

SENATE SELECT COMMITTEE ON JOB SECURITY
ANSWERS TO WRITTEN QUESTIONS ON NOTICE
Infrastructure, Transport, Regional Development and Communications

Division/Agency: Finance Legal & IT
Inquiry: Senate Select Committee on Job Security
Topic: Labour hire workers and contractors
Proof Hansard Page: Written (31 March 2021)

Senator Tony Sheldon asked:

- What number and percentage of your department/agency's workforce are labour hire?
- What number and percentage of your department/agency's workforce are contractors?
- 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?
- The extent to which labour hire and contractors are for seasonal or temporary work and how this changes over the course of a year?
- What guidelines are in place covering the procurement of these labour hire services?
- What guidelines are in place covering the procurement of these contractor services?
- What consultants or other recruitment services are used to procure these workers, the cost of these services and the companies providing them?
- Provide a breakdown of the number of labour hire workers and contractors engaged in each state and territory.

Answer:

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

As at 31 March 2021, the department's headcount for contractors was 279 contractors, 14.7 per cent (includes those engaged through labour hire companies).

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?

For the period 1 July 2020 to 31 March 2021, the department has spent \$15.563 million on contractors.

Year to date expenditure by company greater than \$100,000 (GST exclusive) is presented below. The balance of \$1.846 million reflects expenditure across 95 other companies and individual contractors.

Agency	1 July 2020 to 31 March 2021
	\$ (GST exclusive)
ASG Group Limited	189,585
Calleo Resourcing	562,117
Clarius Group Limited	188,442
Compas Pty Ltd	372,554
Deloitte Touche Tohmatsu	310,797

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DFP Recruitment Services	728,315
ESRI Australia Pty Ltd	191,581
First People Recruitment Solutions	120,474
Hays Specialist Recruitment (Aust)	7,589,150
Horizon One Recruitment Pty Ltd	993,882
Hudson Global Resources (Aust) P/L	939,352
Paxus Australia Pty Ltd	112,224
Peoplebank Australia Pty Ltd	309,220
Randstad Pty Ltd	562,762
Rubik3 Pty Ltd	141,778
Startech IT Consulting Pty Ltd	105,559
Titan Consulting Services Pty Ltd	159,069
Workpac Group Pty Ltd	138,922
Other agencies and independent contractors	1,846,812
Total	15,562,595

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

Contractors are generally engaged when seeking to address a temporary or time sensitive resourcing need, often driven by organisational workload fluctuations, a requirement for short term program delivery or specialist skills that are otherwise not available within the department.

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

The department procures contractors in accordance with the *Public Governance, Performance and Accountability Act 2013* and the Commonwealth Procurement Rules. The majority of the department's contractors are procured using the two labour hire panels below.

- SON3557594 Australian Digital Health Agency Recruitment and Related Services Panel
- SON3538332 Australian Federal Police Capability Support Services Panel.

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

See table above.

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

The department does not record this data for contractors.