

# 1996 Health Manpower Survey

## 一九九六年醫療衛生服務人力統計調查

### Summary of Preliminary Results

### 初步點算結果摘要

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#### 1. Objectives

1.1 The 1996 Health Manpower Survey (HMS) was conducted by the Department of Health during July 1996. This is the seventh survey of the same series, with six previous rounds conducted in 1980, 1982, 1984, 1987, 1990 and 1992. The main objectives of the 1996 HMS were:

- (a) to provide updated information on the size and structure of all medical and health personnel working in Hong Kong;
- (b) to compare the survey results from the 1996 HMS with previous rounds of HMS; and
- (c) to study the inter-sector flow of different types of medical and health personnel between 1992 and 1996.

#### 2. Coverage

2.1 The 1996 HMS aimed to cover all medical and health personnel working in Hong Kong. All institutions in which such personnel were likely to be employed were covered. The number of institutions covered amounted to 8 516 whilst a total of 46 429 medical and health personnel were covered in the survey.

#### 3. Survey methodology

3.1 In view of the large number of institutions covered, a mail questionnaire survey method was adopted. Before the conduct of the survey, letters were sent to the professional associations and related institutions in end-June 1996 explaining the objectives of the survey and seeking their co-operation. A press release was issued on 26.6.96, publicizing the survey and soliciting the co-operation of medical and health personnel.

#### 1. 目的

1.1 衛生署於一九九六年七月進行醫療衛生服務人力統計調查，這是繼一九八零、一九八二、一九八四、一九八七、一九九零及一九九二年的6次人力統計調查後進行的第7次調查，主要目的如下：

- (a) 搜集有關所有在香港工作的醫療衛生人員的人數和結構的最新資料；
- (b) 將一九九六年醫療衛生服務人力統計調查結果和以往的結果作一比較；及
- (c) 就一九九二至一九九六年期間各類醫療衛生人員在不同類型機構之間的轉職情況進行研究。

#### 2. 統計範圍

2.1 一九九六年醫療衛生服務人力統計調查是以所有在香港工作的醫療衛生人員為調查對象，並涵蓋所有可能會聘用這些人員的機構，是次統計調查涵蓋的機構總數達8 516間，共包括了46 429名醫療衛生人員。

#### 3. 統計調查方法

3.1 鑑於涵蓋的機構數目龐大，衛生署採用了郵寄問卷的方式進行統計調查。在一九九六年六月底，衛生署去信各專業組織及有關機構，解釋是次統計調查的目的及籲請他們合作，並於一九九六年六月廿六日發出新聞稿，公布這項統計調查及籲請醫療衛生人員合作。

3.2 As the unit of enumeration was confined to institution, invitation letters and questionnaires were first sent to the institutions covered. The non-responded institutions were followed-up by sending reminder letters, and then by telephone and field visits. A supplementary survey in the form of mail questionnaires was further conducted in October 1996 to improve the response rates of the gazetted type of medical and health personnel, namely, doctors, dentists, pharmacists, medical laboratory technologists, occupational therapists and optometrists.

#### 4. Preliminary results of enumeration by type of institutions

4.1 The overall response rate for institutions compared with that of the 1992 HMS is as follows:

		1992 一九九二年	1996 一九九六年
Number covered 涵蓋數目	(a)	8 542	8 516
Number responded 回應數目	(b)	7 941	7 898
Overall response rate 整體回應率	(c)=(b)/(a)	93.0%	92.7%

4.2 The response rates of Hospital Authority institutions, government medical services/clinics, and private hospitals and nursing homes were 100.0% while those of other institutions were all over 80.0%. Further details are presented in **Table 1**.

3.2 是項統計調查是以機構作為點算單位，所以衛生署先向涵蓋的機構發出邀請信和問卷，繼而向沒有回覆的機構發出備忘提示函件，並以電話及外勤訪問作跟進。一九九六年十月，衛生署以郵寄問卷的方式進行補充調查，以提高憲報公布的各類醫療衛生人員，即醫生、牙醫、藥劑師、醫務化驗師、職業治療師及視光師的回應率。

#### 4. 按機構類別劃分的初步點算結果

4.1 現將一九九二年和一九九六年醫療衛生服務人力統計調查各機構的整體回應率分列如下，以作比較：

4.2 醫院管理局機構、政府醫療服務/診療所、私家醫院/護養院的回應率達100.0%，其他機構的回應率則超過80.0%。進一步詳情見**表1**。

**Table 1 : Response Rate by Type of Institutions**

表1：按機構類別劃分的回應率

Type of Institutions 機構類別	Number Covered 涵蓋數目	Response Rate 回應率(%)
Caterer/Brewery/Hotel 膳食款待/啤酒製造/酒店	26	96.2
Chiropractic Clinic 脊醫診所	28	89.3
Dental Laboratory 牙科化驗所	236	88.6
Dental Surgery 牙醫診所	1 069	92.8
Exempted Clinic 豁免診療所	116	99.1
Geriatric Home 安老院	439	95.9
Government Medical Service/Clinic 政府醫療服務/診療所	319	100.0
Health Club 健身會所	6	83.3
Hospital Authority Institution 醫院管理局機構	99	100.0
Medical and X-ray Laboratory 醫療及X光化驗所	216	90.3
Medical Clinic 註冊診療所	82	92.7
Medical Equipment Company 醫療器材公司	811	98.5
Miscellaneous Health Services* 雜項醫療衛生服務*	76	90.8
Nursery/Child Care Centre 托兒所/幼兒中心	319	97.8
Optical Company/Shop 眼鏡及眼鏡用品公司	1 093	94.1
Pharmaceutical Company 藥物製造及銷售	504	94.4
Private Hospital/Nursing Home 私家醫院/護養院	23	100.0
Private Practitioner's Office 私家醫務所	2 620	87.5
Rehabilitation Institute 復康機構	316	97.5
Special School 特殊學校	87	89.7
University/Military/Others 大學/軍事機構/其他	31	100.0
<b>Total</b> 總計	<b>8 516</b>	<b>92.7</b>

Note : \* Refers to private clinics/institutions providing miscellaneous health services, such as clinical management, physiotherapy and speech therapy services.

註釋：\*指提供如臨床管理、物理治療和言語治療等雜項醫療衛生服務的私營診所/機構。

## 5. Preliminary results of enumeration by type of medical and health personnel

5.1 The overall response rate for medical and health personnel compared with that of the 1992 HMS is as follows:

		1992 一九九二年	1996 一九九六年
Number covered 涵蓋數目	(a)	38 880	46 429
Number responded 回應數目	(b)	35 975	38 349
Overall response rate 整體回應率	(c)=(b)/(a)	92.5%	82.6%

5.2 A decrease in the overall response rate was noted in the 1996 HMS compared with the 1992 HMS. As for individual type of medical and health personnel, the response rate was highest for ancillary dental personnel (93.0%), followed by optometrists (87.0%), nurses and allied nursing personnel (86.1%), and other allied health personnel (81.8%), whilst the lowest was observed for pharmacists (69.4%), followed by dentists (70.4%). In absolute terms, the non-response was highest for nurses and allied nursing personnel, amounted to 3 402, followed by doctors, which totalled 1 889. Further details are presented in **Table 2**.

5.3 Those responded to the 1996 HMS and claimed to be inactive (854), i.e. doctors, dentists, pharmacists, medical laboratory technologists, occupational therapists and optometrists, experienced an increase compared with the corresponding figure of the 1992 HMS (566). About half of these inactive personnel was doctors.

5.4 Possible explanations for the decrease in overall response rate would be that the HMS is a voluntary survey and that subjects' responses rely heavily upon their co-operation. Furthermore, there may be an increase in the number of medical and health personnel ceased practising in Hong Kong or out of Hong Kong during the survey period due to retirement, emigration or other reasons but this is not reflected adequately through the channels like the gazette.

## 5. 按醫療衛生人員類別劃分的初步點算結果

5.1 現將一九九二年和一九九六年醫療衛生服務人力統計調查各醫療衛生人員的整體回應率分列如下，以作比較：

	1992 一九九二年	1996 一九九六年
Number covered 涵蓋數目	38 880	46 429
Number responded 回應數目	35 975	38 349
Overall response rate 整體回應率	92.5%	82.6%

5.2 一九九六年醫療衛生服務人力統計調查的整體回應率較一九九二年為低。就個別類別的醫療衛生人員而言，牙科輔助人員的回應率最高(93.0%)，其次是視光師(87.0%)、護士及護理相連職系人員(86.1%)及其他醫療輔助人員(81.8%)。藥劑師的回應率為最低(69.4%)，其次是牙醫(70.4%)。就未有作出回應的人數計算，以護士及護理相連職系人員為數最多，總數達3 402人，其次是醫生，總數達1 889人，進一步詳情見表2。

5.3 就一九九六年醫療衛生服務人力統計調查作出回應，並據報不再從事業內工作的人士(854名)，即醫生、牙醫、藥劑師、醫務化驗師、職業治療師及視光師，較一九九二年是項統計調查的對應人數(566名)為高。在非從事業內工作的人士當中，約有半數為醫生。

5.4 整體回應率下降可能是由於有關的統計調查是自願性質，調查對象的回應情況很視乎其合作程度。再者，在調查進行期間，不再於香港或於香港以外地方執業的醫療衛生人員的數目可能因為退休、移民或其他原因而有所增加，但沒有透過憲報等渠道充份反映出來。

**Table 2 : Response Pattern by Type of Medical and Health Personnel**

**表2：按醫療衛生人員類別劃分的回應率**

Type of Medical and Health Personnel 醫療衛生人員類別	Total Covered 涵蓋數目	Responded 作出回應						Non-Responded 沒有回應	
		Active 從事業內工作		Inactive 非從事業內工 <sup>③</sup>		Total 總計		No. 數目	%
		No. 數目	%	No. 數目	%	No. 數目	%		
Doctor 醫生	8 069 <sup>①</sup>	5 750	71.3	430	5.3	6 180	76.6	1 889	23.4
Dentist 牙醫	1 478 <sup>①</sup>	977	66.1	64	4.3	1 041	70.4	437	29.6
Nurse and Allied Nursing Personnel 護士及護理相連職系人員	24 524 <sup>②</sup>	21 122	86.1	N.A.	N.A.	21 122	86.1	3 402	13.9
Pharmacist 藥劑師	1 018 <sup>①</sup>	613	60.2	94	9.2	707	69.4	311	30.6
Medical Laboratory Technologist 醫務化驗師	2 603 <sup>①</sup>	1 718	66.0	169	6.5	1 887	72.5	716	27.5
Occupational Therapist 職業治療師	674 <sup>①</sup>	492	73.0	39	5.8	531	78.8	143	21.2
Optometrist 視光師	1 257 <sup>①</sup>	1 036	82.4	58	4.6	1 094	87.0	163	13.0
Ancillary Dental Personnel 牙科輔助人員 <sup>④</sup>	1 965 <sup>②</sup>	1 828	93.0	N.A.	N.A.	1 828	93.0	137	7.0
Other Allied Health Personnel 其他醫療輔助人員 <sup>⑤</sup>	4 841 <sup>②</sup>	3 959	81.8	N.A.	N.A.	3 959	81.8	882	18.2
<b>Total 總計</b>	<b>46 429</b> (38 880)	<b>37 495</b> (35 409)	<b>80.8</b> (91.1)	<b>854</b> (566)	<b>1.8</b> (1.5)	<b>38 349</b> (35 975)	<b>82.6</b> (92.5)	<b>8 080</b> (2 905)	<b>17.4</b> (7.5)

- Notes :
- ① Figures refer to the numbers of professionals on respective registers maintained by the Boards and Councils Office. For doctors and dentists, those on the overseas lists were excluded.
  - ② Figures refer to the respective numbers of personnel reported by the institutions.
  - ③ Inactive cases refer to those reported to have migrated, retired, deceased or ceased practising in the medical and health profession as registered etc.
  - ④ Ancillary Dental Personnel refer to dental hygienist, student dental hygienist, dental surgery assistant, dental technician/technologist, dental therapist and student dental therapist.
  - ⑤ Other Allied Health Personnel refer to audiologist, audiology technician, chiropodist, chiropractor, clinical psychologist, dietitian, dispenser, student dispenser, educational psychologist, medical laboratory worker, mould laboratory technician, student mould laboratory technician, occupational therapy worker, optical technician, orthoptist, physiotherapist, physiotherapy worker, prosthetist-orthotist, student prosthetist-orthotist, radiographer (diagnostic radiology), radiographer (therapeutic radiology), X-ray technician/assistant, scientific officer (medical) and speech therapist.

N.A. = Not applicable.

Annual renewal of practising certificate was required only for doctors, dentists, pharmacists, medical laboratory technologists, occupational therapists and optometrists.

Figures in brackets refer to the results of the 1992 Health Manpower Survey.

Figures may not add up to total due to rounding.

註釋:

- ❶ 數字指管理局及委員會辦事處備存的各註冊名冊上的專業人員數目，而海外名冊上的醫生及牙醫人數則不包括在內。
- ❷ 數字指各被訪機構呈報的員工數目。
- ❸ 非從事業內工作指已呈報為移民、退休、亡故，以及不再從事所註冊的醫療衛生專業等人士。
- ❹ 牙科輔助人員指牙齒衛生員、見習牙齒衛生員、牙科手術助理員、牙科技術員/技師、牙科治療師及見習牙科治療師。
- ❺ 其他醫療輔助人員指聽力學家、聽力學技術員、足病診療師、脊醫、臨床心理學家、營養師、配藥員、見習配藥員、教育心理學家、醫務化驗室工作人員、製模實驗室技術員、見習製模實驗室技術員、職業治療工作人員、視光技術員、視覺矯正師、物理治療師、物理治療工作人員、義肢矯形師、見習義肢矯形師、放射技師(診斷)、放射技師(治療)、X光技術員/助理、醫務化驗科學主任及言語治療師。

N.A. = 不適用。

根據規定須按年將執業證書續期的人員只限於醫生、牙醫、藥劑師、醫務化驗師、職業治療師及視光師。

括弧內的數字指一九九二年醫療衛生服務人力統計調查的結果。

由於進位關係，數字相加可能不等於總數。