



CHIMA | *Canada's
Health
Information
Team*

Canadian Health Information Management Association
Canadian College of Health Information Management



Extreme Makeover The HIM Profession

Presentation to: NLHIMA
October 2009

- The 'Foundation'
- The 'Building Blocks'
- The 'Renovation' Phase
- The 'Reveal'

The Foundation

- Surveys
 - Membership survey
 - Education survey
 - Professional Practice Brief (PPB) survey
- Long-Range Scenario Planning (LRSP)
- Sector Study
- HIM Competencies

Membership Survey

- 40% of membership is retiring in less than ten (10) years.
- < 40% of membership believe that they have any responsibility to prepare themselves for the future.
- < 11 % of membership were in or planning to be in any formal education sessions to help them prepare for the transition to the EHR.

Education Survey

- approximately 38% of membership thought CHIMA was CIHI as they requested coding courses
- <15% wanted courses on EHR
- < 10% wanted courses on privacy
- < 5% wanted courses on Data Quality or Standards

Professional Practice Brief Survey

- >50% of membership did not know that CHIMA had PPBs on the website.

- Long process involving MANY people, professions and organizations
- Planning meetings
- Process
 - External consultant with LRSP expertise
 - Key Stakeholders (internal and external)
 - Scenarios developed
 - Questionnaire developed
 - Interviews
 - Data Analysis
- Final Report with Themes / Priorities identified

Themes:

1. Individual is at the center (full integration of health information)
2. Collaboration
3. Transformation and the pace of change will continue to accelerate.

LRSP Report Priorities

1. Listen to the voices of our future, not our past.
2. Keep company with the front-runners.
3. Spend time with those who are designing (and funding) the jobs that will replace us.
4. Merge for strength – connect with others who are keen to change.
5. Where is CHIMA's value?
 - a) Stop: What can we stop doing?
 - b) Protect: What is most precious of all that CHIMA does?
 - c) Invest: What has a future?
6. Pick and occupy only those spots where our voice as CHIMA adds value.

So what does this mean?

Board of Directors synthesized the wealth of information from the surveys and LRSP into two (2) strategic foci:

- Partnerships and collaborations
- Prepare CHIMA members to realize future roles.

- A multi-organizational national human resources study exclusively centered on Health Informatics and HIM.
 - CHIMA
 - Infoway
 - ICTC
 - CIHI
 - COACH
 - ITAC-Health

- The focus: the supply of HIM and HI professionals and the potential demands or needs of the future for these positions.

- Report Release: Fall 2009

- Learning Outcomes for Health Information Management (LOHIM)
 - Base of HIM programs in all recognized schools
 - Base of Certification exam
 - 2010 revision underway
 - Internal and external stakeholders

- Data Collection
- Data Quality
- Data Mining
- Clinical Content Knowledge
- Data Repositories and Dictionaries
- Terminologies and Classifications
- Information Technology
- Privacy, Access, and Security
- Canadian Health Care System

Building Blocks

- eHealth (with all its challenges and opportunities)
- Standards
- Technology

- The application of informatics concepts, methods and tools to the health system and the people (providers, administrators, patients, families) involved in it. As such, eHealth represents the results of the work of Research and Development Informaticians, Health Information Management (HIM) researchers and developers, and researchers and developers in other disciplines being applied by Applied Health Informaticians, HIM Professionals, Technical Professionals and professionals from other disciplines.

Electronic Data is Dynamic!

- Source systems do not necessarily share functionality
 - Need to understand systems beyond own
- Data is an asset
 - Needs to be managed
- Sharing data requires understanding:
 - Source of truth
 - Authenticity
 - Integrity
 - Accuracy

Challenges for the EHR

- Clinician participation
- Clinical content
 - Driven by clinical need
 - Supports health care system usage (secondary use)
- Privacy
- Consumer acceptance, understanding, and use of the EHR

- Standards
- Security, Privacy and Access solutions
(technology)
- Qualified professionals
- Consumer portals

- Definition
- Why needed
- Types
 - Structure/content
 - Functional
 - Technical
 - Vocabulary, Terminology, Classification

- ICD 10 CA/CCI
- ISO /TS 27527
- DICOM
- HL7 EHR-S Records Management and Evidentiary Support Profile
- SNOMED CT®

- Privacy - 'Lock Box'
- Security – Biometrics
- Consent Management
- Consumer Engagement – Portals, PHRs

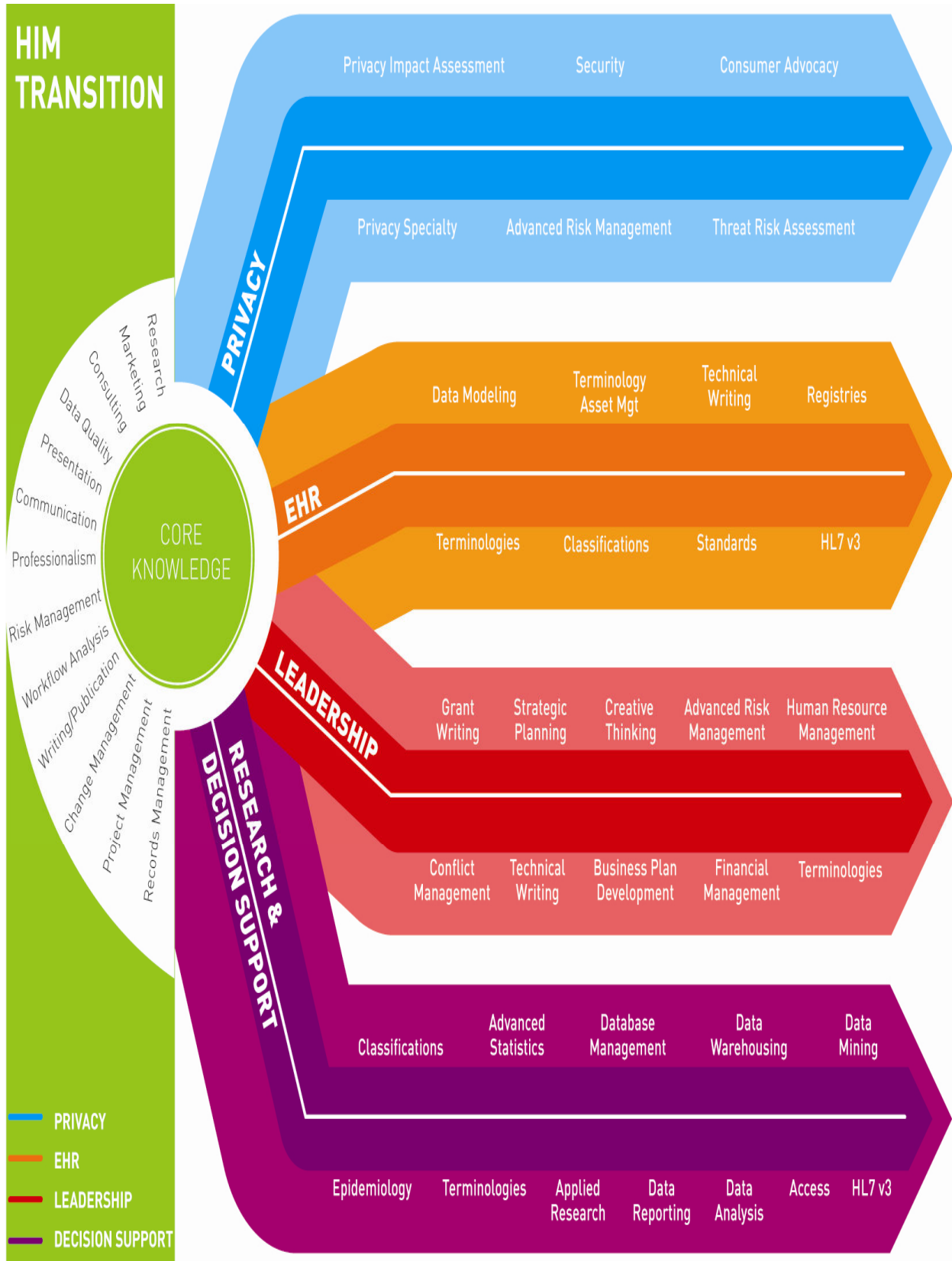
- Specifications
- Guidelines
- Clinical Practices
- Business Rules
- Processes
- Protocols
- Principles
- Regulations

Building blocks and the tools advance the EHR which is the new world for HIM professionals. The processes, practices, and activities will determine

- How systems will be used
- Content of the systems
- Context
- Sources of data
- Integrity
- Authenticity
- Accuracy

- Data collection and utilization
- Data quality
- Data standards
- Privacy
- Access
- Consumer management of information systems

The Blueprint



The Reveal

- Lots of opportunities in new roles for the HIM profession. Examples:
 - Privacy and Security Officers
 - Clinical Analysts
 - Research Associates
 - Enterprise Content and Information Manager
 - Health Informatician
 - Consumer Liaisons and Consultants
 - Asset Managers (terminology, vocabulary, etc)
 - Physician Group Consultant
 - Specialists in process re-engineering
 - Change Management Professionals
 - Imaging Coordinator
 - Project Managers
 - Clinical Applications Coordinator
 - etc.....

New opportunities require:

- Knowledge of EHRs and component parts including PHR
- Knowledge of standards and their application
- Continual knowledge development and acquisition and sharing
- Asset Management
 - Data/Information
 - Terminologies
 - Relationships – stakeholders, vendors, consumers
- Privacy Controls
- Standardized Vocabularies
- Additional Coding and Classification systems

- Change in source system data
 - Shared with others for clinical decisions (within or external to your organization)
 - Protocols for amending data
 - Protocols for 'pending' - how long? Next steps?
- Stakeholder involvement
- Audit capability for integrity and authenticity
- Audit trails – monitored? Retained?
- Viewing through portal - copy and paste?
- Blocking info – how? When? 'break the glass'
- Consumer awareness and literacy
- Mobile devices – in sync with main systems?
- E-discovery – issues, protocols, etc.

- Linkages with CIHI
 - Specialties
 - Sector Study
 - LOHIM
- Linkages with COACH
 - Sector Study
 - HIP @ work; HIP @ school
- Linkages with Infoway
 - Sector Study
 - Standards Collaborative
- Linkages with NIHI
- Linkages with ITAC health
- Linkage with CAPAPA
- Linkages with ISO
- Linkages with provincial agencies/standards organizations

- What's your interest?
- Investigate available courses and opportunities.
- Read
- Become involved!
 - Organization
 - Infoway, etc.

- Advocate of the Profession
- Market yourself
- Continual professional education
- Write PPB, articles
- Give presentations to varied audiences

Thank you.