



21 April 2026

Dear Members of HIMAA,

I am writing to inform you of forthcoming changes to Health Information Management (HIM) education at Queensland University of Technology (QUT), and to do so early and transparently in the spirit of our ongoing partnership with HIMAA.

Following comprehensive program and workforce reviews during 2024–25, QUT has decided to transition HIM education from a standalone undergraduate course to a strengthened postgraduate pathway. Subject to final approvals, this will involve the *discontinuation of the Bachelor of Health Information Management (HIM)* and the introduction of a *Graduate Certificate in Health Information Management*, embedded within the *Master of Health Management and Leadership* as a dedicated HIM major, from mid-2027.

I want to emphasise from the outset that this change reflects an evolution of QUT's commitment to the HIM profession, not a reduction in it.

Rationale for change

Health Information Management has undergone significant transformation. Advances in digital health, data analytics, AI, information governance and cybersecurity have expanded HIM roles well beyond traditional records management, requiring more advanced and specialised capabilities. These are increasingly best developed through postgraduate education, particularly for professionals already working within the health system.

At the same time, the Bachelor of HIM has experienced low enrolments and completion rates for several years, reflecting national trends and a shift away from undergraduate entry pathways. This was a key consideration, alongside extensive consultation with industry partners.

Importantly, the *HIM Strategic Taskforce*, convened with Queensland Health and HIMAA in 2024–25, highlighted clear workforce priorities: flexible and efficient education models, stackable qualifications, recognition of professional experience, and clearer postgraduate progression pathways—especially for clinical coders and mid-career professionals.

The proposed postgraduate HIM pathway

The proposed *Graduate Certificate in Health Information Management (AQF 8)* will be a flexible, part-time, hybrid program designed for study alongside employment. It will focus on core HIM capabilities including clinical classification, documentation and funding systems, information governance and data quality, supported by leadership and digital health competencies.

Embedded within the *Master of Health Management and Leadership (AQF 9)*, this pathway enables clear progression to full HIM qualification and supports upskilling, reskilling and career transition into HIM roles. Overall, we anticipate this will see more people entering the profession, at a higher rate, at a time when there are significant workforce shortages.

Importantly, this transition has been structured to protect continuity of HIM graduate supply from QUT. The Bachelor of HIM will teach out in full, with current cohorts completing under existing arrangements through to approximately 2030–2031. With the postgraduate pathway commencing mid-2027, the two will overlap for several years, ensuring a continued pipeline of QUT-qualified HIM professionals entering the workforce throughout the transition and beyond.

Commitment to HIM and HIMAA

QUT recognises the importance of maintaining HIM as a distinct profession and sees a significant opportunity to strengthen postgraduate pathways that grow the workforce and enhance professional capability.

We are committed to continued collaboration with HIMAA on curriculum development, accreditation discussions, and broader initiatives such as recognition of prior learning, professional development opportunities and emerging education models aligned with HIMAA capability frameworks.

Moving forward

We understand this transition may raise concerns, particularly given the contraction of HIM education nationally. Our considered view, informed by workforce data and industry engagement, is that a flexible, postgraduate-led pathway offers the strongest foundation for sustaining and growing the HIM profession in a rapidly evolving health system.

We value HIMAA's leadership and welcome ongoing dialogue as this work progresses. QUT remains committed to being a trusted academic partner to HIMAA and to advancing the future of the HIM profession.

Yours sincerely,



Prof Glen Lichtwark

Acting Head of School

Professor Glen Lichtwark | Acting Head of School | School of Public Health and Social Work
Queensland University of Technology | Victoria Park Road, Kelvin Grove, Queensland, 4059
T: +617 3138 6139 | Email: glen.lichtwark@qut.edu.au | W: www.qut.edu.au/health