

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Question: AET 17
Topic: Recruitment Spending
Hansard Page: Written

Senator WONG asked:

Q(1) What sum was spent on recruitment agencies in 2006 by each department and agency in the Minister's portfolio?

Answer:

(1) The Tax Office spent \$4,131,232.00 on recruitment agencies in the 2006 calendar year.

Q(2) Will the Minister provide a list of the recruitment agencies which are used by the department and agencies in the Minister's portfolio?

Answer:

(2) The following is a list of recruitment agencies on the Tax Office's panel of providers:

- Chandler MacLeod
- Challenge Recruitment
- DFP Recruitment Services
- Hudson
- HAYS
- Manpower
- ICON
- Ross Human
- PeopleBank
- Michael Page
- Watermark

Q(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?

Answer:

(3) Recruitment agencies provide services including the sourcing of candidates and the conduct of recruitment campaigns.

The Tax Office has previously managed large scale campaigns internally. This has resulted in higher costs and longer time taken to fill vacancies. Evaluation of these large scale campaigns has shown that when the Tax Office works closely with, and uses the services of, an external provider, better results with greater cost effectiveness are achieved.

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Q(4) What benefit-cost assessments have been done which benchmark internal recruitment processes and/ or on utilising on line recruitment portals?

Answer:

(4) A major review of recruitment, promotion and mobility processes was undertaken in 2005. This review benchmarked Tax Office performance against industry standards. The review recommended the introduction of a technology based recruitment solution. The Tax Office is currently finalising the procurement of a system and expect to implement it in 2007.