



醫院管理局
HOSPITAL
AUTHORITY

25 February 2022

Professor Marco PANG
President of Hong Kong Physiotherapy Association
Room 901
9/F Rightful Centre
12 Tak Hing Street
Jordan, Kowloon

Dear Professor PANG,

Thank you for your letters to Mr Henry FAN dated 1 November 2021 and 29 December 2021 expressing the concerns on high attritions of physiotherapist (PT) in the Hospital Authority (HA) and various recommended measures on staff retention.

The HA recognizes the importance of and contributions from PT to the services. As communicated with your representatives at the HA Allied Health Professions Staff Group Consultative Committee meeting on 19 November 2021, the HA has been closely monitoring the PT manpower situation with a number of on-going measures to attract and retain talents. We are also aware of the recent increasing turnover rate of PT and concerned about its impact to the current workforce and services. Additional measures would be explored and introduced.

Enhance Promotion Prospect

To support service needs and development, the HA provided more than 110 promotion positions in the rank of Physiotherapist I (PTI) and Senior Physiotherapist (SPT) in the past three years. In 2022/23, around 35 promotion positions will be further created. Taking into account the staff situation and to enhance promotion prospect, the HA will provide more promotion opportunities for our new generation and further explore creating additional promotion posts for PT from 2023/24 onwards.

Increase Staff Supply

The HA regularly conducts active recruitment, covering both local PT and overseas PT graduates. To further enhance manpower capacity, we plan to extend the Temporary Undergraduate (TU) arrangement to PT students, i.e. to offer TU(PT) post to final year students who have accepted offers of PTII posts and pending for registration.

Over the years, the HA implemented Special Retired and Rehire Scheme (SRRS), locum recruitment and Special Honorarium Scheme to address manpower shortage. To attract experienced PT to continue their service beyond retirement and nurturing of less experienced PT, SRRS has been enhanced that retired PT could be re-appointed at PTI/ SPT rank subject to service needs, staff expertise and manpower situation.

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Address Heavy Workload

Currently, there are over 1200 PT staff working in HA. To address the service needs and development, the PT workforce has been growing with additional 195 PT posts created in past three years. In 2022-23, extra 65 PT posts will be in place. We will continuously monitor the PT workforce situation in order to support the service.

The HA, in the past, has enhanced supporting staff manpower for improving the quality and efficiency of physiotherapy services by relieving PT from non-professional duties. We would actively consider the creation of additional clinical related supporting staff positions to support PT in the coming years.

Training and Specialty Service Development

We always strive to promote professional development of allied health grades. PTs working in HA are provided with structured training and development opportunities, including overseas training. Nevertheless, overseas training program is currently suspended in view of the COVID-19 situation.

Additionally, PTs in HA have been advancing their knowledge and skills through various modes of continuing professional development and delivering different specialized services according to clinical needs in order to meet the ever-rising demand for healthcare services. We rely on the direction and policy from the Physiotherapists Board and College to drive the specialty development and would explore recognition scheme to PT as appropriate.

The HA's remuneration package which includes basic salary, monthly allowance as well as other benefits e.g. housing benefits, retirement benefits was developed based on the general principle agreed with the Government that the total cost of HA's package should generally be comparable to that of Civil Service counterparts. While maintaining the cost comparability with Civil Service, the HA will keep monitoring if there exists an opportunity to review the remuneration package subject to operational needs, market situation and financial sustainability.

We very much appreciate your invaluable recommendations to support the growth and development of PT in the HA. Thank you.

Yours sincerely,

(Dr Deacons YEUNG)
Director (Cluster Services)
Hospital Authority

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c.c. Prof Sophia CHAN Siu-chee, JP, Secretary for Food and Health, HKSAR
Mr Henry FAN Hung-ling, SBS, JP, Chairman, Hospital Authority
Dr Tony KO, Chief Executive, Hospital Authority

