



LC Paper No. CB(2)746/06-07(01)

中華人民共和國香港特別行政區政府總部衛生福利及食物局
Health, Welfare and Food Bureau
Government Secretariat, Government of the Hong Kong Special Administrative Region
The People's Republic of China

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29 December 2006

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

Dear Ms So,

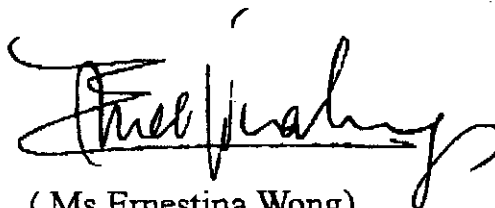
Work Pressure of Healthcare Practitioners in the Hospital Authority

Item 6 on the list of follow-up actions in LC Paper No. CB(2)555/06-07(02) refers. At the Panel meeting on 10 April 2006, Hon Yeung Sum requested that the Hospital Authority (HA) should meet with its staff on a regular basis to listen to their views and needs and report to the Panel on the progress made in addressing such views and needs.

The HA communicates with its staff on a regular basis through a central consultative mechanism. This mechanism consists of the HA Central Consultative Committee (HACCC) and six Staff Group Consultative Committees (SGCCs). Through the dialogue at these consultative committees, the HA seeks to, amongst other things, solicit staff views on a wide range of topics/issues and enhance understanding between management and staff. Where necessary, special work groups comprising both management and staff representatives will be formed to facilitate more in-depth exchange on certain issues.

In the past few months, HA management has briefed staff representatives in HACCC and SGCCs about a number of proposed initiatives and measures for relieving the work pressure faced by staff, including (i) measures for improving training and career development for doctors, nurses and allied health professionals, (ii) a proposed scheme to give contract staff the opportunity to convert to permanent employment terms; (iii) HA's plan to reduce the weekly working hours as well as the long continuous working hours of doctors; (iv) measures for improving occupational safety and health in public hospitals and clinics; (v) the review on staff performance management; and (vi) the provision of psycho-social support to staff. Staff representatives were asked to give their views on these issues. HA management has considered the staff's views very carefully and made adjustments to the proposals as appropriate.

Yours sincerely,



(Ms Ernestina Wong)

for Secretary for Health, Welfare and Food

cc Mr Shane Solomon, Chief Executive of the Hospital Authority