

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Additional Estimates 2015 - 2016**

Outcome: Cross Portfolio - Corporate

Department of Education and Training Question No. SQ16-000290

Senator Lines, Sue provided in writing.

CN3316939 - Provision of Recruitment Services for SES Band 1

Question

In relation to CN3316939, titled "Provision of Recruitment Services for SES band 1", and uploaded on Austender in January 2016, and awarded to a company called Executive Intelligence Group for \$104,500:

CN ID	CN3316939
Agency	Department of Education and Training
Publish Date	25-Jan-2016
Contract Period	6-Nov-2015 to 1-Apr-2016
Contract Value	104,500.00
ATM ID	1000037647
Supplier Name	EXECUTIVE INTELLIGENCE GROUP PTY LT

- (a) What position or positions does this recruitment relate to? Is it for one position?
- (b) Where is that recruitment up to?
- (c) The contract specifies that the contract period is from November 2015 to April 2016 – does this accurately reflect the period of engagement under this contract?
- (d) Is it normal for the recruitment of an SES Band 1 position to take almost 6 months?
- (e) What is the salary range for an SES Band 1 position at the Department?
- (f) In 2014–15, the salary range for SES Band 1 in the Commonwealth Public Service was \$161,756 to \$191,220, with a total remuneration package worth \$216,981 to \$251,027 once other entitlements are taken into consideration. Is that about right?
- (g) Is it reasonable for the recruitment of one position, especially at an SES Band 1 level, to cost more than \$100,000?
- (h) Does this represent value for money for the taxpayer?
- (i) Why is it costing so much?

Answer

- (a) The department advertised for SES Band 1s to fill several positions, and establish an order of merit for twelve months for potential further vacancies.
- (b) Assessment of candidates is progressing.
- (c) The contract period from November 2015 to April 2016 reflects accurately the period of engagement under the contract.
- (d) The department anticipated a significant number of candidates and the recruitment process spanned over the Christmas/January holiday period. The six month timeframe for the contract was determined with these two factors in mind.
- (e) The department's salary range for SES Band 1s as at 30 June 2015 was \$150,000 to \$235,405.

- (f) The APS Remuneration Report 2014 reports the median salary for an SES Band 1 in the Australian Public Service as \$178,617, and the median total remuneration package as \$238,223.
- (g) The recruitment process is for several positions at the SES Band 1 level and to establish an order of merit for a 12 month period, should further vacancies arise.
- (h) In the department's view given the response at (g) it does represent value for money for the taxpayer.
- (i) The department anticipated a large number of candidates and the process is to fill several positions.