

Senate Standing Committee on Finance and Public Administration

ANSWERS TO QUESTIONS ON NOTICE

ANAO

Additional Budget Estimates Hearings 2006-2007, 12-13 February 2007



**Question: PM33**

**Topic: Recruitment Agency Spending**

**Direct on Notice**

**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 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) *what sum was spent on recruitment agencies in 2006*

- \$120,209 (this amount also includes payment of wages for the temporary employment of staff and for scribing activities)

(2) *List of recruitment agencies used by the ANAO*

- Adecco, Cantile Recruitment, Careers Unlimited, Effective People, Hays Personnel, Informed Sources, The One Umbrella, Greythorn P/L, TMP Worldwide.

(3) *What functions do recruitment agencies perform for departments and what would be the likely impact on departments outcomes from reduction in recruitment spending on external agencies*

- Functions undertaken by recruitment agencies were:* identification and introduction of potential employees, mostly specialised staff ie. accountants, also the provision of temporary resources to fill internal staff storages and scribing duties associated with recruitment activities.
- The impact on departmental outcomes:* would in some instances result in hiring consultants to undertake agency activities, mostly at a cost far in excess of recruiting staff through recruitment agencies.

(4) *What cost benefit assessment has been done which benchmark internal recruitment processes and/or on utilising on-line recruitment portals*

- Nil