

iHRIS:Data Dictionary

Field Name or Value	Definition	Alternate Names	Data Type	Used In
2 character alpha code	The unique two-character code that identifies a country established by the International Organization for Standards (ISO).	alpha code	text entry	all
academic level	The highest level of formal education attained by a person.	educational level	selection	iHRIS Qualify
address in new country	The mailing address given by a health worker who is out migrating to a foreign country.	-	text entry	iHRIS Qualify
administrator	A role that has full access to all functions in the system; this role is responsible for configuring the system and managing user accounts.	system administrator	value (Role)	all
alternate telephone number	A secondary phone number where a person or organization can be reached.	cell phone number, mobile number	text entry	iHRIS Manage, iHRIS Qualify
amount	The total amount of a benefit or special payment.	-	selection (from Currency) + number	iHRIS Manage
applicant	A person who has applied for an open position.	job applicant	value (from Employee Status)	iHRIS Manage
application date	The date a person applied to take an exam, to register as a health worker or for an open position.	application	date	iHRIS Qualify
available hours	The number and times of hours a person who is applying for part-time employment is available to work.	hours	text entry	iHRIS Manage
average salary	The average annual salary paid to an employee in a particular group, such as a cadre or pool of workers.	-	selection (from Currency) + number	iHRIS Plan
benefit type	A type of payment made to an employee that is separate from the employee's salary; the payment may be one-time or recurring.	benefit, special payment	selection	iHRIS Manage
birthplace	The geographical location where a person was born.	-	selection (Country + Region + District)	iHRIS Qualify

cadre	A broad category or subset of health workers characterized by the specific training, degree or other qualifications required to practice or be licensed in that field (i.e., nurse).	health cadre	selection	all
cadre pool	A pool of health workers, composing part or all of a cadre, to which assumptions are applied in a workforce projection.	pool	selection	iHRIS Plan
category	A broad subject area.	disciplinary action category, disruption category, projection category, training course category	selection or text entry	iHRIS Manage, iHRIS Qualify, iHRIS Plan
certificate	Certifies that a particular academic level has been achieved.	-	selection	iHRIS Qualify
certificate number	Identifies a particular certificate issued to a student.	-	text entry	iHRIS Qualify
classification	A broad category used to organize jobs; the job classification may or may not be equivalent to the health cadre.	job classification	selection	iHRIS Manage
closed	Position status that designates a position that has been filled by an employee; when a position is marked closed, the organization is not actively hiring for the position.	closed position	value (Position Status)	iHRIS Manage
code	Short identifier for an item, usually unique.	-	text entry	iHRIS Manage, iHRIS Qualify
comments	Notes about a position, job interview or job offer.	interview comments, position comments	text entry	iHRIS Manage
company address	The address of a person's employer.	-	text entry	iHRIS Manage
company name	The name of a person's employer.	company, employer, organization	text entry	iHRIS Manage
company telephone	The telephone number of a person's employer.	company phone, company telephone number	text entry	iHRIS Manage
competency	A skill performed to a specific standard under specific conditions.	competencies provided	selection	iHRIS Manage
competency type	A broad category of related competencies.	-	selection	iHRIS Manage

contact type	A preset category of contact information.	-	selection (preset values)	iHRIS Manage, iHRIS Qualify
continuing education course	A course that is required for a health worker to renew his/her license while practicing.	continuing education	selection	iHRIS Manage, iHRIS Qualify
cost	The amount of money associated with a change in the number of workers based on salary and other associated costs, such as training costs or severance pay.	average cost	selection (from Currency) + number	iHRIS Plan
cost increase	An annual increase in the cost associated with a change in the number of workers expressed as a percentage of the original cost.	-	number	iHRIS Plan
country	An independent nation state.	nation	selection	all
country trained in	A foreign country where a health worker received training.	-	selection (from Country)	iHRIS Qualify
county	The smallest geographic subset, typically located within a district.	sector	selection	iHRIS Manage, iHRIS Qualify
credit hours	The amount of credit received for completing a continuing education course; health professionals must typically complete a minimum number of credit hours to renew their licenses.	CEU, continuing education unit	number	iHRIS Manage, iHRIS Qualify
currency	The medium of exchange of money used in a country or other location.	-	selection	iHRIS Manage, iHRIS Plan
currency code	The unique three-letter code used to define a currency established by the International Organization for Standards (ISO).	-	text entry	iHRIS Manage, iHRIS Plan
currency symbol	The symbol used to identify a currency, such as dollars.	symbol	text entry	iHRIS Manage, iHRIS Plan
date disciplinary action occurred	The date a professional received a disciplinary notice.	disciplinary action date	date	iHRIS Qualify

data operations manager	A database management role that is responsible for managing data entry, including verifying and correcting data and updating standard lists in the system.	-	value (Role)	iHRIS Qualify
data source	The verifiable source of data entered in the system, such as a census, survey or information system.	-	text entry	iHRIS Plan
date added	The date a note was added to a person's record.	-	date	iHRIS Manage, iHRIS Qualify
date of birth	A person's birthday.	birthdate	date	iHRIS Manage, iHRIS Qualify
decision maker	A role that runs reports in order to view and analyze data, and make health workforce policy and planning decisions.	-	value (Role)	iHRIS Qualify
degree	Certifies that a particular academic level has been achieved, usually a higher education program.	-	selection	iHRIS Manage
department	A division within an organization, typically around similar job functions and following supervisory lines.	-	selection	iHRIS Manage
dependent	A legal dependent, such as a spouse or child.	number of dependents	number	iHRIS Manage
deployment date	The date a person is employed in a health facility as a licensed health worker.	deployment	date	iHRIS Qualify
description	Additional information about or a definition of an item used in selection menus.	job description	text entry	iHRIS Manage, iHRIS Plan
desired wage	The salary that an applicant for a job requests to perform that job.	desired salary	selection (from Currency) + number	iHRIS Manage
did not sit for exam	An incomplete or absent result on a qualifying examination.	absent, incomplete	value (Exam Results)	iHRIS Qualify
disciplinary action reason	A warning or notice issued to a health professional or employee as a result of an infraction.	disciplinary action, disciplinary notice	selection	iHRIS Qualify

discontinued	A position status that designates a position that is no longer required by an organization; no employee fills it and the organization is not soliciting applications for the position.	discontinued position	value (Position Status)	iHRIS Manage
display name	The name of a report or other item that is shown to users of the system.	-	text entry	iHRIS Manage, iHRIS Qualify
disruption date	The date a student left a training program.	-	date	iHRIS Qualify
disruption reason	The reason why a student left a training program.	discontinuation, disruption, training disruption	selection	iHRIS Qualify
district	A smaller geographic unit within a region created by the central government for easy administration.	province, state	selection	iHRIS Manage, iHRIS Qualify
duration of change	The number of years that a change affects a workforce projection	-	number	iHRIS Plan
education type	The type of qualification or degree a person has received, such as college/university, continuing education or informal.	-	selection	iHRIS Manage
elementary	The first level of five in the Interagency Language Roundtable (ILR) scale of language proficiency; a person at this level has a speaking vocabulary which is inadequate to express anything but the most elementary needs.	elementary proficiency, Level 1, S-1	value (Speaking, Reading or Writing Proficiency)	iHRIS Manage
email address	An address where a person or organization can be contacted by email.	email	text entry	iHRIS Manage, iHRIS Qualify
emergency contact	The person to notify if there is an emergency involving an employee, including the person's contact information.	-	value (Contact Type)	iHRIS Manage, iHRIS Qualify
employee	A person who is paid by an organization to perform a specific job.	-	value (from Employee Status)	iHRIS Manage

employee status	The status of an employee with the organization, such as a current employee, old employee or job applicant.	-	selection (preset values)	iHRIS Manage
enabled	Refers to whether a pool change is calculated and displayed in a projection.	-	yes/no	iHRIS Plan
end date	The date at which a position, training program, licensing period, etc. ends.	date ended, expiration, license expiration date	date	iHRIS Manage, iHRIS Qualify
ending position	The last position that a person held in an organization.	-	text entry	iHRIS Manage
ending salary	The salary that a person earned in the last position s/he held in an organization; also the highest salary in a salary grade.	end, end salary, ending wage, last salary	selection (from Currency) + number	iHRIS Manage
endorser date	The date a student is endorsed to take the national examination.	-	date	iHRIS Qualify
endorser name	A person who recommends a student graduating from a training program to take the national examination.	endorser	text entry	iHRIS Qualify
endorser qualifications	The qualifications of a person recommending students to take the national examination.	-	text entry	iHRIS Qualify
evaluation	An official assessment of an employee's performance in a class or competency.	competency evaluation, training course evaluation	selection	iHRIS Manage
exam date	The date that the qualifying examination is administered to health profession students.	-	date	iHRIS Qualify
exam number	The number that identifies a particular examination administered to a student graduating from a health training program.	-	text entry	iHRIS Qualify
exam results	The grade received on the test that every student graduating from a health training program must pass in order to qualify for registration.	exam, examination, national examination, results	selection (preset values)	iHRIS Qualify
exam try	An attempt by a student to pass the qualifying examination; students are limited to three tries.	-	selection (preset values)	iHRIS Qualify

executive manager	A person who may manage the entire organization or one district, department, office or facility within the organization. The Executive Manager views reports and analyzes data entered in the system in order to make HR decisions and set organizational policy.	-	value (Role)	iHRIS Manage
exit	A decrease in the supply of workers due to employees leaving the workforce.	-	selection (preset values)	iHRIS Plan
facility	A specific division within an organization that is defined by having its own budget and often has a unique facility code. Often a facility is responsible for providing health care services.	duty center, health facility, office, responsibility center	selection	iHRIS Manage, iHRIS Qualify
facility agent	The owner of a health facility or training institution, which also refers to the classification of the facility.	agent	selection	iHRIS Qualify
facility type	A type of health facility.	-	selection	iHRIS Manage, iHRIS Qualify
fax number	A number where a person or organization can be contacted by fax.	fax	text entry	iHRIS Manage, iHRIS Qualify
fail	A failing grade on a qualifying examination.	-	value (Exam Results)	iHRIS Qualify
felony conviction	A conviction of a crime resulting in prison time.	-	yes/no	iHRIS Manage
final try	The third and last attempt to pass the qualifying examination.	-	value (Exam Try)	iHRIS Qualify
first name	A person's initial name.	Christian name, firstname, given name, name	text entry	all
first try	The initial attempt to pass the qualifying examination.	-	value (Exam Try)	iHRIS Qualify
fluent	Native of bilingual proficiency in a language.	bilingual proficiency, Level 5, native proficiency, S-5	value (Speaking, Reading or Writing Proficiency)	iHRIS Manage

full professional	The fourth level of five in the Interagency Language Roundtable (ILR) scale of language proficiency; a person at this level is able to use the language fluently and accurately on all levels normally pertinent to professional needs.	full professional proficiency, Level 4, S-4	value (Speaking, Reading or Writing Proficiency)	iHRIS Manage
full-time employment	Employment for a standard number of hours of working time.	full-time	yes/no	iHRIS Manage
gender	Indicates whether a person is male or female.	sex	female/male	iHRIS Manage, iHRIS Qualify
grade obtained	A student's official grade upon completing a particular academic level.	grade	text entry	iHRIS Qualify
graduation date	Official date of completion of a training program or other educational program.	graduation, year of graduation	date	iHRIS Manage, iHRIS Qualify
health workforce planner	A role that has access to the projection creation and modeling functions but cannot configure the system or access user accounts.	-	value (Role)	iHRIS Plan
hiring date	The date on which an open position is filled.	filled date, hire date, hire year	TBD	iHRIS Manage
hiring decision	The date at which an official decision is made whether to offer a job to an applicant.	date of decision	date	iHRIS Manage
home residence	The address or geographical location where a person permanently lives, which may be different from the person's current residence.	permanent residence	selection (Country + Region + District)	iHRIS Qualify
HR manager	A manager of human resources personnel who is responsible for managing all system data and for ensuring that data in the system are complete, correct and up to date.	-	value (Role)	iHRIS Manage
HR staff	A data entry person in human resources who is responsible for entering and updating data in the system.	-	value (Role)	iHRIS Manage
identification code	A unique code used to identify a facility or training institution.	-	text entry	iHRIS Qualify

identification number	The unique identifier -- usually a number -- that, when combined with an Identification Type, is used to identify a person.	-	text entry	iHRIS Manage, iHRIS Qualify
identification type	An official document (such as Social Security Number, national health insurance or passport) used to identify a person.	identification	selection	iHRIS Manage, iHRIS Qualify
index number	The number issued to a student when s/he enters a new pre-service training program.	index	TBD	iHRIS Qualify
initial year of change	The first year in a projection that a pool change takes effect; the initial year of change may be the same as the start year of the projection.	initial year	year	iHRIS Plan
inspection date	The date when an institution was last inspected.	-	date	iHRIS Qualify
inspection results	Certification that a health facility, private practice clinic or training institution is qualified to provide services.	inspection, institution inspection	text entry	iHRIS Qualify
instructor	The teacher of a training class.	teacher, trainer	text entry	iHRIS Manage
intake	An increase in the supply of workers due to employees entering the workforce.	-	selection (preset values)	iHRIS Plan
intake date	The date a person enters a training program.	-	date	iHRIS Qualify
interview date	The date at which a formal meeting to assess the qualifications of a job applicant takes place.	date of interview, interview	date	iHRIS Manage
ISCO classification code	A unique code that identifies a job classification using a standard coding system established by the International Standard Classification of Occupations (ISCO) for classifying professions.	-	text entry	iHRIS Qualify
ISO numeric code	The unique numeric code that identifies a country established by the International Organization for Standards (ISO).	-	text entry	all

job	A general set of qualifications, duties and responsibilities that matches a particular job description and has a unique job code. There may be multiple instances of the same job within an organization.	designation, post	selection (from Job Title)	iHRIS Manage, iHRIS Qualify
job code	A unique identifier associated with a particular job that identifies it for the organization.	post code	text entry	iHRIS Manage, iHRIS Qualify
job offer	An offer to hire an applicant for a particular position and salary.	make a job offer, offer	yes/no	iHRIS Manage
job responsibilities	The duties expected to be performed by a particular job.	duties, responsibilities	text entry	iHRIS Manage
job title	The label used to describe a job, or a specific set of duties and responsibilities.	post title, title	text entry	iHRIS Manage, iHRIS Qualify
language	A foreign language other than a person's native language.	-	selection	iHRIS Manage
last evaluated	The date at which a person last received an evaluation.	-	date	iHRIS Manage
license number	The number issued with a license to practice as a health worker; this number may or may not be identical to the registration number.	-	number	iHRIS Manage, iHRIS Qualify
limited working	The second level of five in the Interagency Language Roundtable (ILR) scale of language proficiency; a person at this level is able to satisfy routine social demands and limited work requirements.	Level 2, limited working proficiency, S-2	value (Speaking, Reading or Writing Proficiency)	iHRIS Manage
location	Refers to the country, region, district and (optionally) county where an organization, institution or facility is located.	geographical location, institution location	selection (from Country + Region + District + County)	iHRIS Manage, iHRIS Qualify
location selection	Designates a country that is used for determining geographical location, in addition to selecting a currency or nationality.	-	yes/no	iHRIS Manage, iHRIS Qualify

mailing address	An address, including city, country and zip code, where a person or organization can be contacted by mail.	address	text entry	iHRIS Manage, iHRIS Qualify
major	Primary field of study.	-	text entry	iHRIS Manage
marital status	A person's legal status, such as single, married, divorced or widowed.	-	selection	iHRIS Manage, iHRIS Qualify
materials approved	Approval of examination application materials.	-	yes/no	iHRIS Qualify
materials received	Examination application materials submitted by an applicant in advance of taking the exam.	-	yes/no	iHRIS Qualify
maximum amount of change	The maximum number of health workers that can enter the workforce in a projection.	-	number	iHRIS Plan
maximum number of students	The largest number of students accepted into a training course.	-	number	iHRIS Manage
midpoint	The average salary offered to new hires in a salary grade, which may not be equivalent to the true average of the salary range within that grade.	-	selection (from Currency) + number	iHRIS Manage
monthly	An event that occurs once a month.	-	value (Recurrence Frequency)	iHRIS Manage
name	Refers to the value used to create an item for selection menus.	-	text entry	all
nationality	The country where a person is a legal citizen.	citizenship	selection (from Country)	iHRIS Manage, iHRIS Qualify
no access	A role that prevents a user from accessing the system, or disables the user account.	-	value (Role)	all
notes	General information added to a record to provide additional information not accounted for by other fields.	primary contact person	text entry	iHRIS Manage, iHRIS Qualify
number of employed staff	The actual number of workers available for deployment.	supply	number	iHRIS Plan

number of students	The maximum number of students that can attend a specific training program.	-	number	iHRIS Qualify
OK to contact	Specifies whether a person's past employers may be contacted.	-	yes/no	iHRIS Manage
old applicant	A person who previously applied for an open position, but who has not applied for any positions that are currently open.	-	value (from Employee Status)	iHRIS Manage
old employee	A person who previously worked for an organization but has left the organization.	-	value (from Employee Status)	iHRIS Manage
once	An event that occurs only once, or does not recur.	-	value (Recurrence Frequency)	iHRIS Manage
open	A position status that designates a position that is required for the organization to operate and that the organization is actively hiring to fill.	open position	value (Position Status)	iHRIS Manage
organization requesting verification	The certifying board or professional council requesting the qualifications of a health worker who is applying to work in a foreign country.	-	text entry	iHRIS Qualify
other	Refers to all values other than those not explicitly listed for selection.	other contact	value (Contact Type)	iHRIS Manage, iHRIS Qualify
other names	A person's names other than the first name and surname, usually one or more middle names.	middle name, other name	text entry	all
out migration reason	The given by a health worker leaving the country where s/he was trained in order to practice in a foreign country.	out migration	selection	iHRIS Qualify
pass	A passing grade on a qualifying examination or on a facility inspection.	passed	value (Exam Results) or yes/no	iHRIS Qualify
password	A hidden phrase that provides secure access to the system.	-	text entry	all
people attending	The names of the people who attend a job interview.	interviewers	text entry	iHRIS Manage

percentage change	An annual change in the number of workers based on a percentage of the available number of workers leaving or entering the workforce.	rate of change	number	iHRIS Plan
permanent	A registration type that does not expire.	-	value (Registration Type)	iHRIS Qualify
personal contact	Refers to a person's home mailing address, telephone and other contact information.	home, personal	value (Contact Type)	iHRIS Manage, iHRIS Qualify
pool change	A change applied to a cadre pool that calculates either an increase or decrease in the number of available health workers in that pool.	-	selection	iHRIS Plan
population	The total number of people inhabiting a specific area, such as a country.	-	number	iHRIS Plan
population growth rate	The percentage by which the population of an area will grow annually.	growth rate, population growth	number	iHRIS Plan
position	An instance of a job that can be filled by one employee in one facility and represents one box on an organizational chart.	-	selection (from Position Code + Position Title)	iHRIS Manage
position code	A unique identifier associated with a particular position that identifies it for the organization.	-	text entry	iHRIS Manage
position description	The specific responsibilities for a particular position in addition to the general responsibilities for the job.	-	text entry	iHRIS Manage
position status	The status of a position as open, closed (filled) or discontinued.	status	selection (preset values)	iHRIS Manage
position title	A specific title different from the job title that defines one particular position within an organization.	title	text entry	iHRIS Manage
position type	A classification of a type of position.	-	selection	iHRIS Manage
post date	The date a position is opened for hiring.	date posted, posted date	date	iHRIS Manage
practice type	The type of registration issued to a health worker.	-	selection (preset values)	iHRIS Qualify

primary country	The country that is selected as the primary location for data in the system; more than one country may be set as the primary country.	-	yes/no	all
primary form	The form, or related set of data entry fields, on which a report relationship is based.	-	selection	iHRIS Manage, iHRIS Qualify
professional working	The third level of five in the Interagency Language Roundtable (ILR) scale of language proficiency; a person at this level is able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most conversations on practical, social and professional topics.	Level 3, professional working proficiency, S-3	value (Speaking, Reading or Writing Proficiency)	iHRIS Manage
projection duration	The number of years in a projection, usually between 5 and 30 years. Also refers to the number of years that a pool change affects the projection.	duration	number	iHRIS Plan
projection name	A calculation of the workforce supply and required workers over time based on workforce data and assumptions made about future changes to the workforce that compares the supply to the requirements and shows the gap between the two.	graphical model, projection, workforce projection	text entry	iHRIS Plan
proposed end date	Date at which funding or the role for a position is tentatively scheduled to end, as distinguished from the end date.	-	date	iHRIS Manage
proposed hiring date	Date at which an organization would like to fill an open position, as distinguished from the actual hiring date.	-	date	iHRIS Manage
proposed salary	The salary that is proposed for an open position before it has been filled; does not refer to the actual salary for the position.	-	selection (from Currency) + number	iHRIS Manage

qualification	Specific educational level, training, competency, skill or experience that a person must have in order to enter a training program, become registered in a cadre or perform a job.	education, minimum qualification required, skill	selection or text entry (job application)	iHRIS Manage, iHRIS Qualify
rate amount of change increases each year	The percentage by which the annual change in the number of health workers increases annually.	-	number	iHRIS Plan
reading proficiency	A person's reading ability in a foreign language.	-	selection (preset values)	iHRIS Manage
reason for departure	A reason given for leaving employment or changing positions within the organization.	reason for leaving	selection; text entry (past employment)	iHRIS Manage
records officer	A role that is responsible for basic data entry, including initial indexing and upgrades of health professional students entering training programs, tracking out migration verifications and demographic data entry.	-	value (Role)	iHRIS Qualify
recurrence frequency	A regular repetition of a special payment, such as monthly or annually.	recurrence	selection (preset values)	iHRIS Manage
region	A major subdivision of a country containing districts.	-	selection	iHRIS Manage, iHRIS Qualify
registration council	An organization that registers or licenses health workers to practice in a country.	council, licensing board	selection	iHRIS Manage
registration date	The date at which a health worker is issued a registration number.	-	date	iHRIS Manage, iHRIS Qualify
registration number	A number that is issued when a health worker enters the profession within a particular cadre; the health worker retains the registration number as the primary identification number as long as s/he is licensed to practice in that cadre in the country.	-	number	iHRIS Manage, iHRIS Qualify

registration supervisor	A role that is responsible for data entry related to licensing updates, including entering initial registration, issuing new licenses and license renewals, issuing and renewing private practice licenses, and registering and licensing foreign-trained health care professionals applying to work in the country.	-	value (Role)	iHRIS Qualify
reinstatement date	The date a license is reissued to a health worker after a suspension due to a disciplinary action.	reinstatement	date	iHRIS Qualify
report	Display of data from the system as a table or graphical chart; typically, filters can be set on a report to determine the range of data displayed.	-	selection	iHRIS Manage, iHRIS Qualify
report relationship	A defined relationship between system forms on which a report is based.	form relationship, relationship	selection	iHRIS Manage, iHRIS Qualify
request date	The date that official documentation is requested.	-	date	iHRIS Qualify
residence	The location where a person is currently living; this may be different than the person's home residence.	current residence	selection (from Country + Region + District)	iHRIS Manage, iHRIS Qualify
resumption date	The date a student returned to a training program that was previously disrupted.	resumption	date	iHRIS Qualify
re-try	The second attempt to pass the qualifying examination.	-	value (Exam Try)	iHRIS Qualify
role	Determines the activities that a user can perform within the system.	-	selection (preset values)	all
salary	The amount an employee is paid per year for a particular job.	current salary, wage	selection (from Currency) + number	iHRIS Manage
salary grade	Defines pay ranges for one or more jobs.	band, grade, salary band	selection	iHRIS Manage
salary increase	The amount that a salary is increased each year, expressed as a percentage of the salary.	-	number	iHRIS Plan

salary source	A monetary source for an employee's salary or special payments that is not the employing organization, such as a donor or nonprofit.	source	selection	iHRIS Manage
secondary school name	The school attended before entering a training institution.	high school	TBD	iHRIS Qualify
shortname	A unique name used to refer to a report.	relationship short name	text entry	iHRIS Manage, iHRIS Qualify
site	The location where a training class is given.	-	text entry	iHRIS Manage
speaking proficiency	A person's speaking ability in a foreign language.	-	selection (preset values)	iHRIS Manage
start date	The date at which a training program, position, license, etc. begins.	date started	date	iHRIS Manage, iHRIS Qualify
start year	The year in which a projection of the workforce begins, for which there is known workforce data.	base year	year	iHRIS Plan
starting position	The position that a person held when first employed by an organization.	-	text entry	iHRIS Manage
starting salary	The salary that a person earned when first employed by an organization; also the lowest salary in a salary grade.	first salary, start, start salary, starting wage	selection (from Currency) + number	iHRIS Manage
static change	An annual change in the number of workers based on a specific number of workers leaving or entering the workforce.	amount of change	number	iHRIS Plan
status	The current state of an institution, facility or training course (typically open or closed).	facility status, training course status	selection	iHRIS Manage, iHRIS Qualify
supervisor	A person who manages one or more employees of a lower grade.	manager	text entry (for past employers); selection (from Position Code + Position Title)	iHRIS Manage
surname	A family name or last name.	last name	text entry	all
suspend license	To revoke a health worker's license as a result of a disciplinary notice.	suspend, suspension	yes/no	iHRIS Qualify

targeted goals for the workforce	A goal or proposed outcome for workforce plans or projections, such as to meet a specific need or staff up to a certain level.	goals	text entry	iHRIS Plan
targeted number of positions	The number of health workers necessary to meet the health service need.	need, requirements, target	number	iHRIS Plan
targeted ratio of positions	A targeted number of health workers based on a ratio of one health worker per a certain number of people to be served.	health worker-to-population ratio, targeted ratio	number	iHRIS Plan
telephone number	A number where a person or organization can be contacted by telephone.	phone number, telephone	text entry	iHRIS Manage, iHRIS Qualify
temporary	A registration type that does expire.	-	value (Registration Type)	iHRIS Qualify
topic	The specific subject of a training course.	subject	text entry	iHRIS Manage
training course	An in-service program offered by a training institution that enables an employee to update or add to skills necessary for performing a job.	course, in-service training, training	selection	iHRIS Manage, iHRIS Qualify
training funder	A nonprofit or other funding organization that pays for employees to take a training course.	funder	selection	iHRIS Manage
training institution	A school that offers one or more programs to train employees, especially health workers.	institution, institution name, school	selection; text entry (for educational history or foreign training)	iHRIS Manage, iHRIS Qualify
training manager	A person who is responsible for managing in-service training programs for employees and updating employee competencies gained by training.	-	value (Role)	iHRIS Manage
training program	A pre-service, multi-year educational program offered by a training institution that, when completed, qualifies a person to be registered or licensed in a particular cadre.	pre-service training, training	selection	iHRIS Qualify
training requestor	The person or group who requests that an employee complete a training course.	requestor	selection	iHRIS Manage

username	A unique name used by a user to access the system.	-	text entry	all
verification change	The type of change made to a health worker's record as a result of verifying the record with an outside source.	changes made, verification	selection	iHRIS Qualify
verification date	The date a change was made to a record as a result of verifying the record with an outside source.	-	date	iHRIS Qualify
view	A display of data as a table or chart that shows specific fields sorted or aggregated in a pre-specified way; filters may be selected to limit the data displayed in the report view.	report view	text entry	iHRIS Manage, iHRIS Qualify
weekly	An event that occurs once a week.	-	value (Recurrence Frequency)	iHRIS Manage
work contact	Refers to a person's work mailing address, telephone number and other contact information.	work	value (Contact Type)	iHRIS Manage, iHRIS Qualify
writing proficiency	A person's writing ability in a foreign language.	-	selection (preset values)	iHRIS Manage
year	The year for which known data are being entered.	supply year, target year	year	iHRIS Plan
yearly	An event that occurs once a year.	annually	value (Recurrence Frequency)	iHRIS Manage

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