

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Question: aet 22 (RAM)
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) The Royal Australian Mint spent \$1,811,957.73 on recruitment agencies (casual staff wages and recruitment) for the 2006 financial year.
- (2) Recruitment agencies used by the Royal Australian Mint for the 2006 financial year were as follows:

Hudson Global Resources
Manpower
Verossity Pty Ltd
Infront Systems Pty Ltd
Professionals Online
Professional Careers Australia Pty Ltd
Kowalski Recruitment Pty Ltd
Kelly Services Australia
Westaff (Australia) Pty Ltd
Skilled Group Limited
Hays Personnel Services Pty Ltd
Adecco

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- (3) Recruitment agencies are currently used for specialist positions within the Mint, such as skilled tradespeople, accountants and IT professionals.

A small organisation such as the Mint would be heavily affected should there be a reduction in recruitment spending on external agencies. In some instances it would be difficult to source and recruit suitable talent to enable our business to operate partly due to the need to bring tradespeople in for short periods to meet fluctuating coin demand.

- (4) Royal Australian Mint 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 covering the use of contractors specify value for money and efficiency as criteria when hiring contractors.