

Annex 1

The manpower figures of doctors by specialty and by rank in each hospital cluster of the Hospital Authority (HA) as at the end of March 2019 are set out in the following table –

Cluster	Major Specialty	Consultant	SMO/AC	MO/R	Total
HKEC	Accident & Emergency	7	29	24	59
	Anaesthesia	6	13	18	37
	Clinical Oncology	3	4	13	20
	Ear, Nose, Throat	3	3	4	10
	Family Medicine	2	15	37	55
	Intensive Care Unit	2	6	11	19
	Medicine	19	57	85	160
	Obstetrics & Gynaecology	5	6	12	23
	Ophthalmology	4	7	9	19
	Orthopaedics & Traumatology	6	11	16	33
	Paediatrics	7	7	18	32
	Pathology	7	6	6	19
	Psychiatry	5	12	17	34
	Radiology	11	12	19	42
	Surgery	11	20	29	60
	Total	97	207	318	622
	HKWC	Accident & Emergency	3	13	13
Anaesthesia		17	23	24	64
Clinical Oncology		5	4	5	14
Ear, Nose, Throat		2	2	7	11
Family Medicine		3	17	23	43
Intensive Care Unit		2	5	6	13
Medicine		25	43	81	149
Obstetrics & Gynaecology		6	8	14	28
Ophthalmology		2	3	7	12
Orthopaedics & Traumatology		5	8	20	33
Paediatrics		12	10	23	45
Pathology		10	7	14	31
Psychiatry		3	9	15	28
Radiology		9	10	16	35
Surgery		18	28	48	94
Others		0	1	0	1
Total		122	192	316	630
KCC	Accident & Emergency	5	29	40	74
	Anaesthesia	14	39	49	102
	Clinical Oncology	5	9	19	33

Cluster	Major Specialty	Consultant	SMO/AC	MO/R	Total
	Ear, Nose, Throat	4	4	6	14
	Family Medicine	2	23	85	110
	Intensive Care Unit	6	9	8	23
	Medicine	32	113	131	276
	Obstetrics & Gynaecology	11	18	25	54
	Ophthalmology	6	14	17	37
	Orthopaedics & Traumatology	13	20	26	59
	Paediatrics	25	52	56	132
	Pathology	18	17	20	55
	Psychiatry	5	11	19	35
	Radiology	19	24	29	71
	Surgery	29	49	79	156
	Others	2	2	0	4
	Total	195	433	607	1235
KEC	Accident & Emergency	6	25	36	66
	Anaesthesia	6	18	22	46
	Clinical Oncology	1	2	2	5
	Ear, Nose, Throat	2	5	6	13
	Family Medicine	2	27	64	92
	Intensive Care Unit	1	6	6	13
	Medicine	26	56	86	169
	Obstetrics & Gynaecology	7	7	14	28
	Ophthalmology	1	10	10	22
	Orthopaedics & Traumatology	8	12	27	47
	Paediatrics	5	15	18	38
	Pathology	8	6	7	21
	Psychiatry	3	18	15	36
	Radiology	11	9	11	31
	Surgery	11	25	29	65
	Others	1	4	1	6
	Total	99	245	353	698
	KWC	Accident & Emergency	9	42	68
Anaesthesia		7	33	23	63
Clinical Oncology		4	7	16	26
Ear, Nose, Throat		2	6	8	16
Family Medicine		3	31	79	113
Intensive Care Unit		3	10	14	27
Medicine		30	74	113	217
Obstetrics & Gynaecology		5	9	9	23
Ophthalmology		3	11	10	24
Orthopaedics & Traumatology		12	22	33	67

Cluster	Major Specialty	Consultant	SMO/AC	MO/R	Total
	Paediatrics	8	19	23	50
	Pathology	15	10	18	43
	Psychiatry	9	30	37	77
	Radiology	11	12	11	34
	Surgery	17	30	53	100
	Others	1	1	0	2
	Total	140	346	515	1000
NTEC	Accident & Emergency	8	30	34	72
	Anaesthesia	9	32	26	67
	Clinical Oncology	6	13	15	34
	Ear, Nose, Throat	4	7	7	18
	Family Medicine	3	27	68	98
	Intensive Care Unit	4	10	16	30
	Medicine	30	64	121	215
	Obstetrics & Gynaecology	6	9	16	31
	Ophthalmology	3	8	14	25
	Orthopaedics & Traumatology	12	17	31	60
	Paediatrics	9	19	28	56
	Pathology	10	13	16	39
	Psychiatry	6	23	32	62
	Radiology	11	16	17	44
	Surgery	24	26	59	109
	Others	1	2	0	3
	Total	146	316	501	963
NTWC	Accident & Emergency	8	29	50	86
	Anaesthesia	8	16	25	49
	Clinical Oncology	5	6	9	20
	Ear, Nose, Throat	2	4	8	14
	Family Medicine	3	21	62	85
	Intensive Care Unit	2	8	8	18
	Medicine	22	52	82	156
	Obstetrics & Gynaecology	8	9	16	33
	Ophthalmology	4	9	11	24
	Orthopaedics & Traumatology	8	12	23	43
	Paediatrics	8	11	22	41
	Pathology	7	8	11	26
	Psychiatry	10	28	43	81
	Radiology	10	7	19	36
	Surgery	18	21	50	89
	Others	1	0	0	1
	Total	124	240	438	802

Note:

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

Abbreviations

SMO/AC – Senior Medical Officer / Associate Consultant

MO/R – Medical Officer / Resident

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

Annex 2

The attrition figures and attrition rates of full-time doctors by specialty and by rank in each hospital cluster of the Hospital Authority in the past three financial years are set out in the following table –

2016-17

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
HKEC	Accident & Emergency	2	0	2	0	0	0	1	1	2	3	1	4	6.9%
	Anaesthesia	0	0	0	0	1	1	0	1	1	0	2	2	5.9%
	Clinical Oncology	0	0	0	0	1	1	0	1	1	0	2	2	11.3%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	0	0	0	4	4	0	4	4	7.4%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	1	2	0	4	4	1	1	2	2	6	8	5.1%
	Obstetrics & Gynaecology	0	0	0	0	2	2	0	2	2	0	4	4	25.1%
	Ophthalmology	0	0	0	0	1	1	0	0	0	0	1	1	5.2%
	Orthopaedics & Traumatology	1	0	1	0	0	0	0	0	0	1	0	1	3.1%
	Paediatrics	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Pathology	1	0	1	0	1	1	0	1	1	1	2	3	15.8%
	Psychiatry	0	0	0	0	1	1	0	4	4	0	5	5	15.2%
	Radiology	0	0	0	0	1	1	0	0	0	0	1	1	2.5%
	Surgery	1	2	3	0	2	2	0	1	1	1	5	6	10.2%
Total	6	3	9	0	14	14	2	16	18	8	33	41	6.9%	
HKWC	Accident & Emergency	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Anaesthesia	1	0	1	0	2	2	0	1	1	1	3	4	5.7%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ear, Nose, Throat	0	0	0	0	0	0	0	1	1	0	1	1	9.8%
	Family Medicine	0	0	0	0	0	0	0	1	1	0	1	1	2.4%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	0	1	0	0	0	0	7	7	1	7	8	5.8%
	Obstetrics & Gynaecology	0	0	0	0	0	0	0	1	1	0	1	1	3.9%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Ophthalmology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Orthopaedics & Traumatology	0	0	0	0	0	0	0	2	2	0	2	2	6.0%
	Paediatrics	2	1	3	0	1	1	0	0	0	2	2	4	7.8%
	Pathology	1	0	1	0	0	0	0	1	1	1	1	2	7.1%
	Psychiatry	0	0	0	0	2	2	0	1	1	0	3	3	11.5%
	Radiology	0	0	0	0	2	2	0	1	1	0	3	3	8.4%
	Surgery	0	1	1	0	2	2	1	0	1	1	3	4	4.0%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	5	2	7	0	9	9	1	16	17	6	27	33	5.2%
KCC	Accident & Emergency	1	0	1	0	0	0	0	1	1	1	1	2	4.4%
	Anaesthesia	1	0	1	0	2	2	0	0	0	1	2	3	5.2%
	Clinical Oncology	1	1	2	0	0	0	0	0	0	1	1	2	6.6%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	1	0	1	0	2	2	1	2	3	5.4%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	2	0	2	2	0	2	0	0	0	4	0	4	2.6%
	Obstetrics & Gynaecology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ophthalmology	0	0	0	0	3	3	0	0	0	0	3	3	8.3%
	Orthopaedics & Traumatology	2	0	2	0	1	1	0	0	0	2	1	3	7.8%
	Paediatrics	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Pathology	0	1	1	0	1	1	0	0	0	0	2	2	6.8%
	Psychiatry	0	0	0	0	2	2	0	1	1	0	3	3	9.2%
	Radiology	1	0	1	0	1	1	0	0	0	1	1	2	4.3%
	Surgery	1	1	2	0	1	1	0	0	0	1	2	3	3.0%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Total	9	3	12	3	11	14	0	4	4	12	18	30	4.2%	
KEC	Accident & Emergency	0	0	0	0	4	4	0	1	1	0	5	5	7.8%
	Anaesthesia	0	0	0	0	3	3	0	0	0	0	3	3	7.0%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	0	0	0	5	5	0	5	5	5.8%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	2	3	0	3	3	0	2	2	1	7	8	5.2%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Obstetrics & Gynaecology	1	0	1	0	0	0	0	0	0	1	0	1	3.7%
	Ophthalmology	0	0	0	0	2	2	0	0	0	0	2	2	9.5%
	Orthopaedics & Traumatology	1	0	1	0	2	2	0	1	1	1	3	4	9.2%
	Paediatrics	0	0	0	0	0	0	0	1	1	0	1	1	2.5%
	Pathology	2	0	2	0	2	2	0	1	1	2	3	5	25.3%
	Psychiatry	0	0	0	0	2	2	0	0	0	0	2	2	5.4%
	Radiology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Surgery	0	0	0	0	2	2	0	0	0	0	2	2	3.2%
	Others	1	0	1	0	0	0	0	0	0	1	0	1	8.9%
Total	6	2	8	0	20	20	0	11	11	6	33	39	5.8%	
KWC	Accident & Emergency	0	0	0	1	1	2	0	5	5	1	6	7	5.3%
	Anaesthesia	0	0	0	0	1	1	0	1	1	0	2	2	2.3%
	Clinical Oncology	1	0	1	0	1	1	0	0	0	1	1	2	9.4%
	Ear, Nose, Throat	1	0	1	0	0	0	0	1	1	1	1	2	12.1%
	Family Medicine	0	0	0	0	0	0	1	9	10	1	9	10	6.2%
	Intensive Care Unit	0	0	0	0	0	0	0	1	1	0	1	1	2.6%
	Medicine	2	0	2	0	5	5	0	7	7	2	12	14	4.5%
	Obstetrics & Gynaecology	0	0	0	0	0	0	0	2	2	0	2	2	4.1%
	Ophthalmology	0	0	0	0	1	1	0	1	1	0	2	2	8.3%
	Orthopaedics & Traumatology	0	2	2	0	1	1	0	2	2	0	5	5	6.4%
	Paediatrics	0	0	0	0	0	0	0	3	3	0	3	3	3.6%
	Pathology	2	0	2	0	0	0	0	0	0	2	0	2	3.8%
	Psychiatry	1	0	1	0	3	3	0	1	1	1	4	5	6.9%
	Radiology	3	0	3	0	4	4	0	0	0	3	4	7	11.9%
	Surgery	2	0	2	0	3	3	0	1	1	2	4	6	4.0%
Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	
Total	12	2	14	1	20	21	1	34	35	14	56	70	5.2%	
NTEC	Accident & Emergency	1	0	1	0	0	0	0	1	1	1	1	2	3.0%
	Anaesthesia	0	1	1	0	0	0	0	3	3	0	4	4	5.8%
	Clinical Oncology	0	2	2	0	0	0	0	0	0	0	2	2	5.9%
	Ear, Nose, Throat	0	0	0	0	0	0	0	1	1	0	1	1	5.6%
	Family Medicine	0	0	0	0	0	0	2	4	6	2	4	6	6.9%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Intensive Care Unit	0	0	0	0	0	0	0	1	1	0	1	1	3.7%
	Medicine	2	0	2	0	3	3	0	5	5	2	8	10	5.0%
	Obstetrics & Gynaecology	0	0	0	0	0	0	0	1	1	0	1	1	3.3%
	Ophthalmology	0	0	0	0	0	0	0	1	1	0	1	1	3.9%
	Orthopaedics & Traumatology	1	1	2	0	1	1	0	0	0	1	2	3	4.8%
	Paediatrics	1	0	1	0	0	0	0	4	4	1	4	5	8.4%
	Pathology	0	0	0	1	0	1	0	1	1	1	1	2	5.7%
	Psychiatry	1	0	1	0	0	0	0	0	0	1	0	1	1.6%
	Radiology	0	0	0	0	1	1	0	0	0	0	1	1	2.5%
	Surgery	1	0	1	0	2	2	0	2	2	1	4	5	4.8%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Total		7	4	11	1	7	8	2	24	26	10	35	45	4.9%
NTWC	Accident & Emergency	0	0	0	0	0	0	0	1	1	0	1	1	1.4%
	Anaesthesia	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Clinical Oncology	0	0	0	0	0	0	0	1	1	0	1	1	4.6%
	Ear, Nose, Throat	0	0	0	0	1	1	0	1	1	0	2	2	16.9%
	Family Medicine	0	0	0	0	0	0	0	2	2	0	2	2	2.5%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	0	1	0	1	1	0	3	3	1	4	5	3.3%
	Obstetrics & Gynaecology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ophthalmology	0	0	0	0	1	1	0	1	1	0	2	2	8.9%
	Orthopaedics & Traumatology	0	0	0	0	0	0	0	1	1	0	1	1	2.0%
	Paediatrics	1	0	1	0	2	2	0	4	4	1	6	7	19.5%
	Pathology	0	1	1	0	1	1	0	0	0	0	2	2	8.4%
	Psychiatry	1	1	2	0	1	1	0	0	0	1	2	3	3.7%
	Radiology	0	0	0	0	1	1	0	0	0	0	1	1	2.9%
Surgery	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	
Total		3	2	5	0	8	8	0	14	14	3	24	27	3.5%

2017-18

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
HKEC	Accident & Emergency	0	0	0	0	0	0	0	2	2	0	2	2	3.2%
	Anaesthesia	0	0	0	0	1	1	0	1	1	0	2	2	6.1%
	Clinical Oncology	0	0	0	0	1	1	0	0	0	0	1	1	5.5%
	Ear, Nose, Throat	1	0	1	0	0	0	0	0	0	1	0	1	10.1%
	Family Medicine	0	0	0	0	0	0	0	2	2	0	2	2	3.6%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	0	1	2	5	7	0	2	2	3	7	10	6.5%
	Obstetrics & Gynaecology	1	0	1	0	0	0	0	0	0	1	0	1	5.7%
	Ophthalmology	0	0	0	0	0	0	0	1	1	0	1	1	5.2%
	Orthopaedics & Traumatology	0	0	0	0	0	0	0	1	1	0	1	1	3.1%
	Paediatrics	1	0	1	0	0	0	0	2	2	1	2	3	10.5%
	Pathology	0	0	0	0	1	1	0	1	1	0	2	2	11.1%
	Psychiatry	1	0	1	0	0	0	0	1	1	1	1	2	6.2%
	Radiology	0	1	1	0	1	1	0	0	0	0	2	2	5.0%
	Surgery	0	0	0	0	1	1	0	1	1	0	2	2	3.2%
Total		5	1	6	2	10	12	0	14	14	7	25	32	5.3%
HKWC	Accident & Emergency	0	0	0	0	0	0	0	1	1	0	1	1	3.6%
	Anaesthesia	1	1	2	0	3	3	0	4	4	1	8	9	12.8%
	Clinical Oncology	1	0	1	0	0	0	0	1	1	1	1	2	11.4%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	2	2	0	2	2	0	4	4	9.7%
	Intensive Care Unit	0	0	0	0	0	0	0	1	1	0	1	1	7.0%
	Medicine	3	1	4	0	1	1	0	0	0	3	2	5	3.5%
	Obstetrics & Gynaecology	0	1	1	0	1	1	0	0	0	0	2	2	7.5%
	Ophthalmology	0	0	0	0	1	1	0	0	0	0	1	1	6.8%
	Orthopaedics & Traumatology	0	0	0	0	0	0	0	1	1	0	1	1	3.0%
	Paediatrics	0	0	0	0	2	2	0	1	1	0	3	3	5.7%
	Pathology	0	0	0	0	0	0	0	1	1	0	1	1	3.3%
	Psychiatry	0	0	0	0	2	2	0	1	1	0	3	3	11.7%
	Radiology	0	0	0	0	5	5	0	0	0	0	5	5	13.8%
Surgery	1	2	3	0	4	4	0	0	0	1	6	7	7.0%	

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	6	5	11	0	21	21	0	13	13	6	39	45	7.0%
KCC	Accident & Emergency	0	0	0	0	0	0	0	1	1	0	1	1	1.4%
	Anaesthesia	1	0	1	0	1	1	0	0	0	1	1	2	2.3%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	0	0	1	7	8	1	7	8	7.7%
	Intensive Care Unit	1	0	1	0	0	0	0	0	0	1	0	1	4.5%
	Medicine	2	1	3	0	5	5	0	3	3	2	9	11	4.0%
	Obstetrics & Gynaecology	1	0	1	0	0	0	0	5	5	1	5	6	12.1%
	Ophthalmology	0	0	0	0	2	2	0	2	2	0	4	4	11.2%
	Orthopaedics & Traumatology	0	0	0	0	2	2	0	1	1	0	3	3	5.3%
	Paediatrics	1	0	1	1	0	1	0	1	1	2	1	3	4.1%
	Pathology	1	0	1	0	0	0	0	1	1	1	1	2	4.4%
	Psychiatry	1	0	1	0	0	0	0	4	4	1	4	5	16.3%
	Radiology	1	0	1	1	5	6	0	0	0	2	5	7	10.2%
	Surgery	0	1	1	0	4	4	0	0	0	0	5	5	3.2%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Total	9	2	11	2	19	21	1	25	26	12	46	58	5.2%	
KEC	Accident & Emergency	0	0	0	1	2	3	1	2	3	2	4	6	9.3%
	Anaesthesia	1	0	1	1	2	3	0	2	2	2	4	6	14.2%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	0	0	0	3	3	0	3	3	3.4%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	2	0	2	0	2	2	0	4	4	2	6	8	5.1%
	Obstetrics & Gynaecology	1	0	1	0	0	0	0	0	0	1	0	1	3.5%
	Ophthalmology	0	0	0	0	2	2	0	0	0	0	2	2	10.3%
	Orthopaedics & Traumatology	1	0	1	0	3	3	0	0	0	1	3	4	9.1%
	Paediatrics	0	0	0	0	0	0	0	1	1	0	1	1	2.4%
	Pathology	1	0	1	0	1	1	0	1	1	1	2	3	15.1%
	Psychiatry	0	0	0	0	2	2	0	2	2	0	4	4	11.3%
	Radiology	2	1	3	0	2	2	0	0	0	2	3	5	17.2%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Surgery	0	2	2	0	0	0	0	1	1	0	3	3	4.7%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	8	3	11	2	16	18	1	16	17	11	35	46	6.8%
KWC	Accident & Emergency	0	0	0	0	2	2	0	6	6	0	8	8	7.4%
	Anaesthesia	1	0	1	0	4	4	0	1	1	1	5	6	10.2%
	Clinical Oncology	0	0	0	0	1	1	0	0	0	0	1	1	4.4%
	Ear, Nose, Throat	0	0	0	0	1	1	0	0	0	0	1	1	6.3%
	Family Medicine	0	0	0	0	1	1	0	6	6	0	7	7	6.0%
	Intensive Care Unit	0	0	0	0	0	0	0	1	1	0	1	1	3.7%
	Medicine	1	0	1	2	2	4	0	3	3	3	5	8	4.0%
	Obstetrics & Gynaecology	0	0	0	0	1	1	0	2	2	0	3	3	13.4%
	Ophthalmology	1	0	1	0	3	3	0	1	1	1	4	5	21.2%
	Orthopaedics & Traumatology	1	0	1	0	0	0	0	0	0	1	0	1	1.6%
	Paediatrics	1	0	1	0	0	0	0	0	0	1	0	1	1.8%
	Pathology	0	1	1	0	0	0	0	2	2	0	3	3	7.1%
	Psychiatry	1	0	1	0	2	2	1	0	1	2	2	4	5.5%
	Radiology	0	0	0	0	5	5	0	0	0	0	5	5	13.2%
	Surgery	0	0	0	0	4	4	0	1	1	0	5	5	5.0%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Total	6	1	7	2	26	28	1	23	24	9	50	59	6.1%	
NTEC	Accident & Emergency	2	0	2	0	1	1	0	0	0	2	1	3	4.4%
	Anaesthesia	1	1	2	0	0	0	0	1	1	1	2	3	4.3%
	Clinical Oncology	0	0	0	0	1	1	0	1	1	0	2	2	5.8%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	0	0	2	5	7	2	5	7	7.8%
	Intensive Care Unit	0	0	0	0	0	0	0	2	2	0	2	2	7.2%
	Medicine	3	0	3	0	3	3	1	6	7	4	9	13	6.4%
	Obstetrics & Gynaecology	0	0	0	0	1	1	0	0	0	0	1	1	3.1%
	Ophthalmology	0	0	0	0	3	3	0	0	0	0	3	3	11.8%
	Orthopaedics & Traumatology	1	0	1	1	1	2	0	2	2	2	3	5	7.9%
	Paediatrics	2	0	2	0	1	1	0	1	1	2	2	4	6.6%
	Pathology	0	0	0	0	0	0	0	1	1	0	1	1	2.7%
	Psychiatry	0	1	1	0	3	3	0	1	1	0	5	5	7.7%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Radiology	0	0	0	1	0	1	0	0	0	1	0	1	2.4%
	Surgery	1	0	1	0	1	1	0	1	1	1	2	3	2.7%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	10	2	12	2	15	17	3	21	24	15	38	53	5.6%
NTWC	Accident & Emergency	0	0	0	0	0	0	0	2	2	0	2	2	2.6%
	Anaesthesia	0	0	0	0	0	0	0	1	1	0	1	1	1.9%
	Clinical Oncology	1	1	2	0	1	1	0	0	0	1	2	3	14.8%
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Family Medicine	0	0	0	0	1	1	2	5	7	2	6	8	9.9%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	0	1	1	0	3	3	0	5	5	0	9	9	5.9%
	Obstetrics & Gynaecology	1	1	2	0	1	1	0	2	2	1	4	5	17.1%
	Ophthalmology	0	0	0	0	1	1	0	0	0	0	1	1	4.5%
	Orthopaedics & Traumatology	0	0	0	0	0	0	0	4	4	0	4	4	8.1%
	Paediatrics	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Pathology	1	0	1	0	0	0	0	0	0	1	0	1	4.1%
	Psychiatry	0	0	0	0	2	2	0	0	0	0	2	2	2.4%
	Radiology	1	0	1	0	3	3	0	0	0	1	3	4	11.5%
	Surgery	1	1	2	0	1	1	0	0	0	1	2	3	3.4%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Total	5	4	9	0	13	13	2	19	21	7	36	43	5.5%	

2018-19

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
HKEC	Accident & Emergency	0	1	1	0	0	0	0	2	2	0	3	3	4.8%
	Anaesthesia	1	0	1	0	3	3	1	1	2	2	4	6	17.3%
	Clinical Oncology	0	0	0	0	1	1	0	0	0	0	1	1	5.0%
	Ear, Nose, Throat	0	1	1	0	0	0	0	1	1	0	2	2	19.5%
	Family Medicine	0	0	0	0	0	0	2	1	3	2	1	3	5.6%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	0	1	0	3	3	0	2	2	1	5	6	3.8%
	Obstetrics & Gynaecology	0	0	0	0	2	2	0	0	0	0	2	2	9.9%
	Ophthalmology	0	0	0	0	2	2	0	1	1	0	3	3	16.3%
	Orthopaedics & Traumatology	0	0	0	0	1	1	0	0	0	0	1	1	2.9%
	Paediatrics	1	0	1	0	0	0	0	0	0	1	0	1	3.3%
	Pathology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Psychiatry	1	0	1	0	0	0	1	0	1	2	0	2	6.1%
	Radiology	1	0	1	0	1	1	0	0	0	1	1	2	4.9%
	Surgery	0	1	1	0	2	2	0	1	1	0	4	4	6.2%
	Total	5	3	8	0	15	15	4	9	13	9	27	36	5.9%
HKWC	Accident & Emergency	1	0	1	1	0	1	0	0	0	2	0	2	7.1%
	Anaesthesia	1	1	2	0	2	2	0	3	3	1	6	7	10.5%
	Clinical Oncology	1	1	2	1	0	1	1	1	2	3	2	5	32.1%
	Ear, Nose, Throat	0	0	0	0	1	1	0	0	0	0	1	1	9.3%
	Family Medicine	0	0	0	0	1	1	0	4	4	0	5	5	12.6%
	Intensive Care Unit	0	1	1	0	0	0	0	1	1	0	2	2	13.4%
	Medicine	0	0	0	0	2	2	0	1	1	0	3	3	2.0%
	Obstetrics & Gynaecology	0	1	1	0	0	0	0	0	0	0	1	1	3.6%
	Ophthalmology	0	0	0	0	1	1	0	1	1	0	2	2	14.5%
	Orthopaedics & Traumatology	1	0	1	0	0	0	0	2	2	1	2	3	9.0%
	Paediatrics	0	2	2	0	1	1	0	1	1	0	4	4	7.9%
	Pathology	1	0	1	0	0	0	0	1	1	1	1	2	6.3%
	Psychiatry	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Radiology	0	1	1	0	2	2	0	0	0	0	3	3	8.8%
	Surgery	2	0	2	0	2	2	0	2	2	2	4	6	6.1%
Others	0	0	0	0	1	1	0	0	0	0	1	1	92.3%	
Total	7	7	14	2	13	15	1	17	18	10	37	47	7.3%	
KCC	Accident & Emergency	0	0	0	0	2	2	0	2	2	0	4	4	5.5%
	Anaesthesia	2	0	2	0	3	3	0	0	0	2	3	5	5.3%
	Clinical Oncology	1	0	1	0	0	0	0	2	2	1	2	3	9.6%
	Ear, Nose, Throat	0	0	0	0	1	1	0	0	0	0	1	1	8.0%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Family Medicine	1	0	1	0	0	0	0	6	6	1	6	7	6.7%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	2	3	1	4	5	1	5	6	3	11	14	5.1%
	Obstetrics & Gynaecology	0	0	0	0	2	2	0	3	3	0	5	5	9.8%
	Ophthalmology	0	0	0	0	1	1	0	0	0	0	1	1	2.9%
	Orthopaedics & Traumatology	0	1	1	0	1	1	0	0	0	0	2	2	3.5%
	Paediatrics	1	0	1	0	3	3	0	1	1	1	4	5	5.2%
	Pathology	1	0	1	0	0	0	0	0	0	1	0	1	1.9%
	Psychiatry	0	0	0	0	0	0	0	1	1	0	1	1	3.0%
	Radiology	1	1	2	1	6	7	0	0	0	2	7	9	12.9%
	Surgery	3	2	5	0	2	2	0	3	3	3	7	10	6.4%
	Others	0	0	0	0	1	1	0	0	0	0	1	1	6.2%
	Total	11	6	17	2	26	28	1	23	24	14	55	69	5.8%
KEC	Accident & Emergency	0	1	1	1	0	1	0	5	5	1	6	7	10.7%
	Anaesthesia	0	1	1	0	2	2	0	1	1	0	4	4	8.8%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Ear, Nose, Throat	0	0	0	0	2	2	0	0	0	0	2	2	16.1%
	Family Medicine	0	0	0	0	0	0	0	4	4	0	4	4	4.4%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	0	1	1	0	4	4	0	1	1	0	6	6	3.7%
	Obstetrics & Gynaecology	0	1	1	0	0	0	0	0	0	0	1	1	3.6%
	Ophthalmology	0	1	1	0	1	1	0	0	0	0	2	2	9.7%
	Orthopaedics & Traumatology	1	0	1	1	2	3	0	1	1	2	3	5	11.0%
	Paediatrics	3	0	3	0	0	0	0	1	1	3	1	4	9.9%
	Pathology	0	0	0	0	2	2	0	1	1	0	3	3	15.9%
	Psychiatry	0	0	0	0	3	3	1	1	2	1	4	5	14.8%
	Radiology	0	0	0	0	1	1	0	0	0	0	1	1	3.4%
Surgery	0	1	1	1	5	6	0	1	1	1	7	8	12.2%	
Others	0	0	0	0	1	1	0	0	0	0	1	1	16.2%	
Total	4	6	10	3	23	26	1	16	17	8	45	53	7.7%	
KWC	Accident & Emergency	0	0	0	0	1	1	0	5	5	0	6	6	5.4%
	Anaesthesia	0	1	1	0	3	3	0	1	1	0	5	5	8.3%
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Ear, Nose, Throat	0	0	0	0	0	0	0	1	1	0	1	1	6.0%
	Family Medicine	0	0	0	1	1	2	0	9	9	1	10	11	9.9%
	Intensive Care Unit	0	0	0	1	0	1	0	0	0	1	0	1	3.6%
	Medicine	1	1	2	0	2	2	0	3	3	1	6	7	3.4%
	Obstetrics & Gynaecology	0	0	0	0	2	2	0	1	1	0	3	3	13.1%
	Ophthalmology	0	1	1	0	0	0	0	0	0	0	1	1	4.3%
	Orthopaedics & Traumatology	1	0	1	0	2	2	0	1	1	1	3	4	6.1%
	Paediatrics	1	0	1	0	0	0	0	0	0	1	0	1	1.9%
	Pathology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Psychiatry	0	0	0	1	0	1	0	0	0	1	0	1	1.4%
	Radiology	0	1	1	0	2	2	0	0	0	0	3	3	8.4%
	Surgery	1	1	2	0	1	1	1	3	4	2	5	7	6.9%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	4	5	9	3	14	17	1	24	25	8	43	51	5.2%
NTEC	Accident & Emergency	0	0	0	0	1	1	0	1	1	0	2	2	2.9%
	Anaesthesia	1	1	2	0	3	3	0	2	2	1	6	7	10.4%
	Clinical Oncology	0	0	0	0	2	2	0	0	0	0	2	2	5.8%
	Ear, Nose, Throat	1	1	2	0	1	1	0	0	0	1	2	3	16.5%
	Family Medicine	0	0	0	0	1	1	0	2	2	0	3	3	3.2%
	Intensive Care Unit	0	0	0	0	1	1	0	0	0	0	1	1	3.5%
	Medicine	3	1	4	0	5	5	0	2	2	3	8	11	5.2%
	Obstetrics & Gynaecology	1	1	2	0	1	1	0	0	0	1	2	3	9.5%
	Ophthalmology	0	1	1	0	0	0	0	2	2	0	3	3	11.9%
	Orthopaedics & Traumatology	1	1	2	0	5	5	0	4	4	1	10	11	18.0%
	Paediatrics	1	0	1	0	0	0	0	3	3	1	3	4	6.8%
	Pathology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Psychiatry	0	2	2	0	1	1	0	2	2	0	5	5	7.9%
	Radiology	0	0	0	0	3	3	0	0	0	0	3	3	7.1%
Surgery	0	5	5	0	5	5	0	2	2	0	12	12	11.0%	
Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	
Total	8	13	21	0	29	29	0	20	20	8	62	70	7.3%	
NTWC	Accident & Emergency	0	0	0	0	0	0	0	1	1	0	1	1	1.2%
	Anaesthesia	0	0	0	0	2	2	0	0	0	0	2	2	4.1%

Cluster	Major Specialty	Consultant			SMO/AC			MO/R			Total			Attrition (Wastage) Rate
		Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	Retirees	Non-retirees	Total	
	Clinical Oncology	0	0	0	0	2	2	0	1	1	0	3	3	14.9%
	Ear, Nose, Throat	0	0	0	0	1	1	0	0	0	0	1	1	7.5%
	Family Medicine	1	0	1	0	2	2	0	2	2	1	4	5	6.0%
	Intensive Care Unit	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Medicine	1	0	1	0	2	2	0	4	4	1	6	7	4.5%
	Obstetrics & Gynaecology	0	0	0	0	1	1	0	1	1	0	2	2	6.5%
	Ophthalmology	0	0	0	0	1	1	0	1	1	0	2	2	8.6%
	Orthopaedics & Traumatology	0	0	0	0	8	8	0	1	1	0	9	9	19.6%
	Paediatrics	0	0	0	0	1	1	0	1	1	0	2	2	5.0%
	Pathology	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Psychiatry	0	1	1	0	0	0	0	3	3	0	4	4	4.9%
	Radiology	0	0	0	0	2	2	0	1	1	0	3	3	8.5%
	Surgery	1	1	2	0	2	2	0	3	3	1	6	7	7.9%
	Others	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
	Total	3	2	5	0	24	24	0	19	19	3	45	48	6.1%

Note:

1. Attrition (Wastage) includes all types of cessation of service from HA for permanent and contract staff on headcount basis.
2. 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.

Abbreviations

SMO/AC – Senior Medical Officer / Associate Consultant

MO/R – Medical Officer / Resident

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

Annex 3

The years of service when doctors left the service by specialty and by rank in each hospital cluster of the Hospital Authority in the past three financial years are set out in the following table –

2016-17

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
HKEC	Accident & Emergency	Consultant	0	0	0	0	0	2	2
		MO/R	0	1	0	0	0	1	2
	Accident & Emergency Total		0	1	0	0	0	3	4
	Anaesthesia	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	1	0	0	0	0	1
	Anaesthesia Total		0	1	0	1	0	0	2
	Clinical Oncology	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	1	0	0	0	0	1
	Clinical Oncology Total		0	1	0	1	0	0	2
	Family Medicine	MO/R	0	1	1	0	1	1	4
	Family Medicine Total		0	1	1	0	1	1	4
	Medicine	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	2	1	1	4
		MO/R	0	0	1	0	0	1	2
	Medicine Total		0	0	1	2	1	4	8
	Obstetrics & Gynaecology	SMO/AC	0	0	1	1	0	0	2
		MO/R	0	0	2	0	0	0	2
	Obstetrics & Gynaecology Total		0	0	3	1	0	0	4
	Ophthalmology	SMO/AC	0	0	0	0	1	0	1
	Ophthalmology Total		0	0	0	0	1	0	1
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
	Orthopaedics & Traumatology Total		0	0	0	0	0	1	1
	Pathology	Consultant	0	0	0	0	0	1	1
SMO/AC		0	0	0	1	0	0	1	
MO/R		0	1	0	0	0	0	1	
Pathology Total		0	1	0	1	0	1	3	
Psychiatry	SMO/AC	0	0	0	1	0	0	1	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		MO/R	0	0	2	2	0	0	4
	Psychiatry Total		0	0	2	3	0	0	5
	Radiology	SMO/AC	0	0	1	0	0	0	1
	Radiology Total		0	0	1	0	0	0	1
	Surgery	Consultant	0	0	0	0	2	1	3
		SMO/AC	0	0	0	2	0	0	2
		MO/R	0	1	0	0	0	0	1
	Surgery Total		0	1	0	2	2	1	6
HKEC									
Total			0	6	8	11	5	11	41
HKWC	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	0	0	2
		MO/R	1	0	0	0	0	0	1
	Anaesthesia Total		1	0	0	2	0	1	4
	Ear, Nose, Throat	MO/R	0	0	1	0	0	0	1
	Ear, Nose, Throat Total		0	0	1	0	0	0	1
	Family Medicine	MO/R	0	1	0	0	0	0	1
	Family Medicine Total		0	1	0	0	0	0	1
	Medicine	Consultant	0	0	0	0	0	1	1
		MO/R	1	4	0	2	0	0	7
	Medicine Total		1	4	0	2	0	1	8
	Obstetrics & Gynaecology	MO/R	0	0	1	0	0	0	1
	Obstetrics & Gynaecology Total		0	0	1	0	0	0	1
	Orthopaedics & Traumatology	MO/R	0	0	2	0	0	0	2
	Orthopaedics & Traumatology Total		0	0	2	0	0	0	2
	Paediatrics	Consultant	0	0	0	0	1	2	3
		SMO/AC	0	0	1	0	0	0	1
	Paediatrics Total		0	0	1	0	1	2	4
	Pathology	Consultant	0	0	0	0	0	1	1
		MO/R	0	0	1	0	0	0	1
	Pathology Total		0	0	1	0	0	1	2
	Psychiatry	SMO/AC	0	0	0	1	0	1	2
		MO/R	0	0	1	0	0	0	1
	Psychiatry Total		0	0	1	1	0	1	3
	Radiology	SMO/AC	0	0	2	0	0	0	2

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		MO/R	0	0	1	0	0	0	1
	Radiology Total		0	0	3	0	0	0	3
	Surgery	Consultant	0	0	0	0	1	0	1
		SMO/AC	0	0	1	1	0	0	2
		MO/R	0	0	0	0	0	1	1
	Surgery Total		0	0	1	1	1	1	4
HKWC									
Total			2	5	11	6	2	7	33
KCC	Accident & Emergency	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	1	2
	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	1	1	0	0	2
	Anaesthesia Total		0	0	1	1	0	1	3
	Clinical Oncology	Consultant	0	0	0	0	0	2	2
	Clinical Oncology Total		0	0	0	0	0	2	2
	Family Medicine	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	0	0	2	0	0	2
	Family Medicine Total		0	0	0	3	0	0	3
	Medicine	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	0	1	1	2
	Medicine Total		0	0	0	0	1	3	4
	Ophthalmology	SMO/AC	0	0	1	1	1	0	3
	Ophthalmology Total		0	0	1	1	1	0	3
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	1	0	0	0	0	1
	Orthopaedics & Traumatology Total		0	1	0	0	0	2	3
	Pathology	Consultant	0	0	0	0	0	1	1
SMO/AC		0	0	0	0	0	1	1	
Pathology Total		0	0	0	0	0	2	2	
Psychiatry	SMO/AC	0	0	0	1	1	0	2	
	MO/R	0	1	0	0	0	0	1	
Psychiatry Total		0	1	0	1	1	0	3	
Radiology	Consultant	0	0	0	0	0	1	1	
	SMO/AC	0	0	0	0	0	1	1	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Radiology Total		0	0	0	0	0	2	2
	Surgery	Consultant	0	0	0	0	1	1	2
		SMO/AC	0	0	0	0	0	1	1
	Surgery Total		0	0	0	0	1	2	3
KCC Total			0	3	2	6	4	15	30
KEC	Accident & Emergency	SMO/AC	0	0	1	3	0	0	4
		MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	1	3	0	0	5
	Anaesthesia	SMO/AC	0	0	0	1	2	0	3
	Anaesthesia Total		0	0	0	1	2	0	3
	Family Medicine	MO/R	0	2	0	2	0	1	5
	Family Medicine Total		0	2	0	2	0	1	5
	Medicine	Consultant	0	1	0	0	0	2	3
		SMO/AC	0	0	0	1	2	0	3
		MO/R	0	1	1	0	0	0	2
	Medicine Total		0	2	1	1	2	2	8
	Obstetrics & Gynaecology	Consultant	0	0	0	0	0	1	1
	Obstetrics & Gynaecology Total		0	0	0	0	0	1	1
	Ophthalmology	SMO/AC	0	0	2	0	0	0	2
	Ophthalmology Total		0	0	2	0	0	0	2
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	0	2
		MO/R	0	1	0	0	0	0	1
	Orthopaedics & Traumatology Total		0	1	0	1	1	1	4
	Paediatrics	MO/R	0	0	1	0	0	0	1
	Paediatrics Total		0	0	1	0	0	0	1
	Pathology	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	1	1	0	0	2
MO/R		0	1	0	0	0	0	1	
Pathology Total		0	1	1	1	0	2	5	
Psychiatry	SMO/AC	0	0	0	0	2	0	2	
Psychiatry Total		0	0	0	0	2	0	2	
Surgery	SMO/AC	0	0	0	0	1	1	2	
Surgery Total		0	0	0	0	1	1	2	
Others	Consultant	0	0	0	0	0	1	1	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Others Total		0	0	0	0	0	1	1
KEC Total			0	7	6	9	8	9	39
KWC	Accident & Emergency	SMO/AC	0	0	0	1	0	1	2
		MO/R	0	5	0	0	0	0	5
	Accident & Emergency Total		0	5	0	1	0	1	7
	Anaesthesia	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	0	0	1	0	0	1
	Anaesthesia Total		0	0	0	2	0	0	2
	Clinical Oncology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	1	0	1
	Clinical Oncology Total		0	0	0	0	1	1	2
	Ear, Nose, Throat	Consultant	0	0	0	0	0	1	1
		MO/R	0	0	0	1	0	0	1
	Ear, Nose, Throat Total		0	0	0	1	0	1	2
	Family Medicine	MO/R	1	4	3	1	0	1	10
	Family Medicine Total		1	4	3	1	0	1	10
	Intensive Care Unit	MO/R	0	1	0	0	0	0	1
	Intensive Care Unit Total		0	1	0	0	0	0	1
	Medicine	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	2	2	1	5
		MO/R	0	5	1	1	0	0	7
	Medicine Total		0	5	1	3	2	3	14
	Obstetrics & Gynaecology	MO/R	0	1	0	0	0	1	2
	Obstetrics & Gynaecology Total		0	1	0	0	0	1	2
	Ophthalmology	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	0	1	0	0	0	1
	Ophthalmology Total		0	0	1	1	0	0	2
	Orthopaedics & Traumatology	Consultant	0	0	0	0	1	1	2
		SMO/AC	0	0	0	1	0	0	1
MO/R		0	0	2	0	0	0	2	
Orthopaedics & Traumatology Total		0	0	2	1	1	1	5	
Paediatrics	MO/R	0	1	2	0	0	0	3	
Paediatrics Total		0	1	2	0	0	0	3	
Pathology	Consultant	0	0	0	0	0	2	2	
Pathology Total		0	0	0	0	0	2	2	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total	
	Psychiatry	Consultant	0	0	0	0	0	1	1	
		SMO/AC	0	0	0	3	0	0	3	
		MO/R	0	1	0	0	0	0	1	
	Psychiatry Total			0	1	0	3	0	1	5
	Radiology	Consultant	0	0	0	0	0	0	3	3
		SMO/AC	0	0	1	3	0	0	0	4
	Radiology Total			0	0	1	3	0	3	7
	Surgery	Consultant	0	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	0	0	2	3
		MO/R	0	0	1	0	0	0	0	1
	Surgery Total			0	0	1	1	0	4	6
	KWC Total			1	18	11	17	4	19	70
NTEC	Accident & Emergency	Consultant	0	0	0	0	0	1	1	
		MO/R	0	1	0	0	0	0	1	
	Accident & Emergency Total			0	1	0	0	0	1	2
	Anaesthesia	Consultant	0	0	0	0	0	0	1	1
		MO/R	0	3	0	0	0	0	0	3
	Anaesthesia Total			0	3	0	0	0	1	4
	Clinical Oncology	Consultant	0	0	1	0	0	1	2	
	Clinical Oncology Total			0	0	1	0	0	1	2
	Ear, Nose, Throat	MO/R	0	0	1	0	0	0	1	
	Ear, Nose, Throat Total			0	0	1	0	0	0	1
	Family Medicine	MO/R	0	2	1	2	0	1	6	
	Family Medicine Total			0	2	1	2	0	1	6
	Intensive Care Unit	MO/R	0	1	0	0	0	0	1	
	Intensive Care Unit Total			0	1	0	0	0	0	1
	Medicine	Consultant	0	0	0	0	0	0	2	2
		SMO/AC	0	0	1	1	1	1	0	3
		MO/R	0	2	2	1	0	0	0	5
	Medicine Total			0	2	3	2	1	2	10
	Obstetrics & Gynaecology	MO/R	0	0	1	0	0	0	1	
	Obstetrics & Gynaecology Total			0	0	1	0	0	0	1
Ophthalmology	MO/R	0	1	0	0	0	0	1		
Ophthalmology Total			0	1	0	0	0	0	1	
Orthopaedics & Traumatology	Consultant	0	0	0	0	0	0	2	2	

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		SMO/AC	0	0	0	0	1	0	1
	Orthopaedics & Traumatology Total		0	0	0	0	1	2	3
	Paediatrics	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	1	2	0	0	4
	Paediatrics Total		0	1	1	2	0	1	5
	Pathology	SMO/AC	0	0	0	0	0	1	1
		MO/R	0	0	1	0	0	0	1
	Pathology Total		0	0	1	0	0	1	2
	Psychiatry	Consultant	0	0	0	0	0	1	1
	Psychiatry Total		0	0	0	0	0	1	1
	Radiology	SMO/AC	0	0	1	0	0	0	1
	Radiology Total		0	0	1	0	0	0	1
	Surgery	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	0	0	2
		MO/R	0	0	2	0	0	0	2
	Surgery Total		0	0	2	2	0	1	5
NTEC Total			0	11	12	8	2	12	45
NTWC	Accident & Emergency	MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	0	1
	Clinical Oncology	MO/R	0	0	0	1	0	0	1
	Clinical Oncology Total		0	0	0	1	0	0	1
	Ear, Nose, Throat	SMO/AC	0	0	1	0	0	0	1
		MO/R	0	0	1	0	0	0	1
	Ear, Nose, Throat Total		0	0	2	0	0	0	2
	Family Medicine	MO/R	0	2	0	0	0	0	2
	Family Medicine Total		0	2	0	0	0	0	2
	Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	0	0	1
		MO/R	0	2	0	1	0	0	3
	Medicine Total		0	2	0	2	0	1	5
	Ophthalmology	SMO/AC	0	0	0	1	0	0	1
MO/R		0	0	1	0	0	0	1	
Ophthalmology Total		0	0	1	1	0	0	2	
Orthopaedics & Traumatology	MO/R	0	0	1	0	0	0	1	
Orthopaedics & Traumatology Total		0	0	1	0	0	0	1	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total	
	Paediatrics	Consultant	0	0	0	0	0	1	1	
		SMO/AC	0	0	0	0	0	2	2	
		MO/R	0	1	3	0	0	0	4	
	Paediatrics Total			0	1	3	0	0	3	7
	Pathology	Consultant	0	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	0	0	1	1
	Pathology Total			0	0	0	0	0	2	2
	Psychiatry	Consultant	0	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	0	0	0	1
	Psychiatry Total			0	0	0	1	0	2	3
	Radiology	SMO/AC	0	0	1	0	0	0	0	1
Radiology Total			0	0	1	0	0	0	1	
NTWC Total			0	6	8	5	0	8	27	

2017-18

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total	
HKEC	Accident & Emergency	MO/R	0	1	1	0	0	0	2	
	Accident & Emergency Total			0	1	1	0	0	0	2
	Anaesthesia	SMO/AC	0	0	0	1	0	0	0	1
		MO/R	0	1	0	0	0	0	0	1
	Anaesthesia Total			0	1	0	1	0	0	2
	Clinical Oncology	SMO/AC	0	0	0	0	1	0	1	
	Clinical Oncology Total			0	0	0	0	1	0	1
	Ear, Nose, Throat	Consultant	0	0	0	0	0	0	1	1
	Ear, Nose, Throat Total			0	0	0	0	0	1	1
	Family Medicine	MO/R	0	1	0	1	0	0	0	2
	Family Medicine Total			0	1	0	1	0	0	2
	Medicine	Consultant	0	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	1	4	7	
MO/R		0	2	0	0	0	0	0	2	

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Medicine Total		0	2	0	2	1	5	10
	Obstetrics & Gynaecology	Consultant	0	0	0	0	1	0	1
	Obstetrics & Gynaecology Total		0	0	0	0	1	0	1
	Ophthalmology	MO/R	0	0	1	0	0	0	1
	Ophthalmology Total		0	0	1	0	0	0	1
	Orthopaedics & Traumatology	MO/R	0	1	0	0	0	0	1
	Orthopaedics & Traumatology Total		0	1	0	0	0	0	1
	Paediatrics	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	1	0	0	0	2
	Paediatrics Total		0	1	1	0	0	1	3
	Pathology	SMO/AC	0	0	0	0	0	1	1
		MO/R	0	0	1	0	0	0	1
	Pathology Total		0	0	1	0	0	1	2
	Psychiatry	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	0	0	0	0	1
	Psychiatry Total		0	1	0	0	0	1	2
	Radiology	Consultant	0	0	0	0	1	0	1
		SMO/AC	0	0	1	0	0	0	1
	Radiology Total		0	0	1	0	1	0	2
	Surgery	SMO/AC	0	0	1	0	0	0	1
		MO/R	0	1	0	0	0	0	1
	Surgery Total		0	1	1	0	0	0	2
HKEC									
Total			0	9	6	4	4	9	32
HKWC	Accident & Emergency	MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	0	1
	Anaesthesia	Consultant	0	1	0	0	0	1	2
		SMO/AC	0	0	2	1	0	0	3
		MO/R	1	2	0	1	0	0	4
	Anaesthesia Total		1	3	2	2	0	1	9
	Clinical Oncology	Consultant	0	0	0	0	0	1	1
		MO/R	0	0	0	1	0	0	1
	Clinical Oncology Total		0	0	0	1	0	1	2
	Family Medicine	SMO/AC	0	0	0	2	0	0	2
		MO/R	0	1	0	1	0	0	2

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Family Medicine Total		0	1	0	3	0	0	4
	Intensive Care Unit	MO/R	0	1	0	0	0	0	1
	Intensive Care Unit Total		0	1	0	0	0	0	1
	Medicine	Consultant	0	1	0	0	0	3	4
		SMO/AC	0	0	0	0	1	0	1
	Medicine Total		0	1	0	0	1	3	5
	Obstetrics & Gynaecology	Consultant	0	0	1	0	0	0	1
		SMO/AC	0	0	0	0	1	0	1
	Obstetrics & Gynaecology Total		0	0	1	0	1	0	2
	Ophthalmology	SMO/AC	0	0	0	1	0	0	1
	Ophthalmology Total		0	0	0	1	0	0	1
	Orthopaedics & Traumatology	MO/R	0	1	0	0	0	0	1
	Orthopaedics & Traumatology Total		0	1	0	0	0	0	1
	Paediatrics	SMO/AC	0	1	0	0	0	1	2
		MO/R	0	1	0	0	0	0	1
	Paediatrics Total		0	2	0	0	0	1	3
	Pathology	MO/R	1	0	0	0	0	0	1
	Pathology Total		1	0	0	0	0	0	1
	Psychiatry	SMO/AC	0	0	1	1	0	0	2
		MO/R	0	1	0	0	0	0	1
	Psychiatry Total		0	1	1	1	0	0	3
	Radiology	SMO/AC	0	0	2	3	0	0	5
	Radiology Total		0	0	2	3	0	0	5
	Surgery	Consultant	0	0	0	0	1	2	3
		SMO/AC	0	0	1	2	1	0	4
	Surgery Total		0	0	1	2	2	2	7
HKWC									
Total			2	11	7	13	4	8	45
KCC	Accident & Emergency	MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	0	1
	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	0	1	1
	Anaesthesia Total		0	0	0	0	0	2	2
	Family Medicine	MO/R	0	2	2	2	1	1	8
	Family Medicine Total		0	2	2	2	1	1	8

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Intensive Care Unit	Consultant	0	0	0	0	0	1	1
	Intensive Care Unit Total		0	0	0	0	0	1	1
	Medicine	Consultant	0	0	0	0	1	2	3
		SMO/AC	0	0	0	2	0	3	5
		MO/R	1	2	0	0	0	0	3
	Medicine Total		1	2	0	2	1	5	11
	Obstetrics & Gynaecology	Consultant	0	0	0	0	0	1	1
		MO/R	0	2	3	0	0	0	5
	Obstetrics & Gynaecology Total		0	2	3	0	0	1	6
	Ophthalmology	SMO/AC	0	0	1	1	0	0	2
		MO/R	0	0	2	0	0	0	2
	Ophthalmology Total		0	0	3	1	0	0	4
	Orthopaedics & Traumatology	SMO/AC	0	0	0	1	1	0	2
		MO/R	0	1	0	0	0	0	1
	Orthopaedics & Traumatology Total		0	1	0	1	1	0	3
	Paediatrics	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	0	1	1
		MO/R	0	0	1	0	0	0	1
	Paediatrics Total		0	0	1	0	0	2	3
	Pathology	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	0	0	0	0	1
	Pathology Total		0	1	0	0	0	1	2
	Psychiatry	Consultant	0	0	0	0	0	1	1
		MO/R	0	0	4	0	0	0	4
	Psychiatry Total		0	0	4	0	0	1	5
	Radiology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	5	0	0	1	6
	Radiology Total		0	0	5	0	0	2	7
	Surgery	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	2	0	4
	Surgery Total		0	0	0	2	2	1	5
KCC									
Total			1	9	18	8	5	17	58
KEC	Accident & Emergency	SMO/AC	0	0	1	0	1	1	3
		MO/R	1	1	0	0	0	1	3

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Accident & Emergency Total		1	1	1	0	1	2	6
	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	1	3
		MO/R	0	2	0	0	0	0	2
	Anaesthesia Total		0	2	0	1	1	2	6
	Family Medicine	MO/R	0	1	1	1	0	0	3
	Family Medicine Total		0	1	1	1	0	0	3
	Medicine	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	0	0	2	2
		MO/R	1	2	1	0	0	0	4
	Medicine Total		1	2	1	0	0	4	8
	Obstetrics & Gynaecology	Consultant	0	0	0	0	0	1	1
	Obstetrics & Gynaecology Total		0	0	0	0	0	1	1
	Ophthalmology	SMO/AC	0	0	1	1	0	0	2
	Ophthalmology Total		0	0	1	1	0	0	2
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	1	3
	Orthopaedics & Traumatology Total		0	0	0	1	1	2	4
	Paediatrics	MO/R	0	0	1	0	0	0	1
	Paediatrics Total		0	0	1	0	0	0	1
	Pathology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	1	0	0	0	1
		MO/R	0	1	0	0	0	0	1
	Pathology Total		0	1	1	0	0	1	3
	Psychiatry	SMO/AC	0	0	0	2	0	0	2
		MO/R	0	1	0	1	0	0	2
	Psychiatry Total		0	1	0	3	0	0	4
	Radiology	Consultant	0	0	0	1	0	2	3
		SMO/AC	0	0	0	2	0	0	2
	Radiology Total		0	0	0	3	0	2	5
	Surgery	Consultant	0	2	0	0	0	0	2
		MO/R	0	0	0	0	1	0	1
	Surgery Total		0	2	0	0	1	0	3
	KEC Total		2	10	6	10	4	14	46
KWC	Accident & Emergency	SMO/AC	0	0	0	0	0	2	2

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		MO/R	2	3	1	0	0	0	6
	Accident & Emergency Total		2	3	1	0	0	2	8
	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	0	2	4
		MO/R	0	1	0	0	0	0	1
	Anaesthesia Total		0	1	0	2	0	3	6
	Clinical Oncology	SMO/AC	0	0	0	0	1	0	1
	Clinical Oncology Total		0	0	0	0	1	0	1
	Ear, Nose, Throat	SMO/AC	0	0	0	1	0	0	1
	Ear, Nose, Throat Total		0	0	0	1	0	0	1
	Family Medicine	SMO/AC	0	0	0	0	1	0	1
		MO/R	0	0	4	2	0	0	6
	Family Medicine Total		0	0	4	2	1	0	7
	Intensive Care Unit	MO/R	0	0	1	0	0	0	1
	Intensive Care Unit Total		0	0	1	0	0	0	1
	Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	0	3	4
		MO/R	0	1	2	0	0	0	3
	Medicine Total		0	1	2	1	0	4	8
	Obstetrics & Gynaecology	SMO/AC	0	0	1	0	0	0	1
		MO/R	0	0	2	0	0	0	2
	Obstetrics & Gynaecology Total		0	0	3	0	0	0	3
	Ophthalmology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	2	1	0	0	3
		MO/R	0	1	0	0	0	0	1
	Ophthalmology Total		0	1	2	1	0	1	5
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
	Orthopaedics & Traumatology Total		0	0	0	0	0	1	1
	Paediatrics	Consultant	0	0	0	0	0	1	1
	Paediatrics Total		0	0	0	0	0	1	1
	Pathology	Consultant	0	0	0	0	1	0	1
		MO/R	0	2	0	0	0	0	2
	Pathology Total		0	2	0	0	1	0	3
	Psychiatry	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	1	1	0	0	2

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		MO/R	0	0	0	0	0	1	1
	Psychiatry Total		0	0	1	1	0	2	4
	Radiology	SMO/AC	0	0	1	4	0	0	5
	Radiology Total		0	0	1	4	0	0	5
	Surgery	SMO/AC	0	0	1	1	1	1	4
		MO/R	0	0	1	0	0	0	1
	Surgery Total		0	0	2	1	1	1	5
KWC									
Total			2	8	17	13	4	15	59
NTEC	Accident & Emergency	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	0	0	1	1
	Accident & Emergency Total		0	0	0	0	0	3	3
	Anaesthesia	Consultant	0	0	0	0	0	2	2
		MO/R	0	1	0	0	0	0	1
	Anaesthesia Total		0	1	0	0	0	2	3
	Clinical Oncology	SMO/AC	0	0	0	0	0	1	1
		MO/R	0	0	0	1	0	0	1
	Clinical Oncology Total		0	0	0	1	0	1	2
	Family Medicine	MO/R	1	2	0	4	0	0	7
	Family Medicine Total		1	2	0	4	0	0	7
	Intensive Care Unit	MO/R	0	1	1	0	0	0	2
	Intensive Care Unit Total		0	1	1	0	0	0	2
	Medicine	Consultant	0	0	0	0	0	3	3
		SMO/AC	0	0	1	1	1	0	3
		MO/R	0	2	2	1	1	1	7
	Medicine Total		0	2	3	2	2	4	13
	Obstetrics & Gynaecology	SMO/AC	0	0	0	1	0	0	1
	Obstetrics & Gynaecology Total		0	0	0	1	0	0	1
	Ophthalmology	SMO/AC	0	0	0	3	0	0	3
	Ophthalmology Total		0	0	0	3	0	0	3
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	0	1	2
		MO/R	0	2	0	0	0	0	2
	Orthopaedics & Traumatology Total		0	2	0	1	0	2	5
	Paediatrics	Consultant	0	0	0	0	0	2	2

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		SMO/AC	0	0	0	0	1	0	1
		MO/R	0	1	0	0	0	0	1
	Paediatrics Total		0	1	0	0	1	2	4
	Pathology	MO/R	0	0	0	1	0	0	1
	Pathology Total		0	0	0	1	0	0	1
	Psychiatry	Consultant	1	0	0	0	0	0	1
		SMO/AC	0	0	0	3	0	0	3
		MO/R	0	0	1	0	0	0	1
	Psychiatry Total		1	0	1	3	0	0	5
	Radiology	SMO/AC	0	0	0	0	0	1	1
	Radiology Total		0	0	0	0	0	1	1
	Surgery	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	1	0	1
		MO/R	0	0	1	0	0	0	1
	Surgery Total		0	0	1	0	1	1	3
NTEC									
Total			2	9	6	16	4	16	53
NTWC	Accident & Emergency	MO/R	0	1	1	0	0	0	2
	Accident & Emergency Total		0	1	1	0	0	0	2
	Anaesthesia	MO/R	0	1	0	0	0	0	1
	Anaesthesia Total		0	1	0	0	0	0	1
	Clinical Oncology	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	0	1	0	1
	Clinical Oncology Total		0	0	0	0	1	2	3
	Family Medicine	SMO/AC	0	0	0	0	1	0	1
		MO/R	1	4	0	0	0	2	7
	Family Medicine Total		1	4	0	0	1	2	8
	Medicine	Consultant	0	1	0	0	0	0	1
		SMO/AC	0	0	1	2	0	0	3
		MO/R	0	2	2	1	0	0	5
	Medicine Total		0	3	3	3	0	0	9
	Obstetrics & Gynaecology	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	0	0	1
		MO/R	1	1	0	0	0	0	2
	Obstetrics & Gynaecology Total		1	1	0	1	0	2	5

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Ophthalmology	SMO/AC	0	0	0	0	1	0	1
	Ophthalmology Total		0	0	0	0	1	0	1
	Orthopaedics & Traumatology	MO/R	0	1	3	0	0	0	4
	Orthopaedics & Traumatology Total		0	1	3	0	0	0	4
	Pathology	Consultant	0	0	0	0	0	1	1
	Pathology Total		0	0	0	0	0	1	1
	Psychiatry	SMO/AC	0	0	0	2	0	0	2
	Psychiatry Total		0	0	0	2	0	0	2
	Radiology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	1	2	0	0	3
	Radiology Total		0	0	1	2	0	1	4
	Surgery	Consultant	0	1	0	0	0	1	2
		SMO/AC	0	0	1	0	0	0	1
	Surgery Total		0	1	1	0	0	1	3
NTWC									
Total			2	12	9	8	3	9	43

2018-19

Cluster	Major Speciality	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
HKEC	Accident & Emergency	Consultant	0	1	0	0	0	0	1
		MO/R	0	1	0	1	0	0	2
	Accident & Emergency Total		0	2	0	1	0	0	3
	Anaesthesia	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	1	0	3
		MO/R	0	1	0	0	0	1	2
	Anaesthesia Total		0	1	0	2	1	2	6
	Clinical Oncology	SMO/AC	0	1	0	0	0	0	1
	Clinical Oncology Total		0	1	0	0	0	0	1
	Ear, Nose, Throat	Consultant	0	0	0	1	0	0	1
MO/R		0	0	0	1	0	0	1	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Ear, Nose, Throat Total		0	0	0	2	0	0	2
	Family Medicine	MO/R	0	0	1	1	0	1	3
	Family Medicine Total		0	0	1	1	0	1	3
	Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	1	3
		MO/R	0	1	1	0	0	0	2
	Medicine Total		0	1	1	1	1	2	6
	Obstetrics & Gynaecology	SMO/AC	0	0	0	2	0	0	2
	Obstetrics & Gynaecology Total		0	0	0	2	0	0	2
	Ophthalmology	SMO/AC	0	0	0	2	0	0	2
		MO/R	0	0	1	0	0	0	1
	Ophthalmology Total		0	0	1	2	0	0	3
	Orthopaedics & Traumatology	SMO/AC	0	0	0	0	0	1	1
	Orthopaedics & Traumatology Total		0	0	0	0	0	1	1
	Paediatrics	Consultant	0	0	0	0	0	1	1
	Paediatrics Total		0	0	0	0	0	1	1
	Psychiatry	Consultant	0	0	0	0	0	1	1
		MO/R	0	0	0	0	0	1	1
	Psychiatry Total		0	0	0	0	0	2	2
	Radiology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	0	1	1
	Radiology Total		0	0	0	0	0	2	2
	Surgery	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	0	0	2
		MO/R	0	1	0	0	0	0	1
	Surgery Total		0	1	0	2	0	1	4
HKEC									
Total			0	6	3	13	2	12	36
HKWC	Accident & Emergency	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	0	1	1
	Accident & Emergency Total		0	0	0	0	0	2	2
	Anaesthesia	Consultant	0	1	0	0	0	1	2
		SMO/AC	0	0	1	1	0	0	2
MO/R		0	3	0	0	0	0	3	
Anaesthesia Total		0	4	1	1	0	1	7	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total	
	Clinical Oncology	Consultant	0	0	0	0	0	2	2	
		SMO/AC	0	0	0	0	0	1	1	
		MO/R	0	0	1	0	0	1	2	
	Clinical Oncology Total			0	0	1	0	0	4	5
	Ear, Nose, Throat	SMO/AC	0	0	0	1	0	0	1	
	Ear, Nose, Throat Total			0	0	0	1	0	0	1
	Family Medicine	SMO/AC	0	0	0	1	0	0	1	
		MO/R	0	1	2	1	0	0	4	
	Family Medicine Total			0	1	2	2	0	0	5
	Intensive Care Unit	Consultant	0	0	0	0	0	0	1	1
		MO/R	0	0	1	0	0	0	0	1
	Intensive Care Unit Total			0	0	1	0	0	1	2
	Medicine	SMO/AC	0	0	0	1	1	0	2	
		MO/R	0	0	1	0	0	0	1	
	Medicine Total			0	0	1	1	1	0	3
	Obstetrics & Gynaecology	Consultant	0	0	0	0	1	0	1	
	Obstetrics & Gynaecology Total			0	0	0	0	1	0	1
	Ophthalmology	SMO/AC	0	0	1	0	0	0	1	
		MO/R	0	0	0	1	0	0	1	
	Ophthalmology Total			0	0	1	1	0	0	2
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	0	1	1
		MO/R	0	1	0	1	0	0	0	2
	Orthopaedics & Traumatology Total			0	1	0	1	0	1	3
	Paediatrics	Consultant	0	1	0	0	0	0	1	2
		SMO/AC	0	0	0	0	0	1	0	1
		MO/R	0	0	0	1	0	0	0	1
	Paediatrics Total			0	1	0	1	1	1	4
	Pathology	Consultant	0	0	0	0	0	0	1	1
		MO/R	0	0	0	1	0	0	0	1
	Pathology Total			0	0	0	1	0	1	2
Radiology	Consultant	0	0	0	0	1	0	1		
	SMO/AC	0	1	1	0	0	0	2		
Radiology Total			0	1	1	0	1	0	3	
Surgery	Consultant	0	0	0	0	0	0	2	2	
	SMO/AC	0	0	0	0	0	2	0	2	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total	
		MO/R	0	1	1	0	0	0	2	
	Surgery Total		0	1	1	0	2	2	6	
	Others	SMO/AC	0	0	0	1	0	0	1	
	Others Total		0	0	0	1	0	0	1	
HKWC										
Total			0	9	9	10	6	13	47	
KCC	Accident & Emergency	SMO/AC	0	0	0	0	1	1	2	
		MO/R	1	0	1	0	0	0	2	
	Accident & Emergency Total			1	0	1	0	1	1	4
	Anaesthesia	Consultant	0	0	0	0	0	2	2	
		SMO/AC	0	0	0	2	1	0	3	
	Anaesthesia Total			0	0	0	2	1	2	5
	Clinical Oncology	Consultant	0	0	0	0	0	1	1	
		MO/R	0	1	1	0	0	0	2	
	Clinical Oncology Total			0	1	1	0	0	1	3
	Ear, Nose, Throat	SMO/AC	0	0	0	1	0	0	1	
	Ear, Nose, Throat Total			0	0	0	1	0	0	1
	Family Medicine	Consultant	0	0	0	0	0	1	1	
		MO/R	0	2	2	2	0	0	6	
	Family Medicine Total			0	2	2	2	0	1	7
	Medicine	Consultant	0	2	0	0	0	1	3	
		SMO/AC	0	0	1	3	0	1	5	
		MO/R	0	3	2	0	0	1	6	
	Medicine Total			0	5	3	3	0	3	14
	Obstetrics & Gynaecology	SMO/AC	0	0	1	1	0	0	2	
		MO/R	0	0	2	0	0	1	3	
	Obstetrics & Gynaecology Total			0	0	3	1	0	1	5
	Ophthalmology	SMO/AC	0	0	0	1	0	0	1	
	Ophthalmology Total			0	0	0	1	0	0	1
Orthopaedics & Traumatology	Consultant	0	1	0	0	0	0	1		
	SMO/AC	0	0	0	1	0	0	1		
Orthopaedics & Traumatology Total			0	1	0	1	0	0	2	
Paediatrics	Consultant	0	0	0	0	0	1	1		
	SMO/AC	0	0	1	1	1	0	3		
	MO/R	0	0	1	0	0	0	1		

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Paediatrics Total		0	0	2	1	1	1	5
	Pathology	Consultant	0	0	0	0	0	1	1
	Pathology Total		0	0	0	0	0	1	1
	Psychiatry	MO/R	0	1	0	0	0	0	1
	Psychiatry Total		0	1	0	0	0	0	1
	Radiology	Consultant	0	0	0	1	0	1	2
		SMO/AC	1	2	2	1	0	1	7
	Radiology Total		1	2	2	2	0	2	9
	Surgery	Consultant	0	0	0	0	0	5	5
		SMO/AC	0	0	1	1	0	0	2
		MO/R	0	0	3	0	0	0	3
	Surgery Total		0	0	4	1	0	5	10
	Others	SMO/AC	0	0	0	1	0	0	1
	Others Total		0	0	0	1	0	0	1
KCC									
Total			2	12	18	16	3	18	69
KEC	Accident & Emergency	Consultant	0	1	0	0	0	0	1
		SMO/AC	0	0	0	0	0	1	1
		MO/R	2	1	1	0	0	1	5
	Accident & Emergency Total		2	2	1	0	0	2	7
	Anaesthesia	Consultant	0	0	0	0	1	0	1
		SMO/AC	0	0	1	1	0	0	2
		MO/R	0	0	1	0	0	0	1
	Anaesthesia Total		0	0	2	1	1	0	4
	Ear, Nose, Throat	SMO/AC	0	0	0	2	0	0	2
	Ear, Nose, Throat Total		0	0	0	2	0	0	2
	Family Medicine	MO/R	0	1	0	3	0	0	4
	Family Medicine Total		0	1	0	3	0	0	4
	Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	3	1	0	4
		MO/R	0	0	0	1	0	0	1
	Medicine Total		0	0	0	4	1	1	6
	Obstetrics & Gynaecology	Consultant	0	0	0	0	0	1	1
	Obstetrics & Gynaecology Total		0	0	0	0	0	1	1
	Ophthalmology	Consultant	0	0	0	0	1	0	1

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		SMO/AC	0	0	0	1	0	0	1
	Ophthalmology Total		0	0	0	1	1	0	2
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	0	2	1	3
		MO/R	0	0	1	0	0	0	1
	Orthopaedics & Traumatology Total		0	0	1	0	2	2	5
	Paediatrics	Consultant	0	0	0	0	0	3	3
		MO/R	0	0	0	1	0	0	1
	Paediatrics Total		0	0	0	1	0	3	4
	Pathology	SMO/AC	0	1	1	0	0	0	2
		MO/R	0	1	0	0	0	0	1
	Pathology Total		0	2	1	0	0	0	3
	Psychiatry	SMO/AC	0	0	0	1	1	1	3
		MO/R	0	1	0	0	0	1	2
	Psychiatry Total		0	1	0	1	1	2	5
	Radiology	SMO/AC	0	0	1	0	0	0	1
	Radiology Total		0	0	1	0	0	0	1
	Surgery	Consultant	0	0	0	0	1	0	1
		SMO/AC	0	0	1	3	1	1	6
		MO/R	0	0	0	0	1	0	1
	Surgery Total		0	0	1	3	3	1	8
	Others	SMO/AC	0	0	0	1	0	0	1
	Others Total		0	0	0	1	0	0	1
KEC Total			2	6	7	17	9	12	53
KWC	Accident & Emergency	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	5	0	0	0	0	5
	Accident & Emergency Total		0	5	0	1	0	0	6
	Anaesthesia	Consultant	1	0	0	0	0	0	1
		SMO/AC	0	0	1	0	0	2	3
		MO/R	0	0	1	0	0	0	1
	Anaesthesia Total		1	0	2	0	0	2	5
	Ear, Nose, Throat	MO/R	0	0	1	0	0	0	1
	Ear, Nose, Throat Total		0	0	1	0	0	0	1
	Family Medicine	SMO/AC	0	0	0	2	0	0	2
MO/R		0	0	3	6	0	0	9	

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Family Medicine Total		0	0	3	8	0	0	11
	Intensive Care Unit	SMO/AC	0	0	0	0	0	1	1
	Intensive Care Unit Total		0	0	0	0	0	1	1
	Medicine	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	0	1	2
		MO/R	0	3	0	0	0	0	3
	Medicine Total		0	3	0	1	0	3	7
	Obstetrics & Gynaecology	SMO/AC	0	0	0	1	1	0	2
		MO/R	0	0	1	0	0	0	1
	Obstetrics & Gynaecology Total		0	0	1	1	1	0	3
	Ophthalmology	Consultant	0	0	0	0	0	1	1
	Ophthalmology Total		0	0	0	0	0	1	1
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	0	2
		MO/R	0	0	1	0	0	0	1
	Orthopaedics & Traumatology Total		0	0	1	1	1	1	4
	Paediatrics	Consultant	0	0	0	0	0	1	1
	Paediatrics Total		0	0	0	0	0	1	1
	Psychiatry	SMO/AC	0	0	0	0	0	1	1
	Psychiatry Total		0	0	0	0	0	1	1
	Radiology	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	2	0	0	2
	Radiology Total		0	0	0	2	0	1	3
	Surgery	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	0	0	1
		MO/R	0	1	1	1	0	1	4
	Surgery Total		0	1	1	2	0	3	7
KWC									
Total			1	9	9	16	2	14	51
NTEC	Accident & Emergency	SMO/AC	0	0	0	0	0	1	1
		MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	1	2
	Anaesthesia	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	1	1	1	3
		MO/R	0	1	1	0	0	0	2

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
	Anaesthesia Total		0	1	1	1	1	3	7
	Clinical Oncology	SMO/AC	0	0	0	1	1	0	2
	Clinical Oncology Total		0	0	0	1	1	0	2
	Ear, Nose, Throat	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	0	0	1	1
	Ear, Nose, Throat Total		0	0	0	0	0	3	3
	Family Medicine	SMO/AC	0	0	0	0	1	0	1
		MO/R	0	1	1	0	0	0	2
	Family Medicine Total		0	1	1	0	1	0	3
	Intensive Care Unit	SMO/AC	0	0	0	0	1	0	1
	Intensive Care Unit Total		0	0	0	0	1	0	1
	Medicine	Consultant	0	1	0	0	0	3	4
		SMO/AC	0	0	0	4	1	0	5
		MO/R	0	0	1	0	0	1	2
	Medicine Total		0	1	1	4	1	4	11
	Obstetrics & Gynaecology	Consultant	0	0	0	0	1	1	2
		SMO/AC	0	0	0	0	1	0	1
	Obstetrics & Gynaecology Total		0	0	0	0	2	1	3
	Ophthalmology	Consultant	0	0	0	0	1	0	1
		MO/R	0	0	2	0	0	0	2
	Ophthalmology Total		0	0	2	0	1	0	3
	Orthopaedics & Traumatology	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	3	1	1	5
		MO/R	0	2	1	1	0	0	4
	Orthopaedics & Traumatology Total		0	2	1	4	1	3	11
	Paediatrics	Consultant	0	0	0	0	0	1	1
		MO/R	0	1	2	0	0	0	3
	Paediatrics Total		0	1	2	0	0	1	4
	Psychiatry	Consultant	0	0	0	0	1	1	2
		SMO/AC	0	0	0	0	1	0	1
		MO/R	0	2	0	0	0	0	2
	Psychiatry Total		0	2	0	0	2	1	5
	Radiology	SMO/AC	0	0	0	3	0	0	3
	Radiology Total		0	0	0	3	0	0	3
	Surgery	Consultant	0	0	0	0	3	2	5

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		SMO/AC	0	0	0	3	1	1	5
		MO/R	0	0	1	1	0	0	2
	Surgery Total		0	0	1	4	4	3	12
NTEC									
Total			0	9	9	17	15	20	70
NTWC	Accident & Emergency	MO/R	0	1	0	0	0	0	1
	Accident & Emergency Total		0	1	0	0	0	0	1
	Anaesthesia	SMO/AC	0	0	1	1	0	0	2
	Anaesthesia Total		0	0	1	1	0	0	2
	Clinical Oncology	SMO/AC	0	0	0	0	2	0	2
		MO/R	0	1	0	0	0	0	1
	Clinical Oncology Total		0	1	0	0	2	0	3
	Ear, Nose, Throat	SMO/AC	0	0	0	1	0	0	1
	Ear, Nose, Throat Total		0	0	0	1	0	0	1
	Family Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	1	0	2
		MO/R	0	2	0	0	0	0	2
	Family Medicine Total		0	2	0	1	1	1	5
	Medicine	Consultant	0	0	0	0	0	1	1
		SMO/AC	0	0	0	1	0	1	2
		MO/R	1	2	1	0	0	0	4
	Medicine Total		1	2	1	1	0	2	7
	Obstetrics & Gynaecology	SMO/AC	0	0	0	1	0	0	1
		MO/R	0	1	0	0	0	0	1
	Obstetrics & Gynaecology Total		0	1	0	1	0	0	2
	Ophthalmology	SMO/AC	0	0	1	0	0	0	1
		MO/R	0	0	1	0	0	0	1
	Ophthalmology Total		0	0	2	0	0	0	2
	Orthopaedics & Traumatology	SMO/AC	0	0	0	2	0	6	8
		MO/R	0	0	1	0	0	0	1
	Orthopaedics & Traumatology Total		0	0	1	2	0	6	9
	Paediatrics	SMO/AC	0	0	0	0	1	0	1
		MO/R	0	0	1	0	0	0	1
	Paediatrics Total		0	0	1	0	1	0	2
	Psychiatry	Consultant	0	1	0	0	0	0	1

Cluster	Major Specialty	Rank Group	< 1 year	1- <6 years	6- <11 years	11- <16 years	16- <21 years	21 years or above	Total
		MO/R	0	1	2	0	0	0	3
	Psychiatry Total		0	2	2	0	0	0	4
	Radiology	SMO/AC	0	0	1	1	0	0	2
		MO/R	0	1	0	0	0	0	1
	Radiology Total		0	1	1	1	0	0	3
	Surgery	Consultant	0	0	0	0	0	2	2
		SMO/AC	0	0	0	2	0	0	2
		MO/R	0	1	1	1	0	0	3
	Surgery Total		0	1	1	3	0	2	7
NTWC									
Total			1	11	10	11	4	11	48

Note :

1. Attrition (Wastage) includes all types of cessation of service from HA for permanent and contract staff on headcount basis.
2. 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.

Abbreviations

SMO/AC – Senior Medical Officer / Associate Consultant

MO/R – Medical Officer / Resident

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

Annex 4

The intake figures of doctors by specialty and by rank in each hospital cluster of the Hospital Authority from 2016-17 to 2018-19 are set out in the following table –

Cluster	Major Specialty	2016-17 (as at 31.3.2017)				2017-18 (as at 31.3.2018)				2018-19 (as at 31.3.2019)			
		Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total
HKEC	Accident & Emergency	2	0	7	9	0	1	5	6	0	0	2	2
	Anaesthesia	0	0	2	2	0	0	3	3	2	0	3	5
	Clinical Oncology	0	0	1	1	0	0	2	2	0	0	3	3
	Ear, Nose, Throat	0	0	0	0	1	0	0	1	0	0	0	0
	Family Medicine	0	0	3	3	0	2	5	7	1	2	2	5
	Intensive Care Unit	0	0	2	2	0	0	1	1	0	0	1	1
	Medicine	1	0	7	8	0	1	9	10	2	0	13	15
	Obstetrics & Gynaecology	0	0	4	4	0	0	3	3	0	0	2	2
	Ophthalmology	0	1	0	1	0	0	2	2	1	1	2	4
	Orthopaedics & Traumatology	1	0	3	4	0	0	2	2	0	0	1	1
	Paediatrics	0	0	1	1	1	0	3	4	1	0	3	4
	Pathology	1	0	0	1	0	0	2	2	0	0	1	1
	Psychiatry	0	3	1	4	2	1	4	7	2	0	2	4
	Radiology	0	1	2	3	0	0	1	1	1	0	4	5
	Surgery	1	0	3	4	0	0	7	7	0	0	7	7
Total	6	5	36	47	4	5	49	58	10	3	46	59	
HKWC	Accident & Emergency	0	0	7	7	0	0	6	6	0	1	4	5
	Anaesthesia	2	0	6	8	1	0	5	6	4	0	4	8
	Clinical Oncology	0	0	0	0	0	0	0	0	0	0	2	2
	Ear, Nose, Throat	0	0	0	0	0	0	1	1	0	0	0	0
	Family Medicine	0	0	0	0	0	1	4	5	0	1	2	3
	Intensive Care Unit	0	0	1	1	0	0	0	0	0	0	0	0
	Medicine	1	0	14	15	0	0	11	11	1	1	10	12
	Obstetrics & Gynaecology	0	0	2	2	0	0	4	4	0	0	1	1
	Ophthalmology	0	0	0	0	0	0	0	0	0	0	1	1
	Orthopaedics & Traumatology	0	0	3	3	0	0	3	3	0	0	1	1
	Paediatrics	1	1	7	9	1	0	1	2	0	0	8	8
	Pathology	1	0	3	4	0	0	4	4	1	0	1	2

Cluster	Major Speciality	2016-17 (as at 31.3.2017)				2017-18 (as at 31.3.2018)				2018-19 (as at 31.3.2019)			
		Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total
	Psychiatry	0	0	4	4	2	0	3	5	1	0	3	4
	Radiology	0	0	2	2	0	0	3	3	0	0	2	2
	Surgery	1	0	8	9	0	0	10	10	2	1	9	12
	Total	6	1	57	64	4	1	55	60	9	4	48	61
KCC	Accident & Emergency	0	0	4	4	0	0	6	6	0	1	5	6
	Anaesthesia	1	0	3	4	0	0	7	7	0	0	8	8
	Clinical Oncology	0	0	1	1	0	0	2	2	0	0	2	2
	Family Medicine	0	0	2	2	0	3	9	12	2	1	11	14
	Intensive Care Unit	0	0	1	1	1	0	0	1	1	0	0	1
	Medicine	2	0	10	12	2	2	11	15	3	0	15	18
	Obstetrics & Gynaecology	0	1	4	5	1	0	4	5	1	1	7	9
	Ophthalmology	0	0	2	2	1	0	3	4	1	0	3	4
	Orthopaedics & Traumatology	2	0	2	4	0	0	1	1	1	0	0	1
	Paediatrics	0	0	1	1	1	0	6	7	2	0	6	8
	Pathology	2	0	4	6	2	0	3	5	2	0	1	3
	Psychiatry	0	0	2	2	1	2	2	5	0	0	5	5
	Radiology	0	1	2	3	1	2	4	7	3	3	4	10
	Surgery	1	0	6	7	0	0	9	9	3	0	10	13
	Others	0	0	0	0	0	1	1	2	2	0	16	18
	Total	8	2	44	54	10	10	68	88	21	6	93	120
KEC	Accident & Emergency	1	0	3	4	0	3	8	11	1	1	9	11
	Anaesthesia	0	0	2	2	1	0	1	2	0	1	6	7
	Ear, Nose, Throat	0	0	0	0	0	0	0	0	0	2	0	2
	Family Medicine	0	0	3	3	0	1	12	13	0	0	3	3
	Medicine	3	0	12	15	1	0	10	11	2	3	18	23
	Obstetrics & Gynaecology	1	0	1	2	0	0	1	1	0	0	1	1
	Ophthalmology	0	0	2	2	0	2	0	2	1	1	2	4
	Orthopaedics & Traumatology	1	0	1	2	0	0	3	3	1	0	5	6
	Paediatrics	0	0	1	1	0	0	4	4	0	0	2	2
	Pathology	0	1	3	4	2	0	1	3	0	0	2	2
	Psychiatry	0	1	4	5	0	1	6	7	0	0	7	7
	Radiology	0	0	0	0	2	0	0	2	1	1	0	2
	Surgery	0	0	4	4	2	0	4	6	0	1	5	6
Total	6	2	36	44	8	7	50	65	6	10	60	76	

Cluster	Major Speciality	2016-17 (as at 31.3.2017)				2017-18 (as at 31.3.2018)				2018-19 (as at 31.3.2019)			
		Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total
KWC	Accident & Emergency	0	1	9	10	0	2	11	13	0	1	11	12
	Anaesthesia	0	0	4	4	1	0	2	3	0	0	2	2
	Clinical Oncology	0	0	2	2	0	0	3	3	0	0	2	2
	Ear, Nose, Throat	0	0	0	0	0	0	1	1	0	0	1	1
	Family Medicine	0	0	13	13	0	0	7	7	0	0	9	9
	Intensive Care Unit	0	0	2	2	0	0	2	2	0	0	5	5
	Medicine	2	1	17	20	0	1	15	16	3	0	16	19
	Obstetrics & Gynaecology	0	0	4	4	0	0	1	1	0	0	5	5
	Ophthalmology	0	2	2	4	0	1	2	3	0	0	1	1
	Orthopaedics & Traumatology	0	0	4	4	0	0	7	7	2	1	1	4
	Paediatrics	0	1	4	5	1	0	3	4	0	0	5	5
	Pathology	1	0	4	5	1	0	1	2	1	0	3	4
	Psychiatry	1	0	0	1	0	2	4	6	0	0	5	5
	Radiology	2	0	2	4	0	0	1	1	0	0	0	0
	Surgery	2	0	17	19	0	0	9	9	0	0	12	12
	Total	8	5	84	97	3	6	69	78	6	2	78	86
NTEC	Accident & Emergency	0	0	6	6	1	0	4	5	0	0	5	5
	Anaesthesia	0	0	5	5	0	0	5	5	1	0	6	7
	Clinical Oncology	0	0	2	2	0	0	2	2	0	1	2	3
	Ear, Nose, Throat	0	0	1	1	0	0	0	0	1	0	0	1
	Family Medicine	0	0	5	5	0	2	12	14	0	0	5	5
	Intensive Care Unit	0	0	1	1	0	0	3	3	0	0	5	5
	Medicine	2	0	22	24	3	0	14	17	3	2	18	23
	Obstetrics & Gynaecology	0	0	5	5	0	0	2	2	1	0	1	2
	Ophthalmology	0	0	3	3	0	2	4	6	0	0	2	2
	Orthopaedics & Traumatology	0	0	4	4	1	0	2	3	1	0	9	10
	Paediatrics	0	0	2	2	2	0	7	9	0	0	7	7
	Pathology	0	0	2	2	0	0	4	4	0	0	2	2
	Psychiatry	1	1	3	5	0	2	5	7	0	1	5	6
	Radiology	0	0	3	3	0	0	2	2	0	0	2	2
	Surgery	1	0	10	11	1	0	13	14	0	1	11	12
	Total	4	1	74	79	8	6	79	93	7	5	80	92
NTWC	Accident & Emergency	0	1	9	10	1	1	10	12	0	0	7	7
	Anaesthesia	1	1	4	6	0	1	0	1	0	0	1	1

Cluster	Major Specialty	2016-17 (as at 31.3.2017)				2017-18 (as at 31.3.2018)				2018-19 (as at 31.3.2019)			
		Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total	Consultant	SMO/AC	MO/R	Total
	Clinical Oncology	0	0	0	0	1	0	2	3	0	0	2	2
	Family Medicine	0	0	8	8	0	1	7	8	1	0	7	8
	Intensive Care Unit	0	0	1	1	0	0	1	1	0	0	3	3
	Medicine	1	2	14	17	2	0	9	11	1	2	20	23
	Obstetrics & Gynaecology	0	1	4	5	0	0	7	7	0	0	4	4
	Ophthalmology	0	0	0	0	1	0	1	2	1	0	1	2
	Orthopaedics & Traumatology	0	0	1	1	0	0	1	1	1	0	3	4
	Paediatrics	1	1	5	7	0	1	7	8	0	0	3	3
	Pathology	2	0	0	2	2	0	1	3	0	1	2	3
	Psychiatry	2	0	8	10	0	0	2	2	1	0	3	4
	Radiology	1	0	4	5	0	1	2	3	0	0	3	3
	Surgery	1	0	9	10	3	0	11	14	2	0	7	9
	Total	9	6	67	82	10	5	61	76	7	3	66	76

Note:

1. Intake refers to total number of permanent & contract staff joining HA on headcount basis during the period. Transfer, promotion & staff movement within HA will not be regarded as Intake.
2. Intake number of Doctors included number of Interns appointed as Residents.
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 KWC to KCC with effect from December 1, 2016. Reports on services / manpower statistics and financial information are 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 starts from April 1, 2017. All statistics and financial information for KCC and KWC before and on/after April 1, 2017 are therefore not directly comparable.

Abbreviations

SMO/AC – Senior Medical Officer / Associate Consultant
MO/R – Medical Officer / Resident
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

The manpower figures and net growth rates of doctors by specialty in each hospital cluster of the Hospital Authority from 2016-17 to 2018-19 are set out in the following table –

Cluster	Major Specialty	2016-17 (as at 31.3.2017)		2017-18 (as at 31.3.2018)		2018-19 (as at 31.3.2019)	
		Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors
HKEC	Accident & Emergency	57	3.6%	60	5.3%	59	-1.7%
	Anaesthesia	34	0.0%	34	0.0%	37	8.8%
	Clinical Oncology	17	-5.6%	18	5.9%	20	11.1%
	Ear, Nose, Throat	10	0.0%	10	0.0%	10	0.0%
	Family Medicine	55	-3.5%	59	7.3%	55	-6.8%
	Intensive Care Unit	16	14.3%	17	6.3%	19	11.8%
	Medicine	157	-1.3%	157	0.0%	160	1.9%
	Obstetrics & Gynaecology	16	0.0%	21	31.3%	23	9.5%
	Ophthalmology	20	0.0%	19	-5.0%	19	0.0%
	Orthopaedics & Traumatology	32	6.7%	34	6.3%	33	-2.9%
	Paediatrics	29	0.0%	29	0.0%	32	10.3%
	Pathology	18	-10.0%	18	0.0%	19	5.6%
	Psychiatry	32	-11.1%	34	6.3%	34	0.0%
	Radiology	42	10.5%	40	-4.8%	42	5.0%
	Surgery	61	1.7%	63	3.3%	60	-4.8%
	Total	594	-0.2%	614	3.4%	622	1.3%
HKWC	Accident & Emergency	30	15.4%	29	-3.3%	29	0.0%
	Anaesthesia	72	4.3%	71	-1.4%	64	-9.9%
	Clinical Oncology	18	0.0%	16	-11.1%	14	-12.5%
	Ear, Nose, Throat	10	25.0%	11	10.0%	11	0.0%
	Family Medicine	43	0.0%	41	-4.7%	43	4.9%
	Intensive Care Unit	15	7.1%	15	0.0%	13	-13.3%
	Medicine	140	2.2%	143	2.1%	149	4.2%
	Obstetrics & Gynaecology	26	0.0%	28	7.7%	28	0.0%
	Ophthalmology	15	0.0%	14	-6.7%	12	-14.3%
	Orthopaedics & Traumatology	32	0.0%	34	6.3%	33	-2.9%
	Paediatrics	54	12.5%	49	-9.3%	45	-8.2%
	Pathology	28	3.7%	31	10.7%	31	0.0%
	Psychiatry	27	3.8%	26	-3.7%	28	7.7%
	Radiology	36	0.0%	35	-2.8%	35	0.0%
	Surgery	99	-1.0%	100	1.0%	94	-6.0%

Cluster	Major Specialty	2016-17 (as at 31.3.2017)		2017-18 (as at 31.3.2018)		2018-19 (as at 31.3.2019)	
		Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors
	Others	2	100.0%	2	0.0%	1	-50.0%
	Total	646	3.5%	643	-0.5%	630	-2.0%
KCC	Accident & Emergency	46	-4.2%	76	Note(3)	74	-2.6%
	Anaesthesia	59	1.7%	88		102	15.9%
	Clinical Oncology	31	-6.1%	33		33	0.0%
	Ear, Nose, Throat	14	0.0%	13		14	7.7%
	Family Medicine	56	-5.1%	112		110	-1.8%
	Intensive Care Unit	12	0.0%	23		23	0.0%
	Medicine	158	3.9%	276		276	0.0%
	Obstetrics & Gynaecology	30	15.4%	53		54	1.9%
	Ophthalmology	36	-2.7%	34		37	8.8%
	Orthopaedics & Traumatology	40	2.6%	61		59	-3.3%
	Paediatrics	47	2.2%	75		132	76.0%
	Pathology	32	18.5%	49		55	12.2%
	Psychiatry	34	-2.9%	33		35	6.1%
	Radiology	48	2.1%	72		71	-1.4%
	Surgery	98	0.0%	156		156	0.0%
	Others	2	0.0%	14		4	-71.4%
		Total	740	1.2%		1167	1235
KEC	Accident & Emergency	64	0.0%	66	3.1%	66	0.0%
	Anaesthesia	43	-2.3%	43	0.0%	46	7.0%
	Clinical Oncology	6	50.0%	6	0.0%	5	-16.7%
	Ear, Nose, Throat	13	0.0%	13	0.0%	13	0.0%
	Family Medicine	84	-5.6%	93	10.7%	92	-1.1%
	Intensive Care Unit	13	0.0%	13	0.0%	13	0.0%
	Medicine	157	4.0%	158	0.6%	169	7.0%
	Obstetrics & Gynaecology	29	7.4%	28	-3.4%	28	0.0%
	Ophthalmology	21	5.0%	19	-9.5%	22	15.8%
	Orthopaedics & Traumatology	44	0.0%	45	2.3%	47	4.4%
	Paediatrics	40	0.0%	43	7.5%	38	-11.6%
	Pathology	22	10.0%	21	-4.5%	21	0.0%
	Psychiatry	38	2.7%	35	-7.9%	36	2.9%
	Radiology	32	-3.0%	29	-9.4%	31	6.9%
	Surgery	65	0.0%	66	1.5%	65	-1.5%
	Others	10	-16.7%	7	-30.0%	6	-14.3%
	Total	682	0.9%	684	0.3%	698	2.0%
KWC	Accident & Emergency	135	0.7%	110	Note(3)	119	8.2%

Cluster	Major Specialty	2016-17 (as at 31.3.2017)		2017-18 (as at 31.3.2018)		2018-19 (as at 31.3.2019)	
		Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors
	Anaesthesia	89	2.3%	60		63	5.0%
	Clinical Oncology	22	-4.3%	24		26	8.3%
	Ear, Nose, Throat	15	-11.8%	16		16	0.0%
	Family Medicine	171	1.8%	115		113	-1.7%
	Intensive Care Unit	37	-2.6%	26		27	3.8%
	Medicine	317	1.9%	208		217	4.3%
	Obstetrics & Gynaecology	50	4.2%	22		23	4.5%
	Ophthalmology	26	13.0%	25		24	-4.0%
	Orthopaedics & Traumatology	78	2.6%	67		67	0.0%
	Paediatrics	86	-2.3%	56		50	-10.7%
	Pathology	57	11.8%	43		43	0.0%
	Psychiatry	72	-6.5%	73		77	5.5%
	Radiology	60	0.0%	38		34	-10.5%
	Surgery	157	6.1%	102		100	-2.0%
	Others	3	0.0%	1		2	100.0%
		Total	1375	1.7%	985		1000
NTEC	Accident & Emergency	70	0.0%	69	-1.4%	72	4.3%
	Anaesthesia	70	0.0%	69	-1.4%	67	-2.9%
	Clinical Oncology	34	3.0%	35	2.9%	34	-2.9%
	Ear, Nose, Throat	18	0.0%	18	0.0%	18	0.0%
	Family Medicine	90	1.1%	94	4.4%	98	4.3%
	Intensive Care Unit	27	0.0%	27	0.0%	30	11.1%
	Medicine	204	5.7%	207	1.5%	215	3.9%
	Obstetrics & Gynaecology	32	10.3%	33	3.1%	31	-6.1%
	Ophthalmology	25	-7.4%	26	4.0%	25	-3.8%
	Orthopaedics & Traumatology	65	6.6%	61	-6.2%	60	-1.6%
	Paediatrics	59	-6.3%	60	1.7%	56	-6.7%
	Pathology	35	0.0%	37	5.7%	39	5.4%
	Psychiatry	64	1.6%	64	0.0%	62	-3.1%
	Radiology	41	7.9%	42	2.4%	44	4.8%
	Surgery	107	2.9%	114	6.5%	109	-4.4%
	Others	2	0.0%	3	50.0%	3	0.0%
	Total	941	2.2%	960	2.0%	963	0.3%
NTWC	Accident & Emergency	78	18.2%	79	1.3%	86	8.9%
	Anaesthesia	55	7.8%	54	-1.8%	49	-9.3%
	Clinical Oncology	22	4.8%	19	-13.6%	20	5.3%
	Ear, Nose, Throat	14	16.7%	13	-7.1%	14	7.7%

Cluster	Major Specialty	2016-17 (as at 31.3.2017)		2017-18 (as at 31.3.2018)		2018-19 (as at 31.3.2019)	
		Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors	Number of Doctors	Net Growth Rate of Doctors
	Family Medicine	85	13.3%	82	-3.5%	85	3.7%
	Intensive Care Unit	18	0.0%	18	0.0%	18	0.0%
	Medicine	155	2.6%	152	-1.9%	156	2.6%
	Obstetrics & Gynaecology	30	15.4%	31	3.3%	33	6.5%
	Ophthalmology	22	-8.3%	23	4.5%	24	4.3%
	Orthopaedics & Traumatology	51	2.0%	45	-11.8%	43	-4.4%
	Paediatrics	35	-5.4%	41	17.1%	41	0.0%
	Pathology	24	0.0%	25	4.2%	26	4.0%
	Psychiatry	83	7.8%	82	-1.2%	81	-1.2%
	Radiology	36	5.9%	35	-2.8%	36	2.9%
	Surgery	85	2.4%	94	10.6%	89	-5.3%
	Others	-	-	1	-	1	0.0%
	Total	793	6.0%	793	0.0%	802	1.1%

Note:

1. The manpower figures are calculated on full-time equivalent basis including permanent, contract and temporary staff in HA. Individual figures may not add up to the total due to rounding.
2. Doctors exclude 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 KWC to KCC with effect from December 1, 2016. Reports on services / manpower statistics and financial information are 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 starts from April 1, 2017. All statistics and financial information for KCC and KWC before and on/after April 1, 2017 are therefore not directly comparable.

Abbreviations

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

The number of doctors in the Department of Health by specialty/department as at April 1, 2019 is set out in the following table –

Major Specialty	Establishment of Doctors*	Strength of Doctors
Health	240	181
Family Health Service	98	89
Family Medicine	78	65
Tuberculosis and Chest Service	32	31
Social Hygiene Service	32	24
Pathology	20	14
Correctional Institution	19	19
Child Assessment Service	25	15
Forensic Pathology Service	17	13
Clinical Genetic Service	9	6
Special Preventive Programme	5	5
Total	575	462

* Including the posts to be created in 2019-20

The numbers of Resident Trainees recruited by the Hospital Authority for specialties in the past three years and in 2019-20 is set out in the following table –

Specialty	Number of Resident Trainees Recruited			
	2016/17	2017/18	2018/19	2019/20
Anaesthesiology	33	28	45	44
Community Medicine	0	0	0	0
Emergency Medicine	42	34	39	41
Family Medicine	30	39	39	44
Obstetrics & Gynaecology	33	23	22	21
Ophthalmology	10	10	12	16
Orthopaedics & Traumatology	18	16	17	33
Otorhinolaryngology	1	2	2	3
Paediatrics	14	36	51	37
Pathology	18	14	16	15
Internal Medicine	94	75	107	105
Psychiatry	21	20	32	36
Radiology	21	24	35	38
General Surgery	58	61	60	92
Total	393	382	477	525

The attendances of the main out-patient services provided by the Department of Health for the public in the past three years are set out in the following tables –

(i) Primary Care Services Clinics

Services	2016	2017	2018
Attendances at the Maternal and Child Health Centres			
Child Health Service	610 000	588 000	559 000
Maternal Health Service	178 000	167 000	155 000
Family Planning Service	104 000	98 000	92 000
Cervical Screening Service	102 000	103 000	98 000
Number of enrolment for Woman Health Service	24 800	24 500	24 400
School children participating in the Student Health Service			
Primary School Students	321 000	332 000	345 000
Secondary School Students	308 000	294 000	288 000
Number of attendances for health assessment and medical consultation at the Elderly Health Centres	177 000	178 000	184 000

(ii) Specialist Outpatient Clinics

Services	2016	2017	2018
Number of attendances at the chest clinics	685 000	669 500	644 800
Number of attendances at the dermatological clinics	244 200	236 200	216 900
Number of attendances at the HIV/AIDS clinic	17 700	17 900	17 700
Number of attendances at the social hygiene clinics	81 800	86 700	83 000
Attendances at the Child Assessment Centres	37 200	37 400	39 300

Annex 9

The Department of Health (DH)'s main primary out-patient services provided for the public and the numbers of doctors involved in the past three years are set out in the following table –

Service Unit	Manpower of Doctors		
	As at April 1, 2016	As at April 1, 2017	As at April 1, 2018
Elderly Health Centres (EHCs)	27	27	27
Family Health Service (including Woman Health Centres)	90	86	86
Student Health Service	35	36	34

The service targets and the attainment rates of DH's main primary out-patient services provided for the public in the past three years are set out in the following table –

Service	Target	Attainment Rates		
		2016-17	2017-18	2018-19
Provision of service at the Maternal and Child Health Centres	Within 20 minutes after registration	100%	100%	100%
Provision of medical consultation for women with appointment at the Woman Health Centres	Within 30 minutes of the appointment time	100%	100%	100%
Provision of clinical services for elderly with appointment at the EHCs	Within 30 minutes of the appointment time	100%	100%	100%
Provision of service for students with appointment	Within 30 minutes of the appointment time	100%	100%	100%

Annex 10

The following table sets out the numbers of doctors in the Department of Family Medicine and Primary Health Care (FM&PHC) and their percentages in the total number of doctors in the Hospital Authority (HA) in the past three years –

2016-17 (as at March 31, 2017)		2017-18 (as at March 31, 2018)		2018-19 (as at March 31, 2019)	
Number of doctors in the Department of FM&PHC	Percentage in the total number of doctors in HA	Number of doctors in the Department of FM&PHC	Percentage in the total number of doctors in HA	Number of doctors in the Department of FM&PHC	Percentage in the total number of doctors in HA
583	10.1%	596	10.2%	597	10.0%

Note:

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

Annex 11

The numbers of attendances of the general out-patient clinics of the Hospital Authority in the past five years are set out in the table below –

Year	Number of attendances
2014-15	5 905 262
2015-16	5 984 576
2016-17	6 120 999
2017-18	6 081 738
2018-19 (provisional figure)	6 059 222

Annex 12

Projected changes in the staffing establishment of doctors for the Department of Health's main primary out-patient services provided for the public in the coming three years is estimated as follows –

Service Unit	Staffing establishment of doctors		
	As at March 31, 2020	As at March 31, 2021	As at March 31, 2022
Elderly Health Service	29	29	29
Family Health Service (including Woman Health Centres)	98	98	98
Student Health Service	40	40	40