

Role Description

Health Information Manager

Job ad reference:	RBH574355		
Location*:	Herston	Unit/Department:	Health Information Services Royal Brisbane and Women's Hospital, Metro North Hospital and Health Service
Status:	Temporary Full-Time for 6 months	Classification:	PO3
Salary Range:	\$3,848.70 - \$4,209.10 per fortnight (plus superannuation and leave loading benefits)	Closing Date:	Tuesday 9 th July 2024
Contact name:	Laura Cleator	Contact number:	07 3646 7061
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted.

Purpose of the role

The Health Information Manager is required to participate in a team environment to ensure the accurate and timely collection of morbidity data to meet data reporting requirements of Queensland Health. Liaise with hospital clinicians in order to improve the quality and timeliness of morbidity data and Activity Based Funding. Participate in Health Information Service related quality activities, including auditing, education, Diagnosis Related Groups (DRG) and PICQ coding audits.

Context and Delegations

- This role reports directly to the Assistant Director - Activity Based Funding & Coding.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- Fulfil the responsibilities of this role in accordance with Metro North Hospital and Health Service's core values, as outlined above.
- Initiate, manage and participate in quality improvement activities and initiatives.
- Participate in the Coder-Clinician Liaison (CCL) program to clarify coding and SNAP queries and improve documentation.
- Participate in targeted Diagnostic Related Group (DRG) reviews and other coding audits for data quality improvement purposes.
- Manage own continuous knowledge of clinical coding, ABF, and performance monitoring including new developments, legislation, and industry standards.
- Assign accurate and timely morbidity and procedural classifications to episodes of care to meet coding deadlines:
 - Abstract relevant information from the patient record (both paper based and electronic medical records - ieMR) and all available clinical information systems. This may also include coding from admission notes that are located on the wards;
 - Utilise appropriate resources and liaise with team members and clinicians to clarify information as required, including correcting inaccurate or incomplete information;
 - Identify discrepancies between the clinical information systems (HBCIS) and patient records and feedback through appropriate channels.

- Review the DRG allocation in conjunction with associated information such as length of stay, speciality and care type;
- Employ a range of advanced skills to code complex cases and act as a mentor for less experienced Clinical Coders.
- Keep up-to-date with current developments in all aspects of health information management including hospital, corporate office and district policies.
- Provide education via close liaison to clinicians regarding ABF, SNAP, and clinical documentation for coding.
- Contribute to coding education meetings (agenda, items for discussion, follow-up actions etc.) and attendance at specialist clinical classification seminars/educational forums to further improve knowledge and skills.
- Undertake Health Information Management projects as allocated.
- Assist with facility readiness and management of the ieMR

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value-based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient, and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.






It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong, and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:

				
Respect	Teamwork	Compassion	High performance	Integrity
<ul style="list-style-type: none"> • Interpersonal savvy • Manages conflict • Communicates effectively • Balances stakeholders 	<ul style="list-style-type: none"> • Collaborates • Develops talent • Values differences • Builds effective teams 	<ul style="list-style-type: none"> • Customer / patient focus • Demonstrates self-awareness • Manages ambiguity • Being resilient 	<ul style="list-style-type: none"> • Cultivates innovation • Action oriented • Drives results • Drives vision and purpose 	<ul style="list-style-type: none"> • Decision quality • Ensures accountability • Courage • Manages complexity

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires a degree in Health Information Management or equivalent. Certified copies of qualification with the appropriate registration authority or association must be provided to the appropriate supervisor/manager prior to the commencement of duties.
- Eligibility for full membership of HIMAA (Health Information Management Association of Australia).
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.

How to apply

Please provide the following information to the panel to assess your suitability:

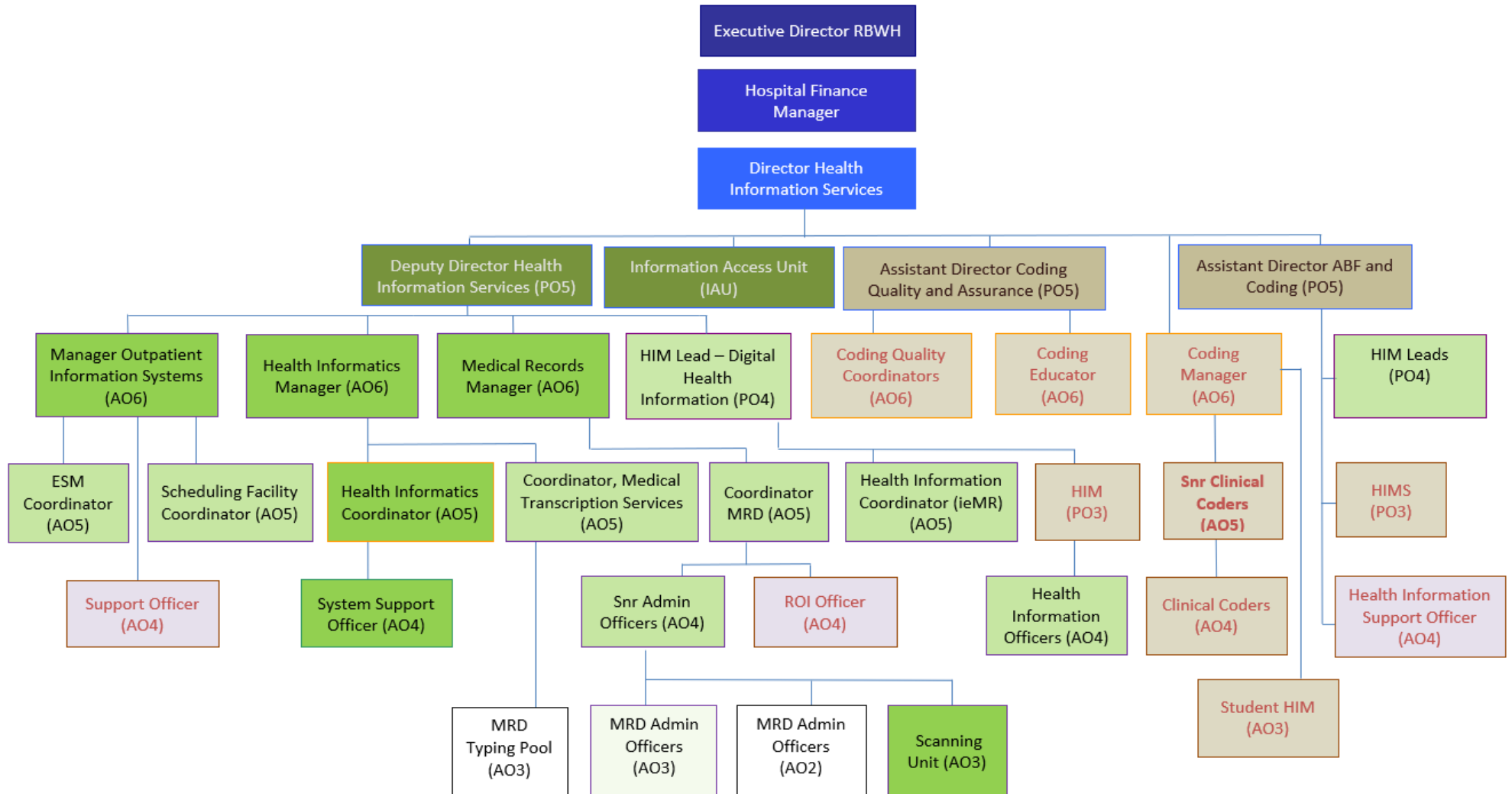
- 1. A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”
- 2. Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Team Structure

Organisational Chart Health Information Services 2023



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Metro North Health Executive Structure

