

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Finance and Administration Portfolio
Department of Human Services and agencies
Supplementary Budget Estimates 2006-2007, 13th and 16th February, 2007

Question: HS41

Outcome 1, Output 1

Topic: Recruitment Agency Spending

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SENATOR WONG asked on 16/02/2007:

- (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 total sum spent on recruitment agencies in 2006 (calendar year) by the core department of Human Services was \$228,614.
- (2) The recruitment agencies used by the core department of Human Services in this period were:
 - Green and Green Group
 - Kowalski Recruitment
 - SOS Recruitment
 - Effective People Pty Limited
 - Hays Personnel Services
 - Candle Australia Pty Limited
 - Drake Australia
 - Careers Unlimited
 - Ross Recruitment
- (3) The core department of Human Services used the recruitment agencies detailed in question (2) for the following services:
 - Placement of contractors in urgent vacancies;
 - Filling of skill specific temporary vacancies; and
 - Scribing services.

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A reduction in the use of external recruitment agencies would slow the recruitment action of employees in unexpected vacancies and possibly impede the recruitment of specific-skilled employees for technical positions. There would also be a likely negative impact on the recruitment process for all positions in the absence of scribing services with an increased administrative load for the selection panels involved.

- (4) There have been no specific benefit-cost assessments done. It is anticipated such an analysis will be completed at the end of 2006/07 when the current staffing increases being experienced have slowed.

To prepare this answer it has taken approximately 4 hours and 6 minutes at an estimated cost of \$220.