

(Translation)

**Motion on
“Policy on nursing manpower”
moved by Dr Hon Joseph LEE Kok-long
at the Legislative Council meeting
of Wednesday, 20 June 2007**

Motion as amended by Dr Hon Fernando CHEUNG Chiu-hung

“That, despite the increasing demand for health care services in Hong Kong in recent years because of the continuous ageing of the population, the Government has failed to work out a long-term plan for nursing human resources, resulting in a significant shortage of nurses over the years, and the lack of promotion prospects in public hospitals has led to low morale and persistent wastage of nurses; moreover, the Hospital Authority has recently projected that the number of nurses would still fall short of the demand in the coming years; and it is even more difficult for the social welfare sector to recruit nursing staff due to the implementation of the Lump Sum Grant (LSG) subvention system, thus seriously affecting the quality of elderly and rehabilitation services; in view of the above factors, this Council is worried that the quality of nursing services in public hospitals and in the social welfare sector will decline and therefore urges the Government to expeditiously implement the following measures to maintain the quality of nursing services in Hong Kong:

- (a) devising a comprehensive and long-term plan for nursing human resources for general and psychiatric services as well as for the social welfare sector, including a comprehensive survey on the manpower demand for nurses;
- (b) immediately conducting a comprehensive review of the LSG subvention system implemented in the social welfare sector, and ensuring that sufficient nursing staff can be recruited in the market by organizations providing elderly and rehabilitation services with a view to enhancing service quality;
- (c) formulating an appropriate manpower ratio between nurses and clients of nursing care for public hospitals as well as for elderly and rehabilitation services;
- (d) allocating more resources to the training of nurses and increasing the places for degree programmes on nursing;
- (e) improving the pay and promotion prospects of nurses in public hospitals and in the social welfare sector to curb the wastage of nurses; and
- (f) facing up to the problem of ‘de-nursing’, in particular the common practice of assigning health workers to undertake certain nursing duties in the social welfare sector, and ensuring that nursing services are provided by nurses to clients of nursing care.”