

Table 1: Numbers of all ranks of doctors in the medicine and surgery specialties by clusters in Hospital Authority (HA) from 2013-14 to 2017-18 ⁽¹⁾⁽²⁾

Specialty	Cluster	2013-14 (as at 31 March 2014)				2014-15 (as at 31 March 2015)				2015-16 (as at 31 March 2016)				2016-17 (as at 31 March 2017)				2017-18 (as at 31 March 2018)			
		Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total
Medicine	HKEC	18	59	71	148	18	61	73	152	18	61	80	159	19	58	81	157	19	56	83	157
	HKWC	21	36	78	134	23	36	75	134	25	39	73	137	26	39	75	140	23	41	78	143
	KCC ⁽³⁾	16	46	77	139	20	48	79	147	21	50	81	152	23	56	79	158	33	111	132	276
	KEC	15	57	71	143	19	53	80	153	22	54	75	151	23	56	78	157	22	57	79	158
	KWC ⁽³⁾	36	113	145	293	38	113	144	295	39	116	156	311	42	119	156	317	30	73	105	208
	NTEC	22	53	108	183	25	52	109	187	27	62	104	193	29	61	115	204	29	63	115	207
	NTWC	18	40	72	130	18	40	78	136	19	45	87	151	21	49	86	155	22	48	82	152
	Total	146	403	622	1 171	161	404	637	1 202	172	427	655	1 253	182	437	669	1 288	177	448	674	1 299
Surgery	HKEC	10	16	30	56	10	15	35	60	10	15	35	60	10	18	33	61	10	17	36	63
	HKWC	16	29	52	98	20	26	54	101	19	27	53	100	20	28	51	99	18	25	57	100
	KCC ⁽³⁾	16	30	44	90	17	29	44	90	17	31	50	98	17	32	49	98	27	49	79	156
	KEC	9	18	29	56	10	19	29	58	12	22	31	65	12	25	28	65	12	25	29	66
	KWC ⁽³⁾	20	50	76	146	20	51	71	142	24	50	74	148	28	48	81	157	18	30	54	102
	NTEC	20	23	55	98	19	25	56	99	23	21	60	104	25	23	59	107	24	25	65	114
	NTWC	16	17	39	72	16	19	47	82	20	19	44	83	19	21	45	85	18	21	54	94
	Total	108	182	325	616	114	182	336	632	126	185	348	659	129	195	346	670	128	192	374	694

Note:

- (1) The figures are calculated on a full-time equivalent basis including permanent, contract and temporary staff in the HA. Individual figures may not add up to the total due to rounding.
- (2) The figures do not include Interns and Dental Officers.

- (3) Kwong Wah Hospital, Our Lady of Maryknoll Hospital and Tung Wah Group of Hospitals Wong Tai Sin Hospital, together with the service units in the concerned communities, were re-delineated from the Kowloon West Cluster (KWC) to Kowloon Central Cluster with effect from December 1, 2016. Reports on services / manpower statistics and financial information were continued to be based on the previous clustering arrangement (i.e. concerned service units under KWC) for the entire 2016-17 financial year (i.e. up to March 31, 2017), while reporting based on the new clustering arrangement started from April 1, 2017.

Abbreviations

Cons – Consultant

SMO/AC – Senior Medical Officer/Associate Consultant

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HKEC – Hong Kong East Cluster

HKWC – Hong Kong West Cluster

KCC – Kowloon Central Cluster

KEC – Kowloon East Cluster

KWC – Kowloon West Cluster

NTEC – New Territories East Cluster

NTWC – New Territories West Cluster

Table 2: Numbers of intake of all ranks of doctors in the medicine and surgery specialties by clusters in HA from 2013-14 to 2017-18 ⁽¹⁾⁽²⁾⁽³⁾

Specialty	Cluster	2013-14 (as at 31 March 2014)				2014-15 (as at 31 March 2015)				2015-16 (as at 31 March 2016)				2016-17 (as at 31 March 2017)				2017-18 (as at 31 March 2018)			
		Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total	Cons	SMO/ AC	MO/R	Total
Medicine	HKEC	2	0	9	11	2	0	10	12	1	0	13	14	1	0	7	8	0	1	9	10
	HKWC	0	0	6	6	2	0	5	7	1	0	10	11	1	0	14	15	0	0	11	11
	KCC ⁽⁴⁾	0	0	6	6	1	0	13	14	0	0	9	9	2	0	10	12	2	2	11	15
	KEC	0	0	15	15	1	0	13	14	2	1	9	12	3	0	12	15	1	0	10	11
	KWC ⁽⁴⁾	3	0	10	13	0	1	16	17	3	4	28	35	2	1	17	20	0	1	15	16
	NTEC	1	1	9	11	0	1	19	20	1	2	21	24	2	0	22	24	3	0	14	17
	NTWC	1	1	11	13	3	1	10	14	0	0	13	13	1	2	14	17	2	0	9	11
	Total	7	2	66	75	9	3	86	98	8	7	103	118	12	3	96	111	8	4	79	91
Surgery	HKEC	0	0	3	3	0	0	6	6	0	0	5	5	1	0	3	4	0	0	7	7
	HKWC	0	0	7	7	0	1	9	10	0	0	7	7	1	0	8	9	0	0	10	10
	KCC ⁽⁴⁾	1	0	5	6	1	0	6	7	0	0	12	12	1	0	6	7	0	0	9	9
	KEC	0	0	3	3	1	2	4	7	1	0	8	9	0	0	4	4	2	0	4	6
	KWC ⁽⁴⁾	0	0	18	18	1	0	5	6	1	1	11	13	2	0	17	19	0	0	9	9
	NTEC	2	2	5	9	0	1	5	6	0	0	9	9	1	0	10	11	1	0	13	14
	NTWC	2	0	6	8	1	0	12	13	1	0	5	6	1	0	9	10	3	0	11	14
	Total	5	2	47	54	4	4	47	55	3	1	57	61	7	0	57	64	6	0	63	69

Note:

- (1) Intake refers to total number of permanent and contract staff joining the HA on headcount basis during the period. Transfer, promotion and staff movement within HA will not be regarded as intake.
- (2) Intake number of doctors includes number of Interns appointed as Residents.
- (3) The figures do not include Interns and Dental Officers.
- (4) Kwong Wah Hospital, Our Lady of Maryknoll Hospital and Tung Wah Group of Hospitals Wong Tai Sin Hospital, together with the service units in the concerned communities, were re-delineated from the Kowloon West Cluster (KWC) to Kowloon Central Cluster with effect from December 1, 2016. Reports on services / manpower statistics and financial information were continued to be based on the previous clustering arrangement (i.e. concerned service units under KWC) for the entire 2016-17 financial year (i.e. up to March 31, 2017), while reporting based on the new clustering arrangement started from April 1, 2017.

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Table 3: Attrition figures of all ranks of full-time doctors in the medicine and surgery specialties by clusters in HA from 2013-14 to 2017-18
(1)(2)(4)(5)

Specialty	Cluster	2013-14				2014-15				2015-16				2016-17				2017-18			
		Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total
Medicine	HKEC	1	1	2	4	3	1	2	6	0	1	1	2	2	4	2	8	1	7	2	10
	HKWC	1	2	2	5	2	3	3	8	2	3	4	9	1	0	7	8	4	1	0	5
	KCC ⁽³⁾	2	3	0	5	1	1	3	5	0	0	1	1	2	2	0	4	3	5	3	11
	KEC	0	0	2	2	1	1	1	3	2	1	3	6	3	3	2	8	2	2	4	8
	KWC ⁽³⁾	3	4	3	10	1	3	1	5	3	4	10	17	2	5	7	14	1	4	3	8
	NTEC	0	1	4	5	0	7	4	11	0	2	3	5	2	3	5	10	3	3	7	13
	NTWC	1	3	1	5	1	2	2	5	1	1	0	2	1	1	3	5	1	3	5	9
	Total	8	14	14	36	9	18	16	43	8	12	22	42	13	18	26	57	15	25	24	64
Surgery	HKEC	0	5	0	5	1	1	0	2	1	0	1	2	3	2	1	6	0	1	1	2
	HKWC	2	4	0	6	1	4	1	6	3	1	1	5	1	2	1	4	3	4	0	7
	KCC ⁽³⁾	2	2	0	4	2	1	1	4	0	2	0	2	2	1	0	3	1	4	0	5
	KEC	0	3	0	3	2	1	0	3	1	0	1	2	0	2	0	2	2	0	1	3
	KWC ⁽³⁾	0	0	2	2	4	3	2	9	2	0	2	4	2	3	1	6	0	4	1	5
	NTEC	0	2	2	4	0	1	1	2	0	2	1	3	1	2	2	5	1	1	1	3
	NTWC	1	3	0	4	1	1	0	2	0	1	4	5	0	0	0	0	2	1	0	3
	Total	5	19	4	28	11	12	5	28	7	6	10	23	9	12	5	26	9	15	4	28

Note:

- (1) The figures do not include Interns and Dental Officers.
- (2) Attrition (Wastage) includes all types of cessation of service from the HA for permanent and contract staff on a headcount basis.
- (3) Kwong Wah Hospital, Our Lady of Maryknoll Hospital and Tung Wah Group of Hospitals Wong Tai Sin Hospital, together with the service units in the concerned communities, were re-delineated from the Kowloon West Cluster (KWC) to Kowloon Central Cluster with effect from December 1, 2016. Reports on services / manpower statistics and financial information were continued to be based on the previous clustering arrangement (i.e. concerned service units under KWC) for the entire 2016-17 financial year (i.e. up to March 31, 2017), while reporting based on the new clustering arrangement started from April 1, 2017.

- (4) Rolling Attrition (Wastage) Rate = (Total number of staff left the HA in the past 12 months / Average strength in the past 12 months) x 100%.
- (5) Since April 2013, attrition (wastage) for the HA full-time and part-time workforce has been separately monitored and presented i.e. Full-time Attrition (Wastage) Rate and Part-time Attrition (Wastage) Rate respectively.

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Table 4: Attrition rates of all ranks of full-time doctors in the medicine and surgery specialties by clusters in HA from 2013-14 to 2017-18 ⁽¹⁾⁽²⁾⁽⁴⁾⁽⁵⁾

Specialty	Cluster	2013-14				2014-15				2015-16				2016-17				2017-18			
		Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total	Cons	SMO/AC	MO/R	Total
Medicine	HKEC	5.6%	1.7%	2.8%	2.7%	17.6%	1.7%	2.7%	4.0%	0.0%	1.6%	1.3%	1.3%	12.4%	6.8%	2.5%	5.1%	5.9%	13.1%	2.4%	6.5%
	HKWC	5.5%	5.7%	2.5%	3.8%	9.6%	8.7%	3.9%	6.0%	8.8%	8.5%	5.2%	6.6%	4.1%	0.0%	9.3%	5.8%	16.8%	2.5%	0.0%	3.5%
	KCC ⁽³⁾	13.3%	6.6%	0.0%	3.5%	5.9%	2.2%	3.7%	3.5%	0.0%	0.0%	1.2%	0.7%	9.6%	3.9%	0.0%	2.6%	9.7%	4.8%	2.2%	4.0%
	KEC	0.0%	0.0%	2.8%	1.5%	5.9%	1.9%	1.3%	2.1%	10.4%	2.0%	3.8%	4.0%	14.0%	5.8%	2.5%	5.2%	9.3%	3.8%	4.9%	5.1%
	KWC ⁽³⁾	9.6%	3.7%	2.0%	3.5%	3.0%	2.7%	0.7%	1.7%	8.5%	3.5%	6.6%	5.7%	5.5%	4.4%	4.5%	4.5%	3.7%	5.7%	2.9%	4.0%
	NTEC	0.0%	2.0%	3.6%	2.7%	0.0%	12.8%	3.7%	5.9%	0.0%	3.5%	2.8%	2.6%	7.3%	5.0%	4.5%	5.0%	10.7%	5.0%	6.0%	6.4%
	NTWC	6.3%	7.7%	1.4%	4.0%	6.3%	5.1%	2.7%	3.8%	6.1%	2.4%	0.0%	1.4%	5.4%	2.2%	3.4%	3.3%	5.0%	6.5%	5.8%	5.9%
	Total	6.0%	3.6%	2.2%	3.1%	6.3%	4.5%	2.5%	3.6%	5.1%	2.9%	3.3%	3.4%	7.8%	4.3%	3.9%	4.5%	8.9%	5.9%	3.5%	5.0%
Surgery	HKEC	0.0%	32.1%	0.0%	8.8%	10.0%	6.2%	0.0%	3.3%	10.0%	0.0%	2.9%	3.3%	31.6%	11.9%	3.1%	10.2%	0.0%	5.5%	2.9%	3.2%
	HKWC	14.1%	14.6%	0.0%	6.0%	5.7%	15.0%	1.8%	6.0%	15.3%	3.9%	1.8%	4.9%	5.2%	7.5%	1.8%	4.0%	17.6%	14.8%	0.0%	7.0%
	KCC ⁽³⁾	12.8%	7.1%	0.0%	4.4%	12.4%	3.5%	2.2%	4.4%	0.0%	6.9%	0.0%	2.1%	11.8%	3.3%	0.0%	3.0%	3.9%	8.7%	0.0%	3.2%
	KEC	0.0%	20.0%	0.0%	5.4%	23.8%	5.5%	0.0%	5.4%	10.3%	0.0%	3.3%	3.3%	0.0%	8.1%	0.0%	3.2%	18.2%	0.0%	3.5%	4.7%
	KWC ⁽³⁾	0.0%	0.0%	2.7%	1.4%	22.6%	6.1%	2.6%	6.3%	9.7%	0.0%	2.6%	2.8%	8.3%	6.3%	1.3%	4.0%	0.0%	13.3%	1.9%	5.0%
	NTEC	0.0%	9.3%	3.7%	4.2%	0.0%	4.6%	1.8%	2.1%	0.0%	9.2%	1.7%	2.9%	4.8%	9.2%	3.2%	4.8%	4.4%	4.3%	1.6%	2.7%
	NTWC	8.3%	16.1%	0.0%	5.6%	8.3%	5.4%	0.0%	2.7%	0.0%	5.1%	8.5%	6.1%	0.0%	0.0%	0.0%	0.0%	12.3%	4.8%	0.0%	3.4%
	Total	5.2%	10.9%	1.2%	4.6%	11.0%	6.7%	1.5%	4.5%	6.3%	3.3%	2.8%	3.6%	7.6%	6.4%	1.4%	3.9%	7.6%	7.9%	1.1%	4.1%

Note:

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