

Our ref.:
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2 March 2010

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

Dear Ms So,

Employment Terms and Conditions of Hospital Authority (HA) Staff

The Panel on Health Services discussed the employment terms and conditions of HA staff at its meeting on 11 January 2010. Members requested us to provide the following information after the meeting: -

- (a) the number of dispensers being promoted in HA in the past 5 years, with a breakdown by the dispensers who opted to retain their civil servant status and those under the terms of employment of HA; and
- (b) the number of additional manpower of HA in the past 5 years, with a breakdown by grade and rank.

Promotion of dispensers in HA in the past 5 years

When there are vacancies of promotional posts, HA will select and promote suitable persons to fill the vacancies in accordance with established recruitment procedures. Under these procedures, HA will consider the job

requirements of the posts and the qualifications of the applicants. The promotion opportunities of staff employed on civil service employment terms and those employed on HA employment terms will not differ due to their employment terms.

From 2005-06 to 2009-10 (as at 31 December 2009), a total of 27 dispensers in HA were promoted to the ranks of Senior Dispenser or above. Among them, 5 were employed on civil service employment terms and 22 were employed on HA employment terms.

Additional staff in HA in the past 5 years

From 2005-06 to 2009-10 (as at 31 December 2009), the increase in staff strength of various staff groups and ranks are set out below: -

Staff Group	Rank	Increase in staff strength
Medical	Consultant	98
	Senior Medical Officer/ Associate Consultant	317
	Medical Officer/ Resident	82
	Visiting Medical Officer	5
	Senior Dental Officer/ Dental Officer	1
Nursing	Department Operations Manager and above	34
	Ward Manager/ Nurse Specialist/ Nursing Officer/ Advanced Practice Nurse	921
	Registered Nurse	512
	Student Nurse/ Pupil Nurse/ Temporary Undergraduate Nursing Student	333
Allied Health	Physiotherapist	74
	Occupational Therapist	75
	Radiographer	80
	Medical Social Worker	47
	Medical Technologist/ Medical Laboratory Technician	88
	Dispenser	96
	Pharmacist	68
	Others	88
Care-related Support Staff	Health Care Assistant/ Ward Attendant/ General Services Assistant/ Technical Services Assistant (Care-related)/ Theatre Technical Assistant	1,920

Staff Group	Rank	Increase in staff strength
Others	Senior Manager and above	5
	Other professional/ administrative staff (including accountant, hospital administrator, systems manager etc.)	507
	Other supporting staff (including clerical staff, secretarial staff, workman, artisan etc.)	1,261

Yours sincerely,

(Miss Gloria LO)
for Secretary for Food and Health

c.c. Hospital Authority