## 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 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