

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 14 – 15 February 2007

Question: **aet 23**

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) During the 2006 calendar year, the Department of the Treasury spent \$507,127.02 (GST inclusive) on recruitment agencies.
- (2) Treasury utilised the following recruitment agencies during 2006.
 - Cantlie Recruitment Services
 - Effective People Pty Ltd
 - Face2Face Recruitment Pty Ltd
 - Hays Personnel Services (Aust) Pty Ltd
 - Information Technology and Engineering
 - Informed Sources
 - Julia Ross Recruitment
 - Kelly Services
 - Kowalski Recruitment
 - Public Affairs Recruitment Company
 - Recruitment Management Company
 - Staffing and Office Solutions
 - The Green and Green Group
 - Verossity
 - Westaff
 - Wizard Personnel and Office Services
- (3) Treasury mainly utilised recruitment agencies for the provision of non-ongoing staff and scribing services for selection processes. Not using recruitment agencies would require staff to be diverted from other priorities to these activities, thus adversely affecting Treasury's ability to meet ongoing workloads.

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- (4) Treasury 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.

In December 2002, the Treasury evaluated e-recruitment solutions. An e-recruitment tool was implemented and provides the capacity to advertise on-going, graduate, non-ongoing and general job opportunities. Job seekers can apply and/or register their interest in employment in Treasury.