

## Annex

Attrition figures of the Hospital Authority's (HA) full-time doctors by hospital cluster and by specialty in the past four years are set out in the following table –

Cluster	Major Specialty	2015/16	2016/17	2017/18	2018/19
<b>HKEC</b>	Accident & Emergency	1	4	2	3
	Anaesthesia	1	2	2	6
	Family Medicine	2	4	2	3
	Intensive Care Unit	0	0	0	0
	Medicine	2	8	10	6
	Neurosurgery	1	1	0	0
	Obstetrics & Gynaecology	2	4	1	2
	Ophthalmology	1	1	1	3
	Orthopaedics & Traumatology	5	1	1	1
	Paediatrics	1	0	3	1
	Pathology	0	3	2	0
	Psychiatry	0	5	2	2
	Radiology	3	1	2	2
	Surgery	1	5	2	4
	Others	2	2	2	3
	<b>Total</b>	<b>22</b>	<b>41</b>	<b>32</b>	<b>36</b>
<b>HKWC</b>	Accident & Emergency	4	0	1	2
	Anaesthesia	5	4	9	7
	Cardio-thoracic Surgery	0	0	0	1
	Family Medicine	2	1	4	5
	Intensive Care Unit	2	0	1	2
	Medicine	9	8	5	3
	Neurosurgery	1	0	0	0
	Obstetrics & Gynaecology	1	1	2	1
	Ophthalmology	1	0	1	2
	Orthopaedics & Traumatology	2	2	1	3
	Paediatrics	3	4	3	4
	Pathology	0	2	1	2
	Psychiatry	3	3	3	0
	Radiology	4	3	5	3
	Surgery	4	4	7	5
Others	3	1	2	7	

Cluster	Major Specialty	2015/16	2016/17	2017/18	2018/19
	<b>Total</b>	<b>44</b>	<b>33</b>	<b>45</b>	<b>47</b>
<b>KCC*</b>	Accident & Emergency	2	2	1	4
	Anaesthesia	1	3	2	5
	Cardio-thoracic Surgery	1	0	0	3
	Family Medicine	1	3	8	7
	Intensive Care Unit	1	0	1	0
	Medicine	1	4	11	14
	Neurosurgery	1	0	0	3
	Obstetrics & Gynaecology	6	0	6	5
	Ophthalmology	2	3	4	1
	Orthopaedics & Traumatology	2	3	3	2
	Paediatrics	2	0	3	5
	Pathology	3	2	2	1
	Psychiatry	1	3	5	1
	Radiology	0	2	7	9
	Surgery	0	3	5	4
	Others	2	2	0	5
	<b>Total</b>	<b>26</b>	<b>30</b>	<b>58</b>	<b>69</b>
<b>KEC</b>	Accident & Emergency	4	5	6	7
	Anaesthesia	4	3	6	4
	Family Medicine	3	5	3	4
	Intensive Care Unit	0	0	0	0
	Medicine	6	8	8	6
	Obstetrics & Gynaecology	2	1	1	1
	Ophthalmology	0	2	2	2
	Orthopaedics & Traumatology	1	4	4	5
	Paediatrics	1	1	1	4
	Pathology	3	5	3	3
	Psychiatry	1	2	4	5
	Radiology	2	0	5	1
	Surgery	2	2	3	8
	Others	1	1	0	3
	<b>Total</b>	<b>30</b>	<b>39</b>	<b>46</b>	<b>53</b>
<b>KWC*</b>	Accident & Emergency	3	7	8	6
	Anaesthesia	4	2	6	5
	Family Medicine	7	10	7	11
	Intensive Care Unit	1	1	1	1

Cluster	Major Specialty	2015/16	2016/17	2017/18	2018/19
	Medicine	17	14	8	7
	Neurosurgery	0	0	1	2
	Obstetrics & Gynaecology	3	2	3	3
	Ophthalmology	2	2	5	1
	Orthopaedics & Traumatology	4	5	1	4
	Paediatrics	3	3	1	1
	Pathology	4	2	3	0
	Psychiatry	1	5	4	1
	Radiology	7	7	5	3
	Surgery	4	6	4	5
	Others	3	4	2	1
	<b>Total</b>	<b>63</b>	<b>70</b>	<b>59</b>	<b>51</b>
<b>NTEC</b>	Accident & Emergency	0	2	3	2
	Anaesthesia	1	4	3	7
	Cardio-thoracic Surgery	1	0	0	0
	Family Medicine	2	6	7	3
	Intensive Care Unit	2	1	2	1
	Medicine	5	10	13	11
	Neurosurgery	0	0	0	1
	Obstetrics & Gynaecology	1	1	1	3
	Ophthalmology	1	1	3	3
	Orthopaedics & Traumatology	1	3	5	11
	Paediatrics	1	5	4	4
	Pathology	1	2	1	0
	Psychiatry	0	1	5	5
	Radiology	1	1	1	3
	Surgery	2	5	3	11
	Others	1	3	2	5
	<b>Total</b>	<b>20</b>	<b>45</b>	<b>53</b>	<b>70</b>
<b>NTWC</b>	Accident & Emergency	3	1	2	1
	Anaesthesia	1	0	1	2
	Cardio-thoracic Surgery	0	0	0	0
	Family Medicine	6	2	8	5
	Intensive Care Unit	1	0	0	0
	Medicine	2	5	9	7
	Neurosurgery	0	0	0	2
	Obstetrics & Gynaecology	3	0	5	2

Cluster	Major Specialty	2015/16	2016/17	2017/18	2018/19
	Ophthalmology	0	2	1	2
	Orthopaedics & Traumatology	0	1	4	9
	Paediatrics	2	7	0	2
	Pathology	0	2	1	0
	Psychiatry	7	3	2	4
	Radiology	4	1	4	3
	Surgery	5	0	3	5
	Others	1	3	3	4
	<b>Total</b>	<b>35</b>	<b>27</b>	<b>43</b>	<b>48</b>

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.
3. Rolling Attrition (Wastage) Rate = (Total number of staff left HA in the past 12 months / Average strength in the past 12 months) x 100%
4. Doctors exclude Interns and Dental Officers.
5. Figures for 2019-20 are not yet available.

\* 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 1 April 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