



# **Workshop 2**

## **Coder training accreditation & lifelong learning for retention and development of clinical coding skills**

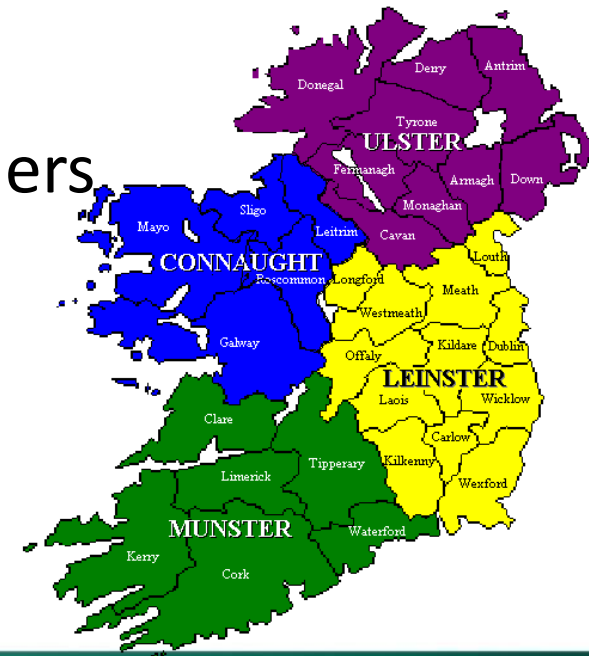
**Marie Glynn**

Healthcare Pricing Office (HPO), Health Services Executive (HSE), Ireland.  
May 2024.



# Overview

- Introduction
  - Clinical Coding in Ireland
- Lifelong learning and development of coding skills
- Accreditation of Coder Training
- Retention and recruitment of coders
- Future training needs for Clinical Coders



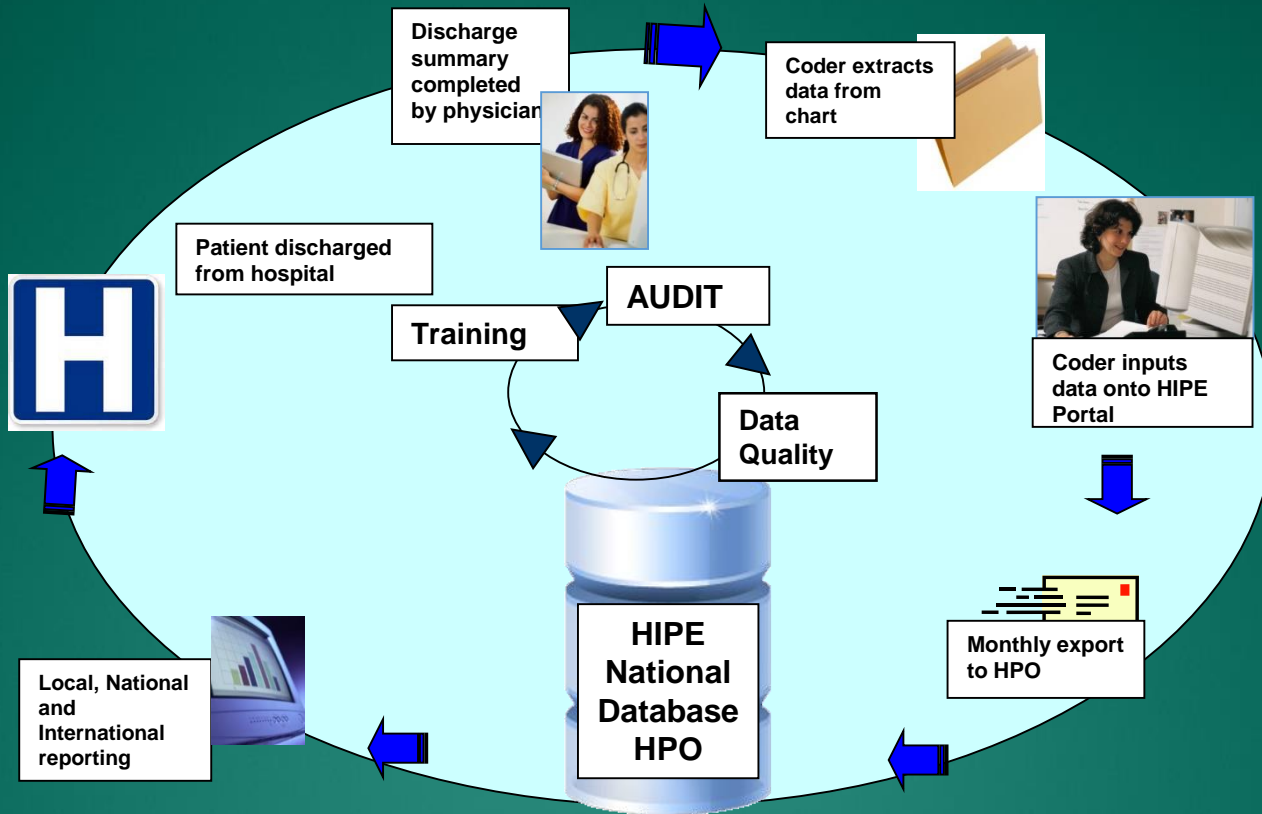


# Clinical coding in Ireland

- Data Collection System - HIPE (Hospital In-patient Enquiry)
  - 56 Hospitals – over 1.8 million discharges coded
    - In-patients & Day Cases
  - ~300 Clinical Coders – employed by hospitals
  - ~30 HIPE Managers
  - Supported by the Healthcare Pricing Office (HPO)

## HPO

- Training
- Data Quality
- Software Development & support
- Data entry & reporting
- Data requests & analytics



**The HIPE Data Collection Process**

# HE Clinical Coder Education in Ireland

On-the-job experience  
&  
training & mentoring



Formal training delivered  
by the HPO



# Clinical Coder Education Programme

- Beginners to advanced
- Hybrid training programme
  - In-person classroom training (Dublin & regionally)
  - Online courses
  - Pre-recorded tutorials
  - Pre & post course learning activities
- Training records maintained by HPO





# Clinical Coder Education in Ireland

- Training calendar published each year
  - Additional training courses scheduled
- All courses advertised
  - [www.hpo.ie](http://www.hpo.ie)
  - Coding Notes quarterly Newsletter
- Emails dispatched with details

**HIPE Training Calendar 2024**

Training Dates Colour Key

- Data Quality
- Intro to HIPE
- Coding Skills I
- Coding Skills II
- Coding Skills III
- Coding Skills IV Workshops
- Anatomy & Physiology
- Portal Reporter Training
- Final Date for Receipt of Export by HPO
- Bank / Public Holiday

January	February	March	April
MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30
May	June	July	August
MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
September	October	November	December
MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	MTWTFSS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Details on all courses will be provided via email. For further information see Coding Notes and our website: [www.hpo.ie](http://www.hpo.ie)

Additional courses may be scheduled subject to requirement.

To request training, please contact: [email@hpeclinicalcoding.ie](mailto:email@hpeclinicalcoding.ie)

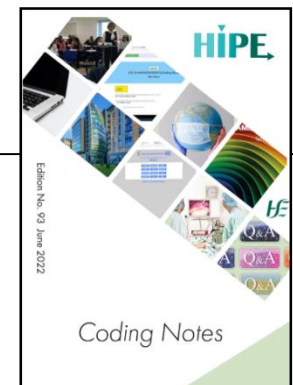
\*All dates may be subject to change

**Healthcare Pricing Office\***

Home	Please note that the HIPE training provided by the HPO is limited to personnel involved in HIPE clinical coding in the Irish hospital system, where hospitals.				
2022 Activity-Based Funding Survey	Please click "Select" on the course you wish to apply for:				
ABF Conference / Education	Course	Start	Select Duration	Location	Closing Date
HIPE	Coding Skills I	11/10/2022	Select 2 days (10am- 5pm each day)	HPO only	05/10/2022
HIPE Information	Intermediate Obstetrics	18/10/2022	Select 1 day (10am-4pm)	On Line	
Clinical Coding	Coding Skills II (A)	08/11/2022	Select 3 days (10am- 5pm each day)	HPO only	01/11/2022
HIPE Information	Diabetes Workshop	15/11/2022	Select 10am- 5pm	HPO only	
Classification	Coding Skills II (B) Respiratory	23/11/2022	Select 10am- 5pm	On Line	16/11/2022
History of Coding in Ireland	HIPE Portal Reporter Training - Part 1 (AM)	29/11/2022	Select 10am - 12pm	On Line	25/11/2022
Training	HIPE Portal Reporter Training - Part 1 (PM)	29/11/2022	Select 2pm-4pm	On Line	25/11/2022
Training Request	Diabetes Workshop	30/11/2022	Select 9.30am-4.30pm	Binu Columbanus, Wilton, Cork	
Irish Coding Standards	Coding Skills II (C) Endoscopy follow up	07/12/2022	Select 10.30am-1pm	On Line	30/11/2022
Coding Notes Newsletter	Data Quality	08/12/2022	Select 11am - 1pm	On Line	07/12/2022
Data Dictionary					
NPRS					
HIPE and NPRS Reports					
Software Development					
Find it fast					
Latest news					
Contacts					
Centers					
Privacy Policy					
HPO Data Protection Policy					
HSE Data Protection Policy					

Note: There are no cookies currently in use in this website (Sept 2020)

\*From 1st January 2014 the National Casemix Programme and the Health Research and Information Division at the ESRI became the Healthcare Pricing Office (HPO)





# Clinical Coder Education in Ireland

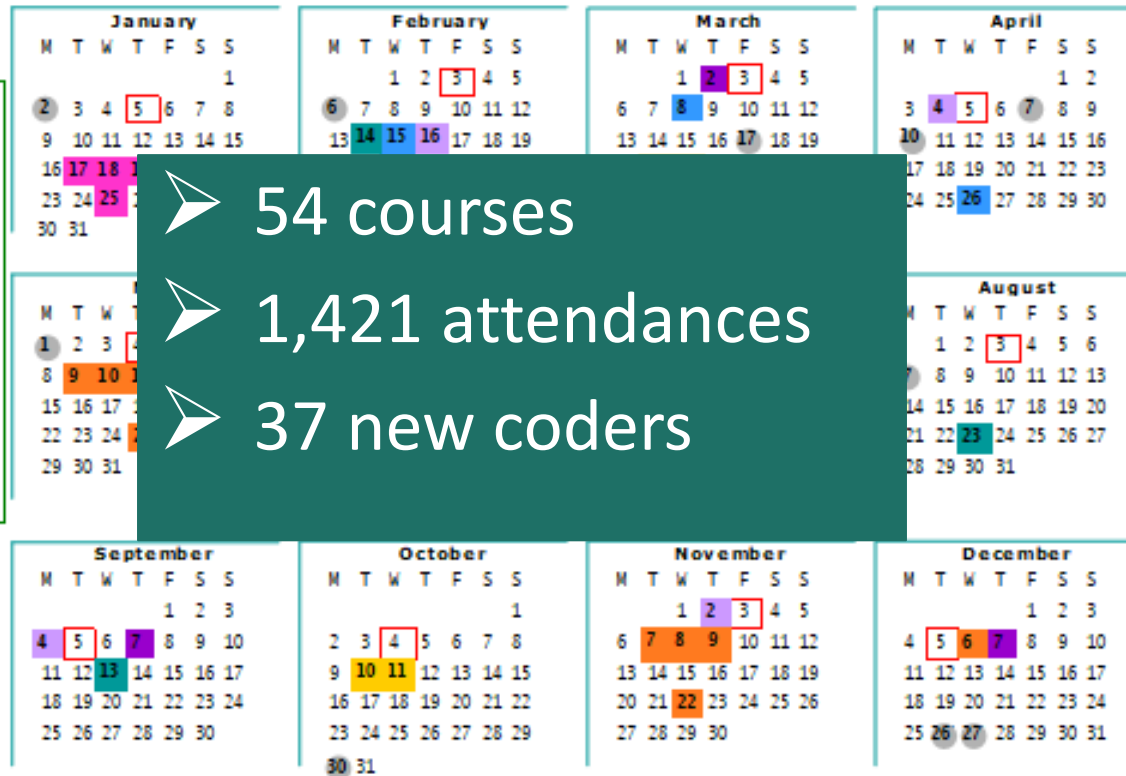
HEALTHCARE  
PRICING  
OFFICE

## HIPE Training Calendar 2023



### Training Dates Colour Key

- Data Quality
- Intro to HIPE I & II
- Coding Skills I
- Coding Skills II
- Coding Skills III
- Coding Skills IV Workshops
- Anatomy & Physiology
- Portal Reporter Training
- Final Date for Receipt of Export by HPO
- Bank / Public Holiday



- 54 courses
- 1,421 attendances
- 37 new coders

Details on all courses will be provided via email. For further information see **Coding Notes** and our website: [www.hpo.ie](http://www.hpo.ie)

Additional courses may be scheduled subject to requirement.

To request training, please contact:  
Email: [hipe.training@hpo.ie](mailto:hipe.training@hpo.ie)

\*All dates may be subject to change

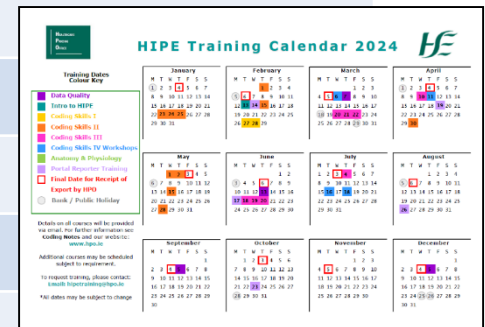




# Training for new coders

Delivered in the order below over 6 months

Activity /Course	Duration	Mode/Location
Starter Pack	4 hours	Self-directed learning
Introduction to HIPE	1 day	HPO
Anatomy & Physiology Lectures	2 hours X 11	Pre-recorded/self-directed learning
Coding Skills I	2 days	HPO
Coding Skills II (A)	3 days	HPO
Coding Skills II (B) Respiratory	1 day	HPO
Coding Skills II (C) Endoscopy	3 hours	Pre-recorded/self-directed learning
Coding Skills II (C) Endoscopy Follow-up	.5 day	Zoom
Coding Skills III (A)	3 days	HPO
Coding Skills III (B) Circulatory	1 days	HPO
Z-Codes	1 day	Zoom
Introduction to Obstetrics	1 day	HPO



Delivered in combination with on the job experience and training & mentoring

# HFE The Starter pack

All new coders are sent Starter Pack when they join the Coding Department

H.I.P.E.

Irish Coding Standards  
12<sup>th</sup> Edition

ICD-10

For use

12<sup>th</sup> Edition

Healthcare

Irish Coding Standards 2024 V.1.

H.I.P.E.

Medical Terminology  
And  
Anatomy &  
Work



Healthcare

H.I.P.E.

HIPE  
&  
ICD10/AM/ACHI/ACS  
Pre – Course  
Information  
and  
Essential Reading for  
Beginners



Healthcare Pricing Office V12.0

### Clinical Coder Education Programme

The Healthcare Pricing Office (HPO) provides training throughout the Irish hospital system. This experience, mentoring and training within a Hospital, the current clinical coding classification and on information on demographic and administrative variables. Courses also provide instruction on the use of the HIPE Portal Software. Clinical Coders/HIPE staff must be nominated by their hospitals to attend these courses. Training are delivered via virtual requiring training.

The training consists of:

- Clinical Coder Start
- Introduction to HIPE
- Coding Skills I
- Coding Skills II
- Coding Skills III
- Coding Skills IV
- Refresher Courses
- Anatomy & Physiology

- Clinical Coder Start
- Introduction to HIPE
- Coding Skills I
- Coding Skills II
- Coding Skills III
- Coding Skills IV
- Refresher Courses
- Anatomy & Physiology

### Clinical Coder Start

When a new Clinical Coder joins a hospital, they are expected to study the Introduction to HIPE I.

### Introduction to HIPE

This 1 day course is held for new Clinical Coders. During this course, the new Clinical Coder will be familiarised with the HIPE Starter Pack overview of HIPE, the pre-course information and exercises are provided for attend this course in advance.

### Introduction to HIPE

This 2 hour training course provides an overview of HIPE I. During this course, the new Clinical Coder will be familiarised with the HIPE Starter Pack overview of HIPE, the pre-course information and exercises are provided for attend this course in advance.

### HIPE Training Calendar 2024

Training Dates Colour Key

- Data Quality
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- Portal Reporter Training
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- Bank / Public Holiday

Month	Days	Events
January	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
February	1-28	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-28)
March	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
April	1-30	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-30)
May	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
June	1-30	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-30)
July	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
August	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
September	1-30	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-30)
October	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)
November	1-30	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-30)
December	1-31	Intro to HIPE (1-3), Coding Skills I (4-10), Coding Skills II (11-17), Coding Skills III (18-24), Coding Skills IV (25-31)

Additional courses may be scheduled subject to requirement.

To request training, please contact: Email: [HIPEtraining@hpo.ie](mailto:HIPEtraining@hpo.ie)

\*All dates may be subject to change

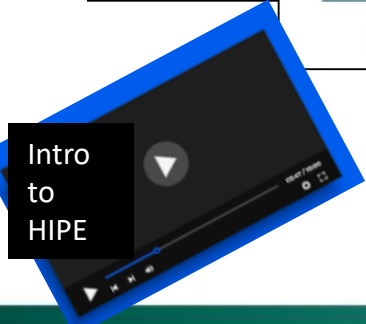


### The 5 Steps to Quality Coding

- Analyse**: Note: Avoid irrelevant information such as symptoms and signs characteristic of the diagnosis.
- Locate**: Note: Use the alphabetical index to locate your lead term.
- Select**: Note: Select a tentative code from the alphabetical index. Example: 110 Hypertension.
- Check**: Note: Verify the tentative code to ensure it is accurate. Be directed by the instructional notes, includes and excludes etc. found in the tabular list.
- Apply**: Note: Apply both ACS and ICS where guided. Additional guidance can be found in Coding Rules, Coding Notes and training materials.

References: Coding notes, Coding Rule, Irish Coding Standards, Australian Coding Standards, All Training Material.

Source: Healthcare Pricing Office, Finance Division, HSE 2024. [www.hpo.ie](http://www.hpo.ie)



The Clinical Coder analyses the documentation and abstracts the information

Using the classification they assign the most accurate codes

The codes are entered onto the HIPE portal by the clinical coder

The HIPE information is then exported to the HPO

# Advanced Training

- Refresher & advanced workshops
  - **Guest speakers**
- Diabetes
- Neoplasms
- Infectious/Sepsis
- Obstetrics
- Ventilation
- Procedural complications
- **Data quality**
- HIPE Reporter Training
- ARDRGs
- **Updates to the classification**
- **Training & mentoring course**
- **Audit course**
- **Managing coding services**



**HPO deliver training  
for Data Users**



# HF Discussion

- How does Coder education in Ireland compare with other countries?
- What has been your experience with virtual teaching & learning versus in-person training?
- Have you delivered or participated in training that was delivered in-person and on-line simultaneously?



# HF Accreditation of Coder Training

- Certification in Clinical Coding
  - Suitable Academic Partner identified
  - Existing training went through accreditation process
  - TUDublin as partners provide oversight and governance and academic rigour
  - Regular re-accreditation process - latest 2022
    - Recommendations implemented





# Accreditation of Coder Training

- Available to Coders working within the system only
- Core training completed with at least 1 year's experience
- 1<sup>st</sup> course in 2015
- 180 coders graduated
- Up to 20 students per course
- 1 TUDublin course each year
- Fees for students paid by HPO





# Accreditation of Coder Training



- Certification in Clinical Coding
- HPO deliver the training in partnership with TUDublin

Activity /Course	Duration	Mode/Location
Starter Pack	4 hours	Self-directed learning
Introduction to HIPE	1 day	HPO
Anatomy & Physiology Lectures	2 hours X 11	Pre-recorded/self-directed learning
Coding Skills I	2 days	HPO
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Coding Skills II (B) Respiratory	1 day	HPO
Coding Skills II (C) Endoscopy	3 hours	Pre-recorded/self-directed learning
Coding Skills II (C) Endoscopy Follow-up	5 day	Zoom
Coding Skills III (A)	3 days	HPO
Coding Skills III (B) Circulatory	1 days	HPO
Z-Codes	1 day	Zoom
Introduction to Obstetrics	1 day	HPO

Syllabus

- Syllabus:
  - Core training for new coders
  - Students can attend any of the scheduled courses
  - Receive all course materials through TUDublin LMS
  - Additional advisory sessions held



# Accreditation of Coder Training

- Level 6 (NFQ Level (CPD))
- 2 Modules (5 Ects credits each)
  - 5 Assessments & final examination
  - Practice papers for each assessment & final examination
- Assessments
  - Submitted to HPO by email
  - Part (multiple choice) on-line through TUDublin LMS
  - Final examination
    - Open book – access to classification
    - Held at HPO, Dublin







# Accreditation of Coder Training



- 80% pass mark for each assessment & final examination
  - Provisional results issued after each assessment
  - General feedback provided to students
- Final examination accounts for 70% of overall mark
- Final results issued by TUDublin



# Certification in Clinical Coding



Faculty of Computing, Digital & Data



## Student Handbook

Continuing Professional Development Certificate in Clinical Coding

TU5302

Academic Year 2023-24

HEALTHCARE PRICING OFFICE



### Schedule for Continuing Professional Development Certificate in Clinical Coding TU5302 Modules 1 & 2



#### Notable Dates\*

Students must present in person for the final examination

Curriculum	Assessment Submission
<b>Module 1</b>	
1. HIPE & The Role of the Coder	Due by Friday, 1 <sup>st</sup> March 2024 (Assessment 1)
2. ICD & Medical Terminology	Due by Friday 5 <sup>th</sup> April 2024 (Assessment 2)
3. The Classification / Extraction/ Coding standards	Due by Friday, 17 <sup>th</sup> May 2024 (Assessment 3)
<b>Module 2</b>	
1. Code injuries and poisoning	
2. Code external causes of morbidity and mortality	
3. Code symptoms and signs	
4. Code endocrine, nutritional and metabolic diseases and associated interventions	Due by Friday, 28 <sup>th</sup> June 2024 (Assessment 4)
5. Code respiratory conditions	
6. Code neoplasms	
7. Code using Z-Codes	
8. Introduction to Obstetrics Coding	
9. Code post-operative complications and sequelae	Due by Friday, 2 <sup>nd</sup> August 2024 (Assessment 5)
10. Code Circulatory conditions	
11. Code Infectious and parasitic diseases	
<b>Module 2 - Final Examination - In person</b>	Wednesday 4 <sup>th</sup> September 2024 - HPO Building (2 hrs, 30 min)
<b>Supplementary Information</b>	
<b>Module 2 - REPEAT Final Examination - In person</b>	Wednesday 18 <sup>th</sup> September 2024 - HPO Building (2 hrs, 30 min)

#### Course content

The initial induction session on Tuesday 6<sup>th</sup> February will provide students with important information on the course.

Note that the assessments and examinations are based on the HIPE training delivered by the HPO so we recommend your continued attendance at training. We are providing advisory workshops to support each assessment and guide students regarding study materials. These will provide guidance on completion of Module 1, Assessments 1 – 3, Module 2, Assessments 4-5 and guidance on preparation for the final examination.

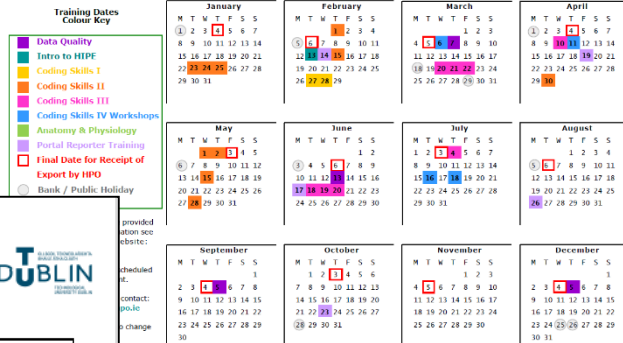
\*All dates may be subject to change

Workshop Title - All delivered on line	Date	Time
<b>INDUCTION SESSION</b>	Tuesday, 6 <sup>th</sup> February 2024	11am – 12pm
Module 1 Assessment 1: Introduction to HIPE	Thursday, 8 <sup>th</sup> February 2024	11am – 1pm
Module 1 Assessment 2: Anatomy & Physiology and Medical Terminology	Tuesday, 12 <sup>th</sup> March 2024	11am – 1pm
Module 1 Assessment 3: Advisory workshop on The classification / extraction/ coding standards	Tuesday, 23 <sup>rd</sup> April 2024	11am – 1pm
Module 2 Assessment 1: Preparation – On line	Thursday, 6 <sup>th</sup> June 2024	11am – 1pm
Module 2 Assessment 2: Preparation – On line	Thursday, 11 <sup>th</sup> July 2024	11am – 1pm
Module 2 Final Examination Preparation – On line	Thursday, 22 <sup>nd</sup> August 2024	11am – 1pm

HPO.TUOUBLIN.TU5302. December 2023



### HIPE Training Calendar 2024



Students must agree to dates & sign a declaration – coding hours





# Certification in Clinical Coding



## HIPE Training Calendar 2024



### Training Dates Colour Key

- Data Quality
- Intro to HIPE I & II
- Coding Skills I
- Coding Skills II
- Coding Skills III
- Coding Skills IV Workshops
- Anatomy & Physiology
- Portal Reporter Training
- Final Date for Receipt of Export by HPO
- Bank / Public Holiday
- TUD Assessment Due
- X TUD Advisory Session
- TUD Final Exam
- Repeat Of Final Exam

**January**

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**February**

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

**March**

M	T	W	T	F	S	S	
					1	2	3
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30	31	

**April**

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**May**

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27	28	29	30	31			

**June**

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17	18	19	20	21	22	23
24	25	26	27	28	29	30

**July**

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

**August**

M	T	W	T	F	S	S	
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26	27	28	29	30	31		

**September**

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30						

**October**

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**November**

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18	19	20	21	22	23	24	
25	26	27	28	29	30		

**December**

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						1
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

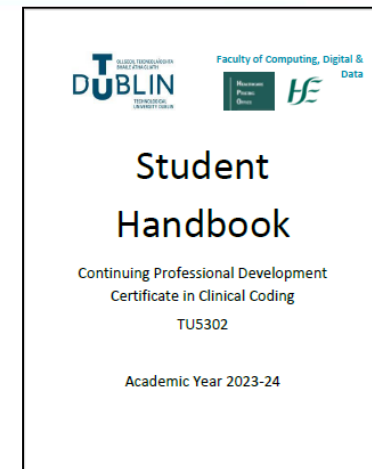


# Certification in Clinical Coding



## HIPE Education Team at HPO:

- Deliver the training
  - Additional advisory sessions for students
- Set the assessments & examination papers
- Mark the papers
  - 2 staff & 1 Arbitrator (if necessary)
  - Student Handbook contains details of marking system



## Negative marks in more detail

Marks are deducted for unnecessary assignment of codes for example as in the following situations:

1. assignment of HADx that does not meet criteria
2. where a HADx is applied to an intervention code
3. for unnecessary additional diagnoses codes or intervention codes

Example of marking system

## Examples

Patient admitted due to severe abdominal pain, she has a history of ovarian cancer, and had a total abdominal hysterectomy and bilateral salpingo-oophorectomy plus chemotherapy a year previously. She is a current smoker, and lives alone. CT of abdomen revealed an obstructive mass in the sigmoid colon. A left-sided laparoscopic sigmoidectomy was performed under general anaesthetic. Histology performed on the removed section of bowel revealed the mass to be metastatic ovarian carcinoma. **(14 marks)**

Answer:

	Code	Code title	HADx	
Principal Diagnosis	C78.5	Secondary malignant neoplasm of large intestine and rectum		Correct PDx, Code & Code title= 3 marks
Additional Diagnoses	C56	Malignant neoplasm of ovary		Correct Code & Code title= 2 marks
	Z72.0	Tobacco use , current		Correct Code & Code title= 2 marks
	<b>Code and Block</b>			
Principal intervention	32003-02 [913]	Laparoscopic limited excision of large intestine with anastomosis		Correct Principal Intervention, Code, Block number & Code title= 4 marks
Additional interventions	92514-99 [1910]	General Anaesthetic ASA 99		Correct Code, Block number & Code title= 3 marks

**Total = 14**



# Certification in Clinical Coding

The availability of the Dublin Institute of Technology's accredited certificate in clinical coding shows that these coders are trained in their role and skilled to abstract and code clinician's activity accurately.

TUDublin certification is a **measure of coder ability and skill** and can be used:

- To promote the professionalization of coding
- In recruitment
- For career progression.



Fully trained experienced and accredited clinical coders can achieve the twin goals of:

1. a recognised coding profession and
2. a data set acknowledged by all stakeholders reliable and high quality.



# *Certification in Clinical Coding – Technological University Dublin*





- Diploma level course
  - Possible syllabus
    - Advanced coding
    - Audit
    - Training & Mentoring
  - Resources
  - Demand





# Considerations for Accreditation of Coder Training

- Suitable academic partner
- Qualification level
- Curriculum
- Cost & fees
- Staffing & resources
  - Development and delivery of course content
  - Setting assessment & exam papers, marking, administration, LMS,
  - Feedback etc.
- Number of students
- Criteria for student selection
- Scheduling
  - Courses, assessment dates
- Final examination
  - Dates X 2
  - Venues
  - Invigilator
  - Other resources





# Retention & Recruitment of Clinical Coders

- Timely and accurate hospital activity data collected by trained clinical coders is key
  - to inform the health services
  - is central to the success of the Activity Based Funding (ABF) funding model.
  - The coder's role is evolving to encompass new technologies and increasing demands on the data.



# Retention & Recruitment of Clinical Coders

- Clinical coders are in short supply both in Ireland and internationally and it is critical that skilled clinical coders are not lost from the system due to the recruitment or retention issues



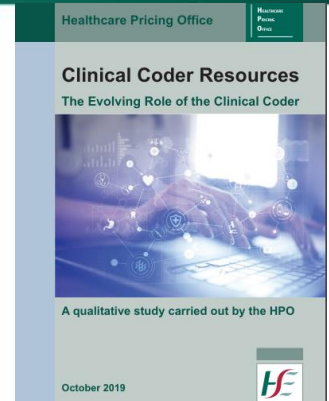
# Retention & Recruitment of Clinical Coders

## Clinical Coder Resources Report (2019)

Examined the Evolving Role of the Clinical Coder

### ➤ Findings and recommendations

- Role of the HIPE Clinical Coder
- Staffing and Structures
- Recruitment and Retention
- Training
- Data Quality
- Workplace environment and resources
- Medical Records and EHR
- Communications





# Retention & Recruitment of Clinical Coders

## 1. Role(s) of the Clinical Coder Clearly defined roles

For the different levels of clinical coder required

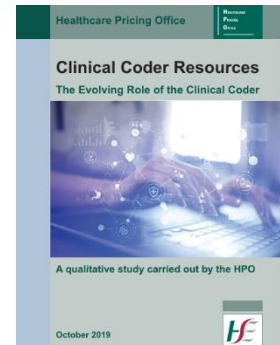
## 2. HIPE Team Structure

Develop a team structure to support professional and personal development with clearly define roles and responsibilities.

## 3. Recruitment & Retention

Clearly defined structures with nationally agreed job specifications

## 4. Coder Education Core HIPE training needs to be mandatory.



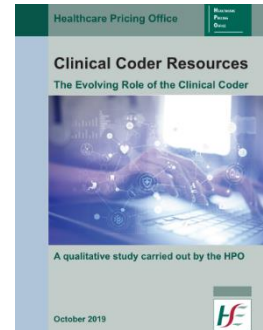


# Retention & Recruitment of Clinical Coders

## 5. Data Quality & Audit HIPE data quality and auditing function:

Resourced locally and supported by management.

Clinical support for the role of HIPE and HIPE data quality is required at hospital level.



## 6. Communications

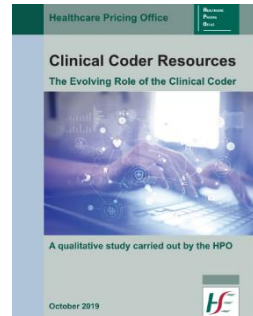
Clearer roles and responsibility will lead to more efficient HIPE teams working together in a cohesive way. Increased visibility of the HIPE function within the hospitals will lead to increased engagement



# Retention & Recruitment of Clinical Coders

## 7. EHR / Source Document:

Engagement with clinicians & access to high quality, timely electronic and hard copy source documentation for coders.



## 8. Environment & Resources

Ensure coders have a good working environment, close to coding colleagues



# Retention & Recruitment of Clinical Coders

## Challenges

- Coding department staffing structure
- Retirements
- Sick leave
- Budgetary constraints
- Pause on recruitment
- Focus on patient facing rolls
- Keeping up with changes within the system
- Additional activity
- Takes up to 18 months to train a new coder
- Meeting deadlines
- Poor clinical documentation





# Discussion

- National strategies for Coder retention and recruitment
  - Challenges
  - Opportunities



# Future training needs for Clinical Coders

## The evolving role of the Clinical Coder

- EHRs
- Clinical systems
- Classifications
- Reporting
- Auditing
- Linking in with other data collections
- Collaboration with Data Users
- New technology
  - Coder finders
  - Automated coding
- The role of AI



# Discussion

- Identify priority areas for coder training and development in the future



Thank You

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Further information available at [www.hpo.ie](http://www.hpo.ie)