

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Question: **aet 15 (APRA)**

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) \$260,000.
- (2) Agencies used, including APRA's preferred agency panel are:
 - Gap Consulting
 - Paxus
 - Peoplebank
 - Ambit
 - Talent International
 - Carmichael Fisher
 - April Carter Group
 - IXP3
 - QPL
 - Apsley
 - Blue Fin resources
 - The Ideal Candidate
 - Freeman Adams
 - Kingscroft Consulting
 - Robert Walters
- (3) Recruitment agencies source candidates for various roles which are usually specialist and which APRA is unable to fill through direct advertisement. A reduction in recruitment spending on external agencies would result in higher advertising and staff costs and/or a higher vacancy rate.
- (4) APRA benchmarks the recruitment processes and costs via an extensive annual survey, in addition to ongoing involvement in relevant HR associations and networks.