Introduction

The Postgraduate Certificate in Implementation Science course has been designed to improve the knowledge and skills of health, social care and education professionals in the area of Implementation Science (IS), with regard to the core principles of IS and their application to the complex environment of the health and social services. The course is aimed at the broad range of professionals working in health, social care and education who have responsibility for implementation of policies, programmes or projects. In addition to the core elements of Implementation Science the course also includes contributions from leading policymakers and senior managers in the wider Irish health, social care and education systems, thus ensuring a practical focus and equipping participants with the skills and theoretical understanding needed to implement policies, programmes and interventions effectively in a rapidly changing environment. Particular emphasis is placed on the importance of interdisciplinary exchange within small group settings. Case studies and class discussion will facilitate the application of learning. The course is designed to cater for the needs of EU and non-EU students.

Aims

The aims of the course are as follows:

1. To impart the core theory of Implementation Science to health, social care and education practitioners and to support the application of Implementation Science in the health, social care and domains of practice
2. To analyse the factors impeding implementation in a variety of settings
3. To foster multi-disciplinary learning in an academic setting where the multi-disciplinary and multi-organisational backgrounds of the students will be developed as a source of learning.

Intended Participants

Prospective students must be graduates in a health or social care-related discipline with at least 3-4 years professional experience.

Other applications may be considered in exceptional circumstances based on workplace experience. Short-listed applicants may be interviewed if it is not possible to make a decision based on the online application.

Candidates from within and outside the EU will be eligible for enrolment onto each course, providing their primary degree is from a recognised institution.

Applications for admission to the course will be made online at http://www.tcd.ie/courses/postgraduate/az/course.php?id=DPCMD-SCI-1P09. The closing date for applications for entry to the course will be the end of June of the year of admission, however late applications will be considered in the event of places not being filled.

Course Structure

The course is a taught programme, delivered over one academic year between September and May comprising 30 ECTS credits in a total of five modules:

- Core Elements of Implementation Science (5 credits)
- Managing People in Healthcare Organisations (10 credits)
- Financial Management (5 credits)
- Information for implementation-using data to drive the implementation agenda (5 credits)
- Turning theory into practice (5 credits)

Each module is typically three days duration (Wednesday/Thursday/Friday) and consists of a combination of formal face-to-face teaching sessions, workshops and interactive/practical sessions. Some modules may consist of a combination of face-to-face and on-line (blended) learning.

Completion of each module is obligatory. Students are recommended to attend all of the taught modules.

Course Content and Timetable

Module 1: Core Elements of Implementation Science (Michaelmas term)

This module introduces the aims and objectives of the course. It will introduce students to the core elements of Implementation Science, both theory and practice. It will expose students to a number of different implementation frameworks and to real life case studies of implementation in health and social services.

Module 2: Managing People in Healthcare Organisations (Michaelmas and Hilary terms)

This double module (10 ECTS) comprises of two subject areas: Management and Organisational Behaviour and Human Resource Management. It will describe the organisational behaviours common to most organisations and provide insights into the role of managers and leaders in modern day organisations. The synergistic relationship between individual and group behaviour and organisational culture is central to the module. Its aim is to ensure that participants fully appreciate the role, scope and importance of the strategically managed employment organisations, with particular emphasis on health service management. The module aims to stimulate and encourage individual enquiry into how organisations change and to promote a community of inquiry in the class based on the shared experiences of the participants. This module will be shared in part with the MSc in Health Services Management.

Module 3: Financial and Project Management (Hilary term)

This module will introduce students to the principles and practices of financial management within an implementation context. Key examples will be provided by the module coordinator and by guest lecturers from an industry background. The students will have the opportunity to develop a business case with financial costing for a workplace-based project. The students will be introduced to the principles and practices of project management and business process design within an implementation context. They will be exposed to a number of different project management frameworks and to real life examples of project management within the public and private sectors. Students will have the opportunity to apply a project management framework to a workplace-based project. The financial component of Module 3 will be shared with the MSc in Health Services Management.

Module 4: Information for implementation-using data to drive the implementation agenda (Michaelmas Term)

This module will introduce the students to the vital role of data, information, and knowledge to drive change and improvement throughout an implementation cycle. The theory and practice of the systematic use of data, information, and knowledge sources and systems will be explored; from how these can be used to set a change agenda; assist in the exploration of options, tracking the fidelity of new practice behaviours, and benefits and outcomes using data systems and evaluation methods; and finally in the harnessing of knowledge to drive improvement and innovation.

Module 5: Turning theory into practice (Hilary Term)

This will be the final module on the course. It will draw on the theoretical concepts that have been explored in the first five modules and these theoretical concepts will be mapped onto ‘real life’ examples of implementation in practice. It will address the effectiveness of different approaches to implementation, the importance of a multi-disciplinary approach, critique of implementation initiatives against theoretical benchmarks. Students will be offered the opportunity to present the findings of a work-based case study.
Course Venue
Three of the modules will be run in the newly developed Trinity College Institute of Population Health in Tallaght. As the Institute may not be fitted out by Autumn 2015, the initial teaching may take place in the Trinity College Centre for Health Sciences at Tallaght Hospital. The remaining modules will be taught on the main campus.

Course Materials
Comprehensive course materials will be supplied for each module. In addition, students will be provided with pre-module reading before each of the taught modules. The students will be expected to review all material provided and to study the reading lists contained in the course materials. Course materials will be circulated electronically and in paper format. In addition all registered students will have access to an interactive web-based learning facility (Blackboard).

Personal assignments for each module must be completed by each student and returned within the designated time frame. Late assignments will be subject to penalties.

Students will be expected to provide their own computer and online access for the modules undertaken by distance learning.

Tuition Fees

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<td>Certificate Fee</td>
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Course Administration
The course is co-ordinated by the Department of Public Health and Primary Care at TCD. The course is being delivered in collaboration with the Centre for Effective Services (CES). CES is an independent organisation that connects research, policy and good practice to improve outcomes in the lives of children, young people and communities across the island of Ireland.

Course Director
Professor Joe Barry has overall responsibility for the postgraduate course. He is Professor of Population Health Medicine in the School of Medicine. He was significantly involved in the organisation of a very successful international summer school on implementation science in TCD in August 2012. He is an active member of national and international implementation networks. He has attracted considerable research funding in relation to substance misuse (drugs and alcohol). He has contributed to the extensive research output in relation to Ireland’s drug users over the past decade. This has enhanced the research profile within the health services and has facilitated collaboration between the research function in the health service and research activities in TCD.

Course Co-ordinator
Dr Catherine Hayes, Associate Professor in Public Health is the responsible for the day-to-day running of the course. She has over two decades of extensive practitioner experience in the implementation of multisectoral clinical and health promotion initiatives within the health service and other bodies such as the local authorities and the non-statutory sector and has had significant input into national health promotion policy. She was the principal organiser of the 2012 Summer School. She is an active member of national and international implementation networks.

Course Executive Officer
Ms Ailbhe Mealy is the Course Administrator. [E-mail: amealy@tcd.ie]