

Senate Finance and Public Administration Committee

ANSWERS TO QUESTIONS ON NOTICE

Prime Minister and Cabinet Portfolio

Australian Public Service Commission

Estimates 2006-07 – Additional Budget Estimates, February 2007

Question: PM 34

Topic: Recruitment agency spending

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?

Answers:

(1): \$766,000 (including GST). Excluding the salary costs of temporary staff, recruitment costs were around \$77,000 (including GST).

(2):

ASI Solutions

Candle Australia Limited

CCS Technology Recruiters

Chandler Macleod

Design Emergency

Frontier Group Australia

Hays Personnel Services (Aust) P/L

Hudson Global Resources (Aust) P/L

Iron Mountain

Kelly Services (Australia) LTD

Kowalski Consulting P/L
MAXNetWork Pty Ltd
Mynt Group
Peoplebank Australia Ltd
Quadrante Solutions
Recruitment Central
Recruitment Management Co. Pty Ltd
The Green and Green Group Pty Ltd
Trendsetting Pty Ltd
Wizard Personnel & Office Services

(3) The functions provided by recruitment agencies include:

- supply of temporary staff (the salary costs of which comprised around 90 per cent of the Commission's spending on recruitment agencies in 2006)
- recruitment and placement of staff
- interview and scribing services
- training and consultancy services provided to other agencies through the Commission's panel of providers.

The Commission uses recruitment agencies largely to meet short term, temporary gaps in staffing where doing so provides value for money.

If spending on external agencies was reduced the effect would be a reduction in the quality of service and possibly delays in the delivery of outputs which contribute to the Commission's outcome of fostering a confident, high quality, values-based and sustainable Australian Public Service.

(4) None.