



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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12 November 2020

Ms Maise LAM
Clerk to Panel
Panel on Health Services
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Fax: 2185 7845)

Dear Ms Lam,

Absence from duty by staff of the Hospital Authority

Thank you for your letter on 4 November 2020. Regarding the absence from duty of staff of the Hospital Authority (HA) in early February this year mentioned in the letter dated 29 October from Hon Steven Ho and Hon Chan Han-pan, in consultation with the HA, our reply is as follows.

The Government and the HA always take the safeguarding of public health as the top priority. In response to the absence from duty of healthcare staff from 3 to 7 February this year, the HA Head Office and hospital clusters activated the Major Incident Control Centres to closely monitor the operation of public hospitals and to deploy manpower and adjust non-emergency services with regard to service needs, with a view to focusing resources on dealing with the epidemic and maintaining emergency medical services. The Government and the HA also repeatedly urged healthcare staff participating in the industrial action to return to work as soon as possible to avoid affecting public hospital services and treatment of patients.

The HA noted that around 7 000 staff had not reported duty as scheduled on various days in the aforementioned period. In early October, the HA sent letters to the staff members concerned requesting for their verification of the day(s) of absence as stated in the letter and explanation on their absence from duty. We understand that the HA is processing the replies from individual staff members and will follow up the matter in accordance with legal advice, the Employment Ordinance and relevant employment contract and human resources regulations in a fair, reasonable, rational and lawful manner.

As an employer, the HA has put in place established mechanism, human resources regulations and code of conduct to regulate and manage issues in relation to the conduct and discipline of staff. If there is violation of the code of conduct and/or human resources regulations, the HA will, in compliance with the Employment Ordinance and the employment contract, take a serious and prudent approach in following up on the matter in accordance with the relevant human resources regulations and legal advice, and handle it in a fair and just manner according to the established mechanism.

Yours sincerely,



(Miss Clarissa WAN)
for Secretary for Food and Health

c.c. Chief Executive, Hospital Authority
(Attn.: Ms Dorothy Lam, Manager (Boards & Support))
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