

QUESTION TAKEN ON NOTICE

ADDITIONAL ESTIMATES HEARING: 12 February 2007

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(19) Output: Internal Product

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 total sum spent on recruitment agencies by the department and agencies within the Minister's portfolio is estimated to be \$70,518,816.

This figure includes all payments made to these agencies, irrespective of what the payments are for, and will include things such as internal audit fees, contractor fees, training and recruitment fees and payments that are effectively salary payments for contractors. Agencies generally invoice a sum total, rather than an itemised account, which is then entered into the financial system under relevant general ledger codes. This prevents the Department from being able to distinguish between salary and administration costs paid to employment agencies. At this time a breakdown of all individual invoices would entail the allocation of substantial departmental resources as well as time.

- (2) Recruitment agencies used by the department and agencies within the Minister's portfolio were:

ADECCO
AMBIT GROUP PTY LIMITED
APIS CONSULTING GROUP
AUSCRIPT AUSTRALASIA
AUSCRIPT PTY LTD (BRISBANE)
AUSCRIPT PTY LTD (CANBERRA)
AUSTRALIAN PUBLIC SERVICE COMMISSION

CANDLE AUSTRALIA
CANDLE AUSTRALIA LTD
CAPITAL RECRUITMENT SERVICES
CAREERS UNLIMITED
CAREERS UNLIMITED PTY LTD
CARMODY CRICHTON CONSULTING
CLAYTON & SHUTTLEWORTH P/L
DFP RECRUITMENT SERVICES PTY LTD
DRAKE AUSTRALIA PTY LTD
DRAKE INTERNATIONAL
EDS AUSTRALIA PTY LTD
EFFECTIVE PEOPLE PTY LTD
ERNST & YOUNG
FINITE
FORSTAFF AUSTRALIA PTY LTD
GREG RYAN AND ASSOCIATES
GREYTHORN PTY LTD
HANSEN & SEARSON EXECUTIVE SEARCH
HCI PROFESSIONAL SERVICES PTY LTD
HORNER RECRUITMENT
ICON RECRUITMENT
KELLY SERVICES
KOWALSKI RECRUITMENT
LINK RECRUITMENT P/L
MANPOWER SERVICES (AUST) P/L
MBS CONSULTING
ON THE BALL PERSONNEL PTY LTD
PAXUS AUSTRALIA
PAXUS AUSTRALIA PTY LTD
PEOPLEBANK AUSTRALIA PTY LTD
PRO SOLUTION
PROFESSIONAL CAREERS AUST PTY LTD
QUADRATE SOLUTIONS
QUALITY MANAGEMENT SOLUTIONS
RECRUITMENT SOLUTIONS
RECRUITMENT MANAGEMENT COMPANTY
ROBERT WALTERS
S BEARD
SAP AUSTRALIA PTY LTD
SELECT WRITE
SKILLSEARCH CONTRACTING PTY LTD
SOS RECRUITMENT
STAFFING AND OFFICE SOLUTIONS
THE GREEN AND GREEN GROUP
THE ONE UMBRELLA
VEROSSITY P/L
WESTAFF AUSTRALIA PTY LTD

WIZARD COMPUTER TRAINING P/L
WIZARD INFORMATION SERVICES
WIZARD INFORMATION SERVICES P/L
WIZARD SCRIBE SERVICES

(3) The functions recruitment agencies performed for the department and agencies within the Minister's portfolio were:

- selection and placement of non-ongoing staff to fill short term vacancies;
- scribing services;
- assistance with national recruitment campaigns, including the provision of assessment centre services; and
- sourcing of applicants for specialist vacancies.

(4) A cost benefit analysis was undertaken in April 2002 to identify the savings that could be achieved with the implementation of an on-line recruitment model. As a result of this analysis the Department introduced an on-line e-recruitment system in May 2004.