

**Senate Select Committee on Job Security**  
**Attorney-General's Department**

**Question date:** 31 March 2021

**Question type:** Written

The Committee **asked the following questions:**

- a) What number and percentage of your department/agency's workforce are labour hire?
- b) What number and percentage of your department/agency's workforce are contractors?
- c) 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?
- d) The extent to which labour hire and contractors are for seasonal or temporary work and how this changes over the course of a year?
- e) What guidelines are in place covering the procurement of these labour hire services?
- f) What guidelines are in place covering the procurement of these contractor services?
- g) What consultants or other recruitment services are used to procure these workers, the cost of these services and the companies providing them?
- h) Provide a breakdown of the number of labour hire workers and contractors engaged in each state and territory.

**The response to the Committee's question is as follows:**

- a) As at 31 March 2021, the department had 204 labour hire engagements, which represented 8.47% of the department's total workforce.
- b) As at 31 March 2021, the department had 148 contractor engagements, which represented 6.15% of the department's total workforce.
- c) The value of contracts for the procurement of labour hire and/or contract employees is as follows:
  - activities that support the ongoing operations of the department - \$21.766m for the period January 2019 to June 2022 and
  - contracts associated with the department's role in supporting specific government initiatives which are short term in nature and are therefore more appropriately resourced with labour hire and/or contract employees. These are:
    - the Disability Royal Commission for the period January 2019 to June 2022 - \$44.906m and
    - a short term COVID response measure to respond to an anticipated workload increase in claims made under the Fair Entitlements Guarantee for the period December 2020 to June 2022 - \$6.492m.

A list of the companies that the Attorney-General's Department had contracts with for the procurement of labour hire and/or contract employees at 31 March 2021, and the value of those contracts for the periods of time noted immediately above, is at

**Attachment A.**

- d) AGD does not perform functions which involves seasonal engagement of contractors or labour hire staff. However, the Department provides administrative support for the conduct of Royal Commissions, and these operate for various periods of up to several years in duration. Because of the finite nature of this work it is not unusual for its resourcing to involve a significant number of contractors or labour hire staff.
- e) The Attorney-General's Department treats the engagement of labour hire and contract personnel through a recruitment company as a procurement activity. Departmental officials comply with the Commonwealth Procurement Rules (CPRs) and the department's Secretary's Instructions (accountable authority Instructions) when undertaking any procurement of goods and/or services.  
A majority of the department's labour hire/contractor services are procured using existing standing offers and panel arrangements.
- f) See answer to (e) above.
- g) Nil
- h) As at 31 March 2021, below is the state and territory breakdown of labour hire workers and contractors.

<b>STATE/TERRITORY</b>	<b>LABOUR HIRE</b>	<b>CONTRACTOR</b>
ACT	94	123
NSW	69	17
QLD	41	5
SA		1
VIC		2
<b>TOTAL</b>	<b>204</b>	<b>148</b>

Value of Contracts awarded as at 31 March 2021				
Supplier	Disability Royal Commission	Fair Entitlements Guarantee surge in response to Covid	AGD Business as usual	Total value of contracts awarded
DFP Recruitment	\$16,044,600	\$0	\$0	\$16,044,600
IPA Personnel	\$12,397,205	\$0	\$0	\$12,397,205
Adecco	\$10,142,900	\$0	\$0	\$10,142,900
HorizonOne	\$0	\$5,383,000	\$61,690	\$5,444,690
Hays	\$0	\$0	\$4,311,180	\$4,311,180
Empire	\$4,079,400	\$0	\$0	\$4,079,400
Emanate	\$0	\$0	\$2,283,568	\$2,283,568
U&U Pty Ltd	\$2,241,400	\$0	\$0	\$2,241,400
Staffing and Office Solutions (SOS)	\$0	\$1,109,000	\$0	\$1,109,000
Peoplebank Australia Pty Ltd	\$0	\$0	\$1,097,378	\$1,097,378
Compas Pty Ltd	\$0	\$0	\$1,010,771	\$1,010,771
TLS Consulting Pty Ltd	\$0	\$0	\$892,200	\$892,200
Cosmic Tech Solutions Pty Ltd	\$0	\$0	\$871,728	\$871,728
Cordelta	\$0	\$0	\$846,720	\$846,720
Onpoint 365	\$0	\$0	\$841,236	\$841,236
at3am IT Pty LTd	\$0	\$0	\$823,700	\$823,700
Aristech Pty Ltd	\$0	\$0	\$795,440	\$795,440
Southern Cross Computing Pty Ltd	\$0	\$0	\$764,731	\$764,731
HBJ Group Pty Ltd	\$0	\$0	\$732,160	\$732,160
Revolution It	\$0	\$0	\$719,588	\$719,588

	Value of Contracts awarded as at 31 March 2021			
Supplier	Disability Royal Commission	Fair Entitlements Guarantee surge in response to Covid	AGD Business as usual	Total value of contracts awarded
Paxus Australia Pty Ltd	\$0	\$0	\$683,364	\$683,364
Capital Recruitment	\$0	\$0	\$414,066	\$414,066
Canberra Consulting Pty Ltd	\$0	\$0	\$544,016	\$544,016
Techpoint Consulting Pty Ltd	\$0	\$0	\$467,325	\$467,325
Hudson Global Resources	\$0	\$0	\$461,374	\$461,374
The Recruitment Hive	\$0	\$0	\$411,048	\$411,048
HiTech Personnel	\$0	\$0	\$394,680	\$394,680
Veritec Pty Ltd	\$0	\$0	\$331,760	\$331,760
Ignite Limited	\$0	\$0	\$297,440	\$297,440
Finkisoft Pty Ltd	\$0	\$0	\$232,576	\$232,576
Oasis Enterprises (Aus) Pty Ltd	\$0	\$0	\$221,260	\$221,260
Randstad Pty Ltd	\$0	\$0	\$220,000	\$220,000
Nisus Australia Pty Ltd	\$0	\$0	\$213,763	\$213,763
SMS Consulting Group Ltd	\$0	\$0	\$204,319	\$204,319
Finite Group APAC Pty Ltd	\$0	\$0	\$171,600	\$171,600
Factor Tech	\$0	\$0	\$124,740	\$124,740
Oakton Contracting & Recruitment	\$0	\$0	\$120,000	\$120,000
Synergy Group Australia Ltd	\$0	\$0	\$105,120	\$105,120
Trinogy Systems	\$0	\$0	\$95,350	\$95,350
<b>Total</b>	<b>\$44,905,505</b>	<b>\$6,492,000</b>	<b>\$21,765,891</b>	<b>\$73,163,396</b>
	<b>61%</b>	<b>9%</b>	<b>30%</b>	<b>100%</b>