

DRAFT

September 3, 1998

Human Resources List

Data Elements Considered But Not Included

XII. HUMAN RESOURCES FILE [Data Elements Considered But Not Included]:

Item	FN-11	Source	Other	← ----- Committee Recommendation ----- →	
#	Data Element	Document	Name	Definition	Workgroup Comments
1	Country of highest degree	FN-10 p.72		Name of country	
2	Private Practice Maintained	FN-10 p.74		An indication of whether the individual maintains a private practice in this profession. (yes/no/not applicable)	
3	University/ college affiliation	FN-10 p.74		Affiliation with a university of college to do teaching or research at that institution (yes/no/not applicable)	
4	Participation in job-related or career development training	FN-10 p.74		<p>An indication of whether the individual has participated in any of the following types of training intended to improve job performance, acquire additional skills, or satisfy a continuing education expectation:</p> <p>In-service training, i.e., sponsored by the organization, usually onsite and during work hours</p> <p>Extracurricular, i.e., sponsored by another</p>	

				organization, usually offsite, and release time from work may or may not be granted None	
5	Income from the organization	FN-10 p.74		Actual or estimated income for annual salary/reimbursement received from this organization, including overtime and bonuses, and excluding fringe benefits.	

Item	FN-11	Source	Other	← ----- Committee Recommendation ----- →	
#	Data Element	Document	Name	Definition	Workgroup Comments
6	Fringe benefits value	FN-10 p.75		Estimated percentage of the person's salary from the organization the fringe benefits represent. These include contributions to retirement funds, health insurance, or life insurance payments, education benefits, participation in profit sharing, shares of stock, etc.	
7	Year of degree	FN-10 p.75		A 4-digit code for year in which the highest degree was granted.	
8	Primary job function	FN-10 p.73		The assigned category that best describes the major function the organization expects the person to perform on a day-to-day basis: Direct or adjunctive patient/client care Consultation, education, or prevention	

				Administration/management	
				Other job function (all other job functions in organization not covered above)	
9	Experience	FN-10 p.73		Prior to current employment/affiliation with the organization, total number of years worked in mental health. (If 6 months or less, round down; if more than 6 months, round up.)	