



## 1. Introduction

- 1.1 In recognition of the emergence of health service management (HSM) as a specialty in its own right and to promote the professional advancement of HSM, conduction of the professional development programs is one of the active pursuits of the Hong Kong College of Health Service Executives (HKCHSE).
- 1.2 All professional HSM development programs offered by the HKCHSE are established on the Australasian College of Health Service Management (ACHSM) Master Health Services Management Competency Framework (ACHSM, 2016), which is based on the five Domains of Practice of the International Hospital Federation framework (IHF, 2015).
- 1.3 This document provides a framework on the hierarchy, standardization and simplification of the titles of the professional HSM development programs organized by the HKCHSE.

## 2. Framework of the Professional HSM Development Programs (專業醫務行政管理課程系統)

- 2.1 The Framework of Professional HSM Development Programs (named as the “Program Framework” in this document) of the HKCHSE is a three-level hierarchy with well-defined objectives, requirements and standards.
- 2.2 The structure of the Program Framework is set to promote the learning and development of management competency of healthcare professionals of different service backgrounds at the different stages of their career.
- 2.3 The three-levels of the Program Framework hierarchy are:
  - 2.3.1 First level : Professional Certificate Program (專業證書課程)
  - 2.3.2 Second level : Professional Diploma Program (專業文憑課程)
  - 2.3.3 Third Level : Dual Fellowship Program (雙院士課程)

- 2.4 The target candidates of the Professional Certificate Program are aspiring or emerging health service managers who start to assume management responsibilities or have interest in but may not have specific qualification or experience in health service management.
- 2.5 The Professional Diploma Program is tailored for established managers who have rich health service experience and have been in a health management position or a full-time health management academic for at least one year.
- 2.6 The Dual Fellowship Program is the highest level of management development program of the HKCHSE. The Program is targeted for experienced managers with five or more years of HSM experience to develop their competency in taking leadership roles in HSM.
- 2.7 While the hierarchy of the Program Framework differentiates programs into different levels, it does not serve as a progressive study path for candidates. In other words, completion of the program of a level does not render the eligibility of a candidate for programs of a higher level in the hierarchy.
- 2.8 Depending on the need and stage of development of the candidate, s/he can access a program of any level upon satisfaction of the entry requirements of the program.

### **3. Key Features of the Professional HSM Development Programs**

- 3.1 All professional HSM development programs offered by the HKCHSE are characterized by four key features:
- 3.1.1 Defined by essential elements.
  - 3.1.2 Conducted through interactive learning.
  - 3.1.3 Include formal assessment(s) to ascertain candidates' achievement of the requirements of the program.
  - 3.1.4 Lead to an award with a title corresponding to the program level upon successful completion.
- 3.2 Candidates of the programs organized by the HKCHSE at the first level of the Program Framework are encouraged to join the HKCHSE as an Associate Member for information and participation in the professional activities afforded by membership.
- 3.3 Programs organized by the HKCHSE at the second level of the Program Framework are the recognized programs contributing to meeting the requirements:
- 3.3.1 for application as a Dual Associate Fellow and Certified Health Manager of the HKCHSE and the ACHSM;

3.3.2 of a Dual Associate Fellow to enter the third level Dual Fellowship Program of the HKCHSE, and the application to ACHSM as a Certified Health Executive upon completion of the Program.

## **4. References**

- Australasian College of Health Service Management (ACHSM). (2016). ACHSM Master Health Service Management Competency Framework.
- International Hospital Federation (IHF). (2015). Leadership Competencies for Healthcare