

HIM and Clinical Coder Workforce Issues



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Background

- Shortage of coders reported by hospitals
- Impact on:
 - Data quality & timeliness
 - Audit programs
- Increased jurisdictional and national focus on these issues

HIMs

- University trained
- Expanding roles for HIMs in IT, research, government, public health etc
 - DHS employs several HIMs
 - Some choose career in classification
 - Hospital coding
 - Auditing

Clinical Coders

- Certificate training through HIMAA
 - Few in Victoria relative to other states
 - Don't have casemix training
 - Need considerable on the job training

Workforce Survey

- Conducted during early 2008
- 506 coders responded
 - 93% female
 - 52% work full time
 - 20% in HIM roles for >20 yrs

National picture

- Fewer HIMs
- Coding done mostly by clinical coders
- Move to activity based funding
 - May exacerbate workforce issues in all states
- On national agenda (AHMAC committees)
- Letter from Universities to Health Ministers

What action can we take?

- Plan to meet with stakeholders
 - La Trobe University
 - HIMAA representative (Vic)
 - Health Services
- Issues
 - Additional education
 - Promotion of profession