

PROGRAM-SPECIFIC COMPETENCIES - HEALTH INFORMATION SCIENCE

Competencies are the skills, knowledge and attributes gained through every work, educational, volunteer and life experience.

UVic students in the [Health Information Science](#) program develop the following program-specific competencies. We worked with the Department of Health Information Science to develop this document.

INFORMATION MANAGEMENT

- + Contributes to the management of information as a key strategic resource
- + Applies information management principles and best practices
- + Assesses the key attributes of data and information and their limitations within the context of intended use
- + Determines appropriate data sources and gaps in data sources in relation to identified business needs
- + Demonstrates an understanding of the data interrelationships and dependencies among the various health information systems
- + Understands the implications of current legislation, medical, professional, ethical, and legal obligations, guidelines relating to privacy, confidentiality and security of health information
- + Applies accepted policies, principles and guidelines for the collection, use, disclosure, access to, protection and destruction of health information
- + Understands relevant health information standards and their appropriate use

INFORMATION TECHNOLOGY

- + Understands key information technology concepts and components and their interrelationships
- + Applies appropriate methods of identifying information, business and technical requirements to meet users' complex and unique information needs
- + Participates in the selection and utilization of appropriate information technology tools to locate, store, retrieve, analyze and present data and information
- + Applies knowledge of different standards and enterprise models to facilitate the interoperability and assimilation of data and information from multiple sources
- + Applies understanding of knowledge, data, information and workflow models to information technology solutions
- + Demonstrates knowledge of the system development life cycle by applying appropriate methods to develop, test, deploy, evaluate and decommission information technology
- + Demonstrates knowledge of best practices and solutions required to manage the security of data, systems, devices and networks, and identifies and manages risks
- + Ensures the implementation of appropriate security policies and procedures. Identifies solutions that assure data privacy, patient and user confidentiality, security, integrity and recovery
- + Identifies and addresses the safety risks associated with information and the implementation, use and maintenance of information systems
- + Applies best practices in the operation and maintenance of information systems and technology

CLINICAL/HEALTH SERVICES

- + Applies knowledge of basic clinical and biomedical concepts, clinical care processes, technologies and workflow for purposes of analysis, design, development and implementation of health information systems and applications
- + Understands basic clinical terminology and commonly used abbreviations and acronyms
- + Recognizes commonly used formats, structures and methods for recording and communicating clinical data and information and incorporates these approaches into system and application designs
- + Promotes the effective use and benefits of clinical systems
- + Facilitates the adoption and use of health information systems in clinical settings
- + Facilitates and promotes consumer use of health information and related technologies

CANADIAN HEALTH SYSTEM

- + Uses an understanding of health and health systems in Canada to appropriately apply this to work products and services, including key characteristics of the Canadian health system, key factors
- + influencing health status and key factors affecting healthcare
- + Understands how health informatics contributes to the organization's strategic direction
- + Promotes the appropriate use and benefits of health informatics
- + Articulates the key characteristics of different types of healthcare organizations
- + Understands how people, resources and information flow through the health system
- + Understands the roles and relationships of health professionals along with the organizational and regulatory structure in which they work
- + Understands and addresses the challenges related to the adoption and use of information systems in the health sector
- + Understands the need to balance the privacy of personal health information with improved care delivery and health system management

ORGANIZATIONAL AND BEHAVIOURAL MANAGEMENT

- + Understands and applies the basic theories, concepts and practices of management
- + Contributes to organizational plans and strategies to ensure that information and information systems enable and are aligned with business goals
- + Promotes an information culture by encouraging and facilitating appropriate uses of information and knowledge
- + Facilitates individual, team and organizational learning and development through the use of appropriate technologies, communication and organizational skills
- + Understands, applies and promotes the application of relevant legal and regulatory standards and policies
- + Uses audience-appropriate communication and language to present information and convey concepts

PROJECT MANAGEMENT

- + Understands project management principles and practices and applies them appropriately
- + Works collaboratively and contributes to project planning, implementation, monitoring and evaluation
- + Anticipates issues and opportunities and mitigates risks associated with projects

ANALYSIS AND EVALUATION

- + Identifies and frames health information questions in collaboration with stakeholders to meet their needs
- + Identifies relevant sources of data/evidence in order to; assess the quality of information and draw appropriate conclusions.
- + Demonstrates a basic understanding of appropriate analytical and evaluation techniques and concepts and awareness of recent innovations
- + Contributes to quality analysis by organizing and transforming data into reliable and meaningful information for diverse audiences
- + Presents data and information in a way that is effective for users