



QCPCI

Public Service Commission

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Queensland Public Service - Establishment Management Program (EMP)

Following the State election on 24 March 2012, the Director-General of the Department of the Premier and Cabinet advised that the incoming Government required greater scrutiny over recruitment decisions associated with non-frontline positions.

The Government intends to address the fiscal status of the State, and to deliver a program of reform as outlined in its 100 day plan. The reprioritisation of services is central to this task. In terms of staffing profiles, it is intended that savings are realised through an Establishment Management Program (EMP).

The EMP was implemented on 27 March 2012 and incorporates a vacancy review process. The program is designed to ensure recruitment decisions regarding non-frontline vacancies are aligned with Government priorities.

The EMP is also designed to ensure critical frontline positions continue to be filled as a matter of priority, so there is no detriment to service delivery for clients. The definition of a frontline employee is set out in the Minimum Obligatory Human Resource Information (MOHRI). [Click here](#) for MOHRI service delivery definitions.

The EMP applies broadly across the Queensland public service, including departments, public service offices and agencies.

Details regarding the EMP are available in a [Frequently Asked Questions \(FAQs\)](#) document. The FAQs will be continuously updated, therefore it is recommended you visit this site regularly to ensure you are accessing the most up-to-date advice.

Departments may choose to expand and/or adapt the FAQs published by the Public Service Commission (PSC), and/or to develop additional resources to support the EMP. A suggested [vacancy review process flowchart \(excel\)](#) ([pdf](#)) is provided for agency consideration, and may be adapted to meet individual agency requirements.

If you have enquiries about your agency's implementation of this program, please contact your agency's human resource area or nominated agency EMP contact.

If you are unsure of your agency's EMP contact, please call the PSC Advisory Service on 1300 038 472 or email to pscenquiries@psc.qld.gov.au

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