

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Tourism and Resources Portfolio  
2006-07 Additional Budget Estimates Hearing  
15 & 16 February 2007

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**AGENCY/DEPARTMENT:** INDUSTRY, TOURISM AND RESOURCES

**TOPIC:** *Recruitment Agencies*

**REFERENCE:** WRITTEN QUESTION

**QUESTION No.** AI-130

**Senator WONG asked:**— What sum was spent on recruitment agencies in 2006 by each department and agency in the Minister's portfolio?

**ANSWER**

DITR	2005-06 - \$2,159,664.51 (GST inclusive).
IP Australia	2005-06 - \$ 46,909.90 (GST inclusive).
Geoscience Australia	2005 \$2,992,652.65 (GST inclusive).
Tourism Australia	2005-06 - \$126,182.00 (GST inclusive).
National Offshore Petroleum Safety Authority (NOPSA)	\$80,242.00 (GST inclusive).

**QUESTION No.**

**AI-131**

**Senator WONG asked:**— Will the Minister provide a list of the recruitment agencies which are used by the department and agencies in the Minister's portfolio?

**ANSWER**

DITR	ACUMEN ALLIANCE ADECCO AUSTRALIA PTY LTD AMBIT GROUP PTY LTD CANDLE AUSTRALIA LTD CAREERS UNLIMITED EFFECTIVE PEOPLE P/L FRONTIER GROUP AUSTRALIA PTY LTD GIPPSLAND AREA CONSULTATIVE COMMITTEE GREEN & GREEN GROUP GREG RYAN & ASSOCIATES HAYS ACCOUNTANCY PERSONNEL HUDSON GLOBAL RESOURCES (AUST) INFORMED SOURCES P/L JUSTIN POYSER & ASSOCIATES KOWALSKI RECRUITMENT P/L MANPOWER SERVICES (AUST) P/L OMEGA PERSONNEL PATRIOT ALLIANCE PAXUS PEOPLE (NSW) PEOPLEBANK QIRX PTY LTD QUADRATE SOLUTIONS SELECT AUSTRALASIA PTY LTD SMALL & ASSOC PTY LTD SOS RECRUITMENT STAFFING & OFFICE SOLUTIONS TELSTRA (VIC) THE ONE UMBRELLA TPA division of Select Australia VEROSSITY PTY LTD WIZARD PERSONNEL & OFFICE SERVICES P/L ZERIDIAN PTY LTD
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IP Australia	<ul style="list-style-type: none"> <li>▪ Effective People</li> <li>▪ Hayes Personnel</li> <li>▪ All Staff Australia</li> <li>▪ Careers Unlimited</li> </ul>
Geoscience Australia	<ul style="list-style-type: none"> <li>▪ EBR Enterprise Builder Pty</li> <li>▪ Peoplebank Australia ltd</li> <li>▪ bbt Australia Ltd Beresford Blake Thomas</li> <li>▪ Kelly Services (Australia)</li> <li>▪ Wizard Information Services</li> <li>▪ MPM Group Pty Ltd Trading as Nova IT</li> <li>▪ Keenyear Pty Ltd</li> <li>▪ Verossity Pty Ltd</li> <li>▪ Frontier Group Australia Pty Ltd</li> <li>▪ Aurec Pty Ltd</li> <li>▪ Finite Recruitment</li> </ul>
Tourism Australia	<ul style="list-style-type: none"> <li>▪ Gemteq Executive</li> <li>▪ Hudson</li> <li>▪ I People</li> <li>▪ Neilson Research</li> <li>▪ Options Consulting</li> <li>▪ Quay Appointments</li> <li>▪ Rickard Stanhope</li> <li>▪ Select Appointments</li> <li>▪ Status Hart Recruitment</li> <li>▪ TAPS &amp; TMS</li> </ul>
National Offshore Petroleum Safety Authority (NOPSA)	<ul style="list-style-type: none"> <li>▪ Information Enterprises</li> <li>▪ Career People</li> <li>▪ Alliance Work-skills</li> <li>▪ Premium Personnel</li> </ul>

**QUESTION No.****AI-132**

**Senator WONG asked:**— What functions do recruitment agencies perform for departments and what would be the likely impact on departmental outcomes from reduction in recruitment spending on external agencies?

**ANSWER**

DITR	<p>Recruitment agencies are used for the sourcing of non-ongoing employees. If recruitment agencies were not used more time would be spent by the internal recruitment section and line managers in arranging advertisements and processes by which to select employees.</p> <p>Recruitment agencies may be used on occasion for ongoing employment, however this information is not collected and would be resource intensive to identify.</p>
IP Australia	<p>Recruitment agencies are used for the sourcing of non-ongoing employees. If recruitment agencies were not used more time would be spent by the internal recruitment section and line managers in arranging advertisements and processes by which to select employees.</p>
Geoscience Australia	<p>Geoscience Australia has entered into a 2 year panel arrangement with recruitment services providers, whose function under their agreements is to supply short term contract and personnel hire and ancillary services (e.g. scribing). There are four categories of specialisation for short term contract and personnel hire under the panel arrangement: Scientific and Technical; Information Communication and Technology; Administrative and Warehouse; and Geospatial and Graphic. There are ten providers in all on the panel.</p> <p>The panel arrangement helps to ensure that managers at Geoscience Australia can access a pre-qualified candidate pool of active job seekers. Contractors can often commence work within a matter of days for short term assignments (depending on the candidate's prior commitments). This offers managers flexibility and efficiency, and complements other sourcing options in place within Geoscience Australia, such as the Temporary Register and normal external recruitment.</p> <p>Were a reduction to occur in spending on external recruitment agencies, Geoscience Australia's outcomes would still be met, however for short term assignments managers may not be able to readily access the range of flexible and efficient options that are currently available to them.</p>

Tourism Australia	Tourism Australia usually uses recruitment agencies on those occasions where Tourism Australia's direct advertising campaigns have not delivered suitable candidates. In some instances agencies are used as prime contractors to manage the entire process on Tourism Australia's behalf; however no agency was used in this fashion in 2006. As Tourism Australia uses external agencies as a supplement to its normal recruitment processes, any decision to reduce expenditure will have a negative impact on our ability to attract and appoint the best possible candidates for the positions.
National Offshore Petroleum Safety Authority (NOPSA)	<p>Function</p> <ul style="list-style-type: none"> <li>• Provide short term secretarial temps.</li> <li>• Provide non-ongoing contractors for specific projects.</li> </ul> <p>Impact of reduction in recruitment spending – nil ( no expenditure on recruitment).</p>

**QUESTION No. AI-133**

**Senator WONG asked:**— What benefit-cost assessments have been done which benchmark internal recruitment processes and/or on utilising on line recruitment portals?

**ANSWER**

DITR	The Department has not undertaken any benefit-cost assessments which benchmark internal recruitment processes or utilise any internal on-line recruitment portals, although the Department does utilise some external on-line recruitment portals such as Seek.com.
IP Australia	No formal cost assessments have been conducted.
Geoscience Australia	In 2006, Geoscience Australia prepared and considered the business case for moving to an online recruitment system, as distinct from continuing with paper-based application and recruitment management processes. Benefits and drawbacks of introducing online recruitment were set out in the business case, along with a comparison of the features of four e-recruitment systems. Geoscience Australia introduced an e-recruitment system in February 2007.
Tourism Australia	Tourism Australia already recruits directly and use established online portals as a matter of course.
National Offshore Petroleum Safety Authority (NOPSA)	Nil