



IFHIMA
International Federation of
Health Information Management Associations

2013-2016 Strategic Plan – Knowledge Domain Current State Report and Action Plan

This report has been prepared following feedback from IFHIMA members in the 2012 Member Survey and at the IFHIMA General Assembly discussion group session on Knowledge Domain.

Supporting documents:

- Participant Handout – Strategic Plan Discussion for Knowledge Domain – IFHIMA General Assembly
- Notes from the Knowledge Domain Discussion Group – IFHIMA General Assembly

Introduction

The strategic theme of Knowledge Domain relates to the body of knowledge and competencies that defines the health information management profession, and education of health information management professionals.

It includes:

- HIM Education and Competencies
- Electronic Health Record
- Data Quality and Data Management
- Position Papers and Best Practices

The strategic goal of Knowledge Domain is to define and have available to members and non-members the health information management body of knowledge and to continue to mature this to reflect the current environment of health information management.

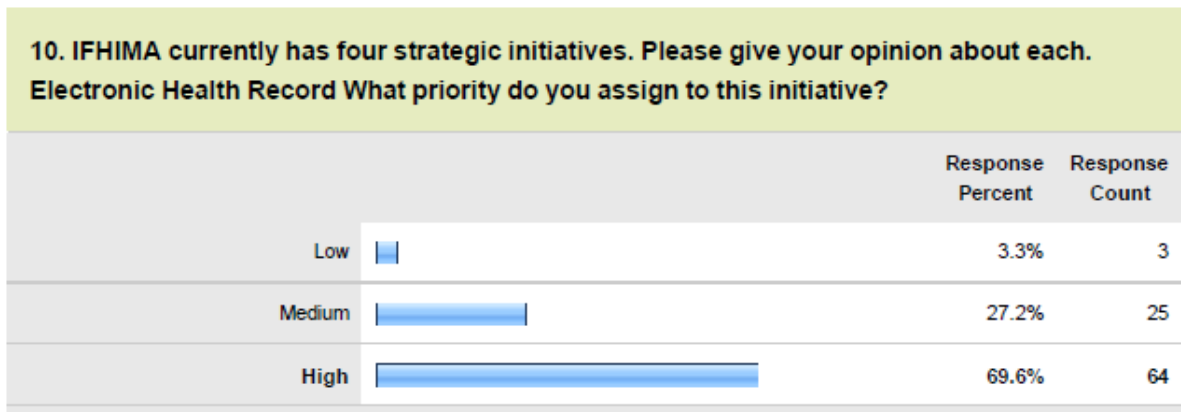
Current State

The current state of Knowledge Domain as at May 2013 is as follows:




Area	Current State
HIM Education	<ul style="list-style-type: none"> • IFHIMA Education Modules for Basic Health Records Practice <ul style="list-style-type: none"> • 8 modules + Educator’s module (last updated 2012) • White paper and supplementary information • Comparative study of HIM education by country <ul style="list-style-type: none"> • 34 countries (last updated 2011)
HIM Competencies	<ul style="list-style-type: none"> • No IFHIMA resources available

Electronic Health Record	<ul style="list-style-type: none"> • A number of EHR resources are available through the IFHIMA website: <ul style="list-style-type: none"> • Mobile device security (AHIMA) • Managing non-text media (AHIMA) • Problem list guidance (AHIMA) • Managing the transition from paper to EHRs (AHIMA) • Enterprise content and record management for healthcare (AHIMA) • The Role of the Personal Health Record in the EHR (AHIMA) • The RFP Process for EHR Systems (AHIMA) • Fundamentals for building a master patient index (AHIMA) • Electronic Health Records in the United Kingdom of Great Britain & Northern Ireland (2008) • Electronic Health Records in Denmark (2008) • The State of the EHR in the USA (2008) • Challenges and Prospects for EHRs (2012) • White paper
Data Quality and Data Management	<ul style="list-style-type: none"> • Issue paper • Data Quality Position Statement in draft (not yet released) • Reference to 'Data Quality: A Guide for Developing Countries'
Position Papers and Best Practices	<ul style="list-style-type: none"> • No IFHIMA resources available




In 2012 an IFHIMA Member Survey was conducted. The following are excerpts from the survey responses in relation to the knowledge domain area:






11. What knowledge do you have about this initiative?

		Response Percent	Response Count
None		5.4%	5
Limited - Know name and general description		44.1%	41
Active - Have participated in project/actions in support of this initiative		50.5%	47




12. Education What priority do you assign to this initiative?




		Response Percent	Response Count
Low		1.1%	1
Medium		8.7%	8
High		90.2%	83

13. What knowledge do you have about this initiative?

		Response Percent	Response Count
None		6.7%	6
Limited - Know your name and general description		34.8%	31
Active - Have participated in project/actions in support of this initiative		58.4%	52

16. Privacy, Security, Confidentiality What priority do you assign to this initiative?

		Response Percent	Response Count
Low		3.3%	3
Medium		26.1%	24
High		70.7%	65

17. What knowledge do you have about this initiative?			Response Percent	Response Count
None			8.7%	8
Limited - know your name and general description			45.7%	42
Active - Have participated in project/actions in support of this initiative			45.7%	42

The IFHIMA Member Survey identified a number of challenges facing HIM/IFHIMA relating to Knowledge Domain, these included:

- Evolving nature of the profession / workforce transformation
- Lack of uniform standard of practice / best practice
- Low level of HIM evidence based research
- Electronic health record implementations
- Lack of an international HIM curriculum and HIM education, and
- Implementation of ICD10, ICD11 and coder competency

Requirements

IFHIMA members have identified the following requirements for Knowledge Domain:

a) HIM Competencies

There is a need for a set of international health information management (HIM) competencies to be developed and endorsed by IFHIMA member nations.

The benefits of having a set of international HIM competencies would be identification of the HIM knowledge domain (i.e. what defines health information management), and to set standards for HIM education and HIM professional practice.

b) HIM Education

There is a need to increase health information management education globally. While IFHIMA doesn't have resources to conduct HIM education, IFHIMA can facilitate HIM education in the following ways:

- i) Maintain a catalogue of the current state of HIM education by country
- ii) Identify and communicate on-line HIM education and professional development opportunities, and once the HIM competencies are available, align these to the competency domains
- iii) Identify and communicate opportunities for established HIM education courses and faculties to support the establishment and operation of HIM education in other countries
- iv) Identify and communicate opportunities to support developing countries through the distribution of HIM educational materials such as books and teaching materials

- v) Develop a HIM curriculum guideline that can be adopted and modified for use by HIM education providers
- vi) Establish a forum for HIM educators to communicate and ask questions of each other
- vii) Communicate HIM education initiatives, opportunities and success stories to members

The benefit of increasing health information management education globally is to improve health information management practices around the world that will in turn support health care delivery and patient outcomes.

c) Electronic Health Records

There is a need to educate and equip IFHIMA members to take a proactive role in the planning, implementation and management of electronic health records and for IFHIMA to assist to set the standards for electronic health records.

The benefit of IFHIMA focussing on electronic health records is to increase the likelihood that electronic health records are adopted with sound health information management principles that support information capture, management and use to support patient care.

d) Data Quality and Data Management

There is a need for IFHIMA to promote health data quality, identifying appropriate resources for members and assist to set the standards for health data quality and management.

The benefit of IFHIMA focussing on health data quality and management is to increase the quality of health data capture and management, increasing the completeness, accuracy and reliability of the data for decision making at all levels of the healthcare system.

e) HIM Identity

There is a need for IFHIMA to clearly articulate the identity, skills and attributes of a qualified health information manager.

The benefit of developing a position statement in relation to HIM identity is to increase the profile of health information managers and the profession globally.

Action Plan

The following Action Plan has been developed to progress the strategic goal of Knowledge Domain:

No.	Item	Action	By Whom	By When
1	HIM Competencies	1.1 Develop a set of international HIM competencies	IFHIMA Competencies & Curriculum Working Group	Dec 2015
		1.2 Endorse IFHIMA HIM competencies	IFHIMA National Directors	July 2016
		1.3 Launch the IFHIMA HIM competencies	IFHIMA Board	IFHIMA Congress Oct 2016
2	HIM Education	2.1 Maintain a catalogue of the current state of HIM education by country	IFHIMA Regional Directors with input from National Directors	Annually
		2.2 Identify and communicate on-	Lead by IFHIMA	June 2016

		line HIM education opportunities	Director with input from National Directors	
		2.3 Identify and communicate opportunities for established HIM education courses and faculties to support the establishment and operation of HIM education in other countries	Lead by IFHIMA Director with input from National Directors	June 2016
		2.4 Identify and communicate opportunities to support developing countries through the distribution of HIM educational materials such as books and teaching materials	Lead by IFHIMA Director with input from National Directors	Dec 2013
		2.5 Develop a HIM curriculum guideline that can be adopted and modified for use by HIM education providers	IFHIMA Competencies & Curriculum Working Group	Oct 2016
		2.6 Establish a forum for HIM educators to communicate and ask questions of each other	IFHIMA Webmaster	June 2016
		2.7 Communicate HIM education initiatives, opportunities and success stories to members	IFHIMA National & Regional Directors via Global News	Ongoing
3	Electronic Health Records	3.1 Identify and increase the number of resources available to IFHIMA members in relation to EHR, including member experiences	Lead by IFHIMA Director with input from National Directors	Dec 2014
		3.2 Establish a forum for IFHIMA members to communicate and ask questions of each other in relation to EHR	IFHIMA Webmaster	June 2016
		3.3 Develop an IFHIMA position paper in relation to EHR	IFHIMA EHR Working Group	Dec 2014
		3.4 Identify and collate a list, available on the IFHIMA website, of standards relevant to HIMs in relation to EHR	Lead by IFHIMA Director with input from National Directors	Dec 2014
		3.5 Increase IFHIMA's input into the development of standards for EHRs	Lead by IFHIMA Director with input from National Directors	Dec 2014
4	Data Quality and Data Management	4.1 Identify and increase the number of resources available to IFHIMA members in relation to data quality and data management	Lead by IFHIMA Director with input from National Directors	Dec 2014
		4.2 Establish a forum for IFHIMA members to communicate and ask	IFHIMA Webmaster	June 2016

		questions of each other in relation to data quality and data management		
		4.3 Develop an IFHIMA position paper in relation to data quality and data management	IFHIMA Data Quality Working Group	Dec 2014
		4.4 Identify and collate a list, available on the IFHIMA website, of standards relevant to HIMs in relation to data quality and data management	Lead by IFHIMA Director with input from National Directors	Dec 2014
		4.5 Increase IFHIMA's input into the development of standards for data quality and data management	Lead by IFHIMA Director with input from National Directors	Dec 2014
5	HIM Identity	5.1 Develop an IFHIMA position paper in relation to the identity, skills and attributes of a qualified health information manager	Lead by IFHIMA Director with input from National Directors	June 2014

Reporting Progress

Reporting of progress against the Knowledge Domain Action Plan will occur:

- a) To the quarterly IFHIMA Board meeting
- b) Via a regular report on the IFHIMA website
- c) Via articles in Global News

It is intended that all of the above actions will be completed by the next IFHIMA Congress to be held in Tokyo in October 2016.

Questions or comments about this document and offers of assistance to be involved in these actions should be directed to Sallyanne.Wissmann@mater.org.au.

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November 2013