

## CHAPTER 1 – PREAMBLE

- 101 Healthcare is a 24-hour process and hospitals need doctors to provide round-the-clock professional care. Our community has evolved to such a stage as to expect a timely, safe and high quality care in a system that is fit for the 21<sup>st</sup> century. The Steering Committee believes that, as a forward-looking institution, the Hospital Authority ("HA") should keep on modernizing and innovating its healthcare service delivery model for the benefit of the community. Staff at all levels, working collaboratively as a cohesive team, together plays a pivotal role in safeguarding our population's health.
- 102 This Recommendation Report ("Report") of the Steering Committee on Doctor Work Hour ("Steering Committee") recommends to HA prospective strategies of Doctor Work Reform with the objectives of reducing doctors' long work hours, ensuring quality patient care and safety and maintaining a high standard of specialist training. These reform strategies are based on the findings of local studies and surveys, reference to overseas models, views and suggestions of frontline clinicians and senior managers participating in the Doctor Work Reform Strategic Planning Workshop held in March 2007, feedback from consultation with frontline doctors as well as comments from the Hong Kong Academy of Medicine and its constituent Colleges.
- 103 The Steering Committee formulates Doctor Work Reform strategies with due consideration of patient safety, workability, rationality, "People First" culture in HA, affordability as well as service sustainability. The Steering Committee recommends HA to review the efficacy of the reform strategies in pilot sites / hospitals / clusters and critically assess the outcomes before full implementation in HA hospitals.
- 104 This Report serves the sole, and no other, purpose of advising HA on the prospective strategies of Doctor Work Reform. The Steering Committee recommends HA to exercise its own discretion to adopt or modify the reform strategies subject to different considerations, such as feasibility and sustainability of reform, availability of funding, outcome of pilot programmes, etc. No party should make use of any part or the whole of this Report for other purposes, including litigation.
- 105 The Steering Committee is aware of the legal proceedings against HA by doctors in relation to claims on rest days and public holidays and overtime worked. This Report contains views and recommendations of the Steering Committee for HA to consider and they should not be regarded as policies or admission of liability on the part of HA. HA's position in all legal proceedings on matters related to doctors' claims shall not be affected or prejudiced by the views and recommendations contained in this Report.
- 106 To attain positive reform outcome and ultimate success, the Steering Committee recommends HA to keep on communicating with various stakeholders, review the impact and effectiveness of reform strategies and refine its mode of operation and service delivery model so as to continually improve doctors' working conditions and morale as well as patient care in the long term.