

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Additional Estimates 14 – 15 February 2007

**Question:**               **Item 12 (ABS)**

**Topic:**                   **Recruitment Spending**

**Hansard Page:**       **Written**

**Senator WONG asked:**

- (1) What sum was spent on recruitment agencies in 2006 by each department and agency in the Minister's portfolio?
- (2) Will the Minister provide a list of the recruitment agencies which are used by the department and agencies in the Minister's portfolio?
- (3) 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?
- (4) What benefit-cost assessments have been done which benchmark internal recruitment processes and/ or on utilising on line recruitment portals?

**Answer:**

(1) In 2006, the Australian Bureau of Statistics (ABS) spent \$472,819.60 on recruitment agencies.

(2) The ABS used the following recruitment agencies in 2006.

Adecco  
Alliance Recruiting Australia  
Allstaff Australia  
Ambit IT&T Recruitment Specialists  
CCS Technology Recruiters  
Drake Australia  
Effective People  
Finite Recruitment  
Frameworks for Change  
Hallis People Skills  
Hays Personnel Services  
Hi Tech Personnel  
Hitech Group Australia  
Hoban Recruitment  
Hudson Global Resources  
John Wilson  
Josal Enterprises  
Kelly Services  
Kowalski Recruitment

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Locher & Associates  
Management Projects  
Manpower Services  
Max Network  
McArthur Management Services  
Mr Michael Brady  
On Time Typing  
Paper Shuffle  
Recruitment Management Co  
Brian Robins  
Salmat  
Select Australasia  
Skilled Group Limited  
Smalls Recruiting  
Speakman Tanner Menzies  
Stockdale Printstaff  
Stratagem IT Personnel Specialists  
Trevor Whitton  
Westaff  
Wizard Personnel and Office Services  
Zenith.

- (3) During 2006, ABS used recruitment agencies to perform the following recruitment related functions:
- a. supply of non-ongoing (temporary) staff
  - b. provision of staff replacement services, and
  - c. provision of scribing and reporting services.

The likely impact of a reduction in recruitment spending on external agencies is a reduced, and more costly, ability of the ABS to deliver on departmental outcomes arising through:

- a. shortages of staff with required skills
  - b. reduced flexibility in meeting demands for meeting non-ongoing (temporary ) staffing
  - c. delays in filling vacancies, particularly for short term and intermittent contracts, and
  - d. increased costs and required resources (people and time) to complete recruitment processes.
- (4) ABS managers apply their experience and judgement, taking into account the likely impact set out above of not using external resources, when deciding to use recruitment agencies. Agency guidelines concerning the use of contractors specify value for money and efficiency as criteria when hiring contractors.