A Review of the 2012 Health Informatics Human Resources Guidelines: Recruitment Publication by COACH - Canada's Health Informatics Association

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Abstract
BOOK REVIEW - Canada's Health Informatics Association 2012 Health Informatics Human Resources Guidelines CAD $100.

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The Health Informatics Human Resources Guidelines [1] published by Canada's Health Informatics Association (COACH) is an 80 page document produced as another tool to promote best practices and to provide practical help to the HI community. This toolkit is the result of engaging in an extensive consultation and research process and was developed for individuals and employers with specific recruitment and human resources challenges related to health informatics staff. The document begins by providing the rationale for this publication by referring to COACH's Health Informatics Professional (HIP) core competency framework, including a brief overview of 'HIPs' and a brief overview of findings regarding HIP supply and demand from their 2009 Human Resources report on Health Informatics and Health Information Management.

The authors have adopted a strong HR approach and take the reader through a detailed five step HI recruitment process, 1) identifying, 2) sourcing, 3) prequalifying, 4) selecting and 5) closing. Each step includes an overview, issues to consider, guidelines and refers to relevant roles pertaining to HR practitioners and candidates involved in the recruitment process. Issues to consider include minimal reference to HIP roles or required knowledge and skills. Issues are primarily focused on traditional HR issues with little reference to specific HIP job specification or role issues. The pre-

qualifying step refers to qualifications and knowledge with some examples including Canada's only professional level health informatics credential, the CPHIMS-CA. The next step makes reference to core competences available at COACH's website but is focused on question types and their uses during a selection interview. The COACH's HIP Career Matrix is provided in appendix A. The next appendix is a sample job description I did not find particularly useful as it essentially provides a layout and questions that may be used to identify what should be included. A sample job description for a specific role would have been more useful. A skillset assessment template based on the use of COACH's HIP Role Profiles [2] that include key competencies for each role is provided in appendix C although the sample used is not a HIP Core Competency. Other appendices contain only HR focused information.

The document provides useful references to where to find more information about Canadian Health Informatics Professional roles and is a useful guide for those new to HR activities. It needs to be used in conjunction with other publications like the HIP Role Profiles [2]. I was disappointed as the document contains no new knowledge about Health Informatics Professional roles or possible career pathways, nor does COACH appear to have made use of an abundance of relevant international or ICT specific work undertaken such as

the Skills Framework for the Information Age [3].

References

1. COACH – Canada's Health Informatics Association. Health Informatics Human Resources Guidelines – Recruitment. http://coachorg.com/en/publications/Recruitment.asp?_mid_=21031

2. COACH – Canada's Health Informatics Association. Health Informatics Professional Role Profiles. http://coachorg.com/en/publications/roleprofiles.asp

3. SFIA Foundation - Skills Framework for the Information Age http://www.sfia.org.uk

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