

Dr. Hon Joseph Lee Kok-long
Chairman of Panel on Health Services
Hon Chan Yuen-han
Chairman of the Panel on Welfare Services

The Implications of the 2006 Starting Salaries survey findings on the subvented organizations in the healthcare sector

The starting salary of dietitians working in the captioned sector was being adjusted downwards from point 18 to 13 in April 2000. There are 80 dietitians currently working in Hospital Authority which implies that 40% of dietitians are being treated under this unfair pay scale. Behind this change, there is other imbedded inferior non-wage benefit alteration. The followings are some of the negative impact incurred after the salary adjustment.

- Poor morale to individual dietitian
- Polarization between dietitians working in the same field
- Poor job engagement
- Losing trained dietitian to non-dietetic field – an unnecessary opportunity cost to the society
- Reduced competency for the dietetic field in a longer term

Our union members pledge for fairness and equality in remuneration. We seek harmonious work place and most importantly, we thrive for long term profession advancement for the betterment of Hong Kong Health care provision. On behalf of HKPDU, I would speak strongly to the following requests:

- 1) To restate our starting salary to the level before April 2000 – Pay-point 18. (as the current entry requirement for dietitian is a Master's degree or Post-graduate diploma)
- 2) To acknowledge our experience level by honoring 1 increment point for each working year.

Terry Ting

Chairperson
Hong Kong Practising Dietitians Union