

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Question: aet 14 (AOFM)

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:

Mr Costello:- The answer to the honourable member's question is as follows:

With respect to the AOFM:

- (1) \$9,681.49 (GST inclusive).
- (2) Green & Green, Hays Personnel Services, Hudson, and The Recruitment Management Company.
- (3) Recruitment agencies assist the AOFM in preparing draft reports selection panel reports. A reduction in spending would require these tasks to be undertaken by AOFM staff. This would be likely to extend the time taken to prepare reports and to delay the completion of recruitment processes. In some cases this could result in applicants taking up positions elsewhere and a reduction in the size and quality of the field of available candidates. The volume and quality of agency outputs and outcomes could be adversely affected, especially where recruitment processes are delayed or unable to be completed, or where the hours worked by other staff can not be extended.
- (4) The use of recruitment agencies to assist in preparing draft reports is undertaken where it is judged, on a case by case basis, to be cost effective.