

Chief Executive for Hospital Authority

1) Recruitment and selection process

The Hospital Authority at its Administrative and Operational Meeting on 29 July 2005 endorsed the appointment a recruitment consultant to conduct a global search for the Chief Executive (CE).

The post of CE was advertised in local newspapers and 4 overseas newspapers, in USA, UK, Australia and Singapore respectively, as well as promulgated in HA Internal Vacancy Notification Circular.

Extensive search was conducted to cover the major healthcare systems in Hong Kong, the United Kingdom, Australia, Singapore, New Zealand, Canada and the United States.

The Selection Board considered the consultant's recommendations, and agreed to a shortlist of 8 candidates.

After the first round of interviews, the Selection Board had further shortlisted 2 outstanding candidates for a second interview.

After a very careful deliberation process, the Selection Board recommended for the Board's discussion and was endorsed unanimously on 10 January 2006 to appoint Mr Shane Solomon as the new Chief Executive of the Hospital Authority.

2) Mr Shane Solomon

Having completed his high school education in the southern most state of Australia – Tasmania, in the early 1970's, Mr Solomon then partially completed Bachelor Degree in Theology before attaining a Bachelor of Social Work Degree at Melbourne University and subsequently a Master of Arts (Public Policy) – First Class Honors, at the same University.

From 1982 to 1989, Mr Solomon held several key executive positions in the public health section in Victoria. From 1989 to 1990, Mr Solomon left the health sector to take up a role as General Manager, Office of Economic Planning for the Victorian Government. In 1990, Mr Solomon's passion for healthcare lured him back to the sector and he spent the following 6 years working as an independent consultant to various State and Federal Australian healthcare providers providing such services as authoring or co-authoring many significant strategic healthcare reform papers and conducting external organizational reviews for hospital systems in Australia and New Zealand.

In 1996, Mr Solomon was Group Chief Executive Officer for the Mercy Health and Aged Care Group in Victoria and then spent almost 4 years managing and integrating a number of public and private hospitals, aged care services, mental health services and palliative care into one new organization.

From the year 2000, Mr Solomon has been working for the public healthcare system in Victoria in the Department of Human Services and his current post is as Under-Secretary, Health. In this role, Mr Solomon has been responsible for managing the State's HK\$40 Billion health budget for public hospitals, ambulance and mental health services. Some of Mr Solomon key accountabilities in his most recent role include:

- Accountability for performance of metropolitan Melbourne public hospital and mental health system, exercised via 15 Boards of Governance.
- Financial sustainability strategy and gained acceptance for 3-year new funding from Government.
- Health information technology strategy (HealthSMART).
- Key policy adviser to the Minister on high profile public issues.
- Responsible for recommending to the Minister on annual service and capital growth funding.
- Participation in Commonwealth-State forums, including Australian Health Ministers Council and Australian Health Ministers Advisory Council (AHMAC).
- Service planning frameworks in cancer, ophthalmology, ENT, palliative care, ambulance, mental health, maternity services.