

3M Health Information Systems

# ICD-11 and the future of coding

# An extensive ICD-11 conversion planner, workbook and organizer

The World Health Organization (WHO) established the new Internal Classification of Diseases (ICD-11) classification system on Jan. 1, 2022. It is intended to reflect the significant progress in science, medicine and health care over the past 30 years. The ICD-11 structure is more intricate and comprehensive than its predecessors, with the main focus on mortality, morbidity, the degree of primary care, research and public health. Some countries have already adopted the ICD-11 classification system. However, transitioning your entire facility to ICD-11 requires a significant planning effort with appropriate resourcing. The transition will impact every information system and departmental function that currently uses or generates ICD-10 codes. Relying on our extensive 40 years of expertise in coding and reimbursement systems, 3M has prepared this detailed guide to provide you with helpful technologies and resources to successfully navigate the ICD-11 conversion process.

## The 10 steps to successful ICD-11 implementation

Take advantage of this lead time to better understand the opportunities of ICD-11 and lay the groundwork for a successful transition. We recommend taking the following steps.

- 1. Provide organization-wide education/awareness** – It will be important to raise ICD-11 awareness across the organization early on, especially to leadership and management who can provide support. Health information management (HIM) professionals, together with functional area experts, can provide this expertise.
- 2. Appoint interdisciplinary steering committee** – This team should include members from every clinical and business department in your facility. Team leaders must be change agents with interdisciplinary project management experience.
- 3. Develop an ICD-11 strategy and plan** – The steering committee should create an organization-wide strategy and plan that identifies compliance objectives and prioritized opportunities.
- 4. Determine functional area gaps and opportunities** – It will be crucial for each functional area within your facility to perform a detailed analysis of needs, challenges and opportunities regarding ICD-11.
- 5. Initiate interdisciplinary project management** – Focus on critical timing to meet goals and specific interdependencies.
- 6. Partner with vendors** – Discuss with your vendor partners what their readiness plans and timing for implementation are.
- 7. Ensure payer implementation plans are in place** – Ensure claims can be processed accurately and contracts are up-to-date.
- 8. Provide detailed training** – HIM directors should help educate hospital employees according to the functions they carry out. HIM professionals can rely on the [American Health Information Management Association \(AHIMA\)](#) to provide in-depth education. 3M can help through educational [webinars](#), as well as 3M software updates and [consulting services](#).
- 9. Simulate and manage change** – Monitor your changes, test your results and continually improve your systems.
- 10. Implement successfully** – Congratulate your team when information exchanges and transactions flow smoothly.

## Critical success factors

During the ICD-11 implementation process, this checklist of critical success factors can help you and your hospital transition to ICD-11 effectively and efficiently:

- We have comprehensive internal and external ICD-11 communication and project plans.
- We are providing education to key leaders and teams, staged according to fully integrated program plan development and execution.
- We have completed an enterprise-wide gap and impact analysis.
- We have developed detailed ICD-11 transition plans with providers, payers and vendors, with clear identification of timing, integration and conversion/translation applications.
- We have a comprehensive model and integrated functional testing plan in place across the continuum of care.
- Our IT and other systems are fully integrated with ICD-11-ready IT partner and payment systems.

- We have created a facility-wide budget plan that includes the additional costs for software, hardware, consulting and human resources.
- We have accurate and complete ICD-10 and ICD-11 codified data, and are using crosswalks/maps appropriately.

## System readiness test

Here are some points to consider to see how you are progressing toward ICD-11 readiness:

- We have done some general, hospital-wide ICD-11 education.
- Clinical, financial, IT, operations, HIM and executive leaders can name the single person in charge of ICD-11 implementation for our hospital.
- We have a functioning ICD-11 steering committee.
- We are working from a published ICD-11 plan (a work-in-progress is great). We have identified some functional areas with ICD-11 readiness gaps.
- The ICD-11 steering committee has made initial assignments and ICD-11 project management is occurring.
- We have requested ICD-11 roadmaps or plans from our partners.
- We have requested ICD-11 roadmaps or plans from our payers.

## Game plan: Working with your IT partners

It is essential that you and your partners are aligned as this change approaches. Here is a suggested plan for ensuring that you and your partners will be ready for ICD-11:

- Request IT roadmaps from your partners now.
- Communicate your software needs to your partners.
- Integrate each roadmap into your ICD-11 project plan.
- Manage expectations as you would a major installation:
  - o Deadlines
  - o Budget
  - o Testing
  - o Feedback

## Strategies for improvement and optimization

### What are the advantages of ICD-11?

What will the American health care system achieve with the new ICD-11 coding system? The following excerpt, taken from the [WHO ICD-11 2023 release](#), outlines the new features and capabilities of ICD-11:

- As of Aug. 1, 2023, 64 countries are in different stages of ICD-11 implementation. In 2022, there were 35.
- Current implemented uses of ICD-11 include causes of death, primary care, cancer registration, patient safety, dermatology, pain documentation, allergology, reimbursement, clinical documentation, data dictionaries for WHO guidelines, digital documentation of COVID-19 vaccination status and test results and more.
- Multiple languages now available: [Arabic](#), [Chinese](#), [English](#), [French](#), [Spanish](#), [Russian](#) and [Turkish](#). There are 23 more languages underway.
- Integration in DHIS2
- Terminology coding with the coding tool and API
- Rare diseases coding
- Support for perinatal and maternal coding
- 900 proposals were processed based on input from early adopters, translators, scientists, clinicians and partners
- Grade and stage coding for cancers
- Clinical descriptions and diagnostic requirements for mental health

The release of ICD-11 offers more flexibility than ICD-10; it allows for precise clinical documentation, simplifies the coding process and can be seamlessly integrated with clinical documentation systems and standards. ICD-11 is flexible, with demonstrated clinical precision and allows for new procedures and technology advancement. Improved detail will be available for clinical quality improvement, public reporting and payment.

## Take the advantage

The transition to ICD-11 is an opportunity for you to improve the way your systems function, how your staff communicates and interacts with each other, and ultimately how well health professionals provide care to patients in your hospital.

Here is another excerpt from the latest February 2023 WHO updates:

“...ICD-11 is for countries by countries. Currently 64 Member States are in different stages of ICD-11 implementation. The 2023 ICD-11 release features including content updates, tooling improvements and additional language versions that will support Member States in the implementation and scale up of ICD-11.”

**Comply:** Using ICD-11 to transition your organization to meet regulatory requirements.

**Optimize:** Take advantage of the benefits of ICD-11. Incorporate the added detail in your data to improve quality, disease management, operations, contracting, financial and other results.

Although the implementation of ICD-11 in the U.S. may seem like a long way off, it would be both wise and valuable to start your ICD-11 conversion preparation immediately. Take advantage of the time you have now and count on 3M as a trusted partner during your organization’s transition.

## About 3M Health Information Systems

3M Health Information Systems is committed to leading the shift from volume to value-based care, creating more time to care and eliminating revenue cycle waste. We provide clinicians with real time guidance and accurate documentation and help close the loop between clinical care and revenue integrity. From outcomes performance monitoring, computer-assisted coding (CAC) to clinical documentation integrity (CDI), 3M’s automated and intuitive software can help provide more informed care and reduce potentially avoidable costs.

Globally, 3M has worked with numerous clients in Canada, Australia, New Zealand, United Kingdom, Germany and other countries during their ICD-10 transitions. 3M has more than 40 years of practical experience and a reputation as a leader in the field of ICD-10 classification.

### Sources

1. American Health Information Management Association (AHIMA): [Latest on ICD-11](#)
2. WHO ICD-11 2023 release: [ICD-11 2023 release is here \(who.int\)](#)



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