



A census for the Health Informatics, Digital, Data, Information, and Knowledge workforce.

PARTICIPANT INFORMATION

Welcome to the HIDDIN Workforce Census.

The aim of the Census project is to quantify and qualify the Global HIDDIN (Health Informatics, Digital, Data, Information, Knowledge) Workforce, specifically to delineate and count the workforce, consider the future configuration of workforce, identify HIW shortfalls, and identify current health information training and career pathways.

Your participation is much appreciated. With your input, we will be able to achieve our aim, informing employers, government and industry of the importance of this workforce. **Completion of the Census is voluntary.**

HOW WAS THE CENSUS DEVELOPED?

The questions in the Census were developed using a Delphi study design throughout 2017. Experts from a number of different stakeholder organisations in Australia and New Zealand provided input into the data elements and questions that should be included in the Census. This was to ensure that the Census would answer the stakeholder group's questions, and that the questions would not change over time. The Census was then pilot tested by the experts and the executive committees of the partner organisations. The first Census was conducted in Australia and New Zealand in 2018. We have since published the 2018 Census report on our [website](#), and consulted with HIDDIN Workforce experts from across the work to enable us this year to launch the Global HIDDIN Workforce Census. Further information about the development of the Census can be found on the Census website.

WHO SHOULD COMPLETE THE CENSUS?

Anyone who self-identifies as being a part of the HIDDIN Workforce. You are part of the workforce if any part of your role (including volunteer or actively seeking) includes a function (listed below) related to health data, information, or knowledge. You may undertake a role that has both a HIDDIN component and another component (for example, clinical or management). For this Census, only consider the HIDDIN component. Functions could include analysing, designing, developing, implementing, maintaining, managing, operating, evaluating, or governing the data, technology, systems, and services for the health sector. You might not identify as part of the HIDDIN workforce if your function is limited to using health data, information, or knowledge but none of the other functions listed above.

HOW WILL I COMPLETE THE CENSUS?

On the Census website is a link to the Census. **The Census will be open for completion from the 1st May until the 31st May 2021.** You can then complete the Census on a computer or mobile device, using any browser. If you would like to complete a paper copy, please contact one of the project contacts below. The Census consists of a number of select answer and short answer questions relating to your demographic information, educational background, current health information work experience, and future professional intentions.

The Census will be conducted during the month of May every three years, for example 2024, 2027, 2030 and so on.

HOW LONG WILL IT TAKE TO COMPLETE THE CENSUS?

This will vary depending on your educational background and current employment status. However, during our pilot study and the 2018 Census, the majority of participants completed the Census in less than 20 minutes, with the average time being 14 minutes. You can save your responses and return to complete the Census later in the month, but it is essential that you save your return code, otherwise you cannot return. To do this, click "Save & Return Later" at the bottom of any page in the Census. This will generate a 'Return Code'. Copy or write down the Return Code.

HOW WILL THE DATA BE MAINTAINED AND REPORTED?

The Census is conducted through a survey system, Research Electronic Data Capture (REDCap). The University of Tasmania (UTas) REDCap system is utilised for this project and therefore all data will be stored on a UTas server in Tasmania. Following the Census, the data will be downloaded from REDCap into a password protected MS Excel spreadsheet, which will be maintained on a secure UTas server in Tasmania that can only be accessed by the project contacts listed below. This data will then be uploaded into a password protected project database for analysis, again only accessible by the project contacts listed below. For further information, please see the Data Management and Access Policy on the Census website.

The data will be analysed and aggregated summary findings will be presented in a report, made available on the Census website and shared with the collaborating organisations. No identifying information about you or organisations you work with will be collected by this Census (unless you consent to participate in the longitudinal case study – see below). Anonymity will be maintained when reporting the data. For example, when reporting the Census findings, should a particular field reveal five or less participants, a symbol will be substituted, indicating that the exact number will not be reported. The project team will also undertake analysis on the Census data for publication in journals and at conference and industry presentations, and the data will be reported in such a way as to not identify any individual or organisation. Please see the 2018 report or any of the other publications on the Census website as examples.

This project has an open data approach. This means organisations and individuals will be able to request access to the de-identified Census data for non-commercial purposes. The above principles of data anonymity will be maintained and further information is available in the Data Management and Access Policy on the Census website. Currently it is planned to keep the data indefinitely to enable data comparisons over time. Should this change, information will be provided on the Census website. Further information about data access can be found on the Census website.

WHAT IS THE LONGITUDINAL STUDY?

The longitudinal study is a sub-study of the Census project. The Census does not collect identifying information about participants, making it difficult to measure an individual's career progression over time. Therefore, the Census project is seeking individuals to participate in a longitudinal study of the workforce. If you decide to be part of this longitudinal study, you will be asked to answer a small number of questions at the beginning of each Census (2018, 2020, 2023, 2026, etc.) to enable the project team to link your current Census responses to your past / future Census responses. Once the Census is complete, an individual's Census responses will be re-identified with a unique identifier to enable that individual's responses over the years to be linked together, and then data entered for linkage questions will be removed.

Participation in the longitudinal sub-study is voluntary. You can elect to complete the Census without being part of this longitudinal study. A participant who participates in the longitudinal study this year can elect not to participate in future years, and if you elected to participate in the 2018 sub-study, you can elect to again participate to have your data linked, or not participate this year and not have your data linked. Answer "No" to the question asking if you want to participate in this sub-study if you do not want to provide identifiable information to link you past, present and/or future Census responses.

WHAT IF I HAVE QUESTIONS ABOUT THIS STUDY?

If you have any question about this study, please contact:

Professor Kerryn Butler-Henderson

1. University of Tasmania: 03 6324 3329
2. RMIT University:

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Professor Kathleen Gray (University of Melbourne)

03 8344 8936

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This study has been approved by the Tasmanian Social Sciences Human Research Ethics Committee. If you have concerns or complaints about the conduct of this study, please contact the Executive Officer of the HREC (Tasmania) Network on 03 6226 6254 or email human.ethics@utas.edu.au. The Executive Officer is the person nominated to receive complaints from research participants. Please quote ethics reference number H0017281.

Please keep a copy of this information sheet for your records.