



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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15 July 2018

Ms Maisie Lam
Clerk to Panel
Panel on Health Services
Legislative Council Complex
1 Legislative Council Road
Central

Dear Ms Lam,

**Panel on Health Services
Follow-up to the meeting on 15 January 2018**

The ensuing paragraphs set out the supplementary information requested by Members during the discussion on the Review of the Hospital Authority (HA) at the meeting of the Legislative Council Panel on Health Services held on 15 January 2018.

(I) Details of the pay scale for, and the mechanism put in place by the HA to consider and decide the remuneration packages of and the annual pay adjustment for, its senior executives

2. The HA offers appropriate remuneration to attract and maintain a stable workforce to render effective hospital services to the public. The remuneration packages of senior executives (Hospital Chief Executives and above) range from Hospital Management Pay Scale (HMPS) Point 27 to Point 45 depending on their levels and years of experience in the current positions. Similar to other HA colleagues on HMPS Point 27 or above, senior executives may be awarded one increment for every two years' commendable performance subject to the maximum of their respective pay scale.

(II) Statistics on the number of experienced doctors and nurses drained from the HA to private healthcare providers and the number of returnees to the HA

3. The attrition (wastage) number of full-time doctors and nurses in the past five years are tabulated below. Statistical records on further breakdown of the resignation reasons of doctors and nurses in the HA are not available.

Full-time	Attrition number	2013-14	2014-15	2015-16	2016-17	2017-18
Doctors	Retirement	29	30	43	59	67
	Non-Retirement	178	203	197	227	269
Nurses	Retirement	189	216	228	230	283
	Non-Retirement	831	845	972	1 127	1 021

Note:

1. Attrition (Wastage) includes all types of cessation of service from HA for permanent and contract staff on Headcount basis.
2. Doctors exclude Interns and Dental Officers.

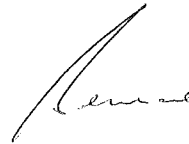
(III) Measures taken by the HA in recent years to attract and retain its care-related supporting staff

4. To attract and retain Patient Care Assistant IIIA in in-patient wards/services on 24 hours shift [PCA IIIA(IPS)], HA has improved the entry pay and career prospects of this group of PCAs following the job review. The entry pay has been enhanced with effect from 1 May 2014. Progression exercise for experienced and well-performing PCA IIIA(IPS) to PCA II(IPS) has been implemented since 2015-16. Starting from 2018-19, the progression criteria have been enhanced, in which the experience requirement is relaxed from five years to three years and performance requirement before progression is relaxed from “Good-Good-Good” to “Effective-Effective-Good” Staff Development Review ratings. Further enhancements by granting of Incremental Credits for Experience for PCA IIIA(IPS) new recruits and direct recruitment of qualified ex-staff to PCA II(IPS) have also been implemented to facilitate recruitment of experienced PCA (IPS). At the same time, enhancements similar to the progression exercise for PCA IIIA(IPS) would also be implemented in 2018-19 for Operation Assistant IIIB(IPS) and Executive Assistant IIIA (Ward).

5. In addition, the Special Retired and Rehire Scheme has been implemented since 2015-16 for re-employment of suitable serving supporting grades staff upon their retirement or completion of contract at the normal retirement age to help alleviate manpower issues.

6. Besides, the Training Sponsorship Programme for Supporting Staff to undergo Enrolled Nurse (General) Training has continued with the objectives of boosting staff morale and retaining high calibre supporting staff.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Bernard Lo', written in a cursive style.

(Bernard Lo)
for Secretary for Food and Health

c.c. Chief Executive, Hospital Authority
(Attn.: Ms Dorothy Lam)