

# Senate Community Affairs Legislation Committee

## BUDGET ESTIMATES - 29 MAY 2012 ANSWER TO QUESTION ON NOTICE

### Human Services Portfolio

**Topic:** DHS Staffing - Recruitment

**Question reference number:** HS 62

**Senator:** McKenzie

**Type of question:** Written

**Date set by the committee for the return of answer:** 27 July 2012

**Number of pages:** 2

#### Question:

- a) How many ongoing full-time staff were recruited this financial year to date? What classification are these staff?
- b) How many ongoing part-time staff were recruited this financial year to date? What classification are these staff?
- c) How many non-ongoing positions exist or have been created this financial year to date? What classification are these positions?
- d) This financial year to date, how many employees have been employed on contract, what is the average length of their employment period and how many have been extended beyond their original contract period?
- e) What is the average time taken to recruit to a new or vacant position in your department/agency in the current financial year?
- f) How much has the department/agency spent on recruitment services in the financial year to date? Please supply cost of advertising positions and detail costs of any services from recruitment agencies.

#### Answer:

- a) 835 ongoing full-time staff were recruited this financial year to date (1 July 2011 to 31 March 2012), and their classification is shown below in Table 1.

**Table 1:** Number of ongoing full-time engagements from external sources in the period 1 July 2011 to 31 March 2012

<b>Classification</b>	<b>Number</b>
Other (Trainees / Graduates / Cadets)	149
APS 1	18
APS 2	51
APS 3	199
APS 4	80
APS 5	83
APS 6	96

EL 1	95
EL 2	45
SES 1	14
SES 2	3
SES 3	2
Secretary	0
<b>TOTAL</b>	<b>835</b>

- b) 50 ongoing part-time staff were recruited this financial year to date (1 July 2011 to 31 March 2012), and their classification is shown below in Table 2.

Table 2: Number of ongoing part-time engagements from external sources in the period 1 July 2011 to 31 March 2012

<b>Classification</b>	<b>Number</b>
Other (Trainees / Graduates / Cadets)	1
APS 1	3
APS 2	2
APS 3	15
APS 4	9
APS 5	5
APS 6	6
EL 1	7
EL 2	2
SES 1	0
SES 2	0
SES 3	0
Secretary	0
<b>TOTAL</b>	<b>50</b>

- c) The department is unable to segment if these positions were created for the purpose of a non-ongoing basis. The department's system reflects all positions as ongoing.
- d) 1,622 employees were employed on non-ongoing contract this financial year to date (1 July 2011 to 31 March 2012). The average length of employment period was 390 days. 433 employees have been extended beyond their original contract period.
- e) The timeframe to fill non-ongoing (temporary) vacancies during this financial year is between two to 21 days.  
The average timeframe to fill ongoing and non-ongoing (gazetted) vacancies during this financial year is 60 days from advertising.
- f) The department has spent \$720,000 on AdCorp advertising and \$42,000 has been spent on APSJobs (gazetted) to advertise vacant positions in the 2011-12 financial year. The department has also spent \$190,000 on executive and specialised recruitment, for example lawyers.