



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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22 February 2019

Clerk to Panel
Panel on Public Services
Legislative Council Complex
1 Legislative Council Road
Central
(Attn: Miss Maggie Chung)

Dear Miss Chung,

Panel on Public Services
Follow-up to the meeting on 21 January 2019

The Legislative Council Panel on Public Services discussed use of agency workers at the meeting on 21 January 2019, and requested supplementary information relating to agency workers engaged by the Hospital Authority (“HA”). Having consulted HA, the requested supplementary information is provided in the ensuing paragraphs.

Agency staff engaged by HA are deployed to provide services mainly in hospital wards. In compiling duty rosters, the staff in-charge of the unit or ward would estimate the workload of the nursing staff and health care assistants in that particular unit or ward, and assess the staffing requirements based on factors such as the number of patients, patient dependency and nursing activities in the unit or ward. If the number of full-time nurses and health care assistants deployed cannot meet the staffing requirements, arrangements will be made for part-time nurses, agency nurses, part-time health care assistants or agency health care assistants to be on duty. The engagement of agency services of nurses and health care assistants is one of HA’s short-term measures to alleviate the manpower situation. HA will continue to recruit full-time nurses and health care assistants to meet service demand.

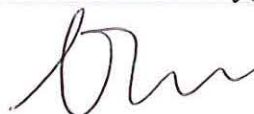
HA Head Office has, since December 2017, collated statistics from all hospital clusters on the man-hours provided by agency staff during the winter demand surge period. The numbers of man-hours of agency staff by ranks during the 2017-18 winter surge, i.e. from December 2017 to May 2018, are tabulated below –

Rank	No. of man-hours hired
Registered Nurse	132 622.1
Enrolled Nurse	62 226.7
Health Care Assistant	193 104.9
Total	387 953.7

Regarding the 2018-19 winter surge, the numbers of man-hours of agency staff hired by ranks as at December 2018 are as follows –

Rank	No. of man-hours hired
Registered Nurse	20 298.5
Enrolled Nurse	10 080.0
Health Care Assistant	28 394.5
Total	58 773.0

Yours sincerely,



(Miss Clarissa WAN)
for Secretary for Food and Health

c.c. Principal Assistant Secretary (Manpower), Civil Service Bureau
(Attn: Miss Katharine Choi)

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