



## A Whole of Government Solution for Human Capital Management

### At a Glance

- e-Tender gateway
- Access Global database
- Customised Google Search Appliance
- Self managed solution

### WHAT THIS MEANS FOR GOVERNMENTS:

- Risk Management
- Compliance
- Self Managed
- Control maverick spending
- No duplicity of recruitment processes
- Advertising as a whole Government; not individual departments
- Single registration for Candidates
- Database sustainability

### WHAT THIS MEANS FOR GOVT HR AGENCIES:

- Single recruitment process
- Captures all applicants
- Single database search
- Multiple refine search options
- Online pre-employment checks and assessment testing
- Efficiency realisation in non core HR activities

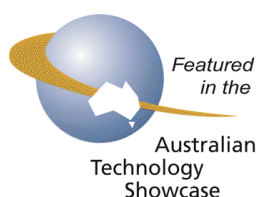
### PATENTS:

- Australia: 2006218253
- New Zealand No: 560974
- United States of America: 11/817,024 (pending)

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Employment Management Systems Pty Limited (EMS) with its game-changing solution Skills Connect is reinventing the recruitment and HR landscape. Spearheading this trend with an e-tender gateway integrating a customized Google Search Appliance and e-timesheets. A rebranded solution delivers a more cost effective application for Governments and their departments to interact with HR and external suppliers to manage all human capital requirements.

Governments traditionally utilise a managed vendor approach or recruitment process for their contingent workforce and full time personnel. EMS with its cloud-integrated solution is superseding managed vendor practices with its 360-recruitment solution. Decrease your dependency on multiple external suppliers empowering HR with access to human capital directly.

EMS delivers an end-to end integrated cloud recruitment and resource management portal that is uniquely differentiated from job boards and existing recruitment technologies yet maintaining full master vendor capabilities. It offers three-way connectivity in bringing together Government Agencies, Government HR Agencies /external recruiters and candidates into the one on-line marketplace leading to efficiencies in administration workload and faster time to hire at the right price regardless of any employment or job classification type.

Through a customised and re-branded version for Government this realises substantial cost savings and operating efficiencies. Delivering human capital capability across Government by lifting the focus on professional recruitment.

The solution is highly configurable and scalable, with user-defined functionality, letting a Government have control over access authority levels for Government Agency level on regional or local basis for all its recruitment needs.

Maintaining competitiveness in the marketplace for a Government and a solid pipeline of talent is an ongoing challenge. EMS empowers Government agencies and Government HR Agencies to continually analyse their existing workforce database. Such process of database sustainability provides, fast cost effective and process efficient means to identify the right talent for the right role within Government Agencies. Recruitment processes delivering increased productivity, work culture and interaction across an organization enabling greater staff satisfaction and retention. The solution gives access to an exclusive database or a Global database with the opportunity to rework historical applicants.

The complexity and magnitude of government responsibilities is ever increasing in a competitive and demand driven marketplace with limited resources. Public scrutiny and the focus on accountability, performance and transparency is intensifying. Consequently, government in response to such changing dynamics in this environment is awakening to substantial reform and accepting different approaches to delivering better results to the community at large. Such an approach encompasses EMS's solution that aligns with Governments strategy in enhancing capabilities of improving procurement and recruitment processes. This ensures focus on continuous reform for any Government.

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## Rationale

EMS has developed groundbreaking cloud technology that we believe makes a “Whole of Government” proposal compelling for any Government Lead Department. The EMS platform will enable any Lead Department to generate substantial cost savings while maintaining internal control of Staffing Services processes, enabling adherence to Government’s stated aims of achieving procurement process reform with market based approaches to improved strategic planning and sound market analysis. We believe a further benefit will be enhancing the development of procurement capability across governments through lifting the focus on professional procurement, thereby achieving a stated future priority.

Simply put, we believe the existing framework of managed vendor under which recruitment of human capital occurs is outmoded, outdated and terribly inefficient leading to unsatisfactory experiences for both applicants and employers, and making achievement of Government purchasing boards or panel strategies virtually impossible and costly. We believe that EMS offers a new, superior and innovative “Whole of Government” cloud solution that will improve the processes involved in the Government’s management of staffing services, while providing a platform from which to address and meet various procurement reform strategic priorities.

EMS endorses a strategy of commitment to providing Government organizations with the independent means to exert greater control over the increasingly important e-recruitment processes while concurrently providing significant cost savings to government operations budgets. In recent discussions with Austrade, EMS’s platform has been referred to as a ‘game changing’ technology platform. In fact, we are currently preparing for an international launch as a ‘whole of government’ e-recruitment solution with the full support and cooperation of Austrade to a number of international governments across Asia, Europe and North America.

It is important as we believe our greatest contribution will be possible at through enabling both State and Federal Governments to achieve long overdue reforms in procurement to deliver both cultural and financial gains. With this in mind, we therefore request the opportunity for an interactive review of our game changing e-recruitment solution to determine its best fit with Government.

