

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Budget Estimates May 2017**

**Communications Portfolio**

**Australian Broadcasting Corporation**

**Question No: 141**

**Australian Broadcasting Corporation**

**Hansard Ref: Written, 7/6/2017**

**Topic: ABC Recruitment Expenditure**

**Senator Urquhart, Anne asked:**

1. Approximately how much money did the ABC spend directly on recruitment advertising in the financial years of 2014, 2015 and 2016?
2. What other below the line recruitment costs does the ABC incur (please list) and what would these estimated costs be for the financial years on 2014, 2015 and 2016?
3. Is all ABC recruitment managed by the ABC Human Resources or does the ABC enlist the services of external recruitment agencies to fill new positions?
4. What criteria or guidelines does the ABC use when deciding to use external recruitment agencies?
5. Approximately what percentage of ABC recruitment work is done by the ABC, and what percentage is done by external recruitment agencies?
6. Does the ABC have supply contracts with these agencies or are they case by case engagements?

**Answer:**

1.

The ABC reports recruitment expenditure by financial year:

	2013/2014	2014/2015	2015/2016
<b>Recruitment Advertising</b>	<b>\$60,232</b>	<b>\$42,087</b>	<b>\$45,643</b>

2.

	2013/2014	2014/2015	2015/2016
<b>Internal ABC recruitment team employee costs</b>	<b>\$400,000</b>	<b>\$350,000</b>	<b>\$335,000</b>
<b>Application Service fees for Recruitment system</b>	<b>\$28,500</b>	<b>\$28,500</b>	<b>\$28,500</b>

3. The majority of recruitment is co-ordinated by the internal recruitment team, however the ABC does on occasion engage external recruitment agencies for specific vacancies.

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4. The ABC uses external recruitment agencies on occasion for:
  - Key strategic roles that require executive search capability
  - Hard to fill roles where there is a candidate/skill shortage
  - Positions where the initial ABC recruitment process has been unsuccessful in finding a suitable candidate.
5. Approximately 95 per cent of all recruitment work is done by the ABC. Approximately 5 per cent of ABC recruitment is undertaken by external recruitment agencies.
6. The ABC has supply contracts in place with some agencies and other agencies are engaged on a case by case basis.