

Incident Reporting and Management System (IRAMS) Staff Compliance Extract Definition Document

December 9, 2025

The following chart defines each of the columns contained within the Staff Compliance Extract. The Staff Compliance Extract can be generated by IRAMS users within the Staff Compliance Tracker.

Column Title	Description
Organization Name	The name of the organization with whom the staff is employed.
Organization Type	The type of Organization (e.g., Care Management Agency, Children and Youth Evaluation Service, Children's Service Provider)
First Name	The first name of the staff.
Last Name	The last name of the staff.
DOB	The date of birth of the staff.
HCS ID	Staff's Health Commerce System ID (HCS Short name), if available
Hire Date	Most recent staff hire date.
Last Employment Date	Staff last date of employment with the organization.
Staff Type	Staff type (e.g., Employee or Subcontractor)
Employment Type	Staff employment type (e.g., Per Diem, Full-Time, Part-Time)
Last Updated Date	Date staff information was last updated in system.
Last Login Date	Date of most recent staff login to IRAMS
Current Employment Counter	If the staff member is currently employed, it shows "1"; if staff is no longer employed, it shows "0"
Services	Indicates the count of service(s) the staff provides.
No Service Counter	If the staff member has no entered services, this will display as "1". If the staff member has entered services, this will display at "0". Note, care management is not entered as a service, therefore "1" will display for all care management staff.
Clear Missing	If the staff member is missing any clearance checks, those checks will be listed in this column (e.g., Criminal History Records Check (CHRC), Staff Exclusion List (SEL) Check, Statewide Central Register (SCR) Check). <i>If the staff member is not missing any clearance checks, this column will be blank.</i>

Training Missing	<p>If the staff member is missing any training, those trainings will be listed in this column (e.g., Safety in the Community, Strength Based Approaches, Suicide Prevention, Trauma Informed Care, Domestic Violence Signs & Basic Interventions, Mandated Reporter, Safety in the Community)</p> <p><i>If the staff member is not missing any clearance checks, this column will be blank.</i></p>
Clear CHRC Dates	Date of Criminal History Records Check (CHRC) completion
Clear SCR Dates	Date of Statewide Central Register (SCR) completion
Clear SEL Dates	Date of Staff Exclusion List (SEL) check completion
Training Mandatory Reporting Dates	Dates(s) of Mandated Reporter Training completion
Training Trauma Informed Dates	Date(s) of Trauma-Informed Care Training completion
Training Strength Based Dates	Date(s) of Strength-Based Approaches Training completion
Training Safe Community Dates	Date(s) of Personal Safety/Safety in the Community Training completion
Training Suicide Prevention Dates	Date(s) of Suicide Prevention Training completion
Training Domestic Intervention Dates	Date(s) of Domestic Violence Signs and Basic Interventions Training completion
Training Engagement Outreach Dates	<p>Date(s) of Engagement & Outreach Training completion</p> <p><i>When No Services are Chosen this date field will be Blank.</i></p>
Training Person Centered Learn Dates	<p>Date(s) of Person-Centered Learning Training completion</p> <p><i>When No Services are Chosen this date field will be Blank.</i></p>
Training LGBTQ Dates	<p>Date(s) of LGBTQ Issues Training completion</p> <p><i>When No Services are Chosen this date field will be Blank.</i></p>
Training Cultural Competency Dates	<p>Date(s) of Cultural Competency/Awareness Training completion</p> <p><i>When No Services are Chosen this date field will be Blank.</i></p>
Training Meeting Facilitation Dates	<p>Date(s) of Meeting Facilitation Training completion</p> <p><i>When No Services are Chosen this date field will be</i></p>

	<i>Blank.</i>
Training Mandatory Reporting Late Reason	If Mandatory Reporter Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Trauma Informed Late Reason	If Trauma Informed Care Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Strength Based Late Reason	If Strengths-Based Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Safe Community Late Reason	If Safety in the Community Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Suicide Prevention Late Reason	If Suicide Prevention Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Domestic Intervention Late Reason	If Domestic Violence Signs & Symptoms Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within

	the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Engagement Outreach Late Reason	If Engagement and Outreach Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Person-Centered Late Reason	If Person-Centered Learning Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training LGBTQ Late Reason	If LGBTQ Issues Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Cultural Competency Late Reason	If Cultural Competency Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Training Meeting Facilitation Late Reason	If Meeting Facilitation Training was completed late, and a “late reason” was provided, that late reason is displayed in this column. Reasons include: OOO - Out of office for extended period (Medical, etc.) NO_TRAINER - Training resources not available within the timeframe NO_COMPLY - Unable to conduct the training in the required timeframe
Service CFASS Ind	If the staff member provides or supervises staff that provide Caregiver Family Advocacy and Support Services (CFASS) a “1” will indicate that they’re qualified and

	<p>provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service Community Hab Ind	<p>If the staff member provides or supervises staff that provide Community Habilitation a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service Crisis Respite Ind	<p>If the staff member provides or supervises staff that provide Crisis Respite a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service Day Hab Ind	<p>If the staff member provides or supervises staff that provide Day Habilitation a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service PAL Counseling Ind	<p>If the staff member provides Palliative Care: Counseling and Support Services a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service PAL Massage Ind	<p>If the staff member provides Palliative Care: Massage Therapy a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service PAL Pain Ind	<p>If the staff member provides Palliative Care: Pain and Symptom Management a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>
Service PAL Expressive Ind	<p>If the staff member provides Palliative Care: Expressive Therapy a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service.</p> <p><i>If staff member does not provide any services, this column will appear blank.</i></p>

<p>Service Planned Respite</p>	<p>If the staff member provides or supervises staff that provide Planned Respite a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service. <i>If staff member does not provide any services, this column will appear blank.</i></p>
<p>Service PreVoc Ind</p>	<p>If the staff member provides or supervises staff that provide Prevocational Services a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service. <i>If staff member does not provide any services, this column will appear blank.</i></p>
<p>Service Supp Employment Ind</p>	<p>If the staff member provides or supervises staff that provide Supportive Employment a “1” will indicate that they’re qualified and provide this service, a “0” will indicate that they do not provide the service. <i>If staff member does not provide any services, this column will appear blank.</i></p>