

About the 2022 Health Human Resources Minimum Data Set Data Standard



The Canadian Institute for Health Information (CIHI) updated the Health Human Resources Minimum Data Set (HHR MDS) data standard in 2022 to ensure alignment in concepts, values and data collection practices across health care provider groups in Canada.

This new update

- Allows for comparable information across health care provider groups;
- Aligns with national and international standards (i.e., SNOMED CT); and
- Supports monitoring and planning of health system needs.

What's new?

49 unique data elements, grouped into 5 categories,

- Enable monitoring of health workforce migration;
- Facilitate data integration with clinical and financial data sources;
- Reflect the current state of Canada's health care systems; and
- Support equity reporting, health workforce planning, policy development and research.



New data elements

- National Unique Identifier
- Gender
- Language
- Racialized Group
- Indigenous Identity
- Organization Identifier
- Encounter Mode
- Agency Health Care Provider
- Virtual Care
- Funding Source

Diversity and inequality

Does Canada's health workforce have the capacity to support diverse population needs?

What inequalities exist in Canada's health care systems?

Models of care and outcomes

Which models of care in urban and rural regions will deliver the highest-quality and most cost-effective care?

Do outcomes change with the use of agency staff?

Migration, retention and recruitment

Are health care workers licensed to practise and work in multiple provinces/territories?

What are the rates of inflow/outflow for specific groups of health care workers across jurisdictions?

Access to care

Has adding virtual care services improved access to care?

Are more types of health care workers providing virtual care?

Want to learn more?

Visit our [Health Workforce Database metadata page](#) for CIHI's new HHR MDS data standard and supporting documents.

© 2023 Canadian Institute for Health Information

How to cite this document:

Canadian Institute for Health Information. *Health Information. About the 2022 Health Human Resources Minimum Data Set Data Standard [infosheet]*. Ottawa, ON: CIHI; 2023.

