



What's New With Health Workforce Information at CIHI

This bulletin highlights important updates from the Health Workforce Information (HWI) team at the Canadian Institute for Health Information (CIHI), with a specific focus on the Health Human Resources Minimum Data Set (HHR MDS) data standard.

The HHR MDS data standard

The HHR MDS is a data standard established by CIHI to provide guidance on the collection and submission of health human resources information in a standardized fashion across Canada. This standard guides the information collected and submitted to CIHI's Health Workforce Database (HWDB).

The HHR MDS Modernization Project

In 2022, CIHI updated the HHR MDS data standard to ensure alignment in concepts, values and data collection practices across health care provider groups in Canada. These updates allow for comparable, high-quality, linkable health workforce data across health care professions to support pan-Canadian health workforce planning, policy development and research.

What to expect with the new HHR MDS data standard

Refreshed set of data elements

The 2022 HHR MDS data standard has **49 unique data elements**. For health care provider groups currently submitting to the HWDB,

- 16 data elements are *new*; and
- 27 data elements have been *updated or expanded* to other health care provider groups.





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The refreshed set of data elements reflects the current state of Canada's health care systems, allows for monitoring of health workforce migration, facilitates data integration with clinical and financial data sources, and supports equity reporting in Canada. Here are just a few examples of the new data elements:

- National Unique Identifier
- Indigenous Identity
- Racialized Group
- Primary Site Virtual Care
- Primary Site Organization Identifier

The Indigenous Identity and Racialized Group data elements reflect CIHI's data collection standards. CIHI produced [guidance for health care organizations](#) on how to appropriately collect and use this data, which includes resources on data governance, community engagement and processes for safe data collection.

New data element field types

- **Core:** Data elements that are essential for monitoring and planning health system needs
- **Multiple selection:** Data elements for which multiple responses may be captured
 - For example, under Provider Employment Place of Work, a health care provider will now be able to select up to 3 settings that represent where they are directly engaged in employment associated with their profession (or in a related field).

Alignment with national and international standards

The 2022 HHR MDS data standard aligns with Canadian and international standards (i.e., SNOMED CT). To obtain information on SNOMED CT mapping codes, email hr@cihi.ca.

Update of submission and collection practices

Update cycle

Going forward, the standard will be updated on a regular 3-year cycle.

Data collection and submission

The technical specifications and layout for registration records submitted to CIHI's HWDB have been updated and are now standardized across all health care provider groups.

Submission and collection dates remain the same.



New resources to support submission

To ensure process alignment, the information in the manuals that were specific to each professional group has been consolidated into 2 new documents: the *HHR MDS Data Dictionary* and the *HHR MDS Data Submission Manual*. Additionally, 2 new support documents have been created to help users understand the changes made to the HHR MDS data standard.

HHR MDS Data Submission Manual

Provides technical specifications for submission of HWDB data

HHR MDS Data Dictionary

Lists, defines and provides the rationale for the HHR MDS data elements and values

Support documents

Health Human Resources Minimum Data Set Data Standard: Points of Interest

Describes and provides the rationale for the major changes to the HHR MDS data elements and submission standards

Preparing to Adopt the 2022 Health Human Resources Minimum Data Set Data Standard

Provides a list of resources to help data providers prepare for and adopt the updated HHR MDS standard

These documents can be found on the [Health Workforce Database metadata](#) page.

Next steps

Implementation

The HWI team at CIHI will support current data providers with implementation of the updated standard.

Note: Jurisdictions and health care provider groups will implement the 2022 HHR MDS standard at different rates. For the immediate future, CIHI will support data submission using both the 2022 HHR MDS data standard and the previous standards.



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National Unique Identifier (NUI) pilot

The newly developed methodology for a NUI is being piloted. Data providers that are interested in joining the pilot to test the NUI methodology can email hhr@cihi.ca.

Contact us

For more information, please email hhr@cihi.ca.

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