

# 2000 Health Manpower Survey

## 二零零零年醫療衛生服務人力統計調查

### Summary of the Characteristics of Nurses and Allied Nursing Personnel Enumerated

#### 經點算護士及護理相連職系人員的特徵摘要

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#### EXECUTIVE SUMMARY

#### 簡要報告

#### 1. Types of Nurses and Allied Nursing Personnel Covered

#### 1. 涵蓋的護士及護理相連職系人員的類別

1.1 The following six types of nurses and allied nursing personnel were covered in the 2000 Health Manpower Survey (HMS):

1.1 二零零零年醫療衛生服務人力統計調查涵蓋了以下六類護士及護理相連職系人員：

(i) **Registered nurses (RN)**

refer to nursing personnel registered (Part I / II / III / IV) with the Nursing Council of Hong Kong under the Nurses Registration Ordinance (Chapter 164) and held a valid practising certificate as at 1.7.2000.

(i) 註冊護士

指根據《護士註冊條例》(第164章)的規定向香港護士管理局註冊(第I/II/III/IV部),並於二零零零年七月一日持有效執業證明書的護理人員。

(ii) **Enrolled nurses (EN)**

refer to nursing personnel enrolled (Part I / II) with the Nursing Council of Hong Kong under the Nurses Registration Ordinance (Chapter 164) and held a valid practising certificate as at 1.7.2000.

(ii) 登記護士

指根據《護士註冊條例》(第164章)的規定向香港護士管理局登記(第I/II部),並於二零零零年七月一日持有效執業證明書的護理人員。

(iii) **Student nurses (SN)**

refer to nursing personnel who are undergoing a 3-year classroom and on-the-job training leading to the registration as RN.

(iii) 註冊護士學生

指正接受為期三年的課堂及在職培訓,藉以取得註冊護士資格的護理人員。

(iv) **Pupil nurses (PN)**

refer to nursing personnel who are undergoing a 2-year classroom and on-the-job training leading to the enrolment as EN.

(iv) 登記護士學生

指正接受為期兩年的課堂及在職培訓,藉以取得登記護士資格的護理人員。

(v) **Registered midwives (RM)**

refer to nursing personnel (excluding RN or EN with midwifery qualification) registered with the Midwives Council of Hong Kong under the Midwives Registration Ordinance (Chapter 162) and held a valid practising certificate as at 1.7.2000.

(v) 註冊助產士

指根據《助產士註冊條例》(第162章)的規定向香港助產士管理局註冊,並於二零零零年七月一日持有效執業證明書的護理人員(但不包括持有助產士資格的註冊護士或登記護士)。

(vi) **Other allied nursing personnel (OANP)**

refer to nursing personnel with in-service nursing training in Hong Kong or formal nursing training in other places who are neither registered nor enrolled with the Nursing Council and Midwives Council of Hong Kong.

1.2 In the previous rounds of the HMS, nurses and allied nursing personnel covered in the survey were confined to those who were reported to be practising by the institutions enumerated<sup>①</sup>. With the introduction of practising certificate by the Nursing Council and Midwives Council in 1995 and 2000 respectively, the method adopted in counting RN and EN in the HMS had been changed. In the 2000 HMS, all the RN and EN who held a valid practising certificate as at 1.7.2000 were covered. On the other hand, a large number of RN and EN also held midwifery qualification. In order to avoid double-counting, only midwives without RN or EN qualification and were reported to be practising as at 1.7.2000 by the institutions enumerated<sup>①</sup> were counted in the 2000 HMS. For these reasons, it is considered inappropriate to make comparison between the registration figures and the survey findings.

1.3 It should also be noted that students studying the Higher Diploma in Nursing in the Hong Kong Polytechnic University, who were undertaking clinical placement in the hospitals, were regarded as workforce of the Hospital Authority (HA) and hence, were covered in the 2000 HMS. However, students undertaking nursing degree courses in the universities and not providing service at hospitals were not considered as health manpower and thus, were excluded in the 2000 HMS.

1.4 Accordingly, a total of 21 635 RN, 8 077 EN, 2 221 SN, 534 PN, 147 RM and 1 091 OANP were covered in the 2000 HMS.

(vi) 其他護理相連職系人員

指曾在香港接受在職護理訓練，或曾於其他地區接受正規護理訓練，但沒有向香港的護士管理局或助產士管理局註冊或登記的護理人員。

1.2 以往的統計調查涵蓋的護士及護理相連職系人員，只局限於由經點算機構<sup>①</sup>呈報為正在執業的人員。由於護士管理局及助產士管理局分別在一九九五年及二零零零年開始推行申請執業證明書的規定，因此是次統計調查計算註冊護士及登記護士的方法亦有改變。二零零零年統計調查只涵蓋於二零零零年七月一日持有有效執業證明書的註冊護士及登記護士。另一方面，很多註冊護士及登記護士均持有助產士資格，為避免重複點算，二零零零年統計調查只是涵蓋沒有註冊護士或登記護士資格，並由經點算機構<sup>①</sup>呈報在二零零零年七月一日正在執業的助產士。有鑑於此，把註冊人數與統計調查結果加以比較並不恰當。

1.3 值得一提的是，二零零零年統計調查涵蓋的人員，包括正攻讀香港理工大學護理學高級文憑課程，在醫院進行臨牀實習，而且被醫院管理局（簡稱醫管局）視為工作人員的學生。但是，二零零零年統計調查並不包括正在大學攻讀護理學學士課程，並未在醫院提供護理服務，也不視為醫療衛生人員的學生。

1.4 因應上述情況，二零零零年統計調查涵蓋了共21 635名註冊護士、8 077名登記護士、2 221名註冊護士學生、534名登記護士學生、147名註冊助產士及1 091名其他護理相連職系人員。

① Please refer to the 'Summary of Preliminary Results' of the 2000 Health Manpower Survey for information on the results of enumeration by type of institutions.

有關按機構類型劃分的經點算結果資料，請參閱二零零零年醫療衛生服務人力統計調查的《初步點算結果摘要》。

## 2. Registered Nurses and Student Nurses

2.1 Among the 21 635 RN covered, 16 486 had responded to the survey, giving a response rate of 76.2%. Among them, 15 249 were practising in the nursing profession as at 1.7.2000 whereas 1 237 reported to be inactive. Of the inactive group, 53.6% reported to have changed profession. 29.3% reported to have retired and their median retirement age was 55.0. Another 12.9% reported to have migrated.

2.2 Of the 15 249 active RN enumerated, 94.2% were in the general stream whilst 5.8% were in the psychiatric stream. The sex ratio of the active RN enumerated in the general stream was 10 (males per 100 females), which was much lower than that in the psychiatric stream (77). The overall sex ratio was 12 (males per 100 females). The median age of the active RN enumerated in the general stream (35.0) was lower than that in the psychiatric stream (37.0). The overall median age of the active RN enumerated was 35.0 and 87.3% of them were born in Hong Kong (Table A).

2.3 Of the active RN enumerated, 75.2% worked in the HA, followed by the private sector (10.6%) and the government (8.9%) (Table A). Analysed by stream of practice, the proportion accounted by the HA was higher in the psychiatric stream (92.2%) than in the general stream (74.1%).

2.4 Among the active RN enumerated, 14 871 (97.5%) received their basic nursing training in Hong Kong, of whom 239 (1.6%) reported to hold a bachelor's degree in nursing as their basic qualifications.

2.5 Of the active RN enumerated, 9 066 (59.5%) had received additional training in nursing. It was noted that a larger proportion of active RN enumerated in the general stream (60.1%) had received additional training in nursing compared with the psychiatric stream (49.3%).

## 2. 註冊護士及註冊護士學生

2.1 在涵蓋的21 635名註冊護士中，共有16 486名作出回應，回應率為76.2%。當中有15 249名於二零零零年七月一日正從事護理專業工作，其餘1 237名據報當時並非從事業內工作。這些並非從事業內工作的人員中，有53.6%據報已轉業。有29.3%據報已退休，而他們的退休年齡中位數為55.0歲。另有12.9%據報已移民。

2.2 經點算的15 249名在職註冊護士中，94.2%任職普通科，5.8%任職精神科。經點算在職普通科註冊護士的性別比率為10人（每百名女性的男性數目），遠較精神科註冊護士的性別比率（77人）為小；整體性別比率則為12人（每百名女性的男性數目）。經點算在職普通科註冊護士的年齡中位數（35.0歲）較精神科註冊護士的年齡中位數（37.0歲）為小。經點算在職註冊護士的整體年齡中位數為35.0歲，當中有87.3%在香港出生（表甲）。

2.3 經點算在職註冊護士中，75.2%任職醫管局，其次是私營機構（10.6%）及政府（8.9%）（表甲）。按分科工作分析，在醫管局工作的精神科註冊護士所佔比例（92.2%）較普通科註冊護士的有關比例（74.1%）為大。

2.4 經點算在職註冊護士中，14 871名（97.5%）在本港接受基本護理訓練，當中239名（1.6%）據報持有護理學學士學位作為基本資格。

2.5 經點算在職註冊護士中，9 066名（59.5%）曾接受額外護理訓練。調查結果顯示曾接受額外護理訓練的經點算在職普通科註冊護士的比例（60.1%）較在職精神科註冊護士的（49.3%）為大。

2.6 Among the 2 221 SN covered, 1 618 had responded to the survey, giving a response rate of 72.9%. Of these SN, 89.4% and 10.6% were in the general and psychiatric streams respectively. All the SN enumerated in the psychiatric stream were receiving their training in the HA. For those in the general stream, the HA accounted for 92.2% whereas the remaining 7.8% were receiving their training in private hospitals. The overall sex ratio of the SN enumerated was 16 (males per 100 females). Their overall median age was 23.0 and 87.1% of them were born in Hong Kong (Table A).

### 3. Enrolled Nurses and Pupil Nurses

3.1 Among the 8 077 EN covered, 6 412 had responded to the survey, giving a response rate of 79.4%. Among them, 6 106 reported to be practising in the nursing profession as at 1.7.2000 while 306 were found to be inactive. Of the inactive group, 56.9% reported to have changed profession. 25.2% reported to have retired and their median retirement age was 55.0. Another 10.5% reported to have migrated.

3.2 Of the active EN enumerated, 91.8% were in the general stream and 8.2% were in the psychiatric stream. The sex ratio for the active EN enumerated in the general stream was 4 (males per 100 females), which was lower than that in the psychiatric stream (43). The overall sex ratio was 7 (males per 100 females). The median age of the active EN enumerated in the general stream (35.0) was lower than that in the psychiatric stream (37.0). The overall median age of the active EN enumerated was 35.0 and 81.9% of them were born in Hong Kong (Table A).

3.3 Of the active EN enumerated, 53.9% worked in the HA, followed by the private sector (20.9%), and the academic and subvented sectors (16.0%). Those in the government accounted for 9.3% only (Table A). Analysed by stream of practice, the proportion accounted by the HA was higher in the psychiatric stream (80.0%) than in the general stream (51.5%).

2.6 在涵蓋的2 221名註冊護士學生中，共有1 618名作出回應，回應率為72.9%，當中任職普通科及精神科的分別佔89.4%及10.6%。全部經點算精神科註冊護士學生均在醫管局受訓，普通科註冊護士學生則有92.2%在醫管局受訓，其餘7.8%則在私家醫院受訓。經點算註冊護士學生的整體性別比率為16人（每百名女性的男性數目）；整體年齡中位數為23.0歲，當中有87.1%在香港出生（表甲）。

### 3. 登記護士及登記護士學生

3.1 在涵蓋的8 077名登記護士中，共有6 412名作出回應，回應率為79.4%。當中有6 106名於二零零零年七月一日正從事護理專業工作，有306名則據報當時並非從事業內工作。這些並非從事業內工作的人員中，有56.9%據報已轉業。有25.2%據報已退休，而他們的退休年齡中位數為55.0歲。另有10.5%據報已移民。

3.2 經點算在職登記護士中，91.8%從事普通科工作，8.2%從事精神科工作。經點算在職普通科登記護士的性別比率為4人（每百名女性的男性數目），較精神科登記護士的性別比率（43人）為小，整體性別比率則為7人（每百名女性的男性數目）。在職普通科登記護士的年齡中位數（35.0歲）較在職精神科登記護士的年齡中位數（37.0歲）為小。經點算在職登記護士的整體年齡中位數為35.0歲，當中有81.9%在香港出生（表甲）。

3.3 經點算在職登記護士中，53.9%任職醫管局，其餘依次是私營機構（20.9%），以及學術及資助機構（16.0%），政府則只佔9.3%（表甲）。按分科工作分析，在醫管局工作的精神科登記護士所佔比例（80.0%）較普通科登記護士的有關比例（51.5%）為大。

3.4 Among the active EN enumerated, 99.4% received their basic nursing training in Hong Kong.

3.5 Of the active EN enumerated, 5.7% had received additional training in nursing. The percentage of active EN enumerated having received additional training was higher in the general stream (5.7%) than in the psychiatric stream (5.0%).

3.6 Among the 534 PN covered, 501 had responded to the survey, giving a response rate of 93.8%. Of these PN, 92.0% and 8.0% were in the general and psychiatric streams respectively. All the PN enumerated in the psychiatric stream were receiving their training in the HA. For those in the general stream, the HA accounted for 78.1% whereas the remaining 21.9% were receiving their training in private hospitals. The overall sex ratio of the PN enumerated was 10 (males per 100 females). Their overall median age was 21.0 and 87.2% of them were born in Hong Kong (Table A).

#### 4. Registered Midwives and Other Allied Nursing Personnel

4.1 Among the 147 RM covered, 136 had responded to the survey, giving a response rate of 92.5%. All of these 136 RM were female, with a median age of 51.0. Among them, 76.5% were born in Hong Kong. Analysed by sector, the government accounted for 41.2% of the RM enumerated, followed by the HA (31.6%) and other sectors (27.2%) (Table A).

4.2 Among the 1 091 OANP covered, 902 had responded to the survey, giving a response rate of 82.7%. These 902 OANP had a sex ratio of 12 (males per 100 females) and an overall median age of 46.0. Majority of them worked in the private sector. The proportion of OANP born in Hong Kong (32.2%) was relatively small compared with the active nurses and midwives enumerated (Table A).

3.4 經點算在職登記護士中，有99.4%是在本港接受基本護理訓練。

3.5 經點算在職登記護士中，5.7%曾接受額外護理訓練。經點算在職普通科登記護士中，曾接受額外護理訓練的比例（5.7%）較在職精神科登記護士的有關比例（5.0%）為大。

3.6 在涵蓋的534名登記護士學生中，共有501名作出回應，回應率達93.8%，當中任職普通科及精神科者分別佔92.0%及8.0%。全部經點算精神科登記護士學生均在醫管局受訓。至於普通科登記護士學生中，有78.1%在醫管局受訓，其餘21.9%在私家醫院受訓。經點算登記護士學生的整體性別比率為10人（每百名女性的男性數目）；整體年齡中位數為21.0歲，當中有87.2%在香港出生（表甲）。

#### 4. 註冊助產士及其他護理相連職系人員

4.1 在涵蓋的147名註冊助產士中，共有136名作出回應，回應率為92.5%。該136名註冊助產士全部均為女性，年齡中位數為51.0歲，其中76.5%在香港出生。按所屬機構類型分析，任職政府者佔41.2%，其餘依次是醫管局（31.6%）及其他類型的機構（27.2%）（表甲）。

4.2 在涵蓋的1 091名其他護理相連職系人員中，共有902名作出回應，回應率為82.7%。該902名人員的性別比率為12人（每百名女性的男性數目），整體年齡中位數為46.0歲，當中大部分在私營機構工作。在香港出生的其他護理相連職系人員所佔比例（32.2%）相對經點算在職護士及助產士的有關比例為小（表甲）。

## 5. Inter-sector Flow of Active Nurses and Midwives Enumerated

5.1 Among the active nurses and midwives enumerated in the survey, 11 543 reported to be practising locally as RN, 2 231 as SN, 4 436 as EN, 990 as PN and 127 as RM as at 1.7.1996. Majority of them remained working in their respective sectors between 1.7.1996 and 1.7.2000.

5.2 On the other hand, 1 475 RN, 680 EN and nine RM enumerated reported to be not practising locally in the respective professions as at 1.7.1996. At that time, they were studying for the respective professions, working in the respective professions abroad or working in other professions etc.. Further analysis showed that 62.4% of these RN and 43.5% of these EN were employed by the HA whilst most of the nine RM joined the private sector after 1.7.1996.

Department of Health  
The Government of the Hong Kong  
Special Administrative Region  
September 2002

## 5. 經點算在職護士及助產士在不同類型機構間的轉職情況

5.1 是次統計調查經點算在職護士及助產士中，有11 543名據報於一九九六年七月一日為本港在職註冊護士，2 231名為註冊護士學生，4 436名為登記護士，990名為登記護士學生，127名為註冊助產士；其中大部分人員在一九九六年七月一日至二零零零年七月一日期間仍在其原來所屬類型機構工作。

5.2 另一方面，有1 475名經點算註冊護士、680名登記護士及九名註冊助產士據報於一九九六年七月一日並非在本港從事其護理專業。當時他們正攻讀其所屬護理專業課程、在外地從事有關護理專業或從事其他行業等。進一步分析顯示，一九九六年七月一日後，其中62.4%的註冊護士、43.5%的登記護士獲醫管局聘用，該九名註冊助產士則大部分加入私營機構工作。

香港特別行政區政府  
衛生署  
二零零二年九月

**Table A : Characteristics of Active Nurses and Allied Nursing Personnel Enumerated**

表甲：經點算在職護士及其他護理相連職系人員的特徵

Characteristics 特徵	Type of Nurses and Allied Nursing Personnel 護士及護理相連職系人員類別					
	RN 註冊護士	EN 登記護士	SN 註冊護士 學生	PN 登記護士 學生	RM 註冊 助產士	OANP 其他護理相 連職系人員
1. Number enumerated 經點算人數	15 249	6 106	1 618	501	136	902
2. Stream of practice 從事的分科工作						
General stream 普通科	94.2%	91.8%	89.4%	92.0%	-	-
Psychiatric stream 精神科	5.8%	8.2%	10.6%	8.0%	-	-
3. Median age 年齡中位數	35.0	35.0	23.0	21.0	51.0	46.0
4. Sex ratio (males per 100 females) 性別比率（每百名女性的男性數目）	12	7	16	10	0	12
5. Percentage born in Hong Kong 在香港出生的護理人員所佔百分率	87.3%	81.9%	87.1%	87.2%	76.5%	32.2%
6. Sector of work 工作機構類型						
Government 政府	8.9%	9.3%	-	-	41.2%	8.1%
Hospital Authority 醫院管理局	75.2%	53.9%	93.0%	79.8%	31.6%	) 8.4%
Academic and Subvented 學術及資助機構	5.3%	16.0%	-	-	) 27.2%	)
Private 私營機構	10.6%	20.9%	7.0%	20.2%	)	83.5%

Notes : Figures refer to the numbers of nursing personnel who reported to be practising in the relevant nursing profession locally as at 註釋 1.7.2000.

數字指於二零零零年七月一日據報於本港護理業內執業的護理人員數目。

'-' Not applicable 不適用