

Annex 5

Attrition (Wastage) Figures and Attrition (Wastage) Rates of Full-time Doctors by Major Specialty and Rank in Each Hospital Cluster of HA in 2020-21 to 2022-23 (Rolling 12 Months from January to December 2022)

2020-21

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
HKEC	Accident & Emergency	1	1	1	17.1%	3.5%	3.8%
	Anaesthesia	1	1	1	16.4%	7.2%	5.8%
	Family Medicine	0	0	3	0.0%	0.0%	7.3%
	Intensive Care Unit	0	0	0	0.0%	0.0%	0.0%
	Medicine	0	2	0	0.0%	3.4%	0.0%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	0	2	0.0%	0.0%	20.3%
	Ophthalmology	0	1	0	0.0%	17.4%	0.0%
	Orthopaedics & Traumatology	0	0	0	0.0%	0.0%	0.0%
	Paediatrics	0	0	0	0.0%	0.0%	0.0%
	Pathology	1	0	0	12.9%	0.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Psychiatry	0	1	0	0.0%	8.9%	0.0%
	Radiology	1	1	1	10.2%	9.5%	4.1%
	Surgery	0	1	1	0.0%	6.0%	3.4%
	Others	2	0	1	35.3%	0.0%	6.1%
	Overall	6	8	10	6.5%	3.9%	2.9%
HKWC	Accident & Emergency	0	0	0	0.0%	0.0%	0.0%
	Anaesthesia	1	2	0	6.7%	8.1%	0.0%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	0	1	0.0%	0.0%	4.8%
	Intensive Care Unit	1	1	0	50.0%	19.0%	0.0%
	Medicine	3	0	6	12.5%	0.0%	7.7%
	Neurosurgery	1	1	0	36.4%	66.7%	0.0%
	Obstetrics & Gynaecology	0	1	0	0.0%	11.2%	0.0%
	Ophthalmology	0	0	2	0.0%	0.0%	26.7%
	Orthopaedics & Traumatology	0	0	0	0.0%	0.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Paediatrics	1	0	1	12.2%	0.0%	4.1%
	Pathology	1	1	0	9.7%	15.6%	0.0%
	Psychiatry	0	2	1	0.0%	23.3%	6.7%
	Radiology	2	3	1	25.0%	28.6%	5.4%
	Surgery	1	2	2	7.4%	10.8%	4.4%
	Others	0	0	0	0.0%	0.0%	0.0%
	Overall	11	13	14	9.4%	6.6%	4.1%
	KCC	Accident & Emergency	0	2	0	0.0%	7.1%
	Anaesthesia	1	1	0	7.3%	2.6%	0.0%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	1	11	0.0%	4.1%	13.8%
	Intensive Care Unit	0	0	0	0.0%	0.0%	0.0%
	Medicine	2	3	4	6.4%	2.7%	2.9%
	Neurosurgery	0	0	1	0.0%	0.0%	5.6%
	Obstetrics & Gynaecology	1	2	1	11.9%	14.4%	3.5%
	Ophthalmology	1	2	0	20.7%	15.2%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Orthopaedics & Traumatology	0	2	0	0.0%	9.3%	0.0%
	Paediatrics	5	2	1	21.8%	3.6%	1.5%
	Pathology	0	2	1	0.0%	11.2%	4.8%
	Psychiatry	2	0	1	50.0%	0.0%	4.2%
	Radiology	0	2	0	0.0%	8.1%	0.0%
	Surgery	2	4	2	9.4%	11.5%	2.8%
	Others	2	1	0	18.6%	6.3%	0.0%
	Overall	16	24	22	8.5%	5.5%	3.3%
	KEC	Accident & Emergency	1	1	4	15.0%	3.9%
Anaesthesia		2	1	1	31.6%	5.0%	4.2%
Family Medicine		0	1	2	0.0%	3.2%	3.2%
Intensive Care Unit		0	1	0	0.0%	20.3%	0.0%
Medicine		1	0	2	4.0%	0.0%	2.2%
Obstetrics & Gynaecology		2	1	0	30.0%	13.5%	0.0%
Ophthalmology		0	0	0	0.0%	0.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Orthopaedics & Traumatology	0	1	0	0.0%	7.3%	0.0%
	Paediatrics	0	1	0	0.0%	6.5%	0.0%
	Pathology	0	0	0	0.0%	0.0%	0.0%
	Psychiatry	1	0	1	22.2%	0.0%	5.1%
	Radiology	0	1	1	0.0%	9.8%	8.5%
	Surgery	0	1	0	0.0%	4.1%	0.0%
	Others	1	0	0	28.6%	0.0%	0.0%
	Overall	8	9	11	8.0%	3.6%	2.9%
	KWC	Accident & Emergency	0	0	3	0.0%	0.0%
Anaesthesia		0	3	1	0.0%	9.7%	4.0%
Family Medicine		0	2	3	0.0%	6.7%	3.5%
Intensive Care Unit		0	0	0	0.0%	0.0%	0.0%
Medicine		3	5	4	11.3%	6.3%	3.6%
Neurosurgery		0	0	0	0.0%	0.0%	0.0%
Obstetrics & Gynaecology		0	0	1	0.0%	0.0%	7.6%
Ophthalmology		0	0	1	0.0%	0.0%	8.3%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Orthopaedics & Traumatology	0	0	0	0.0%	0.0%	0.0%
	Paediatrics	0	1	0	0.0%	5.3%	0.0%
	Pathology	2	0	0	13.9%	0.0%	0.0%
	Psychiatry	0	0	0	0.0%	0.0%	0.0%
	Radiology	0	3	0	0.0%	26.7%	0.0%
	Surgery	0	1	0	0.0%	3.4%	0.0%
	Others	0	1	0	0.0%	6.8%	0.0%
	Overall	5	16	13	3.7%	4.6%	2.4%
	NTEC	Accident & Emergency	1	2	2	12.6%	6.5%
	Anaesthesia	0	3	2	0.0%	9.5%	6.6%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	0	2	0.0%	0.0%	3.0%
	Intensive Care Unit	0	0	1	0.0%	0.0%	5.5%
	Medicine	4	3	2	12.8%	4.6%	1.5%
	Neurosurgery	0	1	0	0.0%	37.5%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Obstetrics & Gynaecology	0	0	0	0.0%	0.0%	0.0%
	Ophthalmology	0	0	1	0.0%	0.0%	5.7%
	Orthopaedics & Traumatology	1	4	0	9.1%	23.5%	0.0%
	Paediatrics	2	0	1	23.5%	0.0%	3.2%
	Pathology	0	1	0	0.0%	8.6%	0.0%
	Psychiatry	1	1	0	14.0%	4.0%	0.0%
	Radiology	0	0	0	0.0%	0.0%	0.0%
	Surgery	1	1	0	5.4%	4.3%	0.0%
	Others	0	1	2	0.0%	5.6%	6.9%
	Overall	10	17	13	6.9%	5.4%	2.3%
NTWC	Accident & Emergency	0	1	1	0.0%	3.5%	1.9%
	Anaesthesia	1	0	1	14.3%	0.0%	3.4%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	0	2	0.0%	0.0%	3.1%
	Intensive Care Unit	0	0	0	0.0%	0.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Medicine	1	0	1	4.4%	0.0%	1.0%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	2	1	0	28.2%	10.7%	0.0%
	Ophthalmology	0	0	2	0.0%	0.0%	14.5%
	Orthopaedics & Traumatology	2	0	0	27.6%	0.0%	0.0%
	Paediatrics	0	0	2	0.0%	0.0%	8.2%
	Pathology	0	1	1	0.0%	17.6%	8.9%
	Psychiatry	0	2	2	0.0%	7.3%	4.4%
	Radiology	2	1	0	17.8%	18.5%	0.0%
	Surgery	0	0	1	0.0%	0.0%	2.2%
	Others	1	0	0	12.5%	0.0%	0.0%
	Overall	9	6	13	7.6%	2.5%	2.6%

2021-22

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
HKEC	Accident & Emergency	0	3	3	0.0%	10.9%	12.0%
	Anaesthesia	0	2	0	0.0%	16.0%	0.0%
	Family Medicine	0	1	2	0.0%	10.3%	4.7%
	Intensive Care Unit	1	0	1	34.3%	0.0%	9.8%
	Medicine	0	4	2	0.0%	6.9%	2.1%
	Neurosurgery	0	0	1	0.0%	0.0%	12.0%
	Obstetrics & Gynaecology	0	1	0	0.0%	18.5%	0.0%
	Ophthalmology	1	3	0	25.0%	76.6%	0.0%
	Orthopaedics & Traumatology	0	3	0	0.0%	22.5%	0.0%
	Paediatrics	2	0	1	32.9%	0.0%	6.1%
	Pathology	1	0	1	14.3%	0.0%	12.9%
	Psychiatry	1	0	1	17.1%	0.0%	5.1%
	Radiology	3	5	0	29.8%	71.4%	0.0%
	Surgery	1	3	3	12.8%	17.1%	11.1%
	Others	1	1	1	16.4%	12.0%	5.8%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Overall	11	26	16	11.1%	13.2%	4.5%
HKWC	Accident & Emergency	0	2	1	0.0%	17.5%	6.2%
	Anaesthesia	3	1	6	19.4%	4.3%	21.1%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	0	3	0.0%	0.0%	16.6%
	Intensive Care Unit	0	0	1	0.0%	0.0%	17.9%
	Medicine	0	5	4	0.0%	10.2%	4.9%
	Neurosurgery	0	0	1	0.0%	0.0%	16.2%
	Obstetrics & Gynaecology	1	1	1	14.6%	12.8%	7.9%
	Ophthalmology	0	1	1	0.0%	27.3%	12.4%
	Orthopaedics & Traumatology	0	2	0	0.0%	22.9%	0.0%
	Paediatrics	0	0	1	0.0%	0.0%	4.7%
	Pathology	1	1	1	8.8%	13.5%	7.5%
	Psychiatry	2	0	1	66.7%	0.0%	6.7%
	Radiology	2	6	0	24.5%	75.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Surgery	2	1	0	14.5%	4.8%	0.0%
	Others	1	1	1	14.6%	15.2%	5.9%
	Overall	12	21	22	9.6%	10.8%	6.5%
KCC	Accident & Emergency	1	2	3	16.4%	7.1%	6.8%
	Anaesthesia	0	9	0	0.0%	22.6%	0.0%
	Cardiothoracic Surgery	0	0	1	0.0%	0.0%	18.5%
	Family Medicine	0	3	9	0.0%	12.4%	11.5%
	Intensive Care Unit	1	3	0	19.0%	34.6%	0.0%
	Medicine	1	5	6	2.6%	4.5%	4.3%
	Neurosurgery	1	1	0	14.5%	10.5%	0.0%
	Obstetrics & Gynaecology	0	2	1	0.0%	14.3%	3.6%
	Ophthalmology	0	2	0	0.0%	15.6%	0.0%
	Orthopaedics & Traumatology	0	2	1	0.0%	9.3%	3.3%
	Paediatrics	5	3	4	19.7%	5.2%	5.3%
	Pathology	5	1	3	27.6%	5.5%	15.1%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Psychiatry	1	1	0	28.6%	10.9%	0.0%
	Radiology	2	9	1	10.8%	43.0%	2.7%
	Surgery	4	5	2	17.8%	13.3%	3.1%
	Others	1	2	2	7.5%	13.6%	9.2%
	Overall	22	50	33	10.7%	11.5%	4.9%
KEC	Accident & Emergency	1	1	1	14.5%	3.9%	2.5%
	Anaesthesia	1	5	3	14.3%	28.2%	12.3%
	Family Medicine	0	5	6	0.0%	16.9%	9.5%
	Intensive Care Unit	1	0	0	46.2%	0.0%	0.0%
	Medicine	3	8	11	10.4%	13.8%	10.9%
	Obstetrics & Gynaecology	2	0	1	27.9%	0.0%	8.2%
	Ophthalmology	0	3	0	0.0%	35.6%	0.0%
	Orthopaedics & Traumatology	1	2	0	11.9%	14.6%	0.0%
	Paediatrics	2	0	1	30.8%	0.0%	4.9%
	Pathology	2	2	0	21.2%	49.0%	0.0%
	Psychiatry	0	2	0	0.0%	11.9%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Radiology	2	2	0	18.3%	23.5%	0.0%
	Surgery	2	4	0	21.8%	16.9%	0.0%
	Others	0	1	0	0.0%	8.6%	0.0%
	Overall	17	35	23	15.3%	14.3%	5.7%
KWC	Accident & Emergency	3	4	4	30.3%	9.9%	5.9%
	Anaesthesia	0	7	1	0.0%	23.6%	3.7%
	Family Medicine	0	1	10	0.0%	3.4%	12.3%
	Intensive Care Unit	0	0	1	0.0%	0.0%	5.7%
	Medicine	2	3	5	6.5%	3.8%	4.2%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	2	1	0.0%	25.0%	7.7%
	Ophthalmology	0	3	1	0.0%	31.9%	8.2%
	Orthopaedics & Traumatology	4	1	1	30.2%	5.9%	2.4%
	Paediatrics	0	1	0	0.0%	4.9%	0.0%
	Pathology	3	1	0	19.4%	9.8%	0.0%
	Psychiatry	1	4	3	12.1%	14.0%	8.4%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Radiology	0	0	0	0.0%	0.0%	0.0%
	Surgery	2	2	2	13.2%	6.6%	3.7%
	Others	2	2	2	20.0%	13.9%	9.8%
	Overall	17	31	31	11.6%	9.1%	5.5%
NTEC	Accident & Emergency	1	5	2	11.3%	16.3%	5.0%
	Anaesthesia	2	6	2	21.6%	20.9%	7.2%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	1	0	4	23.5%	0.0%	6.1%
	Intensive Care Unit	1	2	2	25.0%	22.6%	11.0%
	Medicine	1	5	2	3.1%	7.5%	1.5%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	2	0	0.0%	19.2%	0.0%
	Ophthalmology	0	3	0	0.0%	55.4%	0.0%
	Orthopaedics & Traumatology	1	1	1	9.5%	6.3%	2.3%
	Paediatrics	0	0	0	0.0%	0.0%	0.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Pathology	1	0	0	9.3%	0.0%	0.0%
	Psychiatry	1	4	4	12.5%	16.7%	11.9%
	Radiology	3	4	0	22.5%	40.0%	0.0%
	Surgery	6	3	4	32.4%	12.1%	8.3%
	Others	1	4	1	8.6%	36.1%	3.2%
	Overall	19	39	22	12.2%	12.9%	3.9%
NTWC	Accident & Emergency	0	3	2	0.0%	10.8%	3.6%
	Anaesthesia	0	2	2	0.0%	13.8%	6.5%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	1	6	0.0%	4.1%	9.8%
	Intensive Care Unit	0	3	0	0.0%	31.6%	0.0%
	Medicine	4	5	3	15.6%	9.2%	3.0%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	1	1	0.0%	13.5%	6.0%
	Ophthalmology	0	0	1	0.0%	0.0%	6.9%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Orthopaedics & Traumatology	1	0	0	12.9%	0.0%	0.0%
	Paediatrics	1	0	2	13.6%	0.0%	8.4%
	Pathology	0	3	1	0.0%	39.1%	10.6%
	Psychiatry	0	4	5	0.0%	15.4%	11.5%
	Radiology	2	0	2	17.3%	0.0%	8.2%
	Surgery	0	1	0	0.0%	5.6%	0.0%
	Others	0	5	1	0.0%	43.2%	5.0%
	Overall	8	28	26	6.2%	11.6%	5.2%

2022-23 (rolling 12 months from January to December 2022)

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
HKEC	Accident & Emergency	1	6	5	14.0%	25.0%	20.5%
	Anaesthesia	0	1	0	0.0%	7.4%	0.0%
	Family Medicine	0	1	5	0.0%	9.7%	12.5%
	Intensive Care Unit	0	0	0	0.0%	0.0%	0.0%
	Medicine	1	9	7	4.3%	16.3%	7.6%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	1	0	0.0%	21.4%	0.0%
	Ophthalmology	0	1	0	0.0%	44.4%	0.0%
	Orthopaedics & Traumatology	0	2	0	0.0%	15.3%	0.0%
	Paediatrics	2	0	2	30.0%	0.0%	12.5%
	Pathology	0	0	0	0.0%	0.0%	0.0%
	Psychiatry	0	1	2	0.0%	7.2%	10.3%
	Radiology	0	3	0	0.0%	109.1%	0.0%
	Surgery	0	1	2	0.0%	6.4%	7.6%
	Others	1	1	3	17.4%	12.1%	17.2%
	Overall	5	27	26	4.6%	14.8%	7.5%
HKWC	Accident & Emergency	0	1	3	0.0%	9.8%	20.8%
	Anaesthesia	3	2	3	20.0%	9.3%	10.8%
	Cardiothoracic Surgery	1	0	0	20.7%	0.0%	0.0%
	Family Medicine	0	0	1	0.0%	0.0%	5.2%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Intensive Care Unit	0	2	2	0.0%	35.3%	44.4%
	Medicine	2	8	6	6.2%	17.3%	7.4%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	2	2	0	29.6%	23.5%	0.0%
	Ophthalmology	0	0	1	0.0%	0.0%	11.5%
	Orthopaedics & Traumatology	0	1	1	0.0%	12.8%	4.1%
	Paediatrics	1	0	0	12.6%	0.0%	0.0%
	Pathology	2	1	0	18.3%	14.8%	0.0%
	Psychiatry	0	1	1	0.0%	11.8%	6.6%
	Radiology	5	1	1	56.6%	24.0%	4.9%
	Surgery	1	1	1	6.4%	4.9%	2.0%
	Others	0	2	2	0.0%	28.6%	12.2%
	Overall	17	22	22	12.8%	11.9%	6.5%
KCC	Accident & Emergency	2	3	1	27.3%	10.6%	2.2%
	Anaesthesia	2	4	1	11.9%	10.2%	2.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Cardiothoracic Surgery	1	0	0	21.8%	0.0%	0.0%
	Family Medicine	0	2	6	0.0%	9.0%	7.5%
	Intensive Care Unit	1	0	0	16.2%	0.0%	0.0%
	Medicine	0	9	5	0.0%	8.3%	3.6%
	Neurosurgery	1	1	0	13.0%	10.0%	0.0%
	Obstetrics & Gynaecology	0	2	0	0.0%	14.8%	0.0%
	Ophthalmology	0	3	0	0.0%	25.5%	0.0%
	Orthopaedics & Traumatology	0	2	1	0.0%	9.7%	3.3%
	Paediatrics	1	2	3	4.0%	3.5%	3.8%
	Pathology	2	3	0	11.5%	16.7%	0.0%
	Psychiatry	0	1	2	0.0%	9.2%	8.9%
	Radiology	2	4	0	10.1%	25.1%	0.0%
	Surgery	3	9	3	13.0%	25.5%	4.7%
	Others	1	1	1	6.8%	6.0%	5.0%
	Overall	16	46	23	7.3%	10.8%	3.4%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
KEC	Accident & Emergency	0	2	4	0.0%	7.9%	10.1%
	Anaesthesia	0	3	2	0.0%	19.4%	7.9%
	Family Medicine	1	7	5	24.0%	27.3%	8.0%
	Intensive Care Unit	1	0	0	34.3%	0.0%	0.0%
	Medicine	1	3	13	3.0%	5.3%	13.4%
	Obstetrics & Gynaecology	1	0	1	12.8%	0.0%	8.5%
	Ophthalmology	0	1	0	0.0%	12.9%	0.0%
	Orthopaedics & Traumatology	1	1	0	10.8%	7.5%	0.0%
	Paediatrics	0	0	1	0.0%	0.0%	5.0%
	Pathology	2	0	1	20.9%	0.0%	8.0%
	Psychiatry	0	2	0	0.0%	12.0%	0.0%
	Radiology	3	0	0	24.5%	0.0%	0.0%
	Surgery	1	4	0	10.5%	18.6%	0.0%
	Others	0	4	1	0.0%	35.0%	6.9%
	Overall		11	27	28	9.1%	11.5%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
KWC	Accident & Emergency	2	5	8	18.6%	13.1%	12.5%
	Anaesthesia	1	8	2	13.0%	33.8%	6.5%
	Family Medicine	0	1	7	0.0%	3.2%	8.7%
	Intensive Care Unit	0	1	0	0.0%	9.1%	0.0%
	Medicine	5	5	5	15.3%	6.2%	4.1%
	Neurosurgery	0	0	0	0.0%	0.0%	0.0%
	Obstetrics & Gynaecology	0	3	3	0.0%	42.4%	23.8%
	Ophthalmology	0	4	0	0.0%	50.0%	0.0%
	Orthopaedics & Traumatology	2	2	0	14.5%	11.9%	0.0%
	Paediatrics	1	1	0	11.2%	5.0%	0.0%
	Pathology	2	3	1	12.7%	29.5%	4.6%
	Psychiatry	0	3	2	0.0%	10.1%	6.6%
	Radiology	1	0	0	7.8%	0.0%	0.0%
	Surgery	1	2	5	6.3%	6.6%	9.8%
	Others	2	2	0	18.6%	15.6%	0.0%
	Overall		17	40	33	10.8%	12.0%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
NTEC	Accident & Emergency	2	4	1	22.9%	13.5%	2.5%
	Anaesthesia	0	1	1	0.0%	4.2%	3.4%
	Cardiothoracic Surgery	1	0	0	41.4%	0.0%	0.0%
	Family Medicine	0	1	8	0.0%	3.0%	12.6%
	Intensive Care Unit	2	0	2	46.2%	0.0%	11.7%
	Medicine	2	8	3	5.3%	12.2%	2.2%
	Neurosurgery	1	0	0	35.3%	0.0%	0.0%
	Obstetrics & Gynaecology	0	3	0	0.0%	32.1%	0.0%
	Ophthalmology	0	1	0	0.0%	19.4%	0.0%
	Orthopaedics & Traumatology	1	2	0	10.0%	12.1%	0.0%
	Paediatrics	1	0	2	9.9%	0.0%	6.3%
	Pathology	1	1	0	8.8%	9.5%	0.0%
	Psychiatry	1	0	2	12.5%	0.0%	6.3%
	Radiology	2	0	0	14.5%	0.0%	0.0%
	Surgery	1	4	2	5.6%	15.6%	4.3%

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Others	0	1	1	0.0%	9.8%	3.2%
	Overall	15	26	22	9.0%	8.8%	3.9%
NTWC	Accident & Emergency	0	2	5	0.0%	7.5%	9.4%
	Anaesthesia	1	0	1	13.6%	0.0%	3.1%
	Cardiothoracic Surgery	0	0	0	0.0%	0.0%	0.0%
	Family Medicine	0	1	4	0.0%	4.3%	6.6%
	Intensive Care Unit	1	1	0	36.4%	11.2%	0.0%
	Medicine	0	4	3	0.0%	7.4%	3.0%
	Neurosurgery	1	0	0	29.3%	0.0%	0.0%
	Obstetrics & Gynaecology	2	1	0	25.3%	15.4%	0.0%
	Ophthalmology	0	0	1	0.0%	0.0%	6.9%
	Orthopaedics & Traumatology	1	1	2	13.5%	6.9%	6.5%
	Paediatrics	3	0	2	44.4%	0.0%	8.3%
	Pathology	2	2	1	23.1%	40.0%	10.1%
Psychiatry	0	3	4	0.0%	11.5%	9.8%	

Cluster	Major Speciality	Attrition (Wastage) Figures			Attrition (Wastage) Rates		
		Consultant	SMO/AC	MO/R	Consultant	SMO/AC	MO/R
	Radiology	1	2	0	8.6%	36.9%	0.0%
	Surgery	2	0	2	12.6%	0.0%	4.8%
	Others	0	5	0	0.0%	42.9%	0.0%
	Overall	14	22	25	10.3%	9.3%	5.1%

Note :

- (1) Attrition (Wastage) includes all types of cessation of service from HA for permanent and contract staff on headcount basis.
- (2) Rolling Attrition (Wastage) Rate = (Total number of staff left HA in the past 12 months / Average strength in the past 12 months) x 100%
- (3) Doctors exclude Interns and Dental Officers.

Abbreviations

Hospital Cluster

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

Rank

SMO/AC – Senior Medical Officer/Associate Consultant

MO/R – Medical Officer/Resident