

Health Information Management (HIM): Career Planning & Insights

My Background

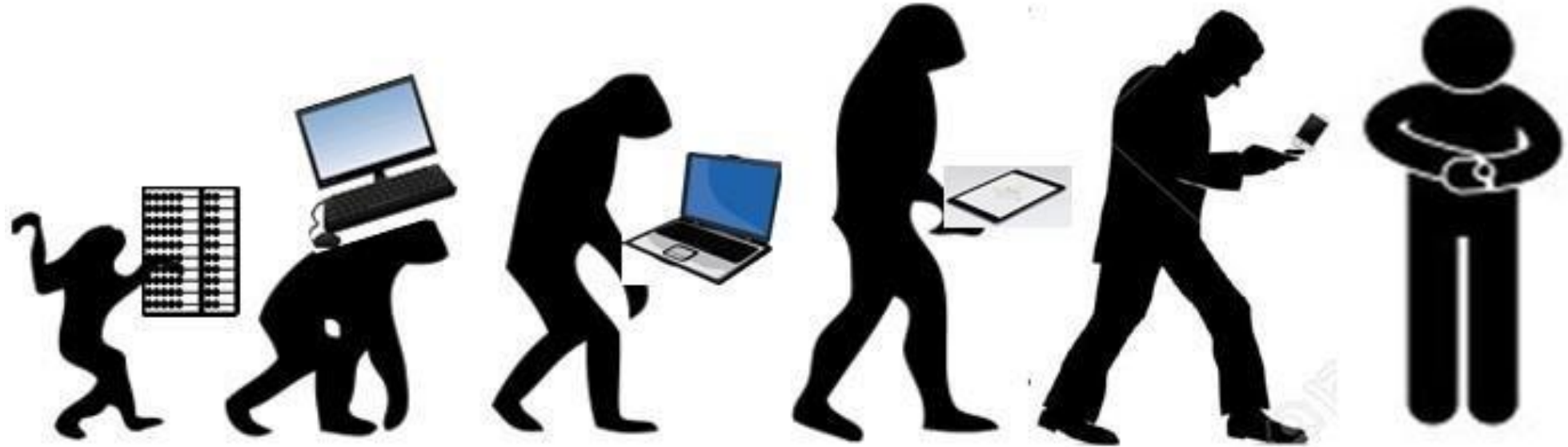
- Education
 - Bachelor of Science (Health Information Management)
 - PMP Certified
- Work Experience
 - Market Research(Pharmaceutical Sector)
 - Pharmaceutical Company
 - Public & Private Hospital

My Current Dual Role in Hospital

- Health Information & Record Manager
 - Managing health information systems (both paper & electronic) within healthcare organizations.
 - Patient Privacy and Compliance
 - Data Quality and Integrity
 - Staff Training and Development
 - Reporting and Analysis
- Business Analyst
 - Optimization, streamlining operations, and boosting overall hospital efficiency by utilizing data and technology to meet evolving healthcare demands and improve service delivery.

The Evolving Role of Health Information Management Professional

Transformations in Health Information Technology



1. Technology Advancements

- **Development of Hospital Electronic Health Records (EHRs):**

- The shift from paper-based records to EHRs has revolutionized how patient information is stored, accessed, shared, and exchanged.

- **Health Informatics**

- HIM professionals are increasingly involved in health informatics, utilizing data analytics to improve patient care and operational efficiency.

Journey towards "Smart Hospital"

EMR Adoption Model SM	
Stage	Cumulative Capabilities
Stage 7	Complete EMR; CCD transactions to share data; Data warehousing; Data continuity with ED, ambulatory, OP
Stage 6	Physician documentation (structured templates), full CDSS (variance & compliance), Closed Loop Medication Administration
Stage 5	Full complement of Radiology PACS
Stage 4	CPOE, Clinical Decision Support (clinical protocols)
Stage 3	Nursing/clinical documentation (flow sheets), CDSS (error checking), PACS available outside Radiology
Stage 2	CDR, Controlled Medical Vocabulary, CDS, may have Document Imaging; HIE capable
Stage 1	Ancillaries – Lab, Rad, Pharmacy - All Installed
Stage 0	All Three Ancillaries Not Installed

Source: HIMSS Analytics

International Health Information (Data) Standards applied in Hong Kong



2. Data Privacy and Security

- Ordinance to safeguard the privacy of individuals in Hong Kong
 - Chapter 486 Personal Data (Privacy) Ordinance
 - Chapter 625 Electronic Health Record Sharing System Ordinance
- Cybersecurity Awareness
 - “Protection of critical infrastructures computer systems bill” passed on 19 March, 2025
 - Recent surge in cyberattack incidents across industries in HK

Growing Importance of Cybersecurity in Healthcare



3. Collaboration with different stakeholders

- Internal Stakeholder
 - Work more closely with clinical teams, IT and administrative staff to enhance patient care and streamline processes.
- External Stakeholder
 - Public-private Partnership (PPP) programme:
 - CRC, CDCC, Low-charged bed, Trauma PPP, HD PPP, Radi Collaboration, etc...
 - eHealth Working & Steering Group
 - Vendors
 - Insurance Company

More options for individuals to choose private healthcare



自願醫保計劃

Voluntary Health Insurance Scheme

Career Opportunities in HIM Professional

Diverse career opportunities across various sectors

- Hospital Authority
- Public/ Private Hospital
- Medical Group
- Insurance Company
- IT Software Vendor
- Consulting Firm

Essential Qualification & Skill for Health Information Manager

Qualification and Skills

- **Qualification**

- Bachelor's Degree: Typically in Health Information Management, Health Informatics, or a related field.

- **Skill Required**

- Communication Skills
- Problem-Solving Skills
- Analytical Skills
- Interpersonal Communication Skills

- **Additional Skill**

- Knowledge of Medical Terminology
- Coding and Classification: Knowledge of medical coding systems
- Programming (SQL reporting and data extraction)

Networking and Professional Development

Organizations to Join

- Health Information Management Association of Australia (HIMAA)
- International Federation of Health Information Management Associations (IFHIMA)
- American Health Information Management Association (AHIMA)
- Healthcare Information and Management Systems Society (HIMSS)
- Great Bay Area Health Information Management (GBAHIM)

- Inserting Vendor's clip – possible application in hospital (voice transcription / facial recognition)

- Thank You