

Senate Select Committee on Job Security

ANSWERS TO QUESTIONS ON NOTICE

COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION

AGENCY: CSIRO

TOPIC: Job Security

QUESTIONS:

1. What number and percentage of your department/agency's workforce are labour hire?
2. What number and percentage of your department/agency's workforce are contractors?
3. Which companies does your department/agency have contracts with for the procurement of labour hire and/or contract employees, and what is the value of those contracts?
4. The extent to which labour hire and contractors are for seasonal or temporary work and how this changes over the course of a year?
5. What guidelines are in place covering the procurement of these labour hire services?
6. What guidelines are in place covering the procurement of these contractor services?
7. What consultants or other recruitment services are used to procure these workers, the cost of these services and the companies providing them?
8. Provide a breakdown of the number of labour hire workers and contractors engaged in each state and territory.

ANSWERS

1. CSIRO had 281 labour hire contractors engaged on the 31st of March 2021. This is 4.98 per cent of the current workforce of 5644. (Workforce here includes all employees + contractors. It does not include other Affiliates i.e. students, visiting scientists etc.)
2. CSIRO had 436 total contractors (including labour hire) engaged on the 31st of March 2021. This is 7.73% per cent of the current workforce of 5644. (Workforce here includes all employees + contractors. It does not include other Affiliates i.e. students, visiting scientists etc.)
3. As CSIRO is a Commonwealth Corporate Entity, we are only required to record contracts over \$400,000 (GST Inc) on AusTender and as such our Contracts Register is setup accordingly. The FY2020-21 Spend to 31 March 2021 with Recruitment Agencies is detailed below.

Recruitment Agencies		GST exclusive
360HR Pty Ltd	\$	55,542.59

ACSPRO Pty Ltd	\$	177,043.15
Active Network Solutions	\$	94,300.00
Adecco Australia Pty Ltd	\$	585,771.81
Agri Labour Australia P/L	\$	135,310.62
Allegra Consulting	\$	211,848.54
AlphaBeta Advisors Pty Limited	\$	100,000.00
Altis Consulting Pty Ltd	\$	218,575.00
ANGN NETWORK COMMUNICATION	\$	38,377.13
ASR RECRUITMENT PTY LTD	\$	85,915.62
Assentinel Solutions t/a	\$	83,785.00
Astorad Pty Ltd	\$	10,576.00
ATC Midwest	\$	61,646.85
Aurec Pty Ltd	\$	2,136,216.45
Axis People Development	\$	39,113.42
B Online Learning Pty Ltd	\$	1,000.00
Banksia group	\$	47,890.62
Burple Consulting Pty Ltd	\$	93,155.00
Carder (Payroll) P/L	\$	231,057.50
Chameleon & Co Pty Ltd	\$	36,679.20
Chandler Macleod Group Limited	\$	167,129.22
Citadel	\$	229,777.00
D. CK Labour Services Pty Ltd	\$	2,700.00
DFP RECRUITMENT SERVICES PTY LTD	\$	141,040.65
Dialog Information Technology	\$	498,730.43
Dialong	\$	603,822.50
Diaxon	\$	289,800.00
DRAKE AUSTRALIA P/L	\$	72,737.72
Emanate Technology Pty Ltd	\$	398,140.09
Engineering People Pty Ltd	\$	18,438.40
EPI-USE Australia Pty Ltd	\$	670,162.01
Evolve Scientific Recruitment Pty L	\$	1,170,954.02
Experis Australia	\$	198,000.00
First People Recruitment Solutions	\$	741,722.40
FRONTLINE RECRUITMENT GROUP PTY LTD	\$	227,291.22
Greythorn Pty Ltd	\$	123,976.50
Hays Specialist Recruitment (Austra	\$	5,208,695.61
HCI Professional Services P/L	\$	101,850.00
HiTech	\$	487,921.00
Hoban Recruitment Pty Ltd	\$	2,004,790.07
Horizon One Recruitment Pty Ltd	\$	431,179.74
Hudson Global Resources Aust P/L	\$	494,803.32
Human Perspective Pty Ltd	\$	160,800.00
ibcomp	\$	248,013.00
Ignite Limited	\$	107,659.65
Infinite Consulting P/L	\$	180,594.00
Innovative Business Computing P/L	\$	123,557.15
JHA Recruitment & Staff@Work Pty Lt	\$	49,057.71

John Mercer	\$	191,572.70
JKM TECHNOLOGIES PTY LTD	\$	97,212.86
Labour Solutions Australia Pty Ltd	\$	36,501.23
MANPOWER SERVICES (AUST) PTY LTD	\$	37,955.77
McARTHUR MANAGEMENT SERVICES P/L	\$	127,587.26
Modis Staffing	\$	226,940.00
On Q Recruitment Pty Ltd	\$	136,419.89
Peoplebank Australia Ltd	\$	1,089,589.85
Phoenix Management Services Pty Ltd	\$	174,328.23
PKL PERSONNEL PTY LTD	\$	117,526.05
Prestige Staffing Pty Ltd	\$	63,846.15
RANDSTAD PTY LTD	\$	1,361,673.09
Records Solutions	\$	129,111.60
Redback Consulting Pty Ltd	\$	170,000.00
RNTT Pty Ltd	\$	713,810.74
RPM Contracting	\$	163,570.64
S2M Executive Pty Ltd	\$	232,726.29
SharperMinds	\$	235,045.00
SnehIT	\$	170,205.00
Solve Consulting International Pty	\$	147,000.00
SOUTHERN CROSS COMPUTING	\$	145,632.00
Spinifex Recruiting Pty Ltd	\$	159,478.30
Talent International	\$	1,340,358.16
Talent International (QLD) PTY LTD	\$	229,004.60
Talent International (VIC) Pty Ltd	\$	48,800.00
TECHSTAFF PTY. LTD.	\$	284,303.43
Terrace Services	\$	165,079.50
TTF SLADE GROUP UNIT TRUST	\$	3,924.00

4. In CSIRO, Contractors (including labour hire) are typically engaged for temporary work, as part of CSIROs recruitment mechanisms for engaging short-term employees. On average, 66 per cent of contractor engagements are for less than one year.

Contractors are usually engaged for temporary work, where sourcing staff may be challenging (due to remote locations) and where irregular work requirements suit more flexible labour arrangements.

5. Procurement for labour hire services is governed by the Commonwealth Procurement Rules.
6. Procurement for contractor services is governed by the Commonwealth Procurement Rules.
7. CSIRO is not aware of any consultants being engaged to procure labour hire contractors or contractor services.

8. A breakdown of the 436 contractors engaged by CSIRO, by State & Territory:

Type of Contractor	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Company Contractor	39	17		8	2	6	29	5
Individual Contractor	12	6		9	2	10	6	4
Labour Hire Contractor	79	57	1	41	1	16	75	11
Grand Total	130	80	1	58	5	32	110	20