

Francis Paul Kirubakaran

MHA, BMRS, BSc, DCSC
Consultant-Health Information Management



Contact

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PIONEER OF ASPETAR



Skills

Leadership & Management

Communication

Teamwork

Professional Experience:

Experienced Health Information and Health Informatics professional with extensive experience in paper medical records to Electronic Medical records transition, implementation, and optimization. Developed and restructured health information management departments in primary, secondary, and tertiary health care settings and lead EMR adoption initiatives and change management for successful implementation. Driven quality improvement initiatives to improve the process & outcome of clinical data capture at the point of care. Managed 100+ FTE, handled recruitments, contracts & budgets. Successful track record in leading the Management of Information standards for JCI, ACI & FIFA Accreditation. Expert trainer to train clinical staff on documentation standards, privacy and confidentiality of patient information. Experienced in strategic planning to develop performance monitoring framework and KPI to support strategic initiatives.

Key Skills

- SME for Health information system and its application to health care settings
- Well versed with Hospital functional workflows and optimisation to adopt Electronic Medical Records
- Excellent knowledge and skills to develop/ customize EMR documentation templates.
- Electronic medical record project management
- Electronic medical record implementation
- Clinical coding classification systems – ICD10 CM, ICD10AM, & ICD 11
- Clinical terminology systems - SNOMED & CPT
- Cerner clinical information system
- SAP- EMR
- Clinical Documentation specialist and Auditor
- Data migration standards & HL7
- Process improvement
- Solutions design support
- Quality Improvement
- Stakeholder engagement
- Health Information Management course Curriculum Advisor
- Team leadership
- Train the trainer

Career Highlights

- EMR implementation in 7 health care settings ranging from Secondary health care to tertiary care settings.
- Served multiple managerial role as Clinical information specialist under Information Systems and Healthcare informatics department dealing daily request, management of other integrated modules evaluation, selection, customization and maintenance.
- Functioned as resource person and subject matter expert for SAP-EMR

Target Oriented

Computer Skills

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EXECUTIVE MEMBERSHIP



and implementation in ARAMCO designated hospitals.

- Project on Implementation of Clinical coding for private health care facilities all over the Kingdom of Saudi Arabia.
- Facilitated standard curriculum development and bridged the professional connection between Community College of Qatar, Global Health Workforce Council & American health Information Management association (AHIMA)
- Active participation in Executive committee(one among 13 members selected across the world) of **Global Health Workforce Council (GHWC)**, developing Global Academic Curriculum competencies for Health Information Management professional - an initiative by AHIMA and International Federation of Health Information Management Association (IFHIMA)

Participation in Hospital Committee's & National Initiatives

- Member of Hospital Quality and Patient safety committee – worked towards quality improvement initiatives. Patient safety and direction accreditation preparation and compliance process
- Established and functioned as secretary to Health Information Management committee
- Member in the National the **E-Health and Data quality standards and Policy subcommittee**, MoPH Qatar – Committee that is working towards establishing national data standards and policies
- Member in National Clinical Coding Committee – Committee is working towards standardizing the national classification standards, clinical terminology for data capture at the point of care.
- Member in National Health Insurance committee – committee working towards standardizing minimum data sets for claims submission, claims submission process and insurance policies.
- Member & evaluator **QHIE-Hub Evaluation committee** to identify appropriate vendor to provide platform centralized national data repository and Health Information Exchange.

Career History and Experience

1. **Head of Health Information Management (March 2007 to August 2020, - 13 years.),** at ASPETAR – Sport Medicine Hospital, Doha. Qatar.

www.aspetar.com

- Well versed with Cerner Clinical Information Systems & played active role in **Cerner clinical information system** on process management, implementation, customization and upgradation.
- Functioned as co- chair of Hospital Information System Implementation committee. Managed and coordinated transition from GE- Centricity to Cerner Clinical Information system implementation
- Provided application support and guidance for multiple clinical departments and played lead role in customizing the EMR templates to comply with documentation best practice and accreditation requirement
- Coordinated optimization program to enable to maximize system benefits.
- Imparted training session for physician, nurses, and other para medical EMR workflows and effective adoption to EMR documentation and other data quality challenges.

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- Functions as SME FOR patient registration, billing, and interpretation of physicians' laboratory orders to facilitate health insurance initiatives.
- Developed various statistical reports and data quality monitoring reports to monitor the successful implementation and utilization.
- Established well organized Health Information Management section contributed to improving the Health Information data quality, clinical coding, statistical reports and privacy and confidentiality of patient information.

2. Director, Medical Records (September 1987 – February 2007, -17 years) at Al Mana General Hospitals, Saudi Arabia. www.almanahospital.com.sa

- Worked as overall In-charge for the four Hospitals of Al Mana Group and all the four hospitals are accredited by Joint Commission International(JCI).
- Participated in Hospital Committees and taken active role in the following committees:Medical Records Committee (Deputy Chairman), Medical Executive Committee, Policy & Procedure Committee, Quality Improvement Committee, HIS Implementation Committee (Co Chairman), Infection Control Committee, Hospital Space Committee, OPD Committee (Co-Chairman) and JCI Committee.
- Lead Documentation quality improvement Projects
- Lead the project initiative to standardize the Health Insurance claims submission and compliance process(NCCI (National Company for Co-operative Insurance), the largest Health Insurance Company in Saudi Arabia, SCECO, Saudi Arabian Airlines, SABIC are major companies having contract for medical treatment along with 3400 companies.

3. Medical Records Officer & Head of the Department (September 1987 - March 1990) at Abdulla Fouad Hospital, Damam, Saudi Arabia

Medical Records Officer at Medical Research Foundation,18, College road, Madras-600006, India (August 1983 - August 1987)
www.sankaranethralaya.org

Educational & Professional Qualifications:

- Masters of Hospital Administration (MHA), Alagappa University, India- 2006
- Bachelor of Medical Record Science (B.M.R.Sc), Christian Medical College, Vellore -1983
- Bachelor of Science (BSc) Madras University, India- 1981
- Diploma Computer Science (DCSc) A M Jain College, Madras, India - 1985

Clinical Coding Certifications

- Advanced ICD-10-AM, ACHI and ACS clinical coding- 2015
- Coding Certificate ICD-10-CM - 1993
- Coding Certificate ICD-9-CM - 1985

Professional Membership

- Global Health Workforce Council (GHWC)
- International Federation of Health Information Management Association (IFHIMA)
- American Health Information Management Association (AHIMA)
- Healthcare Information and Management Systems Society (HIMSS)