



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

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電話號碼 Tel No.: (852) 3509 8959  
傳真號碼 Fax No.: (852) 2868 3049

3 December 2015

Ms Maisie LAM  
Clerk to Subcommittee on Health Protection Scheme of  
Panel on Health Services  
Legislative Council Secretariat  
Legislative Council Complex  
1, Legislative Council Road  
Central

Dear Ms Lam,

**Panel on Health Services  
Subcommittee on Health Protection Scheme**

**Follow-up to the meeting on 4 May 2015**

At the meeting of the Subcommittee on Health Protection Scheme held on 4 May 2015, Members requested us to provide the estimated medical and nursing establishment of HA; the estimated number of doctors and nurses who would cease service due to retirement, contract termination and resignation; and the estimated supply of doctors and nurses (including the number of local graduates and the inflow of qualified overseas-trained personnel) from 2015 to 2041 for the purpose of assessing if there would be a manpower shortage in HA. The requested supplementary information is attached **at Annex** for Members' information.

Yours sincerely,

( Charvis LI )

for Secretary for Food and Health

Encl.

c.c. Hospital Authority (Attn.: Ms. Emily Chan)

## **The Manpower Situation of Doctors and Nurses in the HA**

As at end August 2015, there were 5 736 doctors and 24 072 nurses<sup>1</sup>, in terms of full time equivalent (including permanent, contract and temporary staff), working in the HA.

## **The Manpower Plan of the HA**

2. The HA carries out an annual manpower plan to project its manpower requirements, taking into account the estimated annual staff turnover, manpower requirement for new services and financial position, instead of fixed staffing establishment.

3. As regards the projection of medium to long-term manpower requirements, the HA will formulate a comprehensive estimation on the future service needs based on the population projections released by the Government. The estimation will then be used to project the HA's future requirements on healthcare professionals. To tie in with the release of population projections by the Government, the HA updates its medium to long-term manpower projection every two or three years.

4. Based on the population projection figures released by the Government in 2011 and the statistics on service workload and manpower of the HA up to 2010, the medium to long-term manpower projection completed by the HA in 2013 projected manpower requirements up to 2026. Considering the association of the length of projection period with the instability of the projection parameters, the HA has not made projections on the requirements after 2026.

5. For the medium to long-term manpower projection completed in 2013, Appendix 1 sets out the projected manpower requirements for doctors and nurses up to 2026. Appendix 2 and Appendix 3 set out the HA's projection of the turnover as well as manpower supply of doctors and nurses respectively.

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<sup>1</sup> The number of nurses includes 23 762 qualified nurses and 310 trainee nurses.

## **Strategic Review on Healthcare Manpower Planning and Professional Development**

6. The Food and Health Bureau is conducting a strategic review on the healthcare manpower planning and professional development. On healthcare manpower planning, the Food and Health Bureau has commissioned the University of Hong Kong to develop a dynamic forecasting model to assess the long-term manpower requirements of the relevant professions. Initial projection shows that there will likely be a general shortage of healthcare manpower.

### **Increasing the Supply of Doctors and Nurses**

7. In order to increase the support of doctors and nurses, the Government increased the publicly-funded medical degree places from 320 to 420, and the nursing degree places from 590 to 630. In addition, to facilitate more non-locally trained medical graduates to practice in Hong Kong, the Medical Council of Hong Kong (MCHK) has increased the frequency of the Licensing Examination from once to twice a year starting from 2014. The MCHK has also introduced more flexibility to the relevant internship requirement. Under the new arrangement, any person who has passed the Licensing Examination can apply for exemption from a specialty of internship training if he/she has a comparable specialist experience. The internship period could be shortened from one year to six months. To complement local supply, the Nursing Council of Hong Kong will also increase the frequency of licensing examination for non-locally trained nurses from once to twice a year starting from 2016.

8. To alleviate the doctor manpower shortage problem, the HA will continue to recruit non-locally trained doctors by way of limited registration. HA has also extended the retirement age of new recruits whose employment commencement date is on or after 1 June 2015 from 60 to 65. The HA has launched a time-limited rehiring scheme in 2015/16 to re-employ suitable retirees of those grades and disciplines which are facing a severe staff shortage problem.

**Food and Health Bureau  
December 2015**

**Projected manpower requirements for doctors and nurses in the HA**

Year	2016	2021	2026
Doctors	6 310	7 160	8 050
Nurses	25 000	28 200	31 700
• <i>General nurses</i>	22 300	25 300	28 600
• <i>Psychiatric nurses</i>	2 600	2 800	3 100

**Projected turnover of doctors and nurses of the HA**

	<b>Average turnover (on FTE basis)</b>		
<b>Year</b>	<b>2013-2016</b>	<b>2017-2021</b>	<b>2022-2026</b>
Doctors	260	310	380
<i>Retired</i>	40	70	110
<i>Other reasons</i>	220	240	270
General and psychiatric nurses	1 160	1 460	1 860
– General nurses			
<i>Retired</i>	140	280	540
<i>Other reasons</i>	950	1 060	1 170
– Psychiatric nurses			
<i>Retired</i>	20	60	100
<i>Other reasons</i>	50	60	60

### Projected supply of doctor and nurse graduates

Year	2016	2017	2018	2019	2020-2026 Average number of graduates per year
Doctors (completed one-year internship training)	394	394	470	470	470
– <i>from local universities</i>	344	344	420	420	420
– <i>from non local universities and passed the Licensing Examination of the Medical Council of Hong Kong</i>	50	50	50	50	50
General and psychiatric nurses	1 611	2 067	2 080	2 275	2 275
– General nurses					
<i>from local universities and tertiary institutions</i>	1 071	1 454	1 460	1 655	1 655
<i>from nursing schools of the HA</i>	400	400	400	400	400
– Psychiatric nurses					
<i>from local universities and tertiary institutions</i>	140	213	220	220	220

Note 1: In projecting doctor supply, it is assumed that 95% of local university graduates and 75% of overseas university graduates (who have passed the Licensing Examination of the Medical Council of Hong Kong) will be employed by the HA, while its projection of nurse supply is made on the assumption that all graduates from the nursing schools of the

HA and 90% of nurse graduates from local universities and tertiary institutions will be employed by the HA.

Note 2: The nurse graduate figures in the table do not include nurse graduates from training programmes operated by private hospitals and nurses specially trained for the social welfare sector.