



APS Employment Database

**Data dictionary for analysis of APSED data within the
Person Level Integrated Data Asset (PLIDA)**

Version 1.0
December 2025



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Overview

This document has been developed to assist researchers when analysing data from the Australian Public Service Employment Database (APSED) within the Person Level Integrated Data Asset (PLIDA) managed by the Australian Bureau of Statistics (ABS). It describes the structure of the data via an entity-relationship diagram and lists the codes and definitions of the APSED variables included within PLIDA.

Australian Public Service Employment Data

APSED contains employment, diversity and education details for all people who are employed in the Australian Public Service (APS) under the authority of the Public Service Act 1999 (PS Act). These details are originally collected by agency human resource systems, and supplied to the Australian Public Service Commission (APSC) through secure or encrypted means. Agencies are responsible for the collection, security, quality, storage, access, use, and disclosure of their own HR data as well as their own compliance with the Australian Privacy Principles (APPs). While agency HR systems will capture detailed information on each APS employee's pay, leave history and entitlements, these are out of scope for APSED.

APSED Scope

APSED data within PLIDA includes the employment data of approximately 466,000 current and former APS employees from 1 July 2004 to 30 June 2024. The data includes career history, in some cases dating back to the 1950s and 1960s.

Due to the complexity of the raw nature of the APSED database held by the APSC, a refined and cleaned set of APSED tables have been prepared to be fit-for-purpose for analysis within the person level PLIDA environment.

APSED Privacy

APSED is fully compliant with the APSC's privacy policy, which sets out the kinds of information collected and held; how this information is collected and held; its purposes; and authority for its collection. The full APSC privacy policy, which includes specific information related to the APSED collection, is available at www.apsc.gov.au/Privacy. APSC has undertaken a detailed privacy impact assessment in relation to APSED and has concluded that it is compliant against all relevant APPs.

Person level integrated data asset (PLIDA)

PLIDA is a secure data system managed by the ABS. It combines information from multiple Commonwealth agencies on health, education, government payments, income, employment and demographics (including Census) over time. It has expanded considerably to now also include data from States and Territories and the private sector.

It provides whole-of-life insights about various population groups in Australia, such as the interactions between their characteristics, use of services like healthcare and education, and outcomes like improved health and employment.



For more information on PLIDA please see the [ABS website](#).

PLIDA Privacy

The ABS is trusted as an Accredited Integration Authority for PLIDA, collecting and combining datasets and providing access to authorised researchers.

The APSC has provided two types of APSED data to the ABS to enable inclusion within PLIDA: identifying data for linkage and data for analysis. ABS apply the separation principle so that identifiable personal information (data for linkage) is transferred, stored, and handled separately from the other analytical data in PLIDA with restricted access to both sets of information.



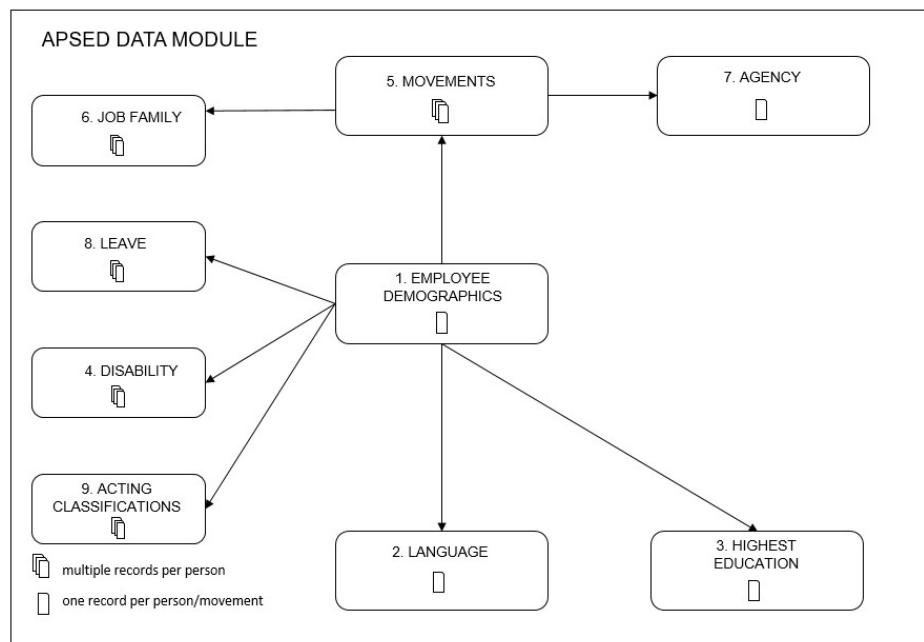
Data structure

PLIDA is a modular based research environment which means that researchers can only access those modules they have been approved to analyse.

APSED data module

As a researcher, if you are only approved to analyse APSED data this will be the only module that you can access and analyse. APSED includes 9 tables: 1. Employee Demographics, 2. Language, 3. Highest Education, 4. Disability, 5. Movements, 6. Job Family, 7. Agency, 8. Leave and 9. Acting classifications. A diagrammatic representation can be seen in Figure 1.

Figure 1: Entity relationship diagram of APSED data for analysis



The **Employee Demographics** is a central table of APSED that consists of all in-scope APS employees over the last 20 years from 1 July 2004 to 30 June 2024. Each employee has been assigned an APSED_PersonID – this is a unique person ID. Note that within PLIDA, the APSED_personID is called *synthetic_aueid*. The Employee Demographics table can be joined to the following tables by the APSED_PersonID to combine additional information at the person level:

- Highest education (one record per person)
- Language (one record per person)
- Disability (multiple records per person)



- Movements (multiple records per person)
- Leave (one record per person)
- Acting classifications (multiple record per person).

The **Agency** table consists of all agencies that have been active over the last 20 years. The **Movements** table can be joined with the **Agency** table via the Agency ID. Note that the Agency size and agency function is only present for agencies that are current as at 30 June 2024.

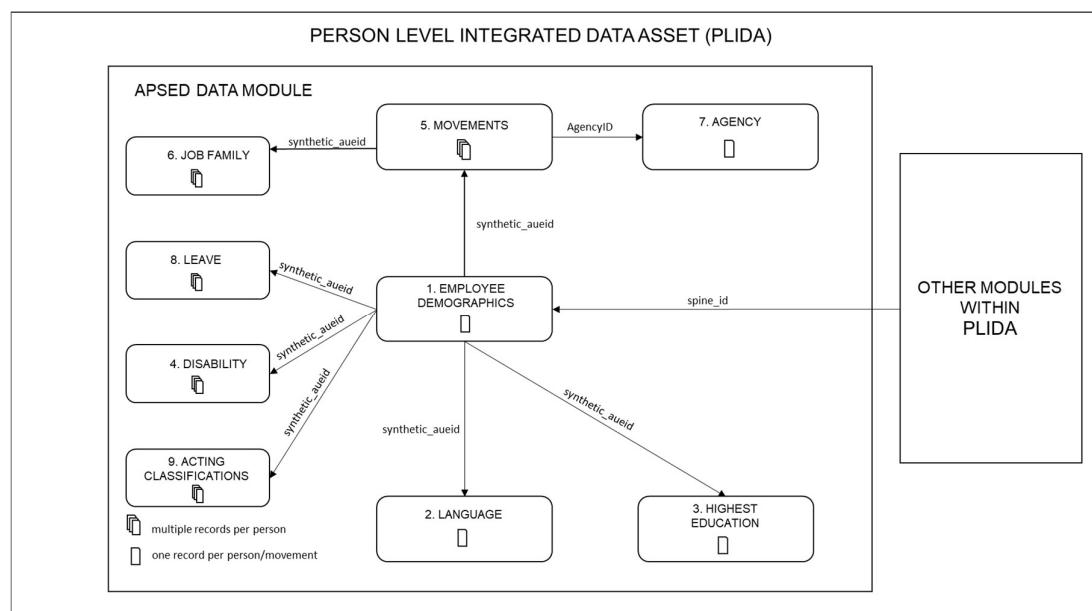
APSED data within PLIDA

As described above, PLIDA is a secure data system managed by the Australian Bureau of Statistics. It combines information from multiple Commonwealth agencies on health, education, government payments, income, employment and demographics (including Census) over time. To gain access to the separate modules approval needs to be granted.

Figure 2 shows the relationship between the other data modules within PLIDA and APSED. In particular, it shows the variables used to join to other tables:

- **spine_id**: is the PLIDA Person ID used to join other data in PLIDA to APSED
- **synthetic_aueid**: is the APSED Person ID used to join with tables within the APSED module
- **AgencyID**: is the AgencyID used to join with the movements table.

Figure 2: Entity relationship diagram of APSED data within PLIDA





APSED data dictionary

1. Employee Demographics

Data on APS employee's demographics includes a single record for each person. For each variable at the person level (APSED_PersonID / Synthetic_aueid), the latest non-missing value was extracted from APSED.

1.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

1.2 Gender

Definition The distinction between male, female, and others who do not have biological characteristics typically associated with either the male or female sex, as represented by a code

Data type: String

Format: *Value* *Meaning*

M Male

W Women

X Indeterminate/Intersex/Unspecified



1.3 Month_of_birth

Definition The month of the person's birth, expressed as MM

Data type: String

Format: MM

1.4 Year_of_birth

Definition The year of the person's birth, expressed as YYYY

Data type String

Format: YYYY

1.5 Indigenous_status

Definition Whether a person identifies as being of Aboriginal or Torres Strait Islander origin, as represented by a code

Data type: Numeric

Format: *Value* *Meaning*

1 Non-Indigenous

2 Indigenous

7 Chose not to give this information

. Missing



1.6 Country_of_birth

Definition The country in which the person was born, as represented by a code

Data type: Number

Format: NNNN

Guide for use The Standard Australian Classification of Countries 2016 (SACC) is a four-digit, three-level hierarchical structure specifying major group, minor group and country. A value of 9997 represents the APS employee chose not to give this data

1.7 Previous_employment

Definition The previous workplace of a person incoming into the public service as represented by a code

Data type: Number

Permissible values: *Value* *Meaning*

1	Employed in Private sector
2	Employed in Commonwealth public section (non-APS)
3	Not current: Employed in State or Local government public sector
4	Not current: Employed in State or Local government public sector (in a tertiary education institution)
5	Self employed
6	Not current: Employed in other sectors
7	Student
8	Unemployed (looking for work)



- 9 Not current: Other
- 10 Not in labour force (not looking for work)
- 11 Employed by a Non-Government Organisation (NG)/Charity
- 12 Not current: Employed overseas
- 13 Australian Defence Forces
- 97 Chose not to give this information
- . Missing



2. Language

Data on an APS employee's language includes a single record for each person. For each variable at the person level (APSED_PersonID / Synthetic_aueid), the latest non-missing value was extracted from APSED.

2.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

2.2 First_language

Definition The language the person identifies as being the first language that they could understand to the extent of being able to conduct a conversation, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	English only
	2	English and another language
	3	Language other than English
	4	Chose not to give this information
	7	Chose not to give this information
	.	Missing



2.3 Mothers_language

<i>Definition</i>	The language the person identifies as being their mother's first language, they could understand to the extent of being able to conduct a conversation, as represented by a code	
<i>Data type:</i>	Number	
<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	English
	2	English and another language
	3	Language other than English
	4	Language unknown
	7	Chose not to give this information
	99	Missing
	.	Missing

2.4 Fathers_language

<i>Definition</i>	The language the person identifies as being their father's first language, they could understand to the extent of being able to conduct a conversation, as represented by a code	
<i>Data type:</i>	Number	
<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	English
	2	English and another language
	3	Language other than English
	4	Language unknown



7 Chose not to give this information

99 Missing

. Missing

2.5 Arrival_year

Definition The year a person (born outside of Australia) first arrived in Australia, from another country, with the intention of staying in Australia for one year or more

Data type: Number

Format: YYYY

9997 (chose not to give this information)

9999 (not applicable)



3. Highest Education

Data on APS employee's highest education includes a single record for each person. For each variable at the person level (APSED_PersonID / Synthetic_aueid), the latest non-missing value was extracted from APSED.

3.1 APSED_PersonID / Synthetic_aueid

<i>Definition</i>	A unique person level identifier that represents an APS employee within APSED
<i>Data type:</i>	String
<i>Format:</i>	APSED_CCCCCCCC (example: APSED_00000001)

3.2 Highest_education_qualification

<i>Definition</i>	The highest type of educational qualification attained by a person in relation to completed education, as represented by a code	
<i>Data type:</i>	Number	
<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	Doctorate
	2	Masters
	3	Postgraduate diploma/Graduate certificates
	4	Bachelor degree (includes Honours)
	5	Undergraduate diploma
	6	Associate diploma, Advanced certificates, Technician certificates and Certificates of technology
	7	Skilled vocational qualification
	8	Basic vocational qualification



9	Year 12 (High school certificate)
11	Year 11
12	Year 10 (Leaving or school certificate)
13	Less than year 10
97	Chose not to give this information
99	Conversion

3.3 Field_of_study_main

Definition The main field of education undertaken by a person in relation to completed highest educational qualifications, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	Administration
	2	Accountancy
	3	Economics
	4	Finance/Banking
	5	Human Resource Management/Industrial Relations
	6	Education
	7	Information Technology
	8	Legal
	9	Medical
	10	Social Sciences
	11	Science
	12	Engineering, Architecture, and/or Surveying



13	Arts
14	Business
15	Agriculture/Forestry
16	Trades, Labour and/or Hospitality
17	Other
97	Chose not to give this information
99	Conversion
.	Missing

3.4 Field_of_study_other

Definition The other field of education undertaken by a person in relation to completed highest educational qualifications, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	Administration
	2	Accountancy
	3	Economics
	4	Finance/Banking
	5	Human Resource Management/Industrial Relations
	6	Education
	7	Information Technology
	8	Legal
	9	Medical
	10	Social Sciences



- 11 Science
- 12 Engineering, Architecture, and/or Surveying
- 13 Arts
- 14 Business
- 15 Agriculture/Forestry
- 16 Trades, Labour and/or Hospitality
- 17 Other
- 97 Chose not to give this information
- 99 Conversion
- . Missing

3.5 Highest_education_year_completed

Definition The year in which a person completed their highest attained educational qualification

Data type: Number

Format: YYYY The year the APS employee completed their highest attained educational qualification

- 9997 Chose not to give this information

- 0000 Year of completion unknown by the employee

- . Missing



3.6 Highest_education_country

Definition The country in which the person has attained their highest education qualification, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	1	Australia
	2	Overseas
	7	Chose not to give this information
	99	Conversion
	.	Missing



4. Disability

Data on APS employee's disability includes changes in disability status over time for each person (APSED_PersonID / Synthetic_aueid). As a result a person may have multiple disability records.

4.1 APSED_PersonID / Synthetic_aueid

<i>Definition</i>	A unique person level identifier that represents an APS employee within APSED
<i>Data type:</i>	String
<i>Format:</i>	APSED_CCCCCCCC (example: APSED_00000001)

4.2 Disability

<i>Definition</i>	Whether a person has a disability, as represented by a code	
<i>Data type:</i>	Number	
<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	11	Disability
	12	No disability
	97	Chose not to give this information

4.3 DateChanged

<i>Definition</i>	The date an APS employee changed their disability status
<i>Data type:</i>	Number
<i>Format:</i>	DD/MM/YYYY
<i>Guide for use</i>	For each APS employee, the latest disability is represented by DateChanged = '..'. If a person (APSED_PersonID) has multiple



disability records where DateChanged = ‘.’ this represents a person that has multiple concurrent disability values



5. Movements

Data on APS employee's movements includes multiple records for each person. Movement records are used to indicate changes to certain employment characteristics. Despite the name this table does not only include physical movements of APS staff like engagements and separations. For example, the table includes new records when an APS employee changes postcode.

5.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

5.2 Substantive_classification

Definition The base classification level of the person, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>	<i>Classification</i>
	1	APS 1	APS Level 1
	2	APS 2	APS Level 2
	3	APS 3	APS Level 3, Customs Level 1
	4	APS 4	APS Level 4, Customs Level 2
	5	APS 5	APS Level 5, APS Meat Inspector 3
	6	APS 6	APS Level 6, Customs Level 3
	7	Executive Level 1	Executive Level 1, Medical Officer Class 2



8	Executive Level 2	Antarctic Medical Practitioner Level 2, Customs Level 5
9	Senior Executive Band 1	Senior Executive Band 1 only
10	Senior Executive Band 2	Senior Executive Band 2 only
11	Senior Executive Band 3	Senior Executive Band 3 only
12	Senior Executive Band 1 equivalent	Medical Officer Class 5, Chief Research Scientist Grade 1
13	Senior Executive Band 2 equivalent	Medical Officer Class 6, Chief Research Scientist Grade 2
14	Senior Executive Band 3 equivalent	Chief of Division Grade 3
60	APS Trainee	APS Trainee, Cadet APS, Apprentice APS
65	APS Graduate	Graduate APS only

5.3 Postcode_of_employees_workplace

Definition Postcode at the employee's workplace. For home-based employees this is the postcode at the employee's base office and not the employee's home address

Data type: String

Format: NNNN

All valid postcodes (see Australia Post website
<http://www.auspost.com.au>)



9999 (Overseas)

5.4 State_of_employees_workplace

Definition The State/Territory of the APS employee's workplace

Data type: String

Format: NNN

999 (Overseas)

5.5 Employment_status

Definition An indicator of whether a person has an ongoing or non-ongoing employment status.

Data type: Numeric

Format: *Value* *Meaning*

1 Ongoing employee (PS Act – s22(2)(a))

9 Non-ongoing – engagement for a specified term (PS Act – s22(2)(b))

10 Non-ongoing – engagement for the duration of a specified task (PS Act – ss22(2)(b))

11 Non-ongoing – engagement for duties that are irregular or intermittent (PS Act – s22(2)(c))



5.6 Movement_code

Definition An indicator of changes to certain employment characteristics

Data type: Number

Format:

	Value	Ongoing	Non-ongoing	Meaning
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Engagement (from outside the APS)

104	Y	Y	Engagement of APS employee under the authority of the PS Act s22(2)
105	Y	Y	Engagement of APS employee due to Machinery of Government changes (PS Act s72(1)(c) & (d))
204			Not Current: Return to APS (including return under the PECTA Act 1999, MOPS Act 1984)

Movement from another agency

301	Y	N	Promotion from another agency – ongoing assignment to a higher classification level (Australian Public Service Commissioner's Directions 2013 clause 2.2)
302	Y	N	Transfer from another agency at the same classification – ongoing assignment. Includes PS Act s26 & 27
303	Y	Y	Transfer from another agency due to Machinery of Government changes (PS Act s72(1)(a))



304			Not current: MOG movement to another agency via a Section 26 transfer
305	Y	N	Transfer from another agency to a lower classification level – ongoing assignment
311	Y	N	Temporary assignment from another agency – includes movements previously advised as 310 and 315
312	Y	N	Return from temporary assignment in another agency

Assignment within agency

401	Y	N	Promotion within an agency – ongoing assignment to a higher classification (APSC's Directions 2013 clause 2.2)
404	Y	N	Allocation of an operation classification within an agency (formerly advancement from training level)
405	Y	N	Ongoing assignment to a lower classification level within an agency (includes PS Act s23(4))
406			Not current: re-classification of level
407			Not current: Transfer within agency
408	Y	Y	Allocation of a higher classification level within a broadband within agency



409			Not current: movement between sub-agencies where agency does not change
420			Not current: Re-classification of APS level
444			Not current: Aurion agencies where they migrate employees onto a new database
Separations			
500	Y	N	Ongoing transfer to APS agency
501	Y	Y	Resignation from APS, where the employee initiates termination by submitting a resignation
502			Not current: termination of excess employee (PS Act 1999 – s29(3)(a)(redundancy))
503	Y	N	Termination of excess employee (PS Act s29 (3)(a)) (voluntary redundancy)
504	Y	N	Termination of excess employee (PS Act s29 (3)(a)) (involuntary redundancy)
505	Y	Y	Retired at or after 55 (PS Act s30)
506	Y	N	SES Retirement – only applicable for employees who are substantively at the SES classification level (PS Act s37)
507	Y	N	Invalidity – employment terminated on the grounds of physical or mental incapacity (PS Act s29 (3)(d))
508	Y	Y	Death



511	N	Y	Completion of a non-ongoing engagement (PS Act s22 (2)(b) & (c))
514	Y	Y	Compulsory move to a non-APS agency (Machine of Government change – PS Act s72 (1)(b))
515			Not current: Separation with mobility
516			Not current: separation – other reason
517			Not current: separation – date and time unknown
518	Y	N	Termination on the ground that an employee lacks or has lost an essential qualification for performing his or her duties (PS Act s29 (3)(b))
519	Y	N	Termination on the ground of non-performance or unsatisfactory performance of duties (PS Act s29 (3)(c))
520	Y	N	Termination resulting from failure to satisfactorily complete an entry level training course (PS Act s29 (3)(e))
521	Y	N	Termination resulting from failure to meet a condition of engagement imposed under s22(6) of the PS Act (PS Act s29 (3)(f)) (i.e. probation, citizenship, formal qualifications, security and character clearance, health clearances)



522	Y	N	Termination resulting from a breach of code of conduct (PS Act s29 (3)(g))
556	Y	N	Commences temporary assignment to another agency – sent by home (losing) agency
566	Y	N	Returns to home agency from temporary assignment – sent by the temporary transfer (losing) agency
599	X	Y	Early termination of non-ongoing employment (PS Act s29 (4))

Other movements

601	Y	Y	Employee take maternity-related leave (not valid for males)
611	Y	Y	Employee becomes inoperative
620	Y	Y	Postcode change
630	Y	Y	Job family change
631			Not current: change in remuneration
641	Y	Y	Change in hours worked
642			Not current: increase in hours worked
650			Not current: Movement unspecified or unknown
998			Not current: Movement unspecified or unknown
999			Not current: Movement unspecified or unknown



5.7 Hours_worked_per_week

<i>Definition</i>	The total number of standard hours a person worked in a standard week
<i>Data type:</i>	Numeric
<i>Format:</i>	NN.NN

5.8 Movement_start_date

<i>Definition</i>	The commencement date of the person's movement in the APS employment service, expressed as DD/MM/YYYY
<i>Data type:</i>	Date
<i>Format:</i>	DD/MM/YYYY

5.9 Movement_end_date

<i>Definition</i>	The end date of the person's movement in the APS employment service, expressed as DD/MM/YYYY
<i>Data type:</i>	Date
<i>Format:</i>	DD/MM/YYYY
<i>Guide for use</i>	A date of 31/12/9999 indicates that the APS employees movement record is current as at 30 June 2024



5.10 AgencyID

Definition: A unique agency code identifier for an agency within the APS, as represented by a code

Data type: Number

Format: NNNN



6. Job Family

Data on APS employee's job family includes the corresponding job family a person is working within as at the end of the financial year. Note that this table only includes job family data since 2016, when job family data was originally reported.

6.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

6.2 JobFamily_code

Definition The type of APS job family code undertaken by a person, as represented by a code. This data element identifies the different occupational groupings that exist in the APS workforce, based on the APS Job Family Framework. The APS JobFamily_codes are accurate as at 30 June 2024

Data type: Number

Permissible values: Value Meaning

NNNNNN Job Family code as at 30 June 2024

6.3 JobFamily

Definition High-level grouping of roles that carry out similar types of work and hence would require similar skills, capabilities and job-related knowledge to be proficiently performed. Any job role can only fall under one specific job family

Data type: String



6.4 JobFamily_function

<i>Definition</i>	Each job family is made up of one or more job functions. A job function is the second tier of the hierarchy and represent a subgroup of roles that perform similar routine set of tasks or activities. Any job role can only fall under one specific job function
<i>Data type:</i>	String

6.5 JobFamily_role

<i>Definition</i>	A job role is a specific occupation belonging to a particular job family and job function. A job role can only be reflected once in the job family
<i>Data type:</i>	String

6.6 Snapshot_date

<i>Definition</i>	The date the APS job family data was captured at the end of the financial year
<i>Data type:</i>	Date
<i>Format:</i>	DD/MM/YYYY



7. Agency

Data on APS agencies by a unique Agency ID, current and not current. Agency size and function data are only available for agencies current as at 30 June 2024. For those agencies that are not current as at 30 June 2024, agency size and function are missing.

7.1 AgencyID

Definition A unique agency code identifier for an agency within the APS, as represented by a code

Data type: Number

Format: NNNN

7.2 Agency_size

Definition The size of an agency within number ranges. Casuals are excluded when defining the agency size. This data element identifies the size of the agency within number ranges

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	0-19	Micro
	20-100	Extra small
	101-250	Small
	251- 1,000	Medium
	1,001- 10,000	Large
	At least 10001	Extra large



7.3 Agency_function

<i>Definition</i>	APS agencies are grouped into categories or ‘functional clusters’ to allow comparisons to be made between agencies with similar primary functions	
<i>Data type:</i>	String	
<i>Format:</i>	<i>Value</i>	<i>Meaning</i>
	Agency code	Larger Operational
	Agency code	Small Operational
	Agency code	Regulatory
	Agency code	Policy
	Agency code	Specialist
	Agency code	National Cultural Institution



8. Leave

Data on APS employee's leave includes the leave status of a person as at the end of the financial year. A person may have multiple leave records.

8.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

8.2 Leave_code

Definition Leave changes of APS employees as at the end of the financial year, as represented by code

Data type: Number

Format:

Value	Ongoing	Non-ongoing	Meaning
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Other movements

601	Y	Y	Employee take maternity-related leave (not valid for males)
611	Y	Y	Employee becomes inoperative

8.3 Snapshot_date

Definition The date in which the leave status has been captured at the end of the financial year

Data type: Date



Format: DD/MM/YYYY

8.4 AgencyID

Definition A unique agency code identifier for an agency within the APS, as represented by a code

Data type: Number

Format: NNNN



9. Acting classifications

Data on APS employee's acting classifications includes the acting duties of a person as at the end of the financial year. A person may have multiple acting classification records.

9.1 APSED_PersonID / Synthetic_aueid

Definition A unique person level identifier that represents an APS employee within APSED

Data type: String

Format: APSED_CCCCCCCC (example: APSED_00000001)

9.2 Acting_classification

Definition The base classification level of the person, as represented by a code

Data type: Number

<i>Format:</i>	<i>Value</i>	<i>Meaning</i>	<i>Classification</i>
	60	APS Trainee	APS Trainee, Cadet APS, Apprentice APS
	65	APS Graduate	Graduate APS only
	1	APS 1	APS Level 1
	2	APS 2	APS Level 2
	3	APS 3	APS Level 3, Customs Level 1
	4	APS 4	APS Level 4, Customs Level 2
	5	APS 5	APS Level 5, APS Meat Inspector 3
	6	APS 6	APS Level 6, Customs Level 3



7	Executive Level 1	Executive Level 1, Medical Officer Class 2
8	Executive Level 2	Antarctic Medical Practitioner Level 2, Customs Level 5
9	Senior Executive Band 1	Senior Executive Band 1 only
10	Senior Executive Band 2	Senior Executive Band 2 only
11	Senior Executive Band 3	Senior Executive Band 3 only
12	Senior Executive Band 1 equivalent	Medical Officer Class 5, Chief Research Scientist Grade 1
13	Senior Executive Band 2 equivalent	Medical Officer Class 6, Chief Research Scientist Grade 2
14	Senior Executive Band 3 equivalent	Chief of Division Grade 3
51	Agency Head	Agency Head

9.3 Snapshot_date

Definition The date in which the acting classification has been captured at the end of the financial year

Data type: Date

Format: DD/MM/YYYY

9.4 AgencyID

Definition A unique agency code identifier for an agency within the APS, as represented by a code



Data type: Number

Format: NNNN