REGULATIONS FOR THE
POSTGRADUATE CERTIFICATE IN HEALTHCARE LEADERSHIP AND MANAGEMENT (PCHLM)

These regulations apply to candidates admitted to the PCHLM in the academic year 2025-26 and thereafter.

(See also General Regulations and Regulations for Taught Postgraduate Curricula)

PG1 Admission requirements

To be eligible for admission to the courses leading to the Postgraduate Certificate in Healthcare Leadership and Management, candidates

(a) shall comply with the General Regulations;
(b) shall comply with the Regulations for Taught Postgraduate Curricula; and
(c) shall normally
  (i) hold a Master's degree or above from a recognized University;
  (ii) be a healthcare professional with a minimum of 7 years of healthcare management experience for the **Leadership and Management Track** or a minimum of 10 years of healthcare management experience for the **Leadership Development Track**; and
  (iii) have a good command of written and spoken English.

PG2 Qualifying examination

(a) A qualifying examination and/or interview maybe set to test the candidates' formal academic ability or their ability to follow the course of study prescribed. It shall consist of one or more written papers or their equivalent and may include a project report.
(b) Candidates who are required to satisfy the examiners in a qualifying examination and/or interview shall not be permitted to register unless they have satisfied the examiners in the examination and/or interview.

PG3 Award of certificate

To be eligible for the award of Postgraduate Certificate in Healthcare Leadership and Management, candidates

(a) shall comply with the General Regulations;
(b) shall comply with the Regulations for Taught Postgraduate Curricula; and
(c) shall complete the curriculum as prescribed in the syllabuses and satisfy the examiners in accordance with the regulations set out below.

PG4 Period of study

(a) The curriculum shall normally extend over one and a half academic year of part-time study, with a maximum period of registration of three academic years.
(b) Candidates shall not be permitted to extend their studies beyond the maximum period of registration specified in Regulation PG4(a) above, unless otherwise permitted or required by the Board of the Faculty.

PG5 Completion of curriculum

To complete the curriculum, candidates
(a) shall satisfy the requirements prescribed in TPG6 of the Regulations for Taught Postgraduate Curricula;
(b) shall complete overseas onsite immersion courses;
(c) shall follow courses of instruction and complete satisfactorily all prescribed written work;
(d) shall complete and present a satisfactory Evidence-based Implementation Project and project outcome report and publication;
(e) shall satisfy the examiners in all prescribed courses and in any prescribed form of assessment as prescribed in the syllabuses; and
(f) shall satisfy the examiners in an oral examination if required.

PG6 Capstone Requirement

Subject to the provisions of Regulation PG5(d), the title of the Evidence-based Implementation Project shall be submitted for approval by a date as three months before the intended project submission date. Candidates shall submit a statement that the Evidence-based Implementation Project represents their own work (or in the case of conjoint work, a statement countersigned by their co-worker(s), which shows their share of the work) undertaken after registration as candidates for the Postgraduate Certificate in Healthcare Leadership and Management.

PG7 Assessment
(a) The assessments for each course shall be as specified in the syllabuses. Only passed courses will earn credits. Grades in all courses of the programme shall be awarded in accordance with TPG9(b) of the Regulations for Taught Postgraduate Curricula.
(b) Candidates who have failed to satisfy the examiners on the first attempt in not more than two courses, excluding the capstone requirement, in an academic year may be permitted to
    (i) present themselves for re-examination in the failed course(s) on a specified date or re-submit their work for the failed course(s) for re-assessment within a specified period determined by the Board of Examiners for Taught Postgraduate Curricula, but no later than the end of the following semester (not including the summer semester); or
    (ii) repeat the failed course(s) by undergoing instruction and satisfying the assessment requirements; or
    (iii) for elective courses, take another course in lieu and satisfy the assessment requirements.
(c) Subject to the provisions of Regulation PG5 (d), candidates who have failed to present a satisfactory Evidence-based Implementation Project may be permitted to revise and re-present the Evidence-

based Implementation Project within a specified period determined by the Board of Examiners for Taught Postgraduate Curricula.

(d) There shall be no appeal against the results of examinations and all other forms of assessments.

PG8 Discontinuation

Candidates who

(a) are not permitted to present themselves for re-examination/re-submission in any written examination or coursework assessment in which they have failed to satisfy the examiners or to repeat the failed course(s); or

(b) are not permitted to revise and re-present the Evidence-based Implementation Project; or

(c) have failed to satisfy the examiners on second attempt in any coursework assessment, examination, or the Evidence-based Implementation Project; or

(d) have failed more than two courses, excluding the Evidence-based Implementation Project, on the first attempt in an academic year; or

(e) have exceeded the maximum period of registration as specified in Regulation PG4(a)

may be required to discontinue their studies under the provision of General Regulation G12.

PG9 Assessment results

On successful completion of the curriculum, candidates who have shown exceptional merit may be awarded a mark of distinction, and this mark shall be recorded in the candidates' certificate.

SYLLABUSES FOR THE
POSTGRADUATE CERTIFICATE IN HEALTHCARE LEADERSHIP AND MANAGEMENT

The Postgraduate Certificate of Healthcare Leadership and Management aims to provide a comprehensive nursing talent development programme. The programme will consist of various educational interventions targeting healthcare professionals at different levels, with a focus on enhancing their leadership knowledge and capabilities. The programme will be designed to meet the needs of the healthcare system reform and the rising demand for healthcare services in Hong Kong. It consists of four types of courses which are taught using various learning modes.

The curriculum consists of overseas leadership training, local leadership training, Evidence-based implementation project and elective courses, distributed as follows:

(a) Overseas leadership training courses (9 credits)
(b) Prescribed local leadership training course sunder the specialized track (9 credits)
(c) Evidence-Based Implementation Project Capstone Course (9 credits)
(d) Elective Course under the specialized track (3 credits)

All instruction is in English and all the courses contain assessment is 100% coursework, which may include discussion, participation, oral presentations, research essays, quizzes, group work, written reports, community outreach projects, and other experiential learning activities.

COURSES
(1) All students are required to take the following overseas training course.

HCLM7101 Transformative Lens Construction - Becoming A Global Healthcare Leader (9 credits)

This course aims to nurture students with the opportunities to engage their specific focuses and needs of their corresponding nursing roles in destination countries. It consists of a one-week intensive overseas immersion learning. Students have to attend lectures, workshops, visits and other teaching and learning activities related to preliminary research knowledges lectures, global leadership, healthcare management and clinical governance.

Assessment: 100% coursework

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(2) Students in Leadership and Management Track are required to take the following local training courses.

HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership (3 credits)

This course aims to serve as the first course of the local leadership training course series which allows students to be inspired about the lens of leadership and be able to distinguish the differences between leadership and management. Upon the foundation built on this course, students in different tracks will receive the specialized training in the follow-up advanced level courses.

Assessment: 100% coursework

HCLM7202 Emerging Hong Kong Healthcare Leader Transformation (II) – Innovation, Technology and Moving Beyond (6 credits)

This course aims to serve as the continuation of HCLM7201 for Leadership and Management Track students. In this course, students will understand various components with lens of leadership, and be able to apply the advanced level of skills into the organizational change and health advocacy in Hong Kong.

This course is mutually exclusive with HCLM7502 and HCLM7503, in which the two courses only open for Leadership Development Track students.

Assessment: 100% coursework
Pre-requisite: HCLM7101 Transformative Lens Construction - Becoming A Global Healthcare Leader **AND** HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership

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(3) Students in Leadership Development Track are required to take the following local training courses.

HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership (3 credits)

This course aims to serve as the first course of the local leadership training course series which allows students to be inspired about the lens of leadership and be able to distinguish the differences between leadership and management. Upon the foundation built on this course, students in different tracks will receive the specialized training in the follow-up advanced level courses.

Assessment: 100% coursework

HCLM7502 Hong Kong Healthcare Leader Transformation (II) – Innovation and Digital Pioneer (3 credits)

This course aims to serve as the continuation of HCLM7201 for Leadership Development Track students. In this course, students will understand various components with lens of leadership, and be able to apply the advanced level of skills into the organizational change and health advocacy in Hong Kong.

This course is mutually exclusive with HCLM7202, in which the course only opens for Leadership and Management Track students.

Assessment: 100% coursework
Pre-requisite: HCLM7101 Transformative Lens Construction - Becoming A Global Healthcare Leader **AND** HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership

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HCLM7503 Hong Kong Inspirational Healthcare Leader Transformation (III) – Managing Human Capital, Building Quality Workforce and Moving Beyond (3 credits)

This course aims to serve as the final course on local leadership training for Leadership Development Track students. In this course, students will apply and evaluate various components with lens of leadership, and promoting health advocacy and transforming healthcare landscape in Hong Kong.

This course is mutually exclusive with HCLM7202, in which the course only opens for Leadership and Management Track students.

Assessment: 100% coursework
Pre-requisite: HCLM7101 Transformative Lens Construction - Becoming A Global Healthcare Leader **AND** HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership **AND** HCLM7502 Hong Kong Healthcare Leader Transformation (II) – Innovation and Digital Pioneer

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(4) All students are required to complete the following Evidence-based Implementation Project Capstone Course.

HCLM7003 Transforming Hong Kong Healthcare Leaders' Exploration from Evidence-Based Research Projects (9 credits)

The project course aims at providing candidates with an opportunity to participate in an Evidence-based Implementation Science Project under the guidance and supervision of the assigned teaching staff. Through active engagement in this applied project, candidates will engage in project-based learning, focusing on several key areas. They will develop skills in conducting systematic literature reviews and writing project proposals, enabling them to effectively gather and synthesize relevant research evidence. Candidates will also gain expertise in evidence translation and implementation strategies, learning how to effectively apply research findings into real-world healthcare settings. The total number of student learning hours is 186 hours and assessment of this project in completely by a final project presentation and submission of a final report (totalling no more than 8,000 words).

Assessment: 100% coursework

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(5) Students in Leadership Development Track choose 1 elective from the following list (3 credits)

HCLM7300 Foundation of Comprehensive Primary Health Care (3 credits)

This course offers an in-depth exploration of the history, principles, and practical application of comprehensive primary health care (CPHC) as a strategy for improving health and development in communities around the world. The course introduces the origins and evolution of CPHC and examines the basic CPHC elements and their interplay to illustrate how CPHC addresses the complex health challenges faced by diverse populations. Through a combination of theoretical analysis, case studies, and practical exercises, students will develop the skills and knowledge needed to effectively implement CPHC strategies in their own communities and professional settings.

Assessment: 100% coursework

CMED7320 Communications for Comprehensive Primary Health Care (3 credits)

This course offers the necessary skills to effectively engage community stakeholders, understand their concerns, and communicate public health messages through print, digital, and social media platforms. Students will progress from knowledge acquisition to master the management of misinformation and informatics, the evaluation of communication efforts, and the building of trust through cultural sensitivity combined with factfulness. The course emphasizes the application of all communication strategies as applied to community-engaged, multi-sectoral comprehensive primary health care and the essential public health functions.

Assessment: 100% coursework

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(6) Students in Leadership and Management Track choose 1 elective from the following list (3 credits)

HCLM7402 Contemporary Issues in Healthcare Landscape for Emerging Leaders (3 credits)

This course aims to nurture the students with a broad vision and solid knowledge about Hong Kong healthcare system issues through healthcare professional perspectives. It offers in-depth discussion on the contemporary issues in different global health systems. Students will explore different global societal and healthcare issues (e.g., sustainability, ESG, carbon neutrality, primary healthcare advocacy) from a healthcare leader's perspective. The course will also allow students to explore and assess the possibility of comparing Asia-Pacific Region healthcare systems to address the shortcomings of healthcare institutions and the related service provision in Hong Kong.

Assessment: 100% coursework
Pre-requisite: HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership

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HCLM7403 Health Policymaking and Media – Critical Lessons for Advocacy (3 credits)

This course aims to nurture the students with a broad vision and solid knowledge about the advocacy and policy establishment procedures in Hong Kong healthcare system issues through healthcare professional perspectives. It offers in-depth discussion on healthcare policy formulation and framework, as well as the role of media evolution in healthcare advocacy. Students will explore different healthcare issues from a healthcare leader's perspective. The course will also allow students to explore and assess the possibility of developing evidence-based innovative solutions to address the shortcomings of the health aspects of Hong Kong society.

Assessment: 100% coursework
Pre-requisite: HCLM7201 Hong Kong Healthcare Leader Transformation (I) – People Management and Leadership