

Promoting Continuous Professional Development for Clinical Information Specialists

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fraserhealth

Better health.
Best in health care.

Disclaimers



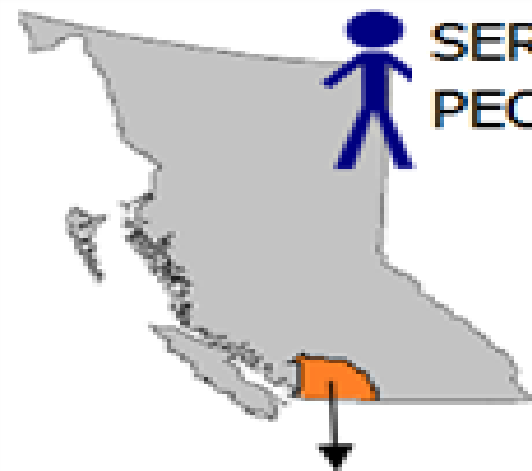
- None

Presentation Overview



- Introduction and Background
- Project Overview
- Findings
- Implications
- Future Plans

Fraser Health Authority



SERVES **1,600,000**
PEOPLE

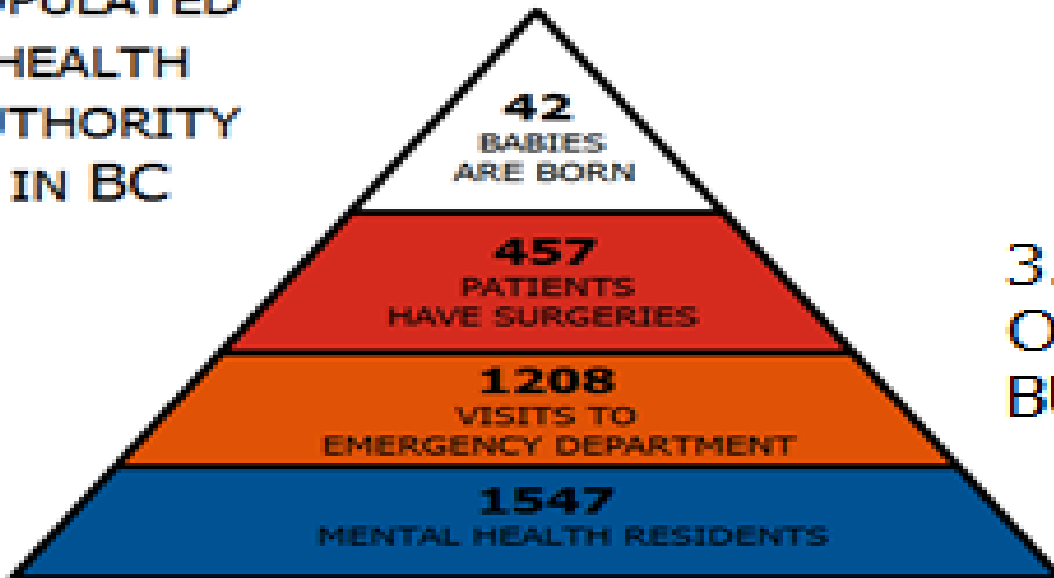
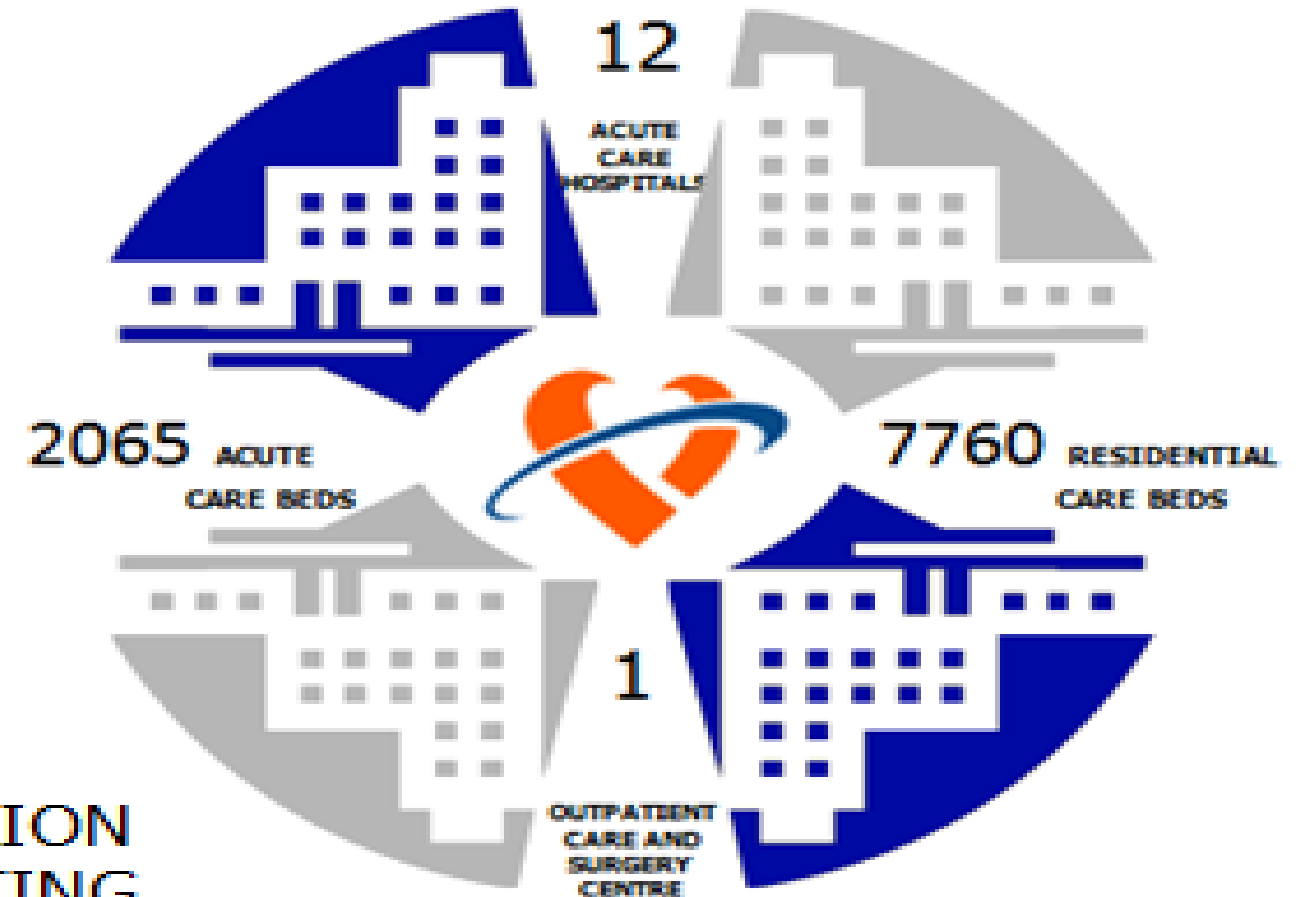
LARGEST
POPULATED
HEALTH
AUTHORITY
IN BC



25,000 STAFF
2,600 PHYSICIANS
8,000 VOLUNTEERS



3.3 BILLION
OPERATING
BUDGET



EVERY DAY in FHA

1 ELECTRONIC HEALTH RECORD

Health Informatics – Advanced Clinical Systems – Acute



Clinical Information Specialist (CIS)



Who are we?

Clinical Information Specialist (CIS)



What do we do?

Say What?!?

The Office

- New tools
- Fancy threads
- T-Con'ing and IM'ing
- Potty please
- **CODE BLUE**



Say What?!?

The Job

- New language
- Different learning
- Emerging practice



Growing Pains



Sigh

**It takes a
year to grow
a CIS?**

**Where was that
information
again?**

**That is
different from
what she said.**

**Am I doing
OK?**



Hmmm...

**This could use some
evaluation and
redesign.**



Oh Really?

72%

- **No tool to measure professional development**

56%

There are documented competencies!

48%

- **Opportunities = professional development!**

88%

- **Not comprehensive**
- **Disorganized**
- **Unintuitive**



Back to the drawing board.



Do go on...



Honors that each individual encounters learning opportunities at different times

Clear + easy to follow

Very clearly delineated, progression from novice to advanced

Love that this was changed to Professional Development— indicates career-long learning

Encourages employees to make goals and strategies to achieve identified goals

Comprehensive, but to the point

Hold on! Wait a minute.



So What?



Separation of orientation
and professional
development.

Growth and past
expertise vs 'newness'.



Now What?



- Living document
- Adoption
- Sharing
- CAPE Tool

Contact Information



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