

Hospital Authority welcomes Government's additional resources for retaining staff

The following is issued on behalf of the Hospital Authority:

The Hospital Authority Board (HA) Administrative and Operational Meeting discussed the Government Budget 2019-20 today (February 28). The HA Board welcomed the government's increased financial provision to HA as well as the additional resources allocated for staff retention measures. Among the \$68.8 billion recurrent financial provision, \$720 million will be utilised in various staff retention measures.

"We are thankful to the Government for helping us retain staff. HA will utilise this additional funding prudently. We have already formulated various staff retention measures. The measures will be implemented after the required funding process is completed," the HA Chairman, Professor John Leong said.

HA proposed the staff retention measures as follows:

- To increase the Fixed Rate Honorarium (FRH) for Doctors to boost staff morale. Around 4,800 doctors are eligible;
- To upgrade Advanced Practice Nurse posts to enhance night shift supervision and senior to junior ratio;
- To encourage nursing professional development, an increment will be granted to nurses who have attained specialty qualification;
- To increase the number of promotional posts for pharmacists so that the senior to junior ratio can be improved;
- To recruit more ward executive assistants to alleviate clerical works of healthcare workers;
- To reduce attrition, salary of supporting staff will be increased. Around 16,000 supporting staff will be benefited;
- Continuation of the Special Retired and Rehire Scheme to attract more retired healthcare workers to rejoin public hospitals and help train younger healthcare workers.

"We propose to implement the measures as early as practicable after the Legislative Council Finance Committee has approved the required funding. The HA Board also approved in principle effecting enhancements on supporting staff's salary and doctors' FRH from April 1 this year," HA Chief Executive, Dr Leung Pak-yin said.

HA Board approved the abovementioned staff retention measures in principle. Detailed implementation plans will be deliberated by respective functional committees.

Apart from staff retention measures, the Government also allocated

additional funding to support HA to further enhancing Special Honorarium Scheme in the coming service surge period.

Professor Leong expressed gratitude to all staff again for their commitment to serve patients, amid the manpower shortfall.