



## 2025 Strategic Review

### APS Job Family Framework



#### Why was the Job Family Framework reviewed?

There are two types of reviews that are undertaken to maintain the Job Family Framework (the Framework). Minor reviews are maintenance in nature and occur every 12-18 months. Strategic reviews occur between 3-5 years and focus on:

1. Framework utilisation and reporting
2. Emerging and declining roles
3. Labour market insights and factors
4. Changes to the occupational standard classification.

The 2025 strategic review included multiple structural changes and extensive remapping to OSCA (Occupational Standard Classification for Australia). Linking to OSCA enables effective comparative analysis between work performed in the APS and the Australian labour force.



#### What is OSCA?

OSCA stands for the [Occupational Standard Classification for Australia](#) formerly known as Australia New Zealand Standard Classification of Occupations (ANZSCO). Established by the Australian Bureau of Statistics in 2024, OSCA is a standardised framework for sorting, organising and reporting occupation-related information. It informs important decisions involving statistical outputs and labour market analysis.



#### Who is involved in reviews?

The 2025 strategic review led by the APS Centre of Excellence for Workforce Planning included extensive stakeholder consultation with:



Change requestors



Subject matter experts



Various agency representatives and key stakeholders

Throughout the 6-9 month review process, various engagements and analysis was conducted ensuring the Framework is fit for purpose. The draft Framework was presented to the Community of Practice for Workforce Planning for final feedback in June and launched in August.



#### Will there be future reviews?

Yes, reviews will occur in accordance with the specified frequency unless a significant trigger warrants earlier review. Agencies may submit change requests at any time. Changes to job roles (i.e. creation of new job roles, merge or removal of any role/s) will be reviewed on an annual basis. During the review, an impact analysis and stakeholder consultation with impacted agencies will be conducted.