

(1)  
THE GUIDE TO PERSONNEL DATA STANDARDS

**NATURE OF ACTION (2)**

**Definition:** The specific personnel action used to create or change a civilian personnel record.

**Responsible Organization:** Office of Personnel Management, Division for Strategic Human Resources Policy.

**Applicability:** Mandatory (Central Personnel Data File, Personnel Actions).

**Cross-Reference:** Uses [NATURE OF ACTION \(1\)](#) code set.

**Format:** 3N

**Note:**

This data element is used when a second action with the same effective date is processed on the same Standard Form 50.