

**For information
On 25 February 2005**

LC Paper No. CB(2)839/04-05(04)

Legislative Council Panel on Health Services

Supplementary Information on LC Paper No. CB(2)535/04-05(06) Remuneration of Hospital Authority Staff

Purpose

At the meeting on 10 January 2005, Members asked for a number of supplementary information to be provided on LC Paper No. CB(2)535/04-05(06). This paper provides the supplementary information requested by Members.

Objective of LC Paper No. CB(2)535/04-05(06)

2. There have been media reports about staff morale in the Hospital Authority (HA), difference in remuneration packages and senior staff remuneration from time to time. These reports have generated concern over whether the remuneration offered to HA staff is fair and is able to retain qualified and motivated staff in HA. In view of these concerns, we prepared LC Paper No. CB(2)535/04-05(06) to explain to Members –

- the background and history of the evolvement of HA's remuneration packages;
- the current situation;
- the constraints HA faces;
- what has been / will be done by HA in spite of these constraints.

The paper is intended to explain the background and problems to Members, and assist Members to have a full picture and to appreciate the complexity of the matter.

Arrangement for existing temporary staff

3. The HA has requested its Cluster Chief Executives to review the operational needs in their respective clusters and identify temporary

General Services Assistant (GSA) and Technical Services Assistant (TSA) posts which are required recurrently. Staff on temporary employment who have worked in the HA for at least 1 year and with proven good performance will be given the opportunity to switch to a contract employment package, which offers more secured tenure and better terms and conditions. At present, the vast majority of temporary employees at the HA are GSAs and TSAs. Other temporary staff recruited for genuine short term needs will continue with their individual contracts.

Progress in converting Contract Full-time Employee to Permanent Full-Time Employment

4. To ensure that cohesive, loyal teams of staff are available for delivery of quality service to the public, the HA is giving consideration to providing an avenue for contract full-time employees with proven and consistently outstanding performance to secure long-term appointment on permanent terms. The details of the plan, including the target groups to be covered, and the conversion criteria and mechanism, are being explored, taking into account HA's manpower needs, organisational development, and experience in other health care organisations.

The existing senior executive structure of HA

5. The senior executive structure of the HA comprises a Chief Executive, three Directors, three Deputy Directors, three Division Heads, seven Cluster Chief Executives and over 20 Hospital Chief Executives. The organisation chart of the HA Head Office is attached at the Annex.

Allowances to be further reviewed

6. As decided in a review conducted by the HA in 2002, the allowances that will be further reviewed and discussed with staff include –

- Hardship Allowance (obnoxious duties)
- Shift Duty Allowance
- Typhoon Allowance
- Rainstorm Black Warning Allowance

- Overtime allowance
- Stand by Duty Allowance
- Allowance for clerks working in wards
- Duty Mileage Allowance

Staff increments

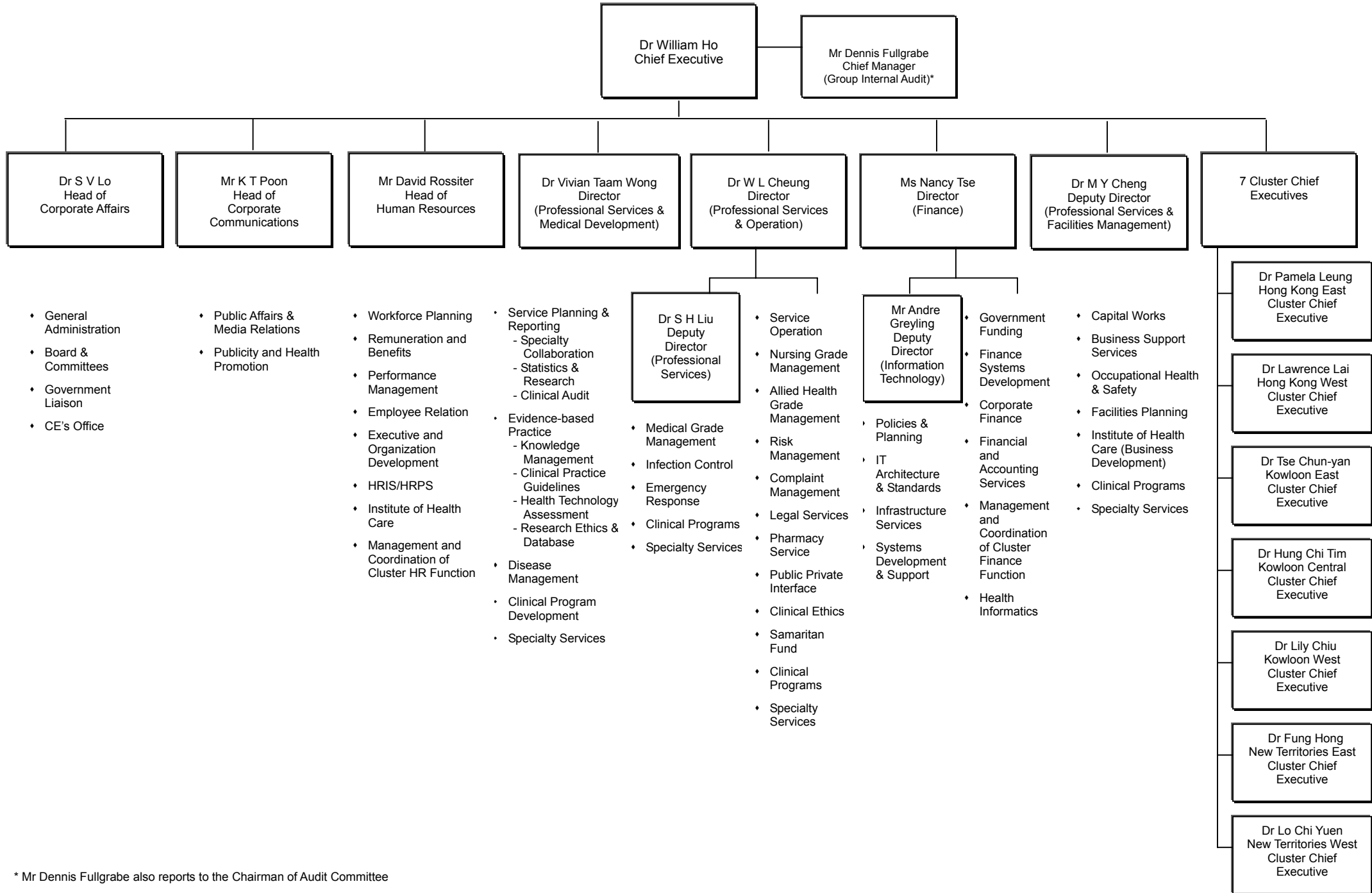
7. At present, for all HA employees recruited before 15 June 2002, granting of annual increment are subject to performance assessment. Supervisors are required to indicate on the employee's annual Staff Development Review Report whether increment should be awarded at the employee's next incremental date subject to the maximum pay point of the rank.

8. For HA employees recruited on or after 15 June 2002, they are offered fixed pay point contracts. In other words, their pay is fixed at the starting salary for the entire contract period irrespective of good performance, although in theory, the HA could make salary adjustments within the contract period or upon contract renewal, after taking into account staff performance and budgetary considerations. In fact, none of these employees have been granted any increment so far. The HA is now considering the establishment of a mechanism for granting increments to some employees recruited after June 2002 on the merit of good performance, so as to boost staff morale.

Hospital Authority
Health, Welfare and Food Bureau
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Organization Chart of Hospital Authority Head Office

(1 February 2005)



* Mr Dennis Fullgrabe also reports to the Chairman of Audit Committee