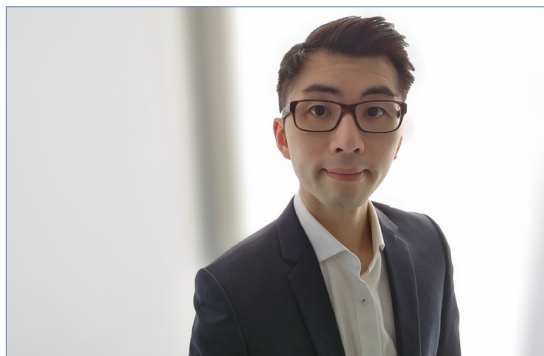


IFHIMA is committed to the advancement of health information management practices and the development of its members for the purpose of improving health data and health outcomes.

President's Address

As I progress through my last year as President, I acknowledge that there is much that I had hoped to achieve that I am yet to see realised. I have faced many personal challenges that have not allowed me to give as much time as I had hoped to the role, but I am hopeful that I will be able to achieve many of these things in 2025 before I hand the reins over to Deneice Marshall, our President Elect.

One addition to our resources that gives me hope is the engagement of a part-time volunteer for the Federation. I am delighted to introduce you to Willy Chan, an Australian Health Information Manager (HIM), who has joined IFHIMA in a voluntary capacity for six months as an Executive Project Officer, to support the progress of the IFHIMA strategic work plan and to assist me in progressing the daily operations of the Federation. Willy brings extensive skills and experience in HIM and digital health, with experience working directly with WHO also.



2025 has continued to move at a pace for IFHIMA with the recent completion of our three-part webinar series "Focus on the Future". There was great interest and attendance, and lots of positive feedback.

As you may know, IFHIMA has been a non-government organisation (NGO) in official

relations with the World Health Organisation (WHO) for over 40 years. All WHO NGOs have their engagement with the WHO reviewed periodically, and the WHO Executive Board at its recent 156th session decided to maintain this official relationship. This is a great outcome, and IFHIMA looks forward to continuing our work to support the WHO in their important global program of work.

To strengthen and expand our WHO engagement, Willy and I recently met with the Director, Department of Digital Health & Innovation at WHO, Alain Labrique and one of his staff. They were very excited about the opportunity to further engage with IFHIMA and encouraged us to join the [Global Initiative on Digital Health](#).

Willy has also been engaging with the working group who are developing a [Digital Health Competency Framework](#) on our behalf. We will keep you up to date on these initiatives as they progress and hope that there will be more ways for you all to engage in these in the future.

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Congress 2025 in the Kingdom of Saudi Arabia (KSA) will not be going ahead due a range of factors. Further conversations are being held with the KSA colleagues to discuss alternative arrangements.

A National and Deputy Directors meeting was held in early February to review proposed IFHIMA Constitutional changes, amongst other things. The proposed amendments focus on modernising governance and allowing more active virtual engagement within the Federation. The Board will engage with National Member Associations to solicit their views on the proposed amendments and address any concerns. An Extraordinary General Assembly is planned for mid-2025 to vote on the proposed amendments before the next General Assembly. This will be held fully virtually again in late 2025, as it was in 2022, which has a number of benefits including the ability for all members to attend regardless of whether they can physically attend a Congress due to cost or travel challenges.

I'd like to also remind you all to ensure that your National Associations and you as individuals have renewed your membership for 2025, if it is due, as IFHIMA relies on membership payments to fund most of our work. We are also always on the lookout for more Corporate or Educational Members, so please let me know of any organisations you think we should approach.

Lastly, I'd also like to give a big shout out to Lorraine Fernandes and the great work she and others are doing to grow out LinkedIn presence. Please check out our page [here](#) and like and re-post articles to ensure the ongoing spread of the good work IFHIMA is doing for the global HIM community.

Vicki Bennett, CHIM, FAIDH, CHIA
IFHIMA President
Unit Head at AIHW

IFHIMA is Pleased to Announce

The appointment of Sharon Baker, CHIM, from Canada, as IFHIMA representative to World Health Organization Family of International Classifications (WHO-FIC) Education and Implementation Committee (EIC) and Morbidity Reference Group (MbrG). We thank Mary Stanfill, MBI, RHIA from USA, for her years of service as the previous representative.

IFHIMA Scholarship Awardees for the Focus on the Future of HIM Series

Focus on the Future of HIM

A Three-part Virtual Series - 2025

FEBRUARY 26
Technology and Artificial Intelligence (AI): Let's Use Them to Improve Health and Health Outcomes

MARCH 26
Developing the Future Health Information Workforce: Perspectives from Research and Practice

APRIL 30
ICD-11: Implementation and Training Experiences



IFHIMA awarded scholarships to our Focus on the Future of HIM series, which allowed these individuals complimentary live and on-demand access to each of the events. We're delighted to award these scholarships to individuals from Low- and Lower-Middle-Income Countries (as classified by the World Bank) who completed applications and shared great insight into how they would use this opportunity. Recipients include:

- Zefan Golo, Indonesia
- James Matere, Kenya
- Imrana Ibrahim, Nigeria
- Daihiru Ibrahim Abubakar, Nigeria
- Dahiru Talle Tahiru, Nigeria
- Lawal Abubakar, Nigeria
- Chukwunonso Agharanya, Nigeria
- Abdulrahman Buhari Salihu, Nigeria
- Goodluck Manji, Tanzania
- Emmanuel Manenga, Uganda

These individuals will be writing short articles over the next six months for Global News to share their personal reactions to one of the events.

Congratulations to the awardees—we wish you the best of luck in your future endeavors.

Babale Garba Nafada, PhD
IFHIMA Regional Director, Africa and Scholarship Workgroup Chair

Lorraine Fernandes
IFHIMA Immediate Past President and Communications Chair

IFHIMA Welcomes New Canadian National Director

The Canadian Health Information Management Association (CHIMA) recently announced the appointment of Sharon Baker, CHIM, as their new National Director to IFHIMA. Betsy Nejat remains the National Deputy Director.

Sharon is well known to many IFHIMA members through her work as the Manager for Classifications and Terminologies at the Canadian Institute of Health Information (CIHI) in Ottawa, Canada, and past chair of the Education and Implementation Committee (EIC) of WHO Family of International Classifications.. Sharon is currently Co-Chair of the WHO-FIC Mapping Task Force.

Sharon was one of the speakers during the 30 April Focus on the Future of HIM Series, [ICD-11: Implementation and Training Experiences](#).

Welcome, Sharon!

2024 Global Virtual AHIMA/IFHIMA Policy Summit

IFHIMA proudly co-sponsored the 2024 Global Virtual AHIMA/IFHIMA Policy Summit with AHIMA on November 21, 2024. Over 400 health information (HI) professionals from around the world participated in this event. The objective of the summit was collaboration on key public policy issues impacting the HI profession today, including health AI (artificial intelligence) and the HI workforce.

Vicki Bennett, IFHIMA President, and Lauren Riplinger, AHIMA Chief Public Policy and Impact Officer, each welcomed the speakers and participants, emphasizing the value of collaboration on these key topics – not only to further policy development within individual nations, but moreover to ensure global alignment within the HI profession.

The program was organized around three major topics: regulatory approaches to implementing and utilizing health AI; how health AI and new technologies directly impact the HI profession; and the challenges and opportunities in these regards faced by lower- and middle-income countries (LMICs).

Regulatory Approaches to Implementing Health AI

In the keynote presentation, we learned about the work being performed by the Global Digital Health Partnership (GDHP). The GDHP is composed of national digital health authorities from 40 countries and the World Health Organization (WHO), whose ultimate goal is to accelerate the adoption of digital health initiatives worldwide. Their work centers around initiatives involving policy, interoperability, cybersecurity, and clinical and consumer engagement.

Following the keynote, a facilitated panel discussion touched on health AI initiatives within organizations ranging from governance to the application of AI in clinical coding and in disease management. When asked what they are most excited about regarding AI and the HI profession, the ability to influence and drive data quality and integrity was foremost. The greatest opportunities lie in addressing concerns about safe and responsible use of AI in healthcare.

The Impact of AI and New Technologies on the Health Information Profession

Representatives of IFHIMA and AHIMA each addressed the topic of research into AI and the HI workforce. AHIMA got an early start on this topic when, in June 2023, it contracted with a leading research group to perform a survey of HI professionals that examined the impact of emerging technologies on workforce. At the time of the survey, it was reported that 45% of respondents (all USA-based) were currently using some form of AI and/or machine learning (ML). The top benefits of using AI and ML were identified as: improved productivity, improved data quality, and improved compliance.

One very interesting finding of the study relates to predictions for the impact of AI and ML on the HI workforce. While 20% of respondents stated they believe these technologies will increase the number of HI jobs at their organization, 40% predicted the exact opposite – a decrease in HI jobs.

The IFHIMA Research Community of Practice has undertaken a proactive initiative to examine AI literacy among HI professionals currently in the workforce, as well as students. The survey was in development at the time of the summit. The goal of the study is to inform IFHIMA and national bodies across the world about educational needs related to AI. This study should provide tangible insight that can be turned into education and training programs to help transform the HI workforce to meet the challenge.

LMIC Challenges and Opportunities

The presentations regarding workforce research set the stage for the two final panel discussions which focused on the intersection of technology and workforce needs in LMICs. Optimism was expressed widely for the potential and promise of new technologies in the healthcare sector. The reality, however, is that often times the LMIC workforces are simply not ready to embrace the technology because the infrastructure to do so – establishment of job competencies and pathways to promotion into jobs, for example – is not yet in place. There was recognition that each country has unique needs, strengths, and weaknesses that must be taken into account and for this reason, shifting the responsibility for planning and execution to the local level is key. Both the WHO and USAID have published guidance on digital health strategies for workforce development and stress the importance of sustainability at the local level.

In the final panel discussion, HI leaders addressed the role of HIM in data analytics and ways academic education and continuing professional development programs are responding to those needs. A common concern is the difficulty establishing job classifications that adequately represent future need, as well as the presence of outdated job classifications in some countries, which can stifle advancement. When asked about how the role of the HI profession is changing in response to the onset of AI and other emerging technologies, involvement in digital technologies and interoperability was cited, as well as the growing development of leadership opportunities in system selection and implementation.

Looking Ahead

Moving forward, there are plans for IFHIMA and AHIMA to collaborate on an annual Global Policy Summit, allowing health information professionals from around the world to showcase their expertise and leadership. The 2024 Summit was a successful start in this partnership, allowing a number of IFHIMA Board members, National Directors, and representatives from member countries to present and discuss their experiences and thoughts with the wider audience.

*Lynette Czarkowski, MS, RHIA, FAHIMA
IFHIMA Regional Director of the Americas and National Director for AHIMA*

April 7th: World Health Day

This year's theme was one that should touch all our hearts, "Healthy beginnings, healthy futures."

The World Health Organization (WHO) urges governments and the health community to accelerate efforts to end preventable maternal and newborn deaths, and to prioritize women's longer-term health and well-being. Families, and particularly women, need medical and mental health services for mothers, babies and families to thrive.

Tragically, close to 300,000 women lose their lives due to pregnancy or childbirth each year, with over two million babies dying in their first month of life and around two million more are stillborn. That's roughly one preventable death every seven seconds.

This is not just a health issue, it's an economic issue also, as boosting maternal and child health improves economies.

HI professionals are vital to creating and analyzing the timely, accurate data that drives maternal and child health statistics.

IFHIMA, founded in 1968 and an NGO in official relations with the WHO for over 45 years, embraces high quality, timely, and interoperable health data. Our vision is "a healthy world enabled by quality health information."

IFHIMA is proud to champion global health and health data through our members from 58 nations. We are always mindful of the importance of addressing the needs of our members from Low and Lower-Middle Income countries, where maternal and child health is particularly troublesome.

We take actions to broaden the global remit through our initiatives such as Communities of Practice, Workgroups, seminars and whitepapers addressing education, training and research, on timely topics including data privacy, career development, artificial intelligence and more.

No World Health Day would be complete without a mention of the importance of ICD-11 implementation, even if many of us in the US believe this is a decade or more away. Currently, 72 nations around the world are in various stages of adopting ICD-11.

If you're not an IFHIMA member, or interested in volunteering to assist in IFHIMA initiatives, please contact me or visit IFHIMA.org, our website, for details.

Let's champion the maternal and child health theme that the WHO has established for this 2025 World Health Day through our personal actions and professional roles!!

Resources:

Many pregnancy-related complications going undetected and untreated, the WHO

<https://www.who.int/news/item/08-03-2025-many-pregnancy-related-complications-going-undetected-and-untreated--who>

Decades of progress in reducing child deaths and stillbirths under threat, warns the United Nations

<https://www.who.int/news/item/25-03-2025-decades-of-progress-in-reducing-child-deaths-and-stillbirths-under-threat--warns-the-united-nations>

Global and regional causes of maternal deaths 2009–20: a WHO systematic analysis, The Lancet Global Health

[https://www.thelancet.com/journals/langlo/article/PIIS2214-109X\(24\)00560-6/fulltext](https://www.thelancet.com/journals/langlo/article/PIIS2214-109X(24)00560-6/fulltext)

ICD-11 Community of Practice

Focus

The purpose of the ICD-11 Community of Practice (CoP) is to provide a forum for discussion, information sharing, and the promotion of best practices relating to the ICD-11 needs of Health Information Management (HIM) professionals and practitioners globally. The CoP meets quarterly and welcomes members to share updates on their progress toward ICD-11 adoption.

Leadership

Convenor: Kathy Giannangelo

Co-Convenor: Gowri Sriraman

Secretariat: Michelle Badore

What Happens in a Meeting?


Each meeting typically includes IFHIMA updates, member sharing on the current state of ICD-11 adoption and implementation, discussion of challenges, and open Q&A. Some sessions also feature invited speakers who present on their country's implementation journey.

Interested in Joining?


Please contact: Michelle Badore – mbadore@solventum.com

A Universal Song: Harmonizing ICD-11 Implementation

The WHO's ICD-11 classification is completely restructured to take advantage of today's digital capabilities; to improve coordination with other classifications and terminologies; to provide flexibility to reduce the need for national clinical modifications and to improve the comparability of translations and support online services to reduce the cost of implementation.



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Let's think of this in terms of a global universal language, like music. Thinking of a song that the Coca-Cola company used in the 1970's to marry the idea of happiness with a universal love of their product. Much like the WHO is promoting for their new classification. So, starting with "I'd Like to Teach the World to Sing" – this is a song that WHO wants to record. They set the key and scale – with ICD-11-MMS.

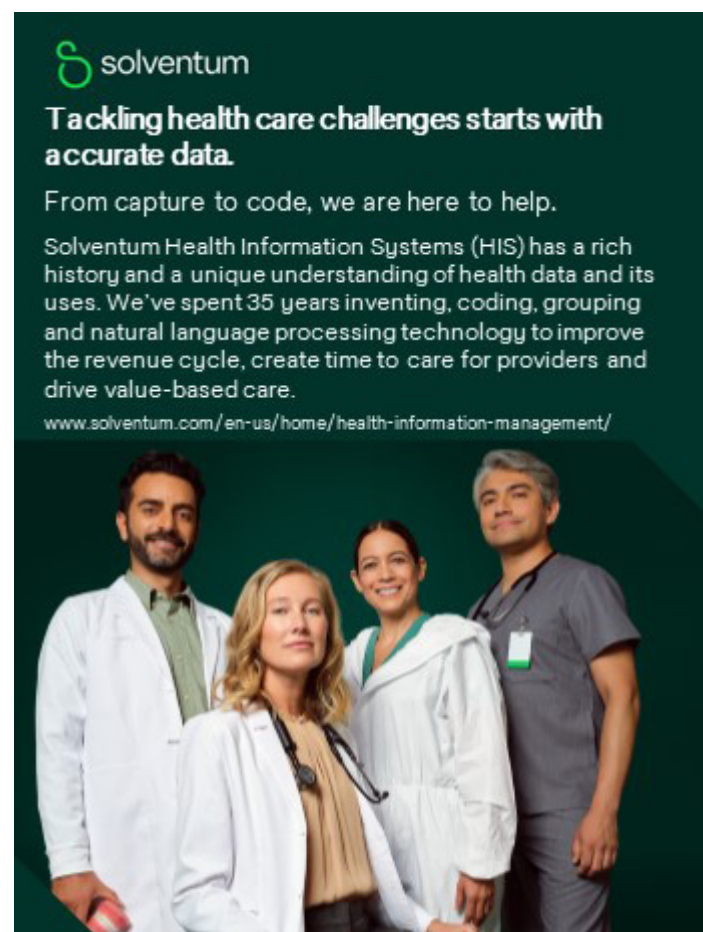
Each country has both global and localized reasons for listening to music, as they do for reasons to use the ICD classification – funding, reimbursement, clinical outcomes, government reporting, health policy, patient care, etc.

For this reason, some countries have localized their own set of requirements into specialties – each having a certain balance of voice types. We have the US singing soprano taking ICD-10 and developing ICD-10-CM, Australia singing baritone with -AM, Canada tenor with -CA, Germany singing bass with -GM, etc. These countries who have created clinical modifications need to determine if ICD-11-MMS will meet their needs, or if they will again need to modify.

There are many things to consider when harmonizing.

- Do all songs need all voices? This can be akin to needing all these modifications, can some be condensed or eliminated?
- What about timing? When does each group start singing, or when does each country implement? Planning an initial implementation date is primary, but we also need to consider taking future version updates.
- How does everyone learn this new song, and more specifically, become an expert in their own parts? Implementation and training are key, and while WHO has provided great references and tools, each country will need to consider their own nuances, workforce, and processes. They may need to create localized coding standards over and above what WHO has outlined in their reference guide.
- What if this new song is a hit, where do we go from here? Well, there are the downstream uses of codified data to consider – things like groupers and patient safety measures, and funding which will develop from this base song like a remix for each need – a hip-hop version, a blues version, a rock version, etc. People everywhere need music and dance.

The WHO has created many committees, reference groups, and task forces to help pleasingly combine multiple pitches, often by using the structure of a particular key and using chord progressions, to create movement and resolution. The WHO is the orchestral conductor holding the baton, with each instrument section (or region/country) having its own principal in charge. For the US, our principal is the National Committee on Vital and Health Statistics (NCVHS) which will advise on implementation timing, processes, and impacts. For Australia it's the Australian Institute of Health and Welfare (AIHW), for Canada it is the Canadian Institute for Health Information (CIHI), for Germany it is the Federal Institute for Drugs & Medical Devices (BfArM) and so on. Each principal frequently works with their conductor, and each of these regions meets regularly with WHO to identify implementation issues and potential solutions with members sitting on WHO-FIC Collaborating Centres, committees, and resource groups.



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It's the goal of WHO to create a round, which is a musical composition where multiple performers sing the same melody but start at different times. The WHO will introduce the melody, like they did in 2019 and each following performer, or region, starts when their time is right. Let's warm our collective vocal cords and start.

♪ *I'd like to teach the world to sing, In perfect harmony,
I'd like to hold it in my arms,
And keep it company.
I'd like to see the world for once,
All standing hand in hand,
And hear them echo through the hills,
For peace throughout the land.* ♪

*Michelle Badore
Global clinical and nosology content manager
3M Health Information Systems*

Advancing Health Outcomes in Indonesia Through Responsible Use of AI and Technology

As a recipient of the IFHIMA Scholarship and participant in the Focus on the Future of HIM three-part series, I found the session on Technology and Artificial Intelligence (AI): Let's Use Them to Improve Health and Health Outcomes highly relevant to the evolving needs of Indonesia's health information system.

In my role as a lecturer at the Ministry of Health, I see immense potential in AI to enhance healthcare delivery—from streamlining health data processing to supporting early disease detection through predictive analytics. However, this advancement must be guided by responsible implementation.

The session on AI Governance reinforced the importance of data privacy, algorithmic fairness, and transparency—key principles for Indonesia, where regulatory systems and digital readiness are still developing. These considerations are essential to ensure that the use of AI remains ethical, inclusive, and aligned with national health objectives.

Looking ahead, I am committed to integrating AI literacy and governance into the curriculum for health information students. By equipping them with both technical skills and ethical awareness, we prepare a future workforce capable of applying AI to improve health outcomes in a safe and impactful manner.



*Zefan Adiputra Golo
Lecturer, Department of Health
Information and Medical Records
Polytechnic of the Ministry of Health
Semarang, Indonesia*



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Increasing Health Data Literacy Among the Canadian Public

Low health data literacy among the Canadian population and specific subpopulations can lead to adverse health outcomes. Research indicates that many Canadians are unaware of how their health data is collected, shared, and utilized by various health data organizations (Earncliffe Strategy Group, 2023). To address this issue, the Canadian Health Information Management Association (CHIMA) has partnered with the Public Health Agency of Canada (PHAC) to enhance health data literacy across the general population, particularly among equity-denied groups. This initiative focuses on developing targeted strategies to bridge health data literacy gaps in communities such as newcomers, older adults, 2SLGBTQI+ individuals, and those living in rural or remote areas.

CHIMA has developed educational material on the Health Data Lifecycle in the Canadian context for a public audience, aimed at improving understanding of what health data is and how it is shared and used in the Canadian context, to promote health data literacy amongst average people living in Canada and equity-denied groups; develop targeted actions and strategies for addressing health data literacy gaps in diverse populations including low-income, less educated groups and those who speak a language other than French or English at home.

The Health Data Literacy course, hosted in CHIMA's Learning Management System, provides low-barrier, open access to everyone and consists of interactive lessons designed for the general public. The course includes videos that illustrate specific scenarios relevant to the highlighted equity-denied groups.

This course consists of six Lessons outlining the various aspects of the health data and information lifecycle. These include:

- Health Data & Information Introduction
- Health Data Collection
- Health Data Uses
- Health Data Access and Storage
- Health Data & Information Privacy and Security
- Health Data Sharing

IFHIMA Corporate Membership Benefits

We invite all IFHIMA members to share the value of Corporate Membership with their networks. Corporate membership offers sponsors valuable opportunities to connect with the global health information community while supporting IFHIMA's mission.

Corporate membership is valid for two consecutive years (1 January – 31 December) and is available for USD \$2,500.

Benefits include:

- **Quarter-page advertisement** in IFHIMA Global News (eNewsletter), published 2–3 times per year. The newsletter is promoted on the IFHIMA website, LinkedIn, and distributed to member nations, individual associate members, and educational institutions.
- **Your logo and web link** featured on the Corporate Members page of the IFHIMA website.
- **Opportunity to publish one article per year** in IFHIMA Global News, subject to editorial guidelines and space availability.
- **Preferred vendor rate** for exhibition at the IFHIMA Congress during the membership period.
- **Special recognition** at the triennial IFHIMA Congress.
- **Opportunity for a speaking slot** at the triennial Congress.

For full details, please visit the IFHIMA website or contact Marci MacDonald at contact@ifhima.org.

This public content on the life cycle of health data in the Canadian context will be a useful education tool for federal, provincial, and territorial government partners to promote with the public, in addition to health care providers. The launch of the course is anticipated in April 2025 – please [visit the health data literacy section of the CHIMA website for more](#).

By enhancing health data literacy among the broader Canadian public, this project aims to foster a better understanding of the benefits of sharing health data. Ultimately, it seeks to build and maintain trust in how health information is collected, shared, and utilized to improve health outcomes as part of our collective commitment to health data modernization.

About the Public Health Agency of Canada

PHAC is part of the federal health portfolio with the mission to improve the health of all people and communities in Canada by addressing public health priorities through science, innovation, service delivery, and collaborative action.

About the Canadian Health Information Management Association

CHIMA represents the national profession of health information in Canada and represents over 5,900 health information members.

*Lisa McKenzie, BHA, CHIM, CIPP/C
Director, Canadian College of Health Information Management
CHIMA*

HIM Student Talent 2024: A Showcase of Vision and Innovation

The HIM Student Talent 2024 competition highlighted the importance of fostering creativity and collaboration among students in health information management. As technology and global health challenges continue to shape the field, this event provided a platform for students to showcase their talents and ideas. By addressing real-world issues, the competition helped prepare participants to make meaningful contributions to the profession. It demonstrated how young professionals can bring fresh perspectives and energy to advance health information management.

Organised by the IFHIMA South East Asia Region (SEAR), the HIM Student Talent 2024 event served as a vibrant platform to empower students in health information management (HIM) programmes. This international competition was held on 12 November 2024 at the Prime Plaza Hotel Sanur, Bali, and showcased exceptional creativity, collaboration, and innovation in HIM.

The HIM Student Talent competition aimed to inspire students from HIM Programs to become more creative and globally connected. Participants demonstrated their skills in four competition categories:

- Mobile Health App Development
- Clinical Coding Innovation Challenge
- Electronic Medical Record (EMR) Contest
- Social Media Influencer Challenge.

The event attracted teams from nine educational institutions, with 17 teams registering and competing for top honours. Categories such as Mobile Health App Development and Social Media Influencer Challenge drew significant interest, reflecting the growing relevance of technology and communication in HIM.

The grand finale featured the top 10 teams presenting their innovative projects to a distinguished panel of judges, including international experts:

- Ahmed Alhatlan, CPHIMS, CHIM, CSP, GRCP
- Dr. Guillermo Paluzie, MD, PhD
- Sharon Campbell, BSc (HIM), MHAdmin, CHIM
- Hosizah Markam, PhD, M.KM

The event culminated in an awards ceremony celebrating the outstanding achievements of participants. Notable winners included:

- Mobile Health App Development: 1st Place – Politeknik Negeri Jember (Harmony)
- Clinical Coding Innovation: 1st Place – Universitas Esa Unggul (CorrectMe)
- EMR Contest: 1st Place – Universitas Esa Unggul (EMR Laboratory)
- Social Media Influencer Challenge: 1st Place – Universitas Esa Unggul (Chill and Study)

These projects highlighted the potential of HIM students to innovate and address pressing challenges in healthcare.

The success of the event was underpinned by strong collaborations. Nine partner institutions supported the competition, including Universitas Esa Unggul and Sekolah Tinggi Ilmu Kesehatan Yayasan Rumah Sakit Dr. Soetomo. This collaboration not only enhanced the quality of the event but also emphasized the importance of building global networks within the HIM community.

The HIM Student Talent 2024 showcased the critical role of innovation in advancing HIM. By empowering students and fostering collaboration, IFHIMA SEAR has paved the way for future leaders in HIM. This initiative underscores the vision of a healthier world enabled by quality health information.

“Judges, participants, and committee members connect virtually during the HIM Student Talent 2024 event.”

Website: <https://ifhimasear.net/>

HIMAA 75th Anniversary

The Health Information Management Association of Australia (HIMAA) this year marks its 75th anniversary, celebrating a remarkable legacy of dedication and excellence in the field of health information management (HIM).

HIMAA has been a key driving force in the development of HIM professionals and standards, as well as education since 1949.

As Professor Phyllis Watson (AM) discusses in her comprehensive history, *The first Fifty Years 1949-1999-Medical Record Librarian to Health Information Manager* (2013), Australian hospitals followed the United Kingdom management of health records up until 1948 when they started to explore ways of improving the management of health information. All information about patients used to be captured in a register that recorded only the patient's name, complaint and outcome. Usually, patient histories did not extend beyond one page. It was around 1948 that the USA, UK and Australia commenced formalising the profession initially known as Medical Record Librarians. This also opened up an important new career direction for women at that time and onwards.

To further put things in perspective some of the key changes for humankind over the past 75 years has included, development of the polio vaccine (1955), development of the hard drive (1956) by IBM, leading to rapid key advancements in computing and the technology being used in today's laptops, introduction of the birth control pill (1957), the internet was developed in 1969 when 4 computers were linked, taking a number of years to develop however a key technology used extensively now in every facet of our daily lives.

Fun facts for those of you who were children in the 1990's, the Tamagotchi was invented in 1996 and the Furby was available from 1998. The reason that I mention this is that these toys were among the first technological and interactive toys to be released, the Furby in particular was the first AI powered robot toy, one that could interact with its environment and respond to stimuli, for more information [please see this web article](#). These small electronic toys probably had more computing power than some of the large IBM machines that were initially like large calculators.

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There are key activities that have been planned in 2025 to mark this momentous achievement, including the HIMAA 75th Anniversary Dinner. This dinner event will celebrate 75 years of dedication to the profession, recognising the contributions of members and the impact of health information management across Australia.

A workforce summit has been planned on the day of the 75th anniversary dinner also. This is a one day summit that will focus on the future of:

- HIM competencies, including coding and clinical documentation improvement
- Education pathways
- Accreditation and credentialing.

Both of these events will be held on the 26th May 2025 in Sydney, Australia.

HIMAA have also released an updated Strategic Plan for 2025-2027, [available here for review](#). This plan has a focus on: Empowerment, Advocacy and Community.

Sharon Campbell, BSc.HIM, MHS, CHIM
IFHIMA Regional Director, Western Pacific Region

Cassandra Rupnik, BSc.HIM, CHIM
IFHIMA National Deputy Director, Australia

Calendar of Events

MAY 26, 2025

HIMAA National Health Information Management Workforce Summit 2025

Doltone House, Darling Island, Sydney, Australia

Language: English

HIMAA

JUNE 15-17, 2025

CCHL National Conference 2025

Edmonton, Alberta, Canada

Language: English and French

CHIMA

AUGUST 28 – 29, 2025

51st Japan Society of Health Information Management Academic Conference

Sonic City (1-7-5 Sakuragicho, Omiya-ward, Saitama, Saitama Prefecture), Japan

Language: Japanese

JHIM

OCTOBER 12-15, 2025

AHIMA25

Minneapolis, MN, USA

Language: English

AHIMA

OCTOBER 29 – 31, 2025

2025 National Health Information Management Conference

QT Hotel Canberra, Canberra, Australia

Language: English

HIMAA

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Impact of the use of Generative Artificial Intelligence in the field of Home Care

The advancement of Generative Artificial Intelligence (GAI) is profoundly transforming the healthcare sector, opening new possibilities to improve efficiency in clinical documentation and raise the quality of care. Hospitalization at Home (HaH) is emerging as a particularly suitable area to take advantage of these innovations, thanks to the incorporation of digital assistants and environmental writers. These technologies facilitate the automatic transcription of interactions between healthcare professionals and patients, lightening the administrative burden and allowing for more personalized and person-centered care. Several studies have shown that the adoption of digital writing tools allows professionals to devote more time to direct patient care. They also indicate a significant reduction in the administrative burden for healthcare professionals without compromising patient safety and reducing transcription errors. In this sense, preliminary risk classification systems for GAI have also been proposed, identifying possible threats and mitigation strategies.

It is proposed to evaluate the impact of implementing the GAI during interviews and clinical assessments carried out by HaH professionals (serving over 1,200 patients per year) in a Health Corporation (Corporació de Salut del Maresme i la Selva, Calella, Spain), with the aim of improving the efficiency, accuracy and quality of clinical documentation, increasing the structuring of the activity during home visits and the

improving the identification of warning signs in patients. The organization has a platform (BC Home®) that has allowed a more efficient connection between professionals and patients through telemonitoring, and which is fully integrated into the HIS.

The pilot study will be developed during 2025 in two distinct phases. In the Pre-Intervention phase, lasting 3 months, professionals will carry out their clinical practice using traditional methods. The Intervention phase will begin with a specific one-month training for participating professionals after which they will use the GAI platform at the bedside in their HaH clinical practice. The before and after comparison of the quality and completeness indicators of the clinical documentation will allow assessment of the benefit of incorporating the GAI tool into daily practice.

Key advantages of this study are the availability and complete integration of clinical data, which will allow optimizing the accuracy of the alerts generated by the GAI. The reliability of the automated recommendations will be reinforced by access to a complete and centralized information system, which will guarantee the availability of relevant prior data for clinical decision-making. Finally, by working on the visit in a structured way, the GAI system can propose aspects that the professional may have forgotten before leaving

the patient's home. This study may encounter several limitations. One of the main barriers is the variability in the ability to adopt technology by healthcare professionals, as there may be differences in previous training and familiarity with digital tools. In addition, resistance to change may be found derived from factors such as confidence in traditional documentation methods or the perception of an increase in workload during the initial adaptation phase. This aspect may influence the satisfaction and willingness to continue among professionals.

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Director of Master in Medical Documentation (Autonomous University of Barcelona, UAB)
IFHIMA Regional Director, Europe

Griselda Manzano PhD
Chief of Hospitalization at Home Unit
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KHIMA Leads digital Transformation in Health Information Management

The Korean Health Information Management Association (KHIMA) successfully hosted the **89th Spring Academic Conference from 31 May to 1 June 2024**, at COEX, under the theme **"Digital Transformation and Health Information Management."** The conference gathered over 1,000 members and focused on the latest trends in the application of artificial intelligence (AI) and digital technologies in the medical field. Various sessions explored how digital technologies can enhance HIM and the evolving roles of HIMs in the digital era.

Following this, the **90th Fall Academic Conference and Continuing Education Program took place on 8–9 November 2024**, in Tongyeong, a coastal city in Korea, under the theme **"Data-Driven Health Information Management."** Approximately 300 attendees participated, engaging in discussions on data-centric strategies for health information management.

Additionally, KHIMA successfully completed the Advanced Training Program for Medical Big Data Curation, which was commissioned by the Gangwon Regional Innovation Platform for six months, starting in September 2024. The program culminated in an **Advanced Training Workshop held on 25–26**

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January 2025, in Wonju. A total of 47 participants from medical institutions, industry, and academia in the Gangwon region attended the workshop.

This advanced training course was built upon the 2023 introductory program, which focused on data processing technologies and analytical perspectives. In 2024, the curriculum expanded to advanced topics, including machine learning, deep learning, and AI-driven decision-making applications. The program aimed to enhance participants' AI-based data utilization skills in real medical settings, fostering citizen data science capabilities. During the workshop, participants presented project findings on:

1. Data analysis methods for evaluating hospital service quality
 2. Analysis of patient movement from Gangwon to other regions for medical services
 3. Development of a readmission prediction model using AutoML.
- These projects provided key insights into quality improvement strategies based on medical data, solutions to address regional healthcare disparities, and the practical application of AI-based patient prediction models.

Lastly, KHIMA has designated **21 June—the association's founding anniversary—as “Health Information Managers Day.”** A commemorative event will be held during the 91st Spring Academic Conference on 16 May 2025.

*Young-Joo Won, PhD
International Director
Korean Health Information Management Association (KHIMA)*

The 51st Annual Meeting of the Japan Society of Health Information Management

The 51st Annual Meeting of the Japan Society of Health Information Management (JHIM) will be held at Omiya Sonic City in Saitama Prefecture on 28-29 August 2025. The theme of this year's meeting is “Required Professionalism – Roles of Health Information Managers.” Like the previous year, this academic meeting will be held in person, with many participants expected to attend.

Additionally, JHIM will celebrate its 50th anniversary in 2025. This meeting will undoubtedly serve as an important milestone, marking a return to its origins and setting the first step for the next 50 years. Alongside the academic conference, a commemorative ceremony celebrating the 50th anniversary and the publication of an anniversary memorial book are also planned.

Your participation and support are eagerly anticipated as we celebrate and advance the critical field of health information management in Japan.

ICD-11 and ICHI Training Workshops

During 2024, ICD-11 and ICHI training workshops were conducted across various regions of Japan, attracting many participants.

The ICD-11 workshops were divided into beginner and intermediate levels. Beginner workshops took place in Tokyo, Hiroshima, and Kumamoto, with a total of 109 attendees. Participants learned the basics of ICD-11 and engaged in practical exercises.

Intermediate workshops, designed for those who had completed the beginner level, were held in Tokyo and Osaka, attracting 59 attendees. These sessions involved group work and active discussions on practical exercises.

Furthermore, ICHI workshops were held in Chiba, Sendai, and Kumamoto, with a total of 48 participants. These attendees learned foundational knowledge of ICHI and worked on practical exercises.

Post-workshop surveys indicated strong support for continued training sessions.

While the implementation of ICD-11 in Japan is planned for the future, education on ICD-11 through health information managers is steadily increasing. Further improvement in participation rates for future training sessions is anticipated.

*Tokiko Inagaki
Assistant Manager of the Medical Information Management Office at
the Public Noto General Hospital*

【第51回日本診療情報管理学会学術大会の開催について】



第51回日本診療情報管理学会学術大会が、2025年8月28日～29日に埼玉県の大宮ソニックシティで開催されます。大会テーマは「求められるプロフェッショナリズム-診療情報管理士の業務とは-」です。

今回の学術大会は、前回と同様に対面開催で行われ、多くの参加者が見込まれています。

また、日本診療情報管理学会は2025年に50周年を迎えます。

原点に回帰し、これからの50年の第一歩として重要な学術大会になることは間違いありません。さらに、学術大会の他には、50周年を祝う記念式典の開催や50周年記念誌の発刊も予定しています。

皆さまのご参加を日本でお待ちしております。

【ICD-11研修会・ICHI研修会の開催について】

2024年度は、日本各地でICD-11研修会やICHI研修会を開催し、多数の関係者が参加されました。

ICD-11研修会では初級者と中級者でレベルを分け、初級者研修会は、東京、広島市、熊本市の三都市で開催しました。合計で109名が参加され、ICD-11の基礎を学び、演習問題を解きました。

中級者研修会では、初級者研修会の受講を修了した者を対象として東京、大阪の二都市で開催しました。合計で59名の参加があり、演習問題の課題に対してグループワークを行い、活発な意見交換がされました。

また、ICHI研修会は千葉市、仙台市、熊本市の三都市で開催しました。合計で48名が参加され、ICHIの基礎を学び、演習問題を解きました。

研修会開催後のアンケート結果では、継続して開催の要望が多くありました。

日本でICD-11の導入はまだ先の予定ですが、診療情報管理士を通じICD-11の教育は普及しつつあり、今後、研修受講率のより一層の向上が期待されます。

稲垣 時子

Managing Healthcare Data in the Digital Transformation Era

Healthcare data management has evolved from handwritten records to sophisticated electronic systems. The digital transformation process has improved accessibility, patient care, and data-driven decision-making. However, challenges such as data privacy, hybrid systems, and fragmented data silos persist.

Evolution of Health Records Management

Historically, health records were handwritten physician notes. The mid-19th century saw pioneers like Florence Nightingale advocating for systematic records, while Grace Whiting Myers and Edna K. Huffman contributed to the professionalization of medical record-keeping. The 20th century introduced standardized paper-based health records, and by the 1960s, computers revolutionized health information management. Electronic health records (EHRs) have since enhanced continuity of care and decision-making, though many institutions still balance paper and digital records.

Challenge of Hybrid Systems and Data Silos

Hybrid systems—where institutions use both manual and electronic records—create data fragmentation. Some departments may fully operate digitally, while others rely on manual data entry. This lack of interoperability impedes access to comprehensive patient histories, creating inefficiencies. Isolated data silos, whether within a single facility or across institutions, further exacerbate the issue. Without proper integration, healthcare providers struggle to access critical information when needed.

Legal Frameworks and Data Protection

Ensuring compliance with regulatory frameworks is essential for managing healthcare data. In Jamaica, the Data Protection Act mandates transparency in, secure storage, and patient consent. It also grants individuals rights to access and correct their health information. Given the increasing risks of cybersecurity threats, healthcare providers must implement encryption, secure access controls, and regular audits to safeguard patient data from breaches.

Role of Health Information Management Professionals

Health Information Management (HIM) professionals are responsible for ensuring data accuracy, security, and accessibility. In institutions transitioning to digital systems, they navigate the coexistence of paper and electronic records while facilitating a smooth transition. Their duties include overseeing data entry, coding accuracy, and training healthcare staff in digital system use. HIM professionals also contribute to maintaining data quality for clinical decision-making, research, and policy development. Without reliable data, healthcare institutions risk making uninformed decisions that may negatively impact patient care.

Global Lessons and Future Trends

The digital transformation of healthcare data management is a global phenomenon. Countries like the United States, the United Kingdom, and Australia have integrated EHR systems, yet challenges such as cybersecurity threats, interoperability, and legal compliance persist. Emerging trends include the use of artificial intelligence (AI) and machine learning to analyze large datasets, enabling personalized care and predictive health insights.

Balancing technological advancements with core health information management principles is crucial. By adopting the right systems, policies, and professionals, healthcare organizations can improve efficiency, data security, and patient care. The future of healthcare data management holds the promise of a more connected and effective healthcare system.

Jermaine Martin
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Implications of Conflict of Interest Among HIM Professionals in Nigeria: What Is the Way-Forward?

Conflict of interest (COI) is a significant issue that can undermine the integrity of professionals in various sectors, including health information management (HIM) in Nigeria. A COI arises when personal interests overshadow professional responsibilities, compromising impartiality and leading to biased decision-making. This distortion negatively impacts organizations and erodes public trust in professional practices.

A pertinent example in HIM involves a HIM director responsible for selecting a new electronic health record (EHR) system for their hospital. If this director receives financial incentives from a specific EHR vendor, they may feel pressured to favor that vendor's product, even if it's not the best fit for the hospital's needs. This situation jeopardizes the integrity of the decision-making process and risks the hospital's operational efficiency and quality of patient care.

Such scenarios underscore the need for transparency, disclosure, and recusal protocols to prevent biased decisions with far-reaching implications for healthcare.

Understanding Conflict of Interest

At the core of COI is the tension between personal interests and professional duties. Personal interests may include financial gains, familial ties, or affiliations that could influence decisions. For instance, a researcher funded by a company whose products they study may face biases in their findings. Even perceived conflicts, where a reasonable expectation of a conflict exists, must be managed proactively to maintain integrity.

Key Principles for Managing Conflicts of Interest

Effective COI management relies on several fundamental principles:

1. **Disclosure:** Individuals must disclose any potential conflicts to relevant stakeholders, fostering transparency and trust.
2. **Recusal:** When conflicts arise, individuals should withdraw from decision-making processes associated with the conflict to prevent undue influence.

3. **Transparency:** Organizations should establish and communicate clear policies regarding COIs, ensuring all employees understand their responsibilities.
4. **Independent Review:** In complex situations, an independent review process can effectively assess and manage potential conflicts.

Importance of Managing Conflicts of Interest

Managing COIs is essential for several reasons:

- **Ethical Conduct:** Upholding high ethical standards is crucial for fostering a culture of integrity.
- **Public Trust:** Protecting public trust is paramount. Impartial decision-making enhances the credibility of both professionals and institutions.
- **Legal Compliance:** Many professions have legal obligations to disclose and manage conflicts. Adhering to these requirements strengthens the profession's integrity.
- **Organizational Integrity:** Preventing personal interests from undermining organizational goals is critical for long-term success and reputation.

The Way Forward

Addressing COIs requires a commitment to ethical principles, transparency, and proactive management. HIM practitioners should cultivate a culture of openness where potential conflicts are disclosed and promptly addressed. Training programs can enhance awareness of COI issues, ensuring professionals understand their responsibilities. Fostering an environment of independent review can further reinforce decision-making integrity. By prioritizing COI management, HIM practitioners in Nigeria can uphold ethical standards, maintain public trust, and ensure fair decision-making, ultimately enhancing the integrity of the profession. Importantly, for every position, a COI form must be completed as an oath of office before occupying the position.

Dr. Jacob Kehinde Opele
Associate Professor
Federal University Oye-Ekiti, Nigeria

Dr. Babale Garba Nafada
National Director
Health Information Managers Association of Nigeria (HIMAN)

Call for Articles! Put Your Fingers to the Keyboard, Please!

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To keep editing to a minimum and ensure your submission is considered, please respect the word limit. Articles exceeding this may require significant edits or may not be accepted.

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We look forward to sharing your stories with the global HIM community!

The Critical Role of Effective CDI Audits in Healthcare

Clinical Documentation Integrity (CDI) audits play a pivotal role in enhancing healthcare organizations' documentation practices, compliance, and overall operational efficiency. As healthcare continues to evolve, the importance of conducting thorough and effective CDI audits cannot be overstated. This article delves into the significance of CDI audits, the process of conducting comprehensive query compliance reviews, and the value derived from CDI audit reporting.

CDI Audits: A Tool for Continuous Improvement

It is crucial to understand that CDI audits are not punitive measures but rather tools for continuous improvement. These audits serve to identify areas of strength and opportunities for enhancement within an organization's clinical documentation

processes. By approaching CDI audits with a growth mindset, healthcare institutions can foster a culture of ongoing learning and development among their staff.

The Value of CDI Audits

For a CDI program to progress and stay current, conducting regular CDI audits is vital. Here are a few key reasons why:

- Accurate Reimbursement
- Denial Mitigation
- Improving Reputational Data
- Adherence to Compliance and Regulatory Guidelines
- Confirmation of Organizational Policy and Procedure
- Staff and Education Development
- Program Advancement

At the end of the day, most professionals have the best of intentions and strive to do their best work. Audits offer peace of mind by validating that the team is on track and meeting both organizational and regulatory expectations.

Conducting Comprehensive Query Compliance Reviews

A key component of effective CDI audits is the comprehensive query compliance review, ensuring alignment with industry standards and best practices. The 2022 Guidelines for Achieving a Compliant Query Practice, co-authored by the Association of Clinical Documentation Integrity Specialists (ACDIS) and the American Health Information Management Association (AHIMA), serve as an essential framework for conducting these reviews, which should focus on several key areas:

1. Understanding Missed Query Opportunities

One of the most valuable outcomes of CDI audits is the identification of missed query opportunities. These are instances where additional clarification or documentation could have been requested. Recognizing these missed opportunities helps improve the accuracy and completeness of patient records, ensures appropriate reimbursement for services provided, supports more accurate quality metrics and reporting, and identifies areas for additional education or training.

2. The Value of CDI Audit Reporting

CDI audit reporting provides invaluable insights that can drive organizational improvements across multiple domains. These reports offer a comprehensive view of documentation practices, highlighting both strengths and areas for improvement. The value of CDI audit reporting extends to enhancing organizational compliance by identifying and addressing potential risk areas, informing process improvements, and supporting data-driven decision-making for resource allocation and program enhancements.

3. Impact on Clinical Documentation and Reimbursement

Effective CDI audits have a significant impact on improving overall clinical documentation quality. This improvement, in turn, leads to positive outcomes, including more accurate and complete documentation, ensuring appropriate compensation for services rendered, and improved communication among healthcare providers.

4. Guiding Strategic Decisions

The insights gained from CDI audit reporting can inform strategic decisions across various aspects of healthcare operations, including staffing, training, and program enhancements.

In conclusion, effective CDI audits are essential for healthcare organizations striving to maintain high-quality clinical documentation, ensure compliance, and optimize their revenue cycle. By embracing CDI audits as a tool for continuous improvement, conducting thorough query compliance reviews, and leveraging the insights from audit reporting, healthcare institutions can enhance their documentation practices, reduce denials, and ultimately get credit for the care they are giving their patients. As the healthcare landscape continues to evolve, the role of CDI audits in driving organizational excellence will only become more critical.

*Staci Josten, BSN, RN, CCDS,
Senior Vice President of CDI Services, e4health*

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Letter from the Editorial Team

The IFHIMA Global News Editorial Team is pleased to present the first issue of IFHIMA Global News for 2025. This edition brings together voices and insights from across the IFHIMA regions, reflecting our collective commitment to advancing health information management in an era of rapid digital transformation.

A unifying thread throughout this issue is the power and potential of digital innovation—from the evolving role of artificial intelligence in clinical documentation and data analysis, to the challenges and opportunities of managing hybrid systems and health data silos. Articles from Nigeria, Spain, and Canada explore the ethical and practical dimensions of data use, in this the importance of health data literacy is also brought to the forefront, reminding us that equitable access to knowledge is essential in ensuring that digital health tools serve all communities.

We're also proud to highlight stories of global collaboration and capacity-building, such as IFHIMA's continued partnership with AHIMA on the Global Policy Summit, the dynamic regional updates from KHIMA and JHIM, and IFHIMA's scholarship initiative supporting early-career professionals from low- and lower-middle-income countries. These initiatives underscore our shared values: ethical leadership, inclusivity, and a commitment to strengthening the global HIM workforce.

This edition also showcases the ever-growing importance of education and professional development in our field. Whether through ICD-11 training workshops in Japan, AI readiness studies conducted by IFHIMA, or the innovative health data literacy course developed by CHIMA and PHAC, the message is clear: the future of HIM will be shaped by our willingness to learn, adapt, and lead.

Thank you to all contributors and readers for making this a truly global newsletter. We always welcome new submissions, ideas, and feedback. Submission guidelines can be found [here](#).

Warm regards,

Breanna Harnetty BHLthSc (MedClass), BHLthInfoMgt
On behalf of the IFHIMA Global News Editorial Team



IFHIMA Editorial Team

Our team is made up of Health Information Managers (HIMs) who are passionate about the profession and enthusiastic about the many opportunities it offers. We enjoy working together as HIMs and are especially keen to contribute to initiatives like the IFHIMA Global News, where we can support global collaboration and share insights from the field. The team includes Breanna Harnetty BHLthSc (MedClass), BHLthInfoMgt, Georgia Savvopoulos BICT (HIM) Brooke Macpherson BBSc, BHS, BHIM(Hons) and Filippa Pretty B.App Sci. (HIM).

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