15.
Personnel Management

Chapter-Chair/Editor: Frank Oemig
                                  Tenovis GmbH & Co KG

Chapter-Chair/Editor: Dr. Bernd Blobel
                                  University of Magdeburg

15.1 CHAPTER 15 CONTENTS

15.2 PURPOSE

The Personnel Management transactions set provides for the transmission of new or updated healthcare administration information about individual healthcare practitioners and supporting staff members. Since many systems (e.g., security, scheduling, orders, etc.), must be able to closely monitor changes in certain information regarding individual healthcare practitioners, the Personnel Management transaction set is used to clearly identify these events. For example, it is important to a Security System to be aware of when a staff member was hired or specific role has been terminated. Prior to Version 2.4, master file updates were the only method to update this information. However, when any of these changes are reported as master file update notifications, it is not obvious which of the data has been changed, and is cumbersome to process efficiently. It should be noted that Personnel Management functions that do not affect healthcare administration (e.g. benefits) are not addressed in this chapter.

Generally, information is entered into a Personnel Management system and passed to other systems requiring individual healthcare practitioner data either in the form of an unsolicited update or a response to a record-oriented query.

This document defines the transactions that occur at the application layer (the seventh level of the ISO-OSI models), that is, the abstract messages. The examples included in this chapter were constructed using the HL7 Encoding Rules, Trigger Events and Messages.

Each trigger event is documented below, along with the applicable form of the message exchange. The notation used to describe the sequence, optionality, and repetition of segments is described in Chapter 2, Section 2.12, "Chapter Formats for Defining HL7 Messages."

The trigger events that follow are served by the unsolicited Personnel Management update (PMU) and General Acknowledgment (ACK) response.

The information that is included in any of these trigger event transactions can be more than the minimum necessary to communicate that event. Any of the fields occurring in the segments listed for the message can be used. A few or many fields can be used as agreed upon during implementation. However, please note, that when the contents of a field change for a field that is not necessarily related to the trigger event, it is a matter for implementation negotiation as to whether the receiving systems can capture this changed data.

15.2.1 Usage of chapter 15 vs. chapter 8

Chapter 8 deals with master file maintenance.

Chapter 15 manages operational relationships based on trigger events.

15.3 TRIGGER EVENTS AND MESSAGE DESCRIPTIONS

15.3.1 PMU/ACK – Add personnel record (event B01)

An event B01 signals to add a new record for healthcare administration information about an individual healthcare practitioner establishing a relationship between that practitioner and the institution.

The EVN segment is used to indicate the effective or planned date.

```
PMU^B01^PMU_B01          PMU Message                              Chapter

MSH                      Message Header                              2
EVN                      Event Type                                  3
STF                      Staff                                      15
{ [ PRA ] }              Practitioner                               15
{ [ ORG ] }              Organization                               15
{ [ AFF ] }              Affiliation                                15
{ [ LAN ] }              Language                                   15
{ [ EDU ] }              Education                                  15


ACK^B01^ACK              General Acknowledgment                   Chapter

MSH                      Message Header                              2
MSA                      Message Acknowledgment                      2
[ ERR ]                  Error                                       2
```

15.3.2 PMU/ACK – Update personnel record (event B02)

An event B02 signals to update the record with the healthcare administration information about an individual healthcare practitioner.

```
PMU^B02^PMU_B01          PMU Message                              Chapter

MSH                      Message Header                              2
EVN                      Event Type                                  3
STF                      Staff                                      15
{ [PRA ] }               Practitioner                               15
{ [ ORG ] }              Organization                               15
{ [ AFF ] }              Affiliation                                15
{ [ LAN ] }              Language                                   15
{ [ EDU ] }              Education                                  15


ACK^B02^ACK              General Acknowledgment                   Chapter

MSH                      Message Header                              2
MSA                      Message Acknowledgment                      2
[ ERR ]                  Error                                       2
```

15.3.3 PMU/ACK – Delete personnel record (event B03)

An event B03 signals to delete the record with the healthcare administration information about an individual healthcare practitioner to correct erroneous entries.

PMU^B03^PMU_B03	PMU Message	Chapter
MSH	Message Header	2
EVN	Event Type	3
STF	Staff	15

ACK^B03^ACK	General Acknowledgment	Chapter
MSH	Message Header	2
MSA	Message Acknowledgment	2
[ERR]	Error	2

15.3.4 PMU/ACK – Activate practicing person (event B04)

An event B04 signals that a staff member is available for work (e.g. schedules can be created) and has a relationship with the institution. This message applies to STF-7.

PMU^B04^PMU_B04	PMU Message	Chapter
MSH	Message Header	2
EVN	Event Type	3
STF	Staff	15
{ [PRA] }	Practitioner	15
[ORG]	Organization	15

ACK^B04^ACK	General Acknowledgment	Chapter
MSH	Message Header	2
MSA	Message Acknowledgment	2
[ERR]	Error	2

15.3.5 PMU/ACK – Deactivate practicing person (event B05)

An event B05 indicates that a staff member is temporarily unavailable for work, while maintaining a relationship with the institution. This message applies to STF-7.

PMU^B05^PMU_B04	PMU Message	Chapter
MSH	Message Header	2
EVN	Event Type	3
STF	Staff	15
{ [PRA] }	Practitioner	15
[ORG]	Organization	15

ACK^B05^ACK	General Acknowledgment	Chapter
MSH	Message Header	2
MSA	Message Acknowledgment	2
[ERR]	Error	2

15.3.6 PMU/ACK – Terminate practicing person (event B06)

An event B06 signals that the formal relationship between a staff member and the institution has ended (e.g. upon termination).

```
PMU^B06^PMU_B04        PMU Message                                      Chapter
MSH                    Message Header                                      2
EVN                    Event Type                                          3
STF                    Staff                                              15
{ [ PRA ] }            Practitioner                                       15
[ ORG ]                Organization                                       15
```

```
ACK^B06^ACK            General Acknowledgment                           Chapter
MSH                    Message Header                                      2
MSA                    Message Acknowledgment                              2
[ ERR ]                Error                                               2
```

15.3.7 QBP/RSP – Query information (event Q25/K25)

The following trigger event is served by the following Conformance Statement: Another application determines a need for Personnel data about a person and sends a query to a system providing this information.

Conformance Statement ID:	Q25
Query Table Type:	Query
Query Name:	Personnel Information by Segment
Query Trigger:	QBP^Q25^QBP_Q21
Query Mode:	Both
Response Trigger:	RSP^K25^RSP_K25
Query Characteristics	Returns response sorted by *STF-3-Staff Name*
Purpose:	Retrieve all available personnel information based upon the values of one or more commonly used search parameters
Response Characteristics:	Returns response sorted by StaffName unless otherwise specified.
Based on Segment Pattern:	PMU_B01

```
QBP^Q25^QBP_Q21    Personnel Information    Group      Comment      Support      Chapter
                   Message                  Control                 Indicator
                   see                                                           3.3.56
```

Fld. Seq.	ColName	Key/ Search	Sort	LEN	TYPE	Opt	Rep	Match Op	TBL	Segment Field Name	LOINC or HL7 code/ Domain	Element Name
1	StaffIDCode	S	Y	60	CX	O		=		STF.2		STF-2: Staff ID Code
2	StaffName	S	Y	48	XPN	O		=		STF.3		STF-3: Staff Name
3	PractitionerCategory	S	Y	3	IS	O	Y	in	0186	PRA.3		PRA-3: Practitioner Category
4	Language	S	Y	60	CE	O	Y	in	0296	LAN.2		LAN-2: Language
5	LanguageAbility		Y	60	CE	C	Y	in	0403	LAN.3		LAN-3: Language Ability
6	LanguageProficiency		Y	60	CE	C	Y	in	0404	LAN.4		LAN-4: Language Proficiency

Input Parameter	Comp Name	DT	Description
StaffIDCode		CX	Components: <ID (ST)> ^ <check digit (ST)> ^ <code identifying the check digit scheme employed (ID)> ^ <assigning authority (HD)> ^ <identifier type code (IS)> ^ <assigning facility (HD)>
			This field contains a personnel identification code or institution user number, used by the institution to identify the requested person.
			If this field is not valued, all values for this field are considered to be a match.
			The following components may be specified:
	ID		If this field, STF.2.1, is not valued, all values for this field are considered to be a match.
	Assigning Authority		If this field, STF.2.4, is not valued, all values for this field are considered to be a match.
	Identifier type code		If this field, STF.2.5, is not valued, all values for this field are considered to be a match.
StaffName		XPN	If this field is not valued, all values for this field are considered to be a match.
PractitionerCategory		IS	If this field is not valued, all values for this field are considered to be a match. If this field contains multiple values, the Server will record a match for any of the match values specified.
Language		CE	If this field is not valued, all values for this field are considered to be a match. If this field contains multiple values, the Server will record a match for any of the match values specified.
LanguageAbility		CE	The Server will evaluate this field only if the Language field is specified; otherwise, this field will be ignored. If this field is not valued, all values for this field are

Input Parameter	Comp Name	DT	Description
			considered to be a match. If this field contains multiple values, the Server will record a match for any of the match values specified.
LanguageProficiency		CE	The Server will evaluate this field only if the Language field is specified; otherwise, this field will be ignored. If this field is not valued, all values for this field are considered to be a match. If this field contains multiple values, the Server will record a match for any of the match values specified.

```
RSP^K25^RSP_K25      Personnel Information    Group        Comment         Support       Chapter
                     Message                  Control                       Indicator
MSH                  Message Header                                                       2.16.9
MSA                  Message Acknowledgement                                             2.16.8
[ERR]                Error                                                               2.16.5
QAK                  Query Acknowledgement                                               5.5.2
QPD                  Query Parameter Definition                                          5.5.4
RCP                  Response Control Parameter                                          5.5.6
{                                             Query Result
                                              Cluster
  STF                Staff                                                               15.4.6
 [ PRA ]             Practitioner                                                        15.4.5
 { [ ORG ] }         Organization                                                        15.4.4
 { [ AFF ] }         Affiliation                                                         15.4.1
 { [ LAN ] }         Language                                                            15.4.3
 { [ EDU ] }         Education                                                           15.4.2
}                                             End Query
                                              Results
[ DSC ]              Continuation Pointer                                                2.16.4
```

15.4 MESSAGE SEGMENTS

The following segments are defined for the Personnel Management messages.

15.4.1 AFF - Professional affiliation segment

The AFF segment adds detailed information regarding professional affiliations with which the staff member identified by the STF segment is/was associated.

HL7 Attribute Table – AFF – Professional Affiliation

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	60	SI	R			01427	Set ID – AFF
2	250	XON	R			01444	Professional Organization
3	250	XAD	O			01445	Professional Organization Address
4	52	DR	O	Y		01446	Professional Organization Affiliation Date Range
5	60	ST	O			01447	Professional Affiliation Additional Information

15.4.1.0   AFF field definitions

15.4.1.1   AFF-1   Set ID - AFF (SI)   01427

Definition: This field contains the number that identifies this transaction. For the first occurrence of the segment, the sequence number shall be one, for the second occurrence, the sequence number shall be two, etc.

15.4.1.2   AFF-2   Professional organization (XON)   01444

```
Components: <organization name (ST)> ^ <organization name type code (IS)> ^ <ID number (NM)> ^ <check
       digit (NM)> ^ <code identifying the check digit scheme employed (ID)> ^ <assigning
       authority (HD)> ^ <identifier type code (IS)> ^ <assigning facility ID (HD)> ^ <name
       representation code(ID)>

Subcomponents of assigning authority: <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
       (ID)>

Subcomponents of assigning facility: <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
       (ID)>
```

Definition: This field contains the official name of the association promoting specific professional interests with which the staff member is affiliated.

15.4.1.3   AFF-3   Professional organization address (XAD)   01445

```
Components: In Version 2.3 and later, replaces the AD data type.  <street address (ST)> ^ <other
       designation (ST)> ^ <city (ST)> ^ <state or province (ST)> ^ <zip or postal code (ST)> ^
       <country (ID)> ^ < address type (ID)> ^ <other geographic designation (ST)> ^
       <county/parish code (IS)> ^ <census tract (IS)> ^ <address representation code (ID)> ^
       <address validity range (DR)>
```

Definition: This field contains the postal address of the professional organization with which the Staff Member is associated.

15.4.1.4   AFF-4   Professional organization affiliation date range (DR)   01446

```
Components:  <range start date/time (TS)> ^ <range end date/time (TS)>
```

Definition: This field contains the period the staff member started and ended membership in the professional organization.

15.4.1.5   AFF-5   Professional affiliation additional information (ST)   01447

Definition: This field contains miscellaneous additional information related to the staff member's membership in the professional organization.

15.4.2 EDU - Educational detail segment

The EDU segment adds detailed educational information to the staff member identified by the STF segment. An EDU segment may optionally follow an STF segment. An EDU segment must always have been preceded by a corresponding STF segment.

HL7 Attribute Table – EDU – Educational Detail

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	60	SI	R			01448	Set ID – EDU
2	10	IS			0360	01449	Academic Degree
3	52	DR	O			01597	Academic Degree Program Date Range
4	52	DR	O			01450	Academic Degree Program ParticipationDate Range
5	8	DT	O			01451	Academic Degree Granted Date
6	250	XON	O			01452	School
7	250	CE	O		0402	01453	School Type Code
8	250	XAD	O			01454	School Address

15.4.2.0   EDU field definitions

15.4.2.1   EDU-1   Set ID - EDU (SI)   01448

Definition: This field contains the number that identifies this transaction. For the first occurrence of the segment, the sequence number shall be one, for the second occurrence, the sequence number shall be two, etc.

15.4.2.2   EDU-2   Academic degree (IS)   01449

Definition: This field contains the standard classification awarded upon completion of a unified program of study. HL7 suggests using values in *User-defined Table 0360 - Degree*.

15.4.2.3   EDU-3   Academic degree program date range (DR)   01597

Definition: This field contains the date range when the academic degree program took place.

15.4.2.4   EDU-4   Academic degree program participation date range (DR)   01450

Definition: This field contains the date range during which the staff member participated in the academic degree program.

15.4.2.5   EDU-5   Academic degree granted date (DT)   01451

Definition: This field contains the date the academic degree was granted to the staff member.

15.4.2.6   EDU-6   School (XON)   01452

```
Components: <organization name (ST)> ^ <organization name type code (IS)> ^ <ID number (NM)> ^ <check
            digit (NM)> ^ <code identifying the check digit scheme employed (ID)> ^ <assigning
            authority (HD)> ^ <identifier type code (IS)> ^ <assigning facility ID (HD)> ^ <name
            representation code(ID)>

Subcomponents of assigning authority: <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
            (ID)>

Subcomponents of assigning facility: <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
            (ID)>
```

Definition: This field contains the official name of the academic institution that granted the degree to the Staff Member.

15.4.2.7   EDU-7   School type code (CE)   01453

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
           (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the categorization of the academic institution that granted the degree to the Staff Member. HL7 suggests using values in *User-defined Table 0402 - School type*.

User-defined Table 0402 - School type

Value	Description
D	Dental
G	Graduate
M	Medical
U	Undergraduate

15.4.2.8   EDU-8   School address (XAD)   01454

```
Components: In Version 2.3 and later, replaces the AD data type.  <street address (ST)> ^ <other
           designation (ST)> ^ <city (ST)> ^ <state or province (ST)> ^ <zip or postal code (ST)> ^
           <country (ID)> ^ < address type (ID)> ^ <other geographic designation (ST)> ^
           <county/parish code (IS)> ^ <census tract (IS)> ^ <address representation code (ID)> ^
           <address validity range (DR)>
```

Definition: This field contains the postal address of the academic institution that granted the degree to the Staff Member.

15.4.3 LAN - Language detail segment

The LAN segment adds detailed language information to the staff member identified by the STF segment. An LAN segment may optionally follow an STF segment. An LAN segment must always have been preceded by a corresponding STF segment.

HL7 Attribute Table – LAN – Language Detail

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	60	SI	R			01455	Set ID – LAN
2	250	CE	R		0296	01456	Language Code
3	250	CE	O	Y	0403	01457	Language Ability Code
4	250	CE	O		0404	01458	Language Proficiency Code

15.4.3.0   LAN field definitions

15.4.3.1   LAN-1   Set ID - LAN (SI)   01455

Definition: This field contains the number that identifies this transaction. For the first occurrence of the segment, the sequence number shall be one, for the second occurrence, the sequence number shall be two, etc.

15.4.3.2   LAN-2   Language code (CE)   01456

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the language about which the Staff Member's has some knowledge. HL7 recommends using ISO table 639 as the suggested values in *User-defined Table 0296 - Language*.

15.4.3.3   LAN-3   Language ability code (CE)   01457

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the ability the Staff Member possesses with respect to the language. HL7 recommends using values in *HL7 Table 0403 - Language ability*.

HL7 Table 0403 – Language ability

Value	Description
1	Read
2	Write
3	Speak
4	Understand
5	Sign

15.4.3.4   LAN-4   Language proficiency code (CE)   01458

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the level of knowledge the Staff Member possesses with respect to the language ability. HL7 suggests using values in *HL7 Table 0404 - Language proficiency*.

HL7 Table 0404 - Language proficiency

Value	Description
1	Excellent
2	Good
3	Fair
4	Poor
5	Some (level unknown)
6	None

15.4.4 ORG - Practitioner organization unit segment

The ORG segment relates a practitioner to an organization unit and adds detailed information regarding the practitioner's practicing specialty in that organization unit. An ORG segment may optionally follow an STF segment. An ORG segment must always have been preceded by a corresponding STF segment. If no organization unit is specified, this segment is used to relate practitioners with their practicing

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specialties, including effective and end dates. When it is not necessary to record organization unit or dates associated with the practicing specialty, this data is recorded in *PRA-3-Practitioner Category*.

HL7 Attribute Table – ORG – Practitioner Organization Unit

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	60	SI	R			01459	Set ID – ORG
2	250	CE	O		0405	01460	Organization Unit Code
3	250	CE	O		0474	01461	Organization Unit Type Code
4	1	ID	O		0136	01462	Primary Org Unit Indicator
5	60	CX	O			01463	Practitioner Org Unit Identifier
6	250	CE	O		0452	01464	Health Care Provider Type Code
7	250	CE	O		0453	01614	Health Care Provider Classification Code
8	250	CE	O		0454	01615	Health Care Provider Area of Specialization Code
9	52	DR	O			01465	Effective Date Range
10	2	CE	O		0066	01276	Employment Status Code
11	1	ID	O		0136	01467	Board Approval Indicator
12	1	ID	O		0136	01468	Primary Care Physician Indicator

15.4.4.0   ORG field definitions

15.4.4.1   ORG-1   Set ID - ORG (SI)   01459

Definition: This field contains the number that identifies this transaction. For the first occurrence of the segment, the sequence number shall be one, for the second occurrence, the sequence number shall be two, etc.

15.4.4.2   ORG-2   Organization unit code (CE)   01460

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
           (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the hierarchical components of the organization unit, as defined by the institution. Refer to *User-defined Table 0405 - Organization unit* for suggested values.

User-defined Table 0405 – Organization unit

Value	Description
	No suggested values defined

15.4.4.3   ORG-3   Organization unit type code (CE)   01625

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
           (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains a code indicating the classification of the organization unit. HL7 suggests using values in *User-defined Table 0474 - Organization unit type*.

User-defined Table 0474 - Organization unit type

Value	Description
D	Department
F	Facility
L	Local market area
M	Medical Center Area
U	Subdepartment
S	Subdivision
V	Division

15.4.4.4   ORG-4   Primary org unit indicator (ID)   01462

Definition: This field contains an indicator for whether this organization unit is the primary organization unit for this practitioner. Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y   this is the primary organization unit

N   this is not the primary organization unit

15.4.4.5   ORG-5   Practitioner org unit identifier (CX)   01463

```
Components: <ID (ST)> ^ <check digit (ST)> ^ <code identifying the check digit scheme employed (ID)>
          ^ < assigning authority (HD)> ^ <identifier type code (ID)> ^ < assigning facility (HD)
          ^ <effective date (DT)> ^ <expiration date (DT)>

Subcomponents of assigning authority:  <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
          (ID)>

Subcomponents of assigning facility:  <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
          (ID)>
```

Definition: This field contains an identification code used by the institution to identify this person at this specific organization unit. If the person is identified with the same code at all organization units, then this data should be coded in *STF-2-staff ID codes*.

15.4.4.6   ORG-6   Health care provider type code (CE)   01464

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
          (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the major grouping of the service or occupation of the practitioner at a specific organization unit. For example, Behavioral Health & Social Service. HL7 suggests using values derived from the ANSI ASC X12 Health Care Provider Taxonomy, Level 1 - Type.

HL7 Table 0452 - Health care provider type code

Value	Description
SUGGESTION	ANSI ASC X12 Health Care Provider Taxonomy, Level 1 - Type

15.4.4.7   ORG-7   Health care provider classification code   (CE)   01614

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the more specific service or occupation within the health care provider type of the practitioner at a specific organization unit. For example, Counselor. HL7 suggests using values derived from the ANSI ASC X12 Health Care Provider Taxonomy, Level 2 – Classification.

HL7 Table 0453 - Health care provider classification

Value	Description
SUGGESTION	ANSI ASC X12 Health Care Provider Taxonomy, Level 2 - Classification

15.4.4.8   ORG-8   Health care provider area of specialization code (CE)   01615

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the segment of the population that a health care provider chooses to service, a specific medical service, a specialization in treating a specific disease, or any other descriptive characteristic about the provider's practice relating to the services rendered of the practitioner at a specific organization unit. For example, Mental Health. HL7 suggests using values derived from the ANSI ASC X12 Health Care Provider Taxonomy, Level 3 - specialization.

HL7 Table 0454 - Health care provider area of specialization

Value	Description
SUGGESTION	ANSI ASC X12 Health Care Provider Taxonomy, Level 3 - specialization

15.4.4.9   ORG-9   Effective date range (DR)   01465

```
Components:  <range start date/time (TS)> ^ <range end date/time (TS)>
```

Definition: This field contains the date range in which the practitioner started and ended working at the specific organization unit in the specific practicing specialty category.

15.4.4.10 ORG-10   Employment status code (CE)   01276

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains a code indicating the working relationship of the practitioner at this organization unit. It may be different than the work status specified in *STF-20*. Refer to *User-defined Table 0066 - Employment status* for suggested values.

User-defined Table 0066 - Employment status

Value	Description
	No suggested values defined

15.4.4.11   ORG-11   Board approval indicator (ID)   01467

Definition: This field contains an indicator for whether this practice specialty requires board approval. Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y   this practice specialty requires board approval

N   this practice specialty does not require board approval

15.4.4.12   ORG-12   Primary care physician indicator (ID)   01468

Definition: This field contains an indicator for whether this practice specialty may act as a primary care physician (PCP). Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y   this practice specialty may act as a primary care physician

N   this practice specialty may not act as a primary care physician

15.4.5   PRA - Practitioner detail segment

The Technical Steward for the PRA segment is PAFM and Personnel Management

The PRA segment adds detailed medical practitioner information to the personnel identified by the STF segment. A PRA segment may optionally follow an STF segment. A PRA segment must always have been preceded by a corresponding STF segment. The PRA segment may also be used for staff who work in healthcare who are not practitioners, but need to be certified, e.g., "medical records staff."

HL7 Attribute Table – PRA – Practitioner Detail

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	250	CE	C		9999	00685	Primary Key Value - PRA
2	250	CE	O	Y	0358	00686	Practitioner Group
3	3	IS	O	Y	0186	00687	Practitioner Category
4	1	ID	O		0187	00688	Provider Billing
5	100	CM	O	Y	0337	00689	Specialty
6	100	CM	O	Y	0338	00690	Practitioner ID Numbers
7	200	CM	O	Y		00691	Privileges
8	8	DT	O			01296	Date Entered Practice
9	250	CE	O			01613	Institution
10	8	DT	O			01348	Date Left Practice
11	250	CE	O	Y	0401	01388	Government Reimbursement Billing Eligibility
12	60	SI	C			01616	Set ID - PRA

15.4.5.0   PRA field definitions

15.4.5.1   PRA-1   Primary key value - PRA (CE)   00685

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: For MFN Master File Notification, this field is required and must match *MFE-4-primary key value*, to identify which entry is being referenced. For all other messages, this field should not be used.

15.4.5.2   PRA-2   Practitioner group (CE)   00686

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the name and/or code of a group of practitioners to which this practitioner belongs. Refer to *User-defined Table 0358 Practitioner group* for suggested values.

User-defined Table 0358 – Practitioner group

Value	Description
	No suggested values defined

15.4.5.3   PRA-3   Practitioner category (IS)   00687

Definition: This field contains the category of practitioner. Refer to *User-defined Table 0186 - Practitioner category* for suggested values. Values may include codes for staff physician, courtesy physician, resident, physician assistant, physical therapist, psychiatrist, psychologist, pharmacist, registered nurse, licensed practical nurse, licensed vocational nurse, nurse practitioner, etc. If the provider works in different Practitioner Categories in different organization units, then this information should be recorded separately in ORG-6,7,8.

User-defined Table 0186 – Practitioner category

Value	Description
	No suggested values defined

15.4.5.4   PRA-4   Provider billing (ID)   00688

Definition: This field indicates how provider services are billed. Refer to HL7 Table 0187 - Provider billing for valid values.

HL7 Table 0187 - Provider billing

Value	Description
I	Institution bills for provider
P	Provider does own billing

15.4.5.5   PRA-5   Specialty (CM)   00689

```
Components:  <specialty name (ST)> ^ <governing board (ST)> ^ <eligible or certified (ID)> ^ <date of
             certification (DT)>
```

Definition: This repeating field is made up of multiple components to record the practitioner's specialties. The multiple components of each specialty are: (1) specialty name or abbreviation, identifies provider's specialty, (2) name of specialty governing board, (3) Certification Status, (4) certified date contains the date of certification, if certified. Refer to *HL7 Table 0337 – Certification status* for valid values.

HL7 Table 0337 - Certification status

Value	Description
C	Certified
E	Eligible

15.4.5.6   PRA-6   Practitioner ID numbers (CM)   00690

```
Components:  <ID number (ST)> ^ <type of ID number (IS)> ^ <state/other qualifying info (ST)> ^
             <expiration date>
```

Definition: This repeating field contains this practitioner's license numbers and other ID numbers. This is a field made up of the following components: (1) the ID number, and (2) the type of number, and optionally (3) the state or province in which it is valid, if relevant, or other qualifying information. It is recommended that state qualifications use the abbreviations from the postal service of the country. The practitioner ID number type (component 2) is a user-defined table (Table 0338).

User-defined Table 0338 - Practitioner ID number type

Value	Description
CY	County number
DEA	Drug Enforcement Agency no.
GL	General ledger number
L&I	Labor and industries number
MCD	Medicaid number
MCR	Medicare number
QA	QA number
SL	State license number
TAX	Tax ID number
TRL	Training license number
UPIN	Unique physician ID no.

15.4.5.7   PRA-7   Privileges (CM)   00691

```
Components:  <privilege (CE)> & <privilege class (CE)> ^ <expiration date (DT)> ^ <activation date
             (DT)> ^ <facility (EI)>

Subcomponents for privilege:  < identifier (ID)> & <text (ST)> & <name of coding system (IS)> &
             <alternate identifier (ID)> & <text (ST)> & <name of alternate coding system (ST)>

Subcomponents for privilege class:  < identifier (ID)> & <text (ST)> & <name of coding system (IS)> &
             <alternate identifier (ID)> & <text (ST)> & <name of alternate coding system (ST)>

Subcomponents for facility:  < entity identifier (ST)> &  <namespace ID (IS)>  &  <universal ID> &
             <universal ID type (ID)>
```

Definition: This field contains the institutional privileges which this provider may exercise. Depends upon institutional needs. For example, admit, transfer, discharge, place orders, verify orders, review results, etc. Can also be used for privileges other than patient services. This is a repeating field, with each privilege made up of the following components: (1) privilege; (2) privilege class; (3) privilege expiration date, if any; (4) privilege activation date, if any, and (5) facility. Note that the privilege and

privilege class components are CE data types, and thus they are encoded with the subcomponent delimiter (&) rather than the component delimiter (^). The facility component is an EI data type specifying the facility to which the privilege applies and is encoded with the subcomponent delimiter (&) rather than the component delimiter (^). The facility component is an EI data type specifying the facility to which the privilege applies and is encoded with the subcomponent delimiter (&) rather than the component delimiter (^).

```
Components: <date (TS)> ^ <institution name (CE)>

Subcomponents for institution name:  <identifier (ST)> & <text (ST) & <name of coding system (IS)> &
                <alternate identifier (ST)> & <alternate text (ST)> & <name of alternate coding system
                (ST)>
```

15.4.5.8   PRA-8   Date entered practice (DT)   01296

Definition: This field contains the date the practitioner began practicing at the present institution (e.g., at hospital, at physician organization, at managed care network).

15.4.5.9   PRA-9   Institution (CE)   01613

```
Components:  <identifier (ST)> & <text (ST) & <name of coding system (IS)> & <alternate identifier
                (ST)> & <alternate text (ST)> & <name of alternate coding system (ST)>
```

Definition: This field contains the institution the practitioner began or intends to begin practicing at (e.g., at hospital, at physician organization, at managed care network).

15.4.5.10 PRA-10   Date left practice (DT)   01348

Definition: This field contains the date the practitioner ended or intends to end practicing at the given institution (e.g., at hospital, at physician organization, at managed care network).

15.4.5.11 PRA-11   Government reimbursement billing eligibility (CE)   01388

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
                (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains a code that indicates the agency that the practitioner is authorized to bill for medical services. Refer to *User-defined Table 0401 - Government reimbursement program* for valid values. This is a repeating field.

User-defined Table 0401 - Government reimbursement program

Value	Description
MM	Medicare
C	Medi-Cal

15.4.5.12 PRA-12   Set ID - PRA (SI)   01616

Definition: For all messages except the Staff/Practitioner Master File Notification, this field is required and contains the number that identifies this transaction. For the first occurrence of the segment, the sequence number shall be one, for the second occurrence, the sequence number shall be two, etc. For the Staff/Practitioner Master File Notification message, this field should not be used.

15.4.6 STF - Staff identification segment

The Technical Steward for the STF segment is PAFM and Personnel Management.

The STF segment can identify any personnel referenced by information systems. These can be providers, staff, system users, and referring agents. In a network environment, this segment can be used to define personnel to other applications; for example, order entry clerks, insurance verification clerks, admission clerks, as well as provider demographics. When using the STF and PRA segments in the Staff/Practitioner Master File message, *MFE-4-primary key value* is used to link all the segments pertaining to the same master file entry. Therefore, in the MFE segment, *MFE-4-primary key value* must be filled in. Other segments may follow the STF segment to provide data for a particular type of staff member. The PRA segment (practitioner) is one such. It may optionally follow the STF segment in order to add practitioner-specific data. Other segments may be defined as needed. When using the segments included in this chapter for other then Staff/Practitioner Master File messages, disregard references to *MFE-4 - primary key value*.

HL7 Attribute Table – STF – Staff Identification

SEQ	LEN	DT	OPT	RP/#	TBL#	ITEM#	ELEMENT NAME
1	250	CE	C		9999	00671	Primary Key Value - STF
2	60	CX	O	Y		00672	Staff ID Code
3	250	XPN	O	Y		00673	Staff Name
4	2	IS	O	Y	0182	00674	Staff Type
5	1	IS	O		0001	00111	Administrative Sex
6	26	TS	O			00110	Date/Time Of Birth
7	1	ID	O		0183	00675	Active/Inactive Flag
8	250	CE	O	Y	0184	00676	Department
9	250	CE	O	Y	0069	00677	Hospital Service - STF
10	250	XTN	O	Y		00678	Phone
11	250	XAD	O	Y		00679	Office/Home Address
12	26	CM	O	Y		00680	Institution Activation Date
13	26	CM	O	Y		00681	Institution Inactivation Date
14	250	CE	O	Y	- - - -	00682	Backup Person ID
15	40	ST	O	Y		00683	E-Mail Address
16	250	CE	O		0185	00684	Preferred Method Of Contact
17	250	CE	O		0002	00119	Marital Status
18	20	ST	O			00785	Job Title
19	20	JCC	O		0327/ 0328	00786	Job Code/Class
20	2	CE	O		0066	01276	Employment Status Code
21	1	ID	O		0136	01275	Additional Insured on Auto
22	25	DLN	O			01302	Driver's License Number – Staff
23	1	ID	O		0136	01229	Copy Auto Ins
24	8	DT	O			01232	Auto Ins. Expires
25	8	DT	O			01298	Date Last DMV Review
26	8	DT	O			01234	Date Next DMV Review
27	250	CE	O		0005	00113	Race
28	250	CE	O		0189	00125	Ethnic Group
29	1	ID	O		0136	01596	Re-activation Approval Indicator

15.4.6.0   STF field definitions

15.4.6.1   STF-1   Primary key value - STF (CE)   00671

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: For MFN Master File Notification, this field is required and must match *MFE-4-primary key value* to identify which entry is being referenced. For all other messages, this field should not be used.

15.4.6.2   STF-2   Staff ID code (CX)   00672

```
Components: <ID (ST)> ^ <check digit (ST)> ^ <code identifying the check digit scheme employed (ID)>
            ^ < assigning authority (HD)> ^ <identifier type code (ID)> ^ < assigning facility (HD)
            ^ <effective date (DT)> ^ <expiration date (DT)>

Subcomponents of assigning authority:  <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
            (ID)>

Subcomponents of assigning facility:  <namespace ID (IS)> & <universal ID (ST)> & <universal ID type
            (ID)>
```

Definition: This field contains a personnel identification code or institution user number, used by the institution to identify this person. Repeating field allows multiple ID codes per person, with the type of ID code indicated in the third component of the coded entry data type.   If a Staff Member has Staff ID codes that are valid only in specific organization units, that Staff ID code should be recorded in the ORG-Practitioner Organization Unit segment.

15.4.6.3   STF-3   Staff name (XPN)   00673

```
Components: In Version 2.3, replaces the PN data type.  <family name (FN)> ^ <given name (ST)> ^
            <second and further given names or initials thereof (ST)> ^ <suffix (e.g., JR or III)
            (ST)> ^ <prefix (e.g., DR) (ST)> ^ <degree (e.g., MD) (IS)> ^ <name type code (ID) > ^
            <name representation code (ID)> ^ <name context (CE)> ^ <name validity range (DR)> ^
            <name assembly order (ID)>

Subcomponents of family name:  <family name (ST)> & <own family name prefix (ST)> & <own family name
            (ST)> & <family name prefix from partner/spouse (ST)> & <family name from partner/spouse
            (ST)>
```

Definition: This field contains the staff person's name. This field may repeat to transmit multiple names for the same person.

15.4.6.4   STF-4   Staff type (IS)   00674

Definition: This field contains a code identifying what type of staff. Refer to *User-defined Table 0182 - Staff type* for suggested values. Values may include codes for staff, practitioner (physician, nurse, therapist, etc.), referral agent or agency, etc.

User-defined Table 0182 – Staff type

Value	Description
...	No suggested values defined

15.4.6.5 STF-5 Administrative sex (IS) 00111

Definition: This field contains the staff person's sex. Refer to *User-defined Table 0001 – Administrative Sex* for suggested values.

15.4.6.6 STF-6 Date/time of birth (TS) 00110

Definition: This field contains a staff member's date and time of birth.

15.4.6.7 STF-7 Active/inactive flag (ID) 00675

Definition: This field indicates whether person is currently a valid staff member. Refer to *HL7 Table 0183 - Active/inactive* for valid values.

HL7 Table 0183 - Active/inactive

Value	Description
A	Active Staff
I	Inactive Staff

15.4.6.8 STF-8 Department (CE) 00676

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the institution department to which this person reports or belongs. Refer to *User-defined Table 0184 - Department* for suggested values.

User-defined Table 0184 – Department

Value	Description
...	No suggested values defined

15.4.6.9 STF-9 Hospital service - STF (CE) 00677

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the hospital or ancillary service with which this staff person is associated. Refer to *User-defined Table 0069 - Hospital service* for suggested values.

15.4.6.10 STF-10 Phone (XTN) 00678

```
Components:  [NNN] [(999)]999-9999 [X99999] [B99999] [C any text] ^ <telecommunication use code (ID)>
             ^ <telecommunication equipment type (ID)> ^ <email address (ST)> ^ <county code (NM)> ^
             <area/city code (NM)> ^ <phone number (NM)> ^ <extension (NM)> ^ <any text (ST)>
```

Definition: This field contains the staff person's phone number. This is a repeating field with a component for indicating which phone number is which. It is recommended that the last part of the XTN, [C any text], start with a code from the table associated below with *STF-16-preferred method of contact*, in order to indicate the type of each phone number in this repeating field.

15.4.6.11   STF-11   Office/home address   (XAD)   00679

Components: In Version 2.3 and later, replaces the AD data type. <street address (ST)> ^ <other
          designation (ST)> ^ <city (ST)> ^ <state or province (ST)> ^ <zip or postal code (ST)> ^
          <country (ID)> ^ < address type (ID)> ^ <other geographic designation (ST)> ^
          <county/parish code (IS)> ^ <census tract (IS)> ^ <address representation code (ID)> ^
          <address validity range (DR)>

Subcomponents of street address: <street address (ST)> & <street name (ST)> & <dwelling number (ST)>

Definition: This field contains the office address and home address of the staff person. This is a repeating
field.

15.4.6.12   STF-12   Institution activation date   (CM)   00680

Components: <date (TS)> ^ <institution name (CE)>

Subcomponents for institution name: <identifier (ST)> & <text (ST)> & <name of coding system (IS)> &
          <alternate identifier (ST)> & <alternate text (ST)> & <name of alternate coding system
          (ST)>

Definition: This field contains the date when staff became active for an institution. This is a repeating
field.

15.4.6.13   STF-13   Institution inactivation date   (CM)   00681

Components: <date (TS)> ^ <institution name (CE)>

Subcomponents for institution name: <identifier (ST)> & <text (ST)> & <name of coding system (IS)> &
          <alternate identifier (ST)> & <alternate text (ST)> & <name of alternate coding system
          (ST)>

Definition: This field contains the date when staff became inactive for an institution. This is a repeating
field.

15.4.6.14   STF-14   Backup person ID   (CE)   00682

Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
          (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>

Definition: This field contains the *MFE-4-primary key value* of the master file entry that corresponds to
the designated backup person for this staff person.

15.4.6.15   STF-15   E-mail address   (ST)   00683

Definition: ***This field has been retained for backward compatibility.*** (It is now present in the fourth
component of *STF-10-phone*).

15.4.6.16   STF-16   Preferred method of contact   (CE)   00684

Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
          (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>

Definition: This field indicates which of a group of multiple phone numbers is the preferred method of
contact for this person. Note that all values of this code refer to this segment's phone field, except for the
value "E," which refers to the E-mail address field. If more than one phone number of the preferred type

exists in *STF-10-phone*, this field refers to the first such instance. Refer to *HL7 Table 0185 - Preferred method of contact* for valid values.

HL7 Table 0185 - Preferred method of contact

Value	Description
B	Beeper Number
C	Cellular Phone Number
E	E-Mail Address (for backward compatibility)
F	FAX Number
H	Home Phone Number
O	Office Phone Number

15.4.6.17 STF-17   Marital status (CE)   00119

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field contains the staff member's marital status. Refer to *User-defined Table 0002 - Marital status* for suggested values. Same values as those for *PID-16-marital status*.

15.4.6.18 STF-18   Job title (ST)   00785

Definition: This field contains a descriptive name of the staff member's occupation (e.g., Sr. Systems Analyst, Sr. Accountant).

15.4.6.19 STF-19   Job code/class (JCC)   00786

```
Components:   <job code (IS)> ^ <job class (IS)>
```

Definition: This field contains the staff member's job code and employee classification. Refer to *User-defined Table 0327 - Job code* and *User-defined Table 0328 - Employee classification* for suggested values.

15.4.6.20 STF-20   Employment status code (CE)   01276

Definition: This field contains the code that indicates the staff member's employment status, e.g., full-time, part-time, self-employed, etc. Refer to *User-defined Table 0066 - Employment status* for suggested values.

User-defined Table 0066 – Employment status

Value	Description
	see chapter 6

15.4.6.21   STF-21   Additional insured on auto (ID)   01275

Definition: This field contains an indicator for whether the present institution is named as an additional insured on the staff member's auto insurance, especially for use when staff is a driver for the institution. Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y   indicates that the institution is named as an additional insured

N   indicates that the institution is not named as an additional insured

15.4.6.22   STF-22   Driver's license number - staff (DLN)   01302

```
Components:  <license number (ST)> ^ <issuing state, province, country (IS)> ^ <expiration date (DT)
```

Definition: This field contains the driver's license information of staff, especially for use when staff is a driver for the institution. For state or province refer to official postal codes for that country; for country refer to ISO 3166 for codes.

15.4.6.23   STF-23   Copy auto ins (ID)   01229

Definition: This field contains an indicator for whether the institution has on file a copy of the staff member's auto insurance, especially for use when staff is a driver for the institution.   Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y   indicates that the institution has a copy on file

N   indicates that the institution does not have a copy on file

15.4.6.24   STF-24   Auto ins expires (DT)   01232

Definition: This field contains the date on which the staff member's driver's license expires, especially for use when staff is a driver for the institution.

15.4.6.25   STF-25   Date last DMV review (DT)   01298

Definition: This field contains the date of the staff member's most recent Department of Motor Vehicles review, especially for use when staff is a driver for the institution.

15.4.6.26   STF-26   Date next DMV review (DT)   01234

Definition: This field contains the date of the staff member's next Department of Motor Vehicles review, especially for use when staff is a driver for the institution.

15.4.6.27   STF-27   Race (CE)   00113

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field refers to the person's race. Refer to *User-defined Table 0005 - Race* for suggested values. The second triplet of the CE data type for race (alternate identifier, alternate text, and name of alternate coding system) is reserved for governmentally assigned codes.

User-defined Table 0005 - Race

Value	Description
...	see chapter 3

15.4.6.28 STF-28 Ethnic group (CE) 00125

```
Components: <identifier (ST)> ^ <text (ST)> ^ <name of coding system (IS)> ^ <alternate identifier
            (ST)> ^ <alternate text (ST)> ^ <name of alternate coding system (IS)>
```

Definition: This field further defines the person's ancestry. Refer to *User-defined Table 0189 - Ethnic group* for suggested values. The second couplet of the CE data type for ethnic group (alternate identifier, alternate text, and name of alternate coding system) is reserved for governmentally assigned codes. In the United States, a current use is to report ethnicity in line with US federal standards for Hispanic origin.

User-defined Table 0189 – Ethnic group

Value	Description
...	see chapter 3

15.4.6.29 STF-29 Re-activate approval indicator (ID) 01596

Definition: This field contains an indicator for whether the re-activation of this record requires special approval. Refer to *HL7 Table 0136 - Yes/no indicator* for valid values.

Y the re-activation requires approval

N this re-activation does not require approval

15.5 EXAMPLE TRANSACTIONS

15.5.1 Add personnel record - event B01

```
MSH|^~\&|HL7REG|UH|HL7LAB|CH|199902280700||PMU^B01^PMU_B01|MSGID002|P|2.4|<cr<

EVN|B01|199902280700|<cr>

STF|PMF98123789182^^PLW|U2246^^^PLW~111223333^^^USSSA^SS|KILDARE^RICHARD^J^JR^DR^M
   .D.|P|M|19511004|A|^ICU|^MED|(206)689-1999X345C0~(206)283-3334CH(206)689-
   1345X789CB|214 JOHNSON ST^SUITE 200^SEATTLE^WA^98199^H~3029 24TH AVE
   W^^SEATTLE, WA^98198^0 |19890125^UMC&University Medical
   Center&L01||PMF88123453334|74160.2326@COMPUSERV.COM|B

PRA|PMF98123789182^^PLW|^KILDARE FAMILY PRACTICE|ST|I|OB/GYN^STATE BOARD OF
   OBSTETRICS AND
   GYNECOLOGY^C^19790123|1234887609^UPIN~1234987^CTY^MECOSTA~223987654^TAX~123498
   7757^DEA~12394433879^MDD^CA|ADMIT&&ADT^MED&&L2^19941231~DISCH&&ADT^MED&&L2^199
   41231|

AFF|1|AMERICAN MEDICAL ASSOCIATION|123 MAIN STREET^^OUR TOWN^CA^98765^U.S.A.^M
   |19900101|

LAN|1|ESL^SPANISH^IS0639|1^READ^HL70403|1^EXCELLENT^HL70404|
```

```
LAN|2|ESL^SPANISH^ISO639|2^WRITE^HL70403|2^GOOD^HL70404|

LAN|3|FRE^FRENCH^ISO639|3^SPEAK^HL70403|3^FAIR^HL70404|

EDU|1|BA^BACHELOR OF ARTS^HL70360|19810901^19850601|YALE
    UNIVERSITY^L|U^HL70402|456 CONNECTICUT AVENUE^^NEW HAVEN^CO^87654^U.S.A.^M|

EDU|2|MD^DOCTOR OF MEDICINE^HL70360|19850901^19890601|HARVARD MEDICAL SCHOOL^L
    |M^HL70402|123 MASSACHUSETTS AVENUE^CAMBRIDGE^MA^76543^U.S.A.^M|
```

15.6 OUTSTANDING ISSUES

Proposals for the specification of additional events and messages should be submitted to the Personnel
Management SIG.