

Suggested Formula for Calculating Doctors' Average Weekly Work Hours

Subject to the principles of calculating doctors' average work hours as per Chapter 5 of the Doctor Work Reform Recommendation Report, a typical 26-week calculation of the average weekly work hours is illustrated by the following formula:

$$AWWH = \frac{\sum_{W=1}^{26} Tw}{26 - \frac{X}{D} - \frac{Y}{7}}$$

[Where:

AWWH	=	Average weekly work hours
W	=	Week
$\sum Tw$	=	Total work hours
X	=	Number of annual leave days
D	=	Number of normal working days in a week
Y	=	Number of days of prolonged absence lasting for more than 30 consecutive calendar days plus all types of no pay leave

For ease of calculation, the following recommendations are made in a broad-brush approach for HA's consideration:

Leave Type / Situation #	No. of Work Hours to be Counted for Assessment Purpose (Affecting Numerator)		Leave of Absence to be Discounted from the 26 Working Weeks (Affecting Denominator)	
	5 Days Per Week	5.5 Days Per Week	Calendar Day Basis	Working Day Basis
a) Annual leave	---	---	---	✓
b) Prolonged absence > 30 consecutive calendar days (including paid maternity leave)	---	---	✓	---
c) All types of no pay leave	---	---	✓	---
d) Official release (including authorized absence)	8.8 hours (full day)	8 hours (full day)	---	---
e) Paid study leave *	4.4 hours (half day)	4 hours (half day)	---	---
f) Paid sick leave (Including paid IOD sick leave)				
g) Compassionate leave				
h) Jury duty				
i) Leave for voluntary service				
j) Half pay sick leave, special release for endorsed health programmes				
For leave types (f) – (j) above,				
• if leave is taken when duty roster has been defined	Duty hours as per roster set	Duty hours as per roster set	---	---
• if leave is taken when duty roster is not yet defined	8.8 / 4.4 hours (full / half day)	8 / 4 hours (full / half day)	---	---

* For paid overseas study leave, intervening Saturday, Sunday, rest days as well as public and statutory holidays would be assessed with reference to the normal work pattern of the concerned department in Hong Kong, i.e., all intervening Sunday, public and statutory holidays during the paid study leave would not be counted as work (same as local paid study leave).

All types of leave would be discounted from the 26 working weeks if the leave period lasts for more than 30 consecutive calendar days, or such leave turns out to be no pay leave.