOR CLICKS RECRUIT AUST	25 348 636 087	\$ 7,878,574.00
The Trustee for DFP BUSINESS TRUST	66 394 749 447	\$ 20,200,002.00
The Trustee for Kirra Services	43 205 269 375	\$ 520,932.50
The Trustee for Projects Assured	95 820 883 147	\$ 34,922,501.74
THE TRUSTEE FOR SLADE GROUP UNIT TR	15 052 168 892	\$ 5,940,000.00
VERITAS (AUSTRALIA) PTY LTD	26 602 769 504	\$ 3,169,953.60
WEAVE WEB PTY LTD	36 139 106 460	\$ 246,840.00
WHIZDOM PTY LTD	52 119 884 945	\$ 1,259,390.00
WORLD SERVICES (AUSTRALIA) PTY LTD	60 629 191 420	\$ 2,669,260.00
ZEN ENTERPRISE PTY LTD	53 159 229 884	\$ 130,680.00
<b>Grand Total</b>		<b>\$ 630,579,103.29</b>

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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 04**

**Subject: Seasonal and temporary workforce**

***Asked by:*** Tony Sheldon

***Question:***

The extent to which labour hire and contractors are for seasonal or temporary work and how this changes over the course of a year?

***Answer:***

Departmental systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms.

The Department is unable to provide this information as our systems do not record or track contractors by the classification - seasonal/temporary work.



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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 05**

**Subject: Labour hire services guidelines**

***Asked by:*** Tony Sheldon

***Question:***

What guidelines are in place covering the procurement of these labour hire services?

***Answer:***

The Department does not distinguish between Labour Hire and Contractor services. The Department's procurement guidance covers all contracted personnel, please refer to QoN number 6.

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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 06**

**Subject: Contractor services guidelines**

***Asked by:*** Tony Sheldon

***Question:***

What guidelines are in place covering the procurement of these contractor services?

***Answer:***

The Department has a Contractor and Consultant Management Framework which provides guidance for officials in line with the Commonwealth Procurement Rules.

The Department also has templates and resource documents covering the procurement of contracted personnel and management of their engagement. These documents guide officials through the entire process including, compliance with the Commonwealth Procurement Rules, procurement planning, approaching the market, evaluations and delegate approval, engagement, security clearances, confidentiality and reporting requirements.

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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

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**QoN Number: 07**

**Subject: Consultants and recruitment services**

***Asked by:*** Tony Sheldon

***Question:***

What consultants or other recruitment services are used to procure these workers, the cost of these services and the companies providing them?

***Answer:***

Please refer to the response in QoN Number 3.

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**PARLIAMENTARY INQUIRY WRITTEN QUESTION ON NOTICE**

**Select Committee on Job Security**

**QoN Number: 08**

**Subject: Contractors and labour hire staff by state and territory**

**Asked by:** Tony Sheldon

**Question:**

Provide a breakdown of the number of labour hire workers and contractors engaged in each state and territory.

**Answer:**

Departmental systems do not differentiate between contractors directly procured by the Department for labour and those procured through labour hire firms. Therefore, the total number of contractors is inclusive of these two components.

The table below contains a breakdown of contractors in each state and territory as at 31 January 2021.

State/Territory	Contractor Headcount
ACT	1,044
NSW	49
QLD	12
SA	1
VIC	32
<b>Total</b>	<b>1,138</b>