

Public Sector Industrial Relations

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Title Job Evaluation Management System Update
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This circular clarifies the application of the one-third rule.

In May 1997, the Office of the Public Service issued Directive 5/97 titled *Recruitment and Selection*, which superseded PSM Standards 1, 7, 11 & 12.

The directive did not refer to the one-third rule for the purposes of job evaluation. It did note though that the job evaluation methodology to be utilised "as approved by the Commissioner" should be the Queensland Public Sector Job Evaluation Management System (JEMS).

The JEMS provides that chief executives may waive the one-third rule for individual jobs where they deem it appropriate to do so. This discretion is to be exercised with care and in limited circumstances.

From 29 June 1998, the Department of Employment Training and Industrial Relations (DETIR) became responsible for Public Service Remuneration Matters including the administrative process of the JEMS (sub-senior officer).

Officers of DETIR are therefore now available to assist departments in cases where job evaluations are in dispute.

Overleaf is a table of point scores corresponding to the various classification levels under the JEMS.

Please ensure when distributing this information within your agency that a contact officer from your agency is nominated for further enquiries.



GEOFF KENNEY
Director

The Division of Public Sector Industrial Relations provides policy advice and consultancy and training services to Queensland Government departments and agencies. It is part of the Department of Employment, Training and Industrial Relations.

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**QUEENSLAND PUBLIC SERVICE
JOB EVALUATION MANAGEMENT SYSTEM
JOB EVALUATION POINTS**

ADMINISTRATIVE STREAM

Level	JEMS POINTS
A08	600-719
A07	490-599
A06	385-489
A05	300-384
A04	240-299
A03	180-239
A02	100-179
A01	-99

PROFESSIONAL STREAM

Level	JEMS POINTS
PO6	600-719
PO5	490-599
PO4	380-489
PO3	290-379
PO2	180-289
PO1	-179

TECHNICAL STREAM

Level	JEMS POINTS
TO6	450-529
TO5	350-449
TO4	290-349
TO3	240-289
TO2	160-239
TO1	-159

OPERATIONAL STREAM

Level	JEMS POINTS
OO7	300-349
OO6	265-299
OO5	210-264
OO4	170-209
OO3	130-169
OO2	-129
OO1	

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