Human Resource Assignment and Role Representation Mechanism with the "Cascading Staff-Group Authoring" and "Relation/Situation" Model

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Account and attributes, Access Log

Security and confidentiality
Workflow control in a system
Human resource management



Strategy

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- Represent reason/role/party with <u>plural methods</u>
- Satisfy time-to-time needs
- Suppress the increase of system admin cost
 - Each should be simple and economical
 - Each should be independent
 - Trusted users are allowed same latitude for a part of "system administration works"
- The "Pt-Dr Relation and Clinical Situation" model
- The "Cascading Staff-Group Authoring" mechanism
- Access control matrix

"Party" model and "Care Group" class



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Cascading Staff-Group Authoring



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Operation for group authoring

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Login sequence



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Operation for positioning / declaration

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Electronic healthcare record system

Client: **300** Staff: **1200** Outpatient: **1600**< Work time: Full day



Peer watch and Pt's assessment

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Examples of staff groups

Groups are actually used for
Care team (certain disease/treatment) 30
Certain role (pre-examination) 3
Data entry on behalf of (professor) 9
Facility sharing 4

number of group certifying person
 average of group number in a dept
 average of group member
 9.8

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Example of analysis

	<u>Group A</u>	<u>Group B</u>
Member :	21	33
staff :	7	5
post graduate :	14	28
education impact :	2.0	5.6
Patient	246	251
Encounter	744	837
System Time	185,824	291,183
Time per encounter	249.8	347.9
Time per member	8848.8	8823.7
Money Income	1,358,240	1,435,460
Income per patient	5521.3	5718.9
Income per member	262.9	173.3
Income per patient per staff	788.8	1143.8

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Benefit of the three tier model



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Aspects of the role representation

Classification by 'firmness'

life time	dominance of authority	method
Long	Authorities endorse	ACM
Intermediate	Dominating party certifies	Group Authoring
Short	None (declaration)	Relation / Situation

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Workflow control
 with knowledge-base

Audit analysis tools
 consistency in "behavior" and "reason and role"

Reflection of patient's consent
 when disclosing clinical data to medical staff

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Summary

The authors designed and implemented

- "Patient-Doctor Relation and Clinical Situation" model
- "Cascading Staff-Group Authoring" mechanism
 - "Care Group" class in "Healthcare Party" model
 - "Three Tier Cascading" model

They provide

- A flexible accessibility
- Based on the clarified <u>reason</u>, <u>role</u> and <u>party</u>
 - without security breach
 - without the increase of system administration cost

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Limitation of Access control matrix

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The "Relation and Situation" model

(designed in 1995, implemented in 1998)

Declare the reason before opening EHR based on "relation/situation" at the point-of-care involving reason/purpose and some kinds of role



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Differences from PKI

Public Key Infrastructure

- Supports secure "identification"
- Has some ability of representation of roles but administration cost is considerable
- Has No compliance to time-to-time changes

Our Solution

- Represents almost all factors of role and reason with easy manipulation
- Follows time-to-time changes

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Example of performance analysis

	Rel / Sit	patient	income	in / pt
Group A member : 21 staff : 7		246	135,824	552.1 26.3 78.9
	pre-exam in charge	141 105	65,356 70,468	
Group B member : 33 staff : 5		251	143,546	571.9 17.3 114.4
	pre-exam in charge	249 2	143,203 343	

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