



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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27 March 2013

Ms Elyssa WONG
Chief Council Secretary
Panel on Health Services
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Ms WONG,

**Supplementary Information on Issues relating to the
Development and Operation of Private Hospitals**

As requested at the Panel on Health Services Special Meeting on 18 December 2012, supplementary information in response to parts (a), (b) and (d) of the enquiries on the development and operation of private hospitals is set out below.

- (a) *The estimated healthcare manpower requirement for a private hospital with a capacity of 300 inpatient beds by referencing the relevant requirement in public hospitals.*

The Administration's response:

As far as public hospital is concerned, the manpower requirements for a hospital depend not only on the number of beds it provides, but also on other factors such as the types of specialties and services provided by the hospital. For example, the manpower requirement for convalescent and rehabilitation beds will normally be lower than that

for acute beds. Generally speaking, the doctor manpower for a public major acute hospital with 300 inpatient beds and 24 hours A&E services is around 90 to 96 doctors (including both specialists and trainees), and around 315 to 330 nurses.

- (b) *Whether the land grant condition that there should be no distribution of profits/surplus, and profits/surplus derived from the hospital should be ploughed back for improving and expanding the hospital facilities had been properly complied with by the private hospitals concerned.*

The Administration's response:

Department of Health (DH) has stepped up monitoring private hospitals' compliance with land grant conditions. Private hospitals operated under private treaty grants with financially-related conditions imposed are required to provide auditor's certification and relevant financial information (as part of the annual re-registration exercise for the hospital) since 2010. DH and Lands Department are following up the issues identified by the Audit Commission, including whether certain private hospitals have fully complied with the relevant land grant conditions.

- (d) *An assessment of the effectiveness of the measures implemented by HA to improve staff retention and the turnover rates of doctors and nurses in HA in the past five years.*

The Administration's response:

The Hospital Authority (HA) has deployed additional resources over the past few years to address its manpower need. Apart from recruiting additional healthcare staff to cope with the increase in service demand, HA has made continuous efforts to enhance professional training, working environment, promotion prospects and remuneration packages for staff to attract and retain talents.

Major measures to retain doctors include:

- create additional posts for promotion;
- enhance fixed rate honorarium to recognize extra workload and on-site call duties;
- enhance training opportunities by offering corporate scholarships for overseas training and centrally funded Resident posts to facilitate specialty rotational training;
- introduce a unified contract part-time remuneration package to facilitate recruitment of part-time doctors;
- recruit non-local doctors under limited registration to supplement local recruitment drive; and
- enhance non-clinical clerical support for frontline doctors.

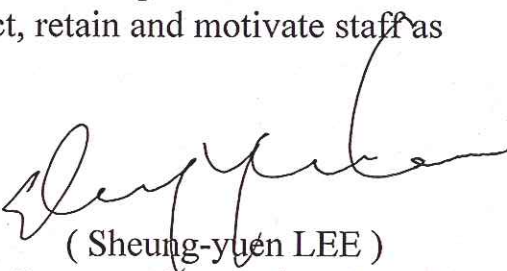
Major measures to retain nurses include:

- enhance career advancement opportunities of experienced nurses by creating more promotional posts;
- provide training of registered nursing (RN) students and enrolled nursing (EN) students at HA's nursing schools;
- support career advancement of ENs to attain RN qualification;
- enhance preceptorship support in clinical practice for newly graduated nurses; and
- enhance overseas training scholarships.

The attrition rates of HA doctors and nurses in the past five years are as follows:

	Attrition Rates				
	2008-09	2009-10	2010-11	2011-12	2012-13
Doctors	5.0%	4.4%	5.2%	4.8%	4.8%
Nurses	4.7%	4.1%	5.3%	5.3%	5.1%

HA will continue to closely monitor the staffing situation and will implement measures to continue to attract, retain and motivate staff as appropriate.


(Sheung-yuen LEE)
for Secretary for Food and Health