

people count

USING APSED DATA FOR WORKFORCE PLANNING



AUSTRALIAN PUBLIC SERVICE EMPLOYMENT DATABASE



WHAT IS APSED?

The Australian Public Service Employment Database (APSED) is a database that stores the employment data of all current and former APS employees. APSED is maintained by the Public Service and Merit Protection Commission (PSMPC) and the data is supplied to APSED from the HR systems of APS agencies.

APSED contains employment history details for individual APS employees. Data items include:

- employment status (non-ongoing/ ongoing, part-time/full-time);
- movement details (agency, classification, location etc);
- age;
- gender;
- and if provided, whether the individual is an Indigenous Australian, whether they have a disability, country of birth, language details and education details.

WHAT CAN APSED DO FOR AGENCIES?

APSED can assist in the workforce planning of APS agencies by evaluating the changing nature of the APS and the impact of people management policies on the structure of the APS;

- APSED can 'benchmark' your agency against the whole of the APS or other APS agencies;
- APSED can assist the comparative analysis of your agency's employment issues over time; and
- APSED can be used as part of wider APS or research project and in conjunction with other data sources such as surveys and other databases.

PSMPC statistical staff are qualified and experienced in data extraction, manipulation and analysis and possess specialised IT knowledge, providing you with a knowledgeable, managed service.

WHAT DOES THE PSMPC USE APSED FOR?

Data from APSED is used for the annual State of the Service and Workplace Diversity reports and the APS Statistical Bulletin, and research for policy development.



HOW CAN APSED DATA BE UTILISED?

The following recent requests for APSED data are from agencies and external clients who will use the information for analytical purposes to assist in the accurate formulation of workforce planning and workplace studies:

- time series analysis between a particular agency and the whole of the APS on age profiles and separation rates;

- age and classification profile for an agency to allow them to undertake a comparative analysis between their agency and the whole of the APS;

- analysis of an agency's graduate recruitment program to benchmark against APS wide trends; and

- time series analysis of ongoing staff by agency, classification, gender and full time/part time status for an academic study.

Some publicly available current publications that have used APSED data include the State of the Service Report, the APS Statistical Bulletin and the Workplace Diversity Report.

These can be found on the PSMPC website at:

www.psmpc.gov.au



APSED AND PRIVACY

The PSMPC ensures that all use of APSED data for research purposes complies with the Privacy Act 1988, in particular the Information Privacy Principles (IPPs).

Access to an individual employee's employment record is regulated by the IPPs, which limits the use and disclosure of data to ensure that individuals cannot be identified.

Access to APSED in the PSMPC is limited to authorised employees responsible for ensuring that the records are accurate and complete or who are authorised to extract aggregate data from APSED for accountability or research purposes.

COSTS

Research and analysis projects will be undertaken on a cost recovery basis, and cost will be dependent on the size and nature of the request.

FIND OUT MORE

Enquiries regarding research and analysis services should be directed to:

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