



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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28 June 2019

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 19 March 2019**

During the discussion on corporate governance and manpower situation of the Hospital Authority (“HA”) at the meeting of the Legislative Council Panel on Health Services held on 19 March 2019, Members requested HA to provide its action plan for using the additional funding earmarked in the 2019-20 Budget. Having consulted HA, the following supplementary information is provided.

**(a) \$721 million for boosting staff morale and retaining talents**

2. In the 2019-20 Budget, the Government has announced the provision of additional recurrent funding of \$721 million for HA to implement enhancement measures to boost staff morale and retain talents. The measures include –

- (a) continuation of Special Retired and Rehire Scheme for doctors, nurses and allied health staff;
- (b) enhancement of Fixed Rate Honorarium (“FRH”) for doctors;

- (c) enhancement of promotion prospect for nurses (upgrade more Advanced Practice Nurse posts for enhancing senior coverage and supervision to wards at night);
- (d) implementation of specialty nurse increment;
- (e) enhancement of promotion prospect for pharmacists;
- (f) measures to attract and retain supporting staff (pay enhancement for supporting staff and recruit additional Executive Assistant in wards); and
- (g) measures for alleviating service demand surge (further uplift the rate of Special Honorarium Scheme allowance so as to facilitate more staff participation).

3. With effect from 1 April 2019, HA has uplifted the rates of FRH of the first tier from \$2,750 to \$4,300; the second tier from \$4,750 to \$7,400; and the third tier from \$5,750 to \$9,000 to boost staff morale. Eligibility to receive respective tiers of the FRH rate depends on the work hours / on-call situation of the department.

4. Besides, to retain supporting staff and attract more new recruits to alleviate the prevailing work pressure of frontline staff, HA has implemented pay enhancement for Patient Care Assistants, Operation Assistants and Executive Assistants by offering a pay rise at 8% with effect from 1 April 2019.

5. HA's action plan on the use of the additional funding of \$721 million for the measures set out in paragraph 2 above is tabulated at **Annex**.

**(b) \$400 million for expanding the scope of HA Drug Formulary**

6. HA has all along been expanding the HA Drug Formulary ("HADF") with the recurrent resources provided by the Government. With the additional recurrent resources of \$400 million allocated, the scope of the HADF has been widened in the second quarter of 2019 to cover more drugs with accumulated scientific evidence on safety and clinical efficacy. Eight self-financed drugs have been repositioned as special drugs, and the therapeutic application of 11 special drugs / drug classes have been extended for managing diabetes mellitus, cancers, multiple sclerosis, osteoporosis, hepatitis, tuberculous sclerosis complex, psychiatric, cardiovascular, pulmonary, and renal diseases.

**(c) \$5 billion for expediting the upgrading and acquisition of medical equipment of HA**

7. HA procures from time to time a wide variety of new and replacement medical equipment items to meet operational requirements. Cluster management deliberates and formulates annual medical equipment

requirement plan in respective committees, based on factors such as risk (e.g. obsolescence risk, equipment age, and patient / staff safety), impact to patient care, operational needs and requirement of additional equipment items essential for provision of new or improved services to dovetail with HA's strategic directions. Moreover, HA will take into account advice from healthcare professionals and overseas to facilitate planning for medical equipment, and consider the availability of expertise, manpower and facilities.

8. With the additional funding from the government, HA will spend around \$830 million in 2019-20 for procuring medical equipment. HA has worked out the procurement plan by engaging and seeking inputs from clinical specialties and hospitals, and has commenced procurement process at both corporate and cluster levels.

9. The additional Government funding could help HA to expedite the upgrading and acquisition of general and advanced medical equipment with a view to enhancing the quality of healthcare services, improving patient safety via updating technology, and meeting the patients' need and for better staff support, engagement and training via introducing automation system, advanced or state-of-the-art equipment. For example, in the coming two to three years, HA plans to modernise and add linear accelerators, computed tomography scanners and magnetic resonance imaging scanners with more advanced functionalities to improve the diagnosis and treatment of cancer patients. Introduction of Angiography / Computed Tomography System can enhance interventional radiology services and patient safety. Moreover, HA plans to tap on advanced technology such as using additional robotic surgery system to augment minimal invasive surgical services and Next Generation Sequencing technology to benefit cancer patients, patients with uncommon disorders and infectious diseases. HA will implement laboratory automation and Automatic Medication Unit Dose Dispensing System to alleviate pressure and reduce manual handling work of frontline staff.

Yours sincerely,



( Clarissa WAN )

for Secretary for Food and Health

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

**Action plan of the Hospital Authority (“HA”) on  
the use of the additional funding of \$721 million for boosting staff morale and retaining talents**

<b>Initiatives</b>	<b>Additional Allocation (\$ million)</b>	<b>Action</b>	<b>Timeline</b>
1. Continuation of Special Retired and Rehire Scheme (“SRRS”) for doctors, nurses, allied health staff	134	<ul style="list-style-type: none"> <li>To conduct additional recruitment exercise under SRRS for doctors, nurses and allied health staff in 2019-20 after two rounds of recruitment.</li> <li>To review the existing contract arrangements and duty assignment mechanism of rehired staff.</li> </ul>	By Q3 2019
2. Enhancement of Fixed Rate Honorarium for doctors	141	<ul style="list-style-type: none"> <li>To review and enhance the existing rates of Fixed Rate Honorarium for doctors for recognising the hardship and boosting staff morale.</li> </ul>	Implemented with effect from 1 April 2019
3. Enhancement of promotion prospect for nurses (upgrade more Advanced Practice Nurses (“APN”) posts for enhancing senior coverage and supervision to wards at night)	80	<ul style="list-style-type: none"> <li>To create additional 225 APN upgrade posts in 2019-20 at various clusters for strengthening night supervision of clinical wards.</li> </ul>	By Q1 2020

Initiatives	Additional Allocation (\$ million)	Action	Timeline
4. Implementation of specialty nurse increment	11	<ul style="list-style-type: none"> <li>To tie in with the government initiative in the development of nursing specialisation, HA is working on a proposal to recognise and incentivise the professional development of nurses by granting an increment to Registered Nurses who have attained specialty qualification. Details of the proposal are still under discussion.</li> </ul>	To be confirmed
5. Enhancement of promotion prospect for pharmacists	15	<ul style="list-style-type: none"> <li>To provide around 20 promotion posts for pharmacist grade through upgrading of posts in 2019-20 with a view to enhancing the career prospect and clinical supervision of pharmacists.</li> </ul>	By Q4 2019
6. Measures to attract and retain supporting staff (pay enhancement for supporting staff and recruit additional Executive Assistants in wards (“EA(Ward)”))	290	<ul style="list-style-type: none"> <li>To implement pay enhancement for Patient Care Assistant / Operation Assistant / Executive Assistant (“PCA/OpA/EA”) under Phase 1 of the Consultancy Study on Supporting Staff Issues to attract new recruits to join HA and retain serving PCA/OpA/EA to alleviate work pressure of frontline staff.</li> </ul>	Pay rise at 8% for PCA/OpA/EA implemented with effect from 1 April 2019

Initiatives	Additional Allocation (\$ million)	Action	Timeline
		<ul style="list-style-type: none"> <li>To create 250 EA(Ward) posts in 2019-20 for enhancing the clerical support at acute wards and convalescent and rehabilitation wards receiving patients downloaded from acute hospitals.</li> </ul>	By Q1 2020
7. Measures for alleviating service demand surge (further uplift the rate of Special honorarium Scheme (“SHS”) allowance so as to facilitate more staff participation)	50	<ul style="list-style-type: none"> <li>To explore and implement as appropriate enhancement in SHS (including the rate of SHS allowance) in order to encourage more staff participation to alleviate pressure during service demand surge.</li> </ul>	By Q3/4 2019