

Our ref: FH/H/1/5 Pt 89

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5 March 2008

Ms Mary So
Clerk to Panel
Panel on Health Services
Legislative Council
8 Jackson Road
Central

Dear Ms So,

**Implications of the 2006 Starting Salaries Survey findings on
the subvented organizations in the healthcare and welfare sectors**

I refer to item 3 of the list of follow-up actions in LC Paper No. CB(2)1050/07-08(02) and provide relevant information regarding the implementation of new career structure and starting salary by the Hospital Authority (HA) after consultation with various staff groups unions. The changes have been implemented with effect from 1 October 2007.

New Career Structure for Doctors in Public Hospitals

Major features of the new career structure are as follows –

- (a) all serving Residents have been migrated to the corresponding pay point in the revised pay scale (with an increase in both starting and maximum pay point) based on their prevailing years of service and qualification attained;
- (b) all Residents undertaking specialist training will be offered a 9-year training contract subject to achievement of acceptable

performance standard and specified training milestones; and

- (c) to dovetail the revised pay scale of Residents, the starting pay point of Associate Consultants has also been revised.

Salary Adjustment for Nursing, Allied Health and Non-clinical Staff Groups

Major features of the salary adjustment are as follows –

- (a) the salary for the staff employed at entry ranks since April 2000 have been adjusted. In broad terms, new entry pay for the ranks concerned has been raised by two or three points. For existing staff whose pay was below the new entry pay point as at the implementation date of salary adjustment, their pay has been raised to the new entry pay point;
- (b) for those whose pay was already on or above the new entry pay point as at the implementation date of salary adjustment, they have been granted one extra pay point subject to the maximum of the respective pay scale of the rank; and
- (c) to address the high turnover rate of nurses and as a token of recognition and encouragement of their work, an additional increment would be given to nurses who joined HA between June 2002 and December 2005 and have worked for five full years of service.

Yours sincerely,

(Kirk YIP)
for Secretary for Food and Health