

Course Title	Healthcare Organisation & Management
Date & Time	Weekday Evening night 18:30 – 21:30
Description	This course aims to equip students with a broad base of knowledge and concepts in health services management, as well as to develop their competency in applying the knowledge and learning to appraise day-to-day management and operational problems in healthcare organisations. Basic financial management concept is also introduced in the course. The course emphasizes on learning through reflection and practical application of key concepts in organisation and management supported by real case examples. This course is designed to meet most of the Basic Specialist Training and Part I Examination curriculum in Administrative Medicine of the HK College of Community Medicine.

I. Learning Content

Topic	Contents/Fundamental concepts
1. Organisational management	Healthcare organisations, organisational theories, organisational design and structures, evolution of healthcare organisations, corporatisation and organisational reforms.
2. Managing human resources and change	People and organisational behaviour, managing teams, organisational culture, managing changes.
3. Leadership	Leadership theories, leadership in complex systems, leadership and change, medical leadership and management, leadership in healthcare.
4. Governance and accountability	Principles of governance and accountability, government stewardship, corporate governance and good governance in healthcare. Framework and practice of clinical governance, clinical accountability, physician performance.
5. Resource allocation and performance management	Resource planning, resource allocation, strategic purchasing, purchaser and provider relationship, use of casemix, performance management, value-based purchasing.
6. Financial management (I)	Principles and practice of financial accounting, financial management, management accounting, budgeting and financial reporting in healthcare organisations.
7. Financial management (II)	
8. Quality management	Approaches to quality management in healthcare including quality assurance, clinical audit, and accreditation, concept of continuous quality improvement, roles of standards and clinical guidelines.
9. Project planning & evaluation	Project and programme planning, project management, science of improvement, project organisation. Evaluation, frameworks for evaluation.

Mode of Teaching:

1. Lectures
2. Structured tutorials will be conducted after 6 of the 9 Lectures, as shown in the time-table below. The tutorials aim to enhance understanding so that students can apply what they have learned during the Lectures. Topics for discussion will be given out before-hand.
3. As students have to submit a Reflective Essay based on the submitted Management Problem, a Coaching on how to turn the management problem into the Reflective Essay will be conducted, as shown in the time-table. The main purpose is help them write the reflective essay.

II. Learning Outcomes or Objectives of the Course

Student should be able to:

1. Understand the broad base of knowledge and key concepts in healthcare organisations and health services management
2. Apply the knowledge and learning to appraise the problems the student faces in day-to-day management and operations in healthcare organisations

Face-to-face lectures will be resumed as normal teaching format in 2021/22 academic year.