



中華人民共和國香港特別行政區政府總部食物及衛生局
Food and Health Bureau, Government Secretariat
The Government of the Hong Kong Special Administrative Region
The People's Republic of China

本函檔號 Our ref.:
來函檔號 Your ref.:

電話號碼 Tel. No.: (852) 3509 8959
傳真號碼 Fax No.: (852) 2840 0467

24 April 2012

Ms Elyssa WONG
Clerk to Panel
Panel on Health Services
1 Legislative Council Road
Legislative Council Complex
Central, Hong Kong

Dear Ms WONG,

Healthcare Manpower in the Hospital Authority

At the meeting of the Panel on Health Services held on 11 July 2011, the Administration was requested to provide –

- (a) the healthcare staff establishment of the Hospital Authority (HA), with a breakdown by wards and specialties of the manpower required to take care of a patient and their average work hours, as well as the formulas used by HA for making the healthcare manpower projections;
- (b) the turnover rate of nurses in HA for the period of April to July 2011;
- (c) the latest turnover rate of nurses in HA by October 2011; and

- (d) the passing rate of the Licensing Examination of the Medical Council of Hong Kong in the past few years.

Response to item (a)

The manpower figures of doctors, nurses and allied health grades in 2011-12 (as at 31 December 2011) of HA, with breakdowns by major specialties, are at **Annex A**. The average weekly working hours of doctors, nurses and allied health staff are 52, 44 and 44 hours respectively.

The formulae HA uses to make manpower projection of doctors and nurses are set out in **Annex B**.

Response to items (b) &(c)

The annualized turnover rate for nurses in HA for the period from April to July 2011 is 5.5%. The most up-to-date turnover rate of nurses in HA by February 2012 is 5.4%.

Response to item (d)

The passing rates of the Licensing Examination of the Medical Council of Hong Kong from 2007 to 2011 is at **Annex C**.

Yours sincerely,


(Miss Angora NGAI)
for Secretary for Food and Health

Encl

c.c. Hospital Authority (Attn.: Dr W L CHEUNG)

Annex A

Manpower Figures of Hospital Authority

Tables 1 to 3 below set out the manpower of doctors, nurses and allied health professionals respectively by major specialty in the Hospital Authority (HA) in 2011-12 (as at 31 December 2011).

Table 1: Manpower of doctors in major specialties in HA in 2011-12 (as at 31 December 2011) on a full-time equivalent basis

| Specialty | 2011-12 (as at 31 December 2011) |
|-------------------------------------|---|
| Medicine | 1137.1 |
| Obstetrics & Gynaecology | 215.4 |
| Orthopaedics & Traumatology | 311.8 |
| Paediatrics | 309.7 |
| Surgery | 605.3 |
| Psychiatry | 338.2 |
| Doctors Total ⁽¹⁾ | 5184.1 |

Note

(1) Refers to doctor manpower in all specialties.

Table 2: Manpower of nurses in major specialties in HA in 2011-12 (as at 31 December 2012) on a full-time equivalent basis

| Specialty | 2011-12 (as at 31 December 2011) |
|--|---|
| Medicine ⁽²⁾ | 5478.9 |
| Obstetrics & Gynaecology ⁽²⁾ | 1057.4 |
| Orthopaedics & Traumatology ⁽²⁾ | 801.2 |
| Paediatrics ⁽²⁾ | 1171.9 |
| Surgery ⁽²⁾ | 1769.1 |
| Psychiatry | 2111.5 |
| Nursing Total | 20825.6 |

Note

(2) About 2 500 nursing staff are posted under the 'central pool' of Nursing Management or Nursing Administration Department and will be deployed to work in various specialties according to operational needs. The manpower of nurses from 'central pool' is not reflected in the manpower figures of the five major specialties.

Table 3: Manpower of major allied health grades in HA in 2011-12 (as at 31 December 2011) on a full-time equivalent basis

| Grade | 2011-12 (as at 31 December 2011) |
|--|---|
| Medical Laboratory Technologist | 1211.2 |
| Radiographer (Diagnostic Radiographer & Radiation Therapist) | 746.6 |
| Medical Social Worker | 250 |
| Occupational Therapist | 613.3 |
| Physiotherapist | 814.1 |
| Pharmacist | 392.7 |
| Dispenser | 985 |
| Total (All Grades) ⁽³⁾ | 5904.4 |

Note

(3) Refers to manpower of all grades of allied health staff.

Formulae of Manpower Projections of HA

The formula HA uses to make manpower projection of doctors is as follows -

$$\text{Required number of doctors} = \frac{\text{projected total doctor workload (man-hours)}^{(a)}}{\text{total work hours per doctor per year}^{(b)}}$$

Note: (a) Two parameters are used to project the total doctor workload (man-hours): (i) the service demand projection of each unit of work in each service type; and (ii) time required for each unit of work in each service type.

(b) The total work hours per doctor per year for each specialty is calculated by multiplying 42.3 weeks with the average work hours per week. The across-the-board assumption that doctors work for 42.3 out of 52 weeks in a year is used for all specialties after discounting for rest days, annual leave, sick/maternity leave and training leave. The average work hours per week is specialty-specific and is agreed among representatives of the respective clinical specialty committees.

The formula HA uses to make manpower projection of nurses is as follows -

$$\begin{aligned} &\text{Required number of nurses} \\ &= \text{summation of } \left[\frac{\text{Projected service workload}}{\text{Actual service workload in base year}} \times \text{projection parameters of each service setting}^{(c)} \right] \end{aligned}$$

Note: (c) HA classifies the service settings of nurses into ward-based and non-ward-based settings for general and psychiatric streams respectively. The determination of projected service workload varies across specialties depending on the needs and conditions of each service setting. HA uses a ward workload assessment tool to devise the projection parameters in terms of required number of nurses of each ward-based service setting by taking into account the prevailing number of patients and the dependency level of patients for nursing care based on a four-category classification, after discounting for rest day and leave, and assuming nurses work 44 hours per week on average. The total required number of nurses is derived from the summation of the requirement across all service settings based on the corresponding projected service workload in HA.

**Results of the Licensing Examination of
the Medical Council of Hong Kong (2007-2011)**

| Year | Examination in Professional Knowledge | | | Proficiency Test in Medical English (September of the year) | | | Clinical Examination | | |
|------|---------------------------------------|--------|------------------|--|--------|------------------|----------------------|--------|------------------|
| | Sat | Passed | Passing Rate (%) | Sat | Passed | Passing Rate (%) | Sat | Passed | Passing Rate (%) |
| 2007 | 117 | 22 | 18.80 | 34 | 33 | 97.06 | 37 | 18 | 48.65 |
| 2008 | 138 | 12 | 8.70 | 38 | 25 | 65.79 | 23 | 8 | 34.78 |
| 2009 | 158 | 41 | 25.95 | 39 | 22 | 56.41 | 48 | 15 | 31.25 |
| 2010 | 168 | 43 | 25.60 | 65 | 64 | 98.46 | 72 | 21 | 29.17 |
| 2011 | 221 | 51 | 23.08 | 54 | 50 | 92.59 | 76 | 21 | 27.63 |