

Study on enhancement of remuneration package for supporting staff at obsolete ranks

The following is issued on behalf of the Hospital Authority:

At the Administrative and Operational Meeting today (April 25), the Hospital Authority (HA) Board approved in principle to consider remuneration package enhancement for staff at obsolete ranks performing the same or similar duties as different ranks of Patient Care Assistant and Operation Assistant, for example, Health Care Assistant and Workman II.

The enhancement arrangement will be explored in the second phase of the consultancy study, which is targeted to be completed by September this year. Upon completion of the study and consultation process, the HA will submit the enhancement proposal to the HA Board for deliberation. Subject to the Board's approval, the enhancement arrangement will be implemented with retrospective effect from April 1 this year if applicable.

An HA spokesperson expressed gratitude to the staff concerned at obsolete ranks for their contributions over the years. The HA will continue to listen to the views of staff and explore proactively with a view to working out an appropriate proposal eventually.

Upon considering the pay benchmarking with the general market conducted by the consultancy firm as well as the views from various stakeholders and representatives of the relevant consultative committees, the HA earlier implemented pay enhancement for various ranks of Patient Care Assistants, Operation Assistants and Executive Assistants who are remunerated under a pay range system to attract new recruits and retain serving staff to alleviate work pressure of front-line staff.