

PRESS RELEASE 新聞稿

Hospital Authority Building, 147B, Argyle Street, Kowloon, Hong Kong

Tuesday, 4 September 2007

Salary Adjustments for Nursing, Allied Health and Non-clinical Staff Groups

The Hospital Authority (HA) today (Tuesday 4 September 2007) announced a proposal on the new starting salary structures for the nursing, allied health and other non-clinical staff groups, subsequent to a series of communications with Staff Consultative Committees of various staff groups.

The salary for these staff groups employed at entry ranks since April 2000 will be adjusted. In broad terms, new entry pay for the ranks concerned will be raised by two or three points starting from 1 October 2007. For existing staff whose pay is below the new entry pay point as at implementation date – their pay will be raised to the new entry pay point. For those whose pay is already on or above the new entry pay point as at implementation date – they will be granted one extra pay point subject to the maximum of the respective pay scale of the rank.

These in general follow the approach used in civil service “normal conversion” exercise for starting salaries. The new salary structures for the three groups are listed in the attachment. Subject to the approval of the HA Board, the new salary structures would be implemented with effect from 1 October 2007.

Mr Shane Solomon, Chief Executive of HA, said that in developing these proposals, HA has taken into consideration the recent grade review exercise results, civil service pay package equivalents, recruitment and retention difficulties, fairness and affordability of HA.

He expressed his appreciation to the representatives of nursing unions, allied health unions and non-clinical staff groups involved in working out this final proposal, “while I am aware that the arrangements proposed above will not satisfy all concerned, I would like to appeal for your understanding that this is the best which HA is able to do right now.”

To address the high turnover in nurses and as a token of recognition and encouragement, an additional increment will be given to nurses who joined HA between 15 June 2002 and 31 December 2005 and have worked for five full years of service.

“The HA will develop a new ward workload standard to address the nurses’ concern on excessive nursing workload, which will eventually lead to a more standardised nurse patient ratio across HA. In the interim, adding of clerical and support staff will help relieve the nursing workload. Of course, the medium-term solution is to train and employ more registered nurses,” remarked Dr Cheung Wai-lun, Director of Cluster Services.

The HA is also committed to enhance the career development and training for nurses & allied health staff. Amongst the 20 disciplines in allied health, a pilot programme has started to develop a new career structure in Diagnostic Radiographer, Occupational Therapist and Physiotherapist grades in 2007/08.

“On the training front for allied health, a three-year structured programme was launched in April this year for new recruits, and the Institute of Advanced Allied Health Studies was established in July to strengthen the professional development of more experienced staff,” continued Dr Cheung.

“For non-clinical staff, grade review exercises are in progress for the finance and information technology staff to shape for them a new career structure with better progression opportunities and clear delineation of responsibilities. Training needs and platforms for supporting staff are also under constant review to develop suitable care-related training programmes for interested staff,” added Mr David Rossiter, Head of Human Resources.

“I want to assure all colleagues that this starting salary change for the nursing, allied health and non-clinical staff groups is just an initial step to respond to the long standing problems. We will do our best to act in the interest of HA colleagues. I look forward to joining hands with colleagues to shape a better working environment for all,” Mr Solomon concluded.

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Attachment

New Starting Salaries for Nurses

Rank	Pay Scale (Note)	HA Current Structure	HA New Structure
Enrolled Nurse	HGPS	5-21	7-21
Enrolled Nurse (Psychiatric)	HGPS	7-23	9-23
Registered Nurse	HGPS	13-25	15-25
Registered Nurse (Psychiatric)	HGPS	15-26	17-26

Note : HGPS = HA General Pay Scale. For ranks whose salary scales have been converted to HA Management Pay Scale (HMPS), the equivalent pay point on HMPS should be used.

Illustration of Registered Nurses Entry Pay Conversion

Registered Nurse (General)

Intake Year	Pay Point at Sep 07	Pay Point at Oct 07 with normal increment	Normal conversion for nurses with starting pay adjustment plus effect of one special increment			
			2007	2008	2009	2010
2006	13	13	15	16	17	18
2005	13	14	15	16	17	19*
2004	14	15	16	17	19*	20
2003	15	16	17	19*	20	21
2002	16	17	19*	20	21	22
2001	18	19	20	21	22	23
2000	19	20	21	22	23	24

N.B.

* Nurses employed between 15.6.2002 and 31.12.2005 will received one additional increment after full five years of service with HA

Table assumes employment to HA in October each year.

New Starting Salaries for Allied Health Professionals

Rank ^(Note 1)	Pay Scale ^(Note 2)	HA Current Structure	HA New Structure
Asst Social Work Officer (SW Degree)	HGPS	13-33	16-33
Clinical Psychologist	HGPS	22-44	25-44
Dietitian	HGPS	13-33	16-33
Dispenser	HGPS	6-21	8-21
Medical Laboratory Technician II	HGPS	6-21	8-21
Occupational Therapist II	HGPS	12-24	14-24
Optometrist	HGPS	11-23	13-23
Pharmacist (old)	HGPS	22-44	25-44
Pharmacist	HGPS	24-38	25-44
Resident Pharmacist	HGPS	20-23	22-24
Physicist	HGPS	22-44	25-44
Resident Physicist	HGPS	20	22
Physiotherapist II	HGPS	12-24	14-24
Podiatrist II	HGPS	11-23	13-23
Prosthetist-Orthotist II	HGPS	11-23	13-23
Radiographer II/Radiation Therapist II	HGPS	12-24	14-24
Scientific Officer (Medical)	HGPS	22-44	25-44
Social Work Assistant	HGPS	7-21	9-21
Speech Therapist	HGPS	13-33	16-33

Note :

1. Only those ranks that have incumbents recruited after April 2000 are listed.
2. HGPS = HA General Pay Scale. For ranks whose salary scales have been converted to HA Management Pay Scale (HMPS), the equivalent pay point on HMPS should be used.

New Starting Salaries for Non-Clinical Staff

Rank ^(Note 1)	Pay Scale ^(Note 2)	HA Current Structure	HA New Structure
I. Ranks with starting salaries adjustment			
Accountant	HGPS	25-44	See (Note 3)
Accounting Officer II	HGPS	11-27	
Analyst Programmer II	HGPS	13-27	15-27
Architect	HGPS	27-44	29-44
Asst Information Officer	HGPS	11-27	13-27
Asst Librarian II	HGPS	11-27	13-27
Asst Supplies Officer	HGPS	4-26	6-26
Engineer	HGPS	27-44	29-44
Executive Officer II	HGPS	12-27	15-27
Health Information & Records Manager II	HGPS	12-27	14-27
Hospital Administrator II	HGPS	11-27	13-27
Statistician	HGPS	22-44	25-44
II. Ranks with starting salaries unchanged			
Artisan	HGPS	5-8	5-8
Asst Building Service Inspector	HGPS	11-23	11-23
Clerk III	HGPS	2-9	2-9
Computer Operator II	HGPS	4-15	4-15
Dental Surgery Assistant	HGPS	4-17	4-17
Electrical Technician	HGPS	11-23	11-23
Foreman	HGPS	7-11	7-11
Health Care Assistant	HGPS	3-7	3-7
Hospital Chef II	HGPS	12-15	12-15
Hospital Foreman	HGPS	7-11	7-11
Laboratory Attendant	HGPS	5-8	5-8
Laboratory Technician II	HGPS	6-21	6-21
Mortuary Attendant	HGPS	8-10	8-10
Mortuary Officer	HGPS	7-21	7-21
Motor Driver	HGPS	5-8	5-8
Office Assistant	HGPS	0-3	0-3
Personal Secretary II	HGPS	3-15	3-15
Property Attendant	HMODS	3-13	3-13
Statistical Officer II	HGPS	6-21	6-21
Supplies Supervisor II	HGPS	2-15	2-15
Ward Attendant	HMODS	3-13	3-13
Workman II	HMODS	0-8	0-8

Note :

1. Only those ranks that have incumbents recruited after April 2000 are listed.
2. HGPS = HA General Pay Scale and HMODS = HA Model Pay Scale. For ranks whose salary scales have been converted to HA Management Pay Scale (HMPS), the equivalent pay point on HMPS should
3. For Accountant and Accounting Officer II , the proposed new salary structures will follow the recommendations of the Finance Grade Review subject to HA Board approval.