

2010 Health Manpower Survey 2010 年醫療衛生服務人力統計調查

Summary of the Characteristics of Registered Nurses Enumerated 經點算註冊護士的特徵摘要

Executive Summary

I. Registered Nurses Covered

1.1 The registered nurses covered in the 2010 HMS were nursing personnel registered in the register under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2010 and had to renew their practising certificates in 2010.

1.2 The number of registered nurses covered was 20 193*, which corresponded to around 67% of all registered nurses as at 31.8.2010.

1.3 Of the 20 193 registered nurses covered, 10 928 had responded to the survey, giving an overall response rate of 54.1%. Among the respondents, 8 568 were economically active^{†‡} (active) in the local nursing / midwifery profession as at 31.8.2010 and 2 360 reported to be economically inactive[§] (inactive) in the local nursing / midwifery profession (Chart A).

簡要報告

I. 所涵蓋的註冊護士

1.1 2010 年的醫療衛生服務人力統計調查，涵蓋截至調查點算當日(即 2010 年 8 月 31 日)已根據《護士註冊條例》(第 164 章)的規定於註冊護士名冊內註冊，並須於 2010 年續領執業證明書的護理人員。

1.2 所涵蓋註冊護士的人數為 20 193* 名，約佔於 2010 年 8 月 31 日全部註冊護士的 67%。

1.3 在統計調查所涵蓋的 20 193 名註冊護士中，有 10 928 名作出回應，整體回應率為 54.1%。在回應者中，有 8 568 名註冊護士於 2010 年 8 月 31 日在本港護理／助產學專業從事經濟活動^{†‡} (在職)，而有 2 360 名據報並非在本港護理／助產學專業從事經濟活動[§] (非在本港從事業內工作)(圖甲)。

* As the 2010 Health Manpower Survey only aimed at covering all registered nurses who had to renew their practising certificates in 2010, registered nurses who did not need to renew practising certificates in 2010 were excluded from the survey.

由於 2010 年醫療衛生服務人力統計調查只涵蓋須於 2010 年續領執業證明書的註冊護士，因此不須於 2010 年續領執業證明書的註冊護士不包括是次統計調查內。

† In the survey, the criteria used in defining economically active / inactive followed those recommended by the International Labour Organization, which are also being used by the Census and Statistics Department in Hong Kong.

是次統計調查中用以界定從事經濟活動及非從事經濟活動的準則，均參照國際勞工組織所提出並獲香港政府統計處所採用的建議。

‡ “Economically active” registered nurses comprised all “employed” and “unemployed” registered nurses. “Employed” registered nurses referred to those registered nurses practising in the nursing/midwifery profession in Hong Kong during the survey period, while “unemployed” registered nurses referred to those registered nurses who (a) were not practising in the local nursing/midwifery profession during the survey period; (b) had been available for work during the seven days before the survey; and (c) had sought work in the nursing/midwifery profession during the 30 days before the survey.

“從事經濟活動”的註冊護士包括所有“就業”及“待業”註冊護士。“就業”註冊護士是指統計調查期間在本港從事護理／助產學專業的註冊護士，而“待業”註冊護士則指(a)在統計調查期間並非在本港從事護理／助產學專業；(b)在統計日前 7 天內能夠上班；及(c)在統計日前 30 天內正在找尋護理／助產學專業工作的註冊護士人數。

§ “Economically inactive” registered nurses comprised the registered nurses who were not practising in the nursing/midwifery profession in Hong Kong during the survey period, excluding those who had been on leave during the survey period and who were “economically active” but “unemployed”.

“非從事經濟活動”的註冊護士包括在統計調查期間並非在本港從事護理／助產學專業的註冊護士，不包括在統計調查期間休假及“從事經濟活動”但“待業”的註冊護士。

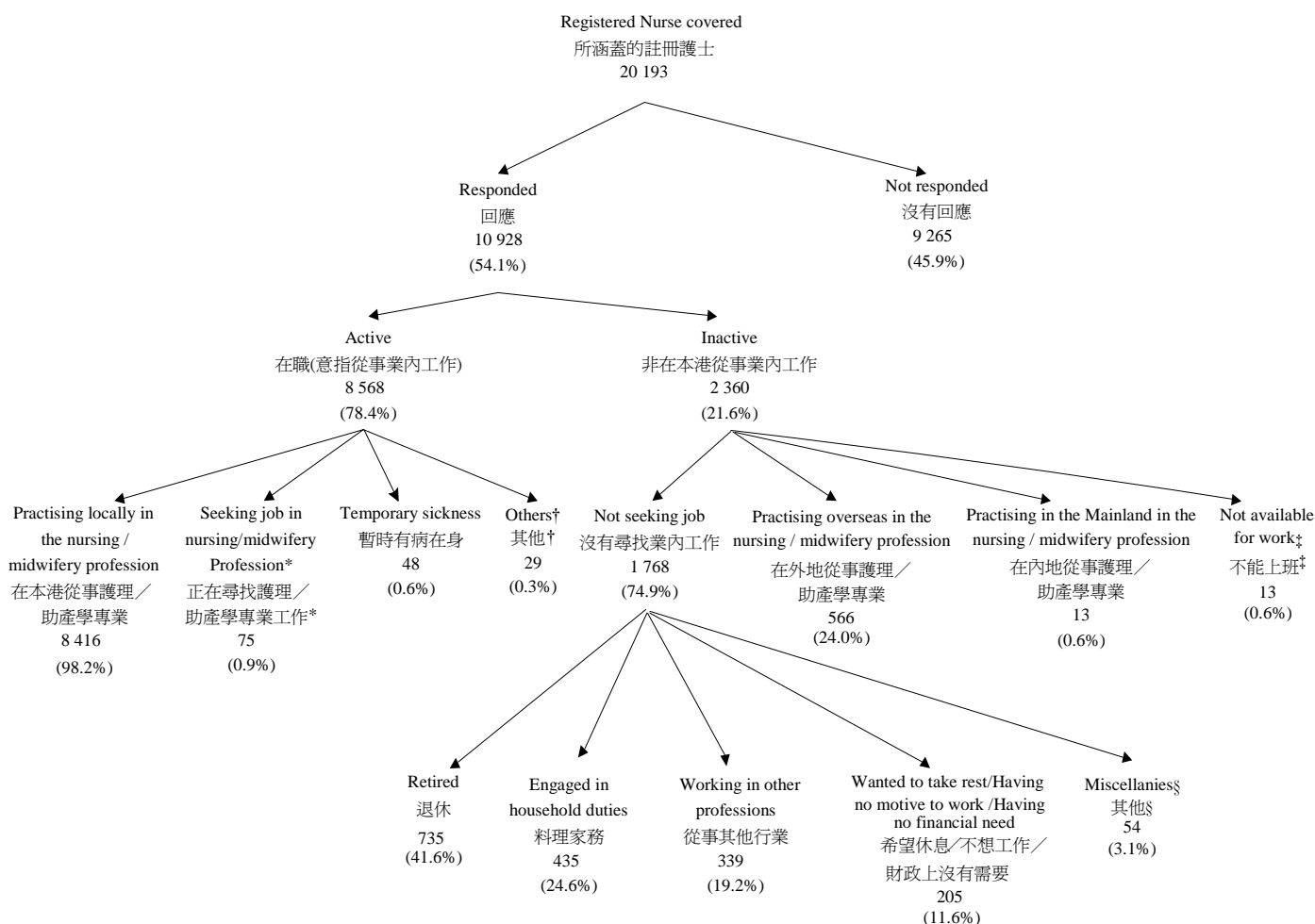
1.4 Of the 8 568 active registered nurses enumerated, 75 were seeking jobs in the local nursing / midwifery profession, 48 reported as having temporary sickness and 29 were expecting to return to their original jobs, waiting to take up new jobs, believing no work available or starting business at subsequent date in the local nursing / midwifery profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on 8 416 responding registered nurses who were practising in the local nursing / midwifery profession as at 31.8.2010. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 2 360 inactive registered nurses, 566 reported practising overseas, 13 reported practising in the Mainland and 1 768 reported not seeking job in the local nursing / midwifery profession during the 30 days before the survey (**Chart A**). Among the 1 768 inactive registered nurses who reported not seeking job, the main reasons reported for not seeking jobs included: 735 (41.6%) were retired, 435 (24.6%) were engaged in household duties, 339 (19.2%) were working in other professions and 205 (11.6%) wanted to take rest / having no motive to work / having no financial need.

1.4 在 8 568 名經點算在職註冊護士中，在統計日前 30 天內有 75 名正在本港找尋護理／助產學專業工作，48 名填報暫時有病在身及 29 名正期待重返原任的護理／助產學專業崗位、正等待上任新的護理／助產學專業工作、相信護理／助產學專業工作暫無空缺或即將開展護理／助產學專業工作的生意。下文第 1.6 段所載的統計調查結果，指截至 2010 年 8 月 31 日，根據 8 416 名在本港從事護理／助產學專業的註冊護士所提供的資料而製備的。由於部分問卷資料不全，下文所載的百分比總和可能不等於 100%。

1.5 在 2 360 名非在本港從事業內工作的註冊護士當中，有 566 名據報在外地執業，13 名在內地執業及 1 768 名在統計日前 30 天內無找尋業內工作(圖甲)。而在 1 768 名非在本港從事業內工作的註冊護士中，沒有尋找工作的主要原因包括：735 名(41.6%)退休、435 名(24.6%)料理家務、339 名(19.2%)從事其他行業及 205 名(11.6%)希望休息／不想工作／財政上沒有需要。

Chart A : Activity Status of Registered Nurses Covered
圖甲： 所涵蓋註冊護士的經濟活動身分



Notes: * Figure refers to the number of responding registered nurses who (a) were not practising in the nursing / midwifery profession in Hong Kong during the survey period; (b) had been available for work during the seven days before the survey; and (c) had sought work in the nursing / midwifery profession during the 30 days before the survey.

有關數字指(a)在統計調查期間並非在本港從事護理／助產學專業；(b)在統計日前7天內能夠上班；及(c)在統計日前30天內正在找尋護理／助產學專業工作的註冊護士人數。

† Figure refers to the number of responding registered nurses who (a) were not practising in the nursing / midwifery profession in Hong Kong during the survey period; (b) had not been available for work during the seven days before the survey, and (c) were expecting to return to their original jobs, waiting to take up new jobs, believing no work was available or starting business at subsequent date in the local nursing / midwifery profession during the 30 days before the survey.

有關數字指(a)在統計調查期間並非在本港從事護理／助產學專業；(b)在統計日前7天內不能夠上班；及(c)在統計日前30天內正期待重返原任的護理／助產學專業崗位、正等待上任新的護理／助產學專業工作、相信護理／助產學專業工作暫無空缺或即將開展護理／助產學專業生意的註冊護士人數。

‡ Figure refers to the number of responding registered nurses who (a) were not practising in the nursing / midwifery profession in Hong Kong during the survey period; (b) had not been available for work during the seven days before the survey; and (c) had sought work in the nursing / midwifery profession during the 30 days before the survey.

有關數字指(a)在統計調查期間並非在本港從事護理／助產學專業；(b)在統計日前7天內不能夠上班；及(c)在統計日前30天內正在找尋護理／助產學專業工作的註冊護士人數。

§ Figure refers to the number of responding registered nurses who reported emigrated, undertaking study, etc.

有關數字指填報移民、進修等項目的註冊護士人數。

Percentage may not add up to 100% due to rounding.

由於進位關係，百分比的總和可能不等於100%。

1.6 Among the 8 416 active registered nurses enumerated who were practising in the local nursing / midwifery profession, 7 924 (94.2%) were in the general stream and 492 (5.8%) were in the psychiatric stream*

1.7 47 active registered nurses did not indicate their sex. Among the remaining 8 369 active registered nurses enumerated who were practising in the local nursing / midwifery profession, 851 (10.2%) were male and 7 518 (89.8%) were female, giving an overall sex ratio (males per 100 females) of 11. Apart from 107 registered nurses who did not indicate the age, the median age of the remaining 8 309 active registered nurses enumerated was 46.0 years. The median age of the active female registered nurses enumerated was 45.0 years and that of their male counterparts was 46.0 years.

1.8 The responding active registered nurses were requested to indicate the characteristics of their main jobs[†]. Distribution by sector for the main job showed that more than half (64.6%) of the active registered nurses enumerated were working in the Hospital Authority, followed by those working in the private sector (16.2%), the Government (10.1%) and the academic and subvented sectors (8.8%).

1.6 經點算的 8 416 名在本港從事護理／助產學專業的在職註冊護士中，7 924 名 (94.2%) 為普通科註冊護士及 492 名 (5.8%) 為精神科註冊護士*。

1.7 47 名在職註冊護士沒有註明性別，在餘下 8 369 名經點算的在職註冊護士中，851 名 (10.2%) 為男性，7 518 名 (89.8%) 為女性，整體性別比率 (每百名女性的男性人數) 為 11。除了 107 名註冊護士沒有註明年齡外，餘下 8 309 名經點算在職註冊護士的整體年齡中位數為 46.0 歲。女註冊護士的年齡中位數為 45.0 歲，而男註冊護士的年齡中位數為 46.0 歲。

1.8 我們要求作出回應的在職註冊護士填寫其主要職位[†]的特徵。按主要職位所屬機構類型劃分的分布資料顯示，半數以上 (64.6%) 經點算在職註冊護士在醫院管理局工作，其餘依次為私營機構 (16.2%)、政府 (10.1%) 及學術及資助機構 (8.8%)。

* Figure may include registered nurses (sick children) and registered nurses (mentally subnormal).
數字可能包括註冊註冊護士(病童科)及註冊護士(弱智人士科)。

† Main jobs referred to the jobs in which the registered nurses had spent most of their working time.
主要職位是指佔註冊護士大部份工作時間的職位。

1.9 The median age of the active registered nurses enumerated was 47.0 years for those working in the Government and the academic and subvented sectors, followed by 46.0 years for those working in the private sector and 45.0 years in the Hospital Authority.

1.10 Of the 8 416 active registered nurses enumerated, 17.6% spent most of their working time on medicine, followed by 14.0% on surgery, 9.8% on administration / management, 7.9% on ambulatory / outpatients, 7.0% on public health, 6.0% on obstetrics, 5.9% on geriatrics and 5.5% on paediatrics.

1.11 The median number of hours of work (excluding meal breaks) per week of the 8 416 active registered nurses enumerated was 44.0 hours. Among them, 7 334 (87.1%) were not required to undertake on-call duty (excluding normal duty) and 1 036 (12.3%) were required to undertake on-call duty, with a median number of 20.0 hours of on-call duty (excluding normal duty) per week.

1.12 Of the 8 416 active registered nurses enumerated, 78.2% held Student / Pupil Nurse Training, 11.2% held Bachelor's degree and 7.6% held Higher Diploma as their basic qualifications.

1.13 Of the 8 416 active registered nurses enumerated, 7 168 (85.2%) received / were receiving additional training and 1 248 (14.8%) did not receive any additional training. Of the 7 168 active registered nurses with additional training, 81 (1.1%) had not yet completed the additional training, 3 347 (46.7%) held Bachelor's Degree, 1 968 (27.5%) held Master's Degree, 828 (11.6%) held Certificate and 365 (5.1%) held Diploma as the highest qualification.

1.9 經點算任職政府、學術及資助機構的註冊護士年齡中位數為 47.0 歲，其餘依次為私營機構 (46.0 歲)及醫院管理局(45.0 歲)。

1.10 在 8 416 名經點算在職註冊護士中，17.6% 把大部分工作時間用於內科，其餘依次為外科 (14.0%)、行政／管理 (9.8%)、普通科／門診 (7.9%)、公共衛生 (7.0%)、產科 (6.0%)、老人科 (5.9%)及兒科 (5.5%)。

1.11 經點算的 8 416 名在職註冊護士當中，每週工作時數 (不計用膳時間) 的中位數為 44.0 小時。7 334 名 (87.1%) 不用擔任隨時候召的工作 (不計日常職務) 及 1 036 名 (12.3%) 註冊護士需作隨時候召工作，而每週隨時候召工作 (不計日常職務) 時數的中位數為 20.0 小時。

1.12 在 8 416 名經點算在職註冊護士中，78.2% 持有註冊／登記護士學生訓練，11.2% 持有學士學位及 7.6% 持有高級文憑作為基本資格。

1.13 在 8 416 名經點算在職註冊護士中，7 168 名 (85.2%) 曾接受／正接受額外訓練，1 248 名 (14.8%) 沒有受過任何額外訓練。在 7 168 名有接受額外訓練的在職註冊護士中，81 名 (1.1%) 還未完成額外訓練，3 347 名 (46.7%) 持有學士學位，1 968 名 (27.5%) 持有碩士學位，828 名 (11.6%) 持有證書及 365 名 (5.1%) 持有文憑作為最高資格。

1.14 Of the 7 168 registered nurses who received / were receiving additional training, 3 947 (55.1%) were trained in one field of additional training. Among them, 16.3% were trained in general nursing, 11.5% in midwifery, 6.8% in public health nursing, 5.4% in geriatric nursing, 5.0% in intensive care nursing, 4.6% in nursing administration and 4.6% in emergency / first aid nursing.

1.15 Regarding Continuing Nursing Education (CNE) / Post-registration Education in Midwifery (PEM) activities, 7 513 (89.3%) of the active registered nurses revealed that they had participated in CNE / PEM activities in 2010, 810 (9.6%) did not participate in any CNE / PEM activities in 2010 and 93 (1.1%) did not reveal whether they had participated in CNE / PEM activities or not. Among the 7 513 active registered nurses enumerated who had participated in CNE / PEM activities, the distribution of CNE / PEM points / hours attained in the past 12 months was: 1 to 5 points / hours (7.9%), 6 to 10 points / hours (9.5%), 11 to 15 points / hours (15.4%), 16 to 20 points / hours (15.0%) and more than 20 points / hours (52.1%).

II. Trend Analysis

2.1 Comparison of findings of the 2010 HMS with those surveys before 2004 should be cautious as the survey methodology and reference date had been changed.

2.2 Between 2000 and 2010, the number of registered nurses covered was in the range from 20 193 to 27 330. The proportion of registered nurses in the general stream remained stable from 92.3% to 94.2% between 1987 and 2010 (**Chart B & Table A**).

2.3 The sex ratio (males per 100 females) of active registered nurses enumerated remained stable from 11 to 14 between 1987 and 2010 (**Table A**).

1.14 在 7 168 名曾接受／正接受額外訓練的註冊護士當中，3 947 名(55.1%)曾接受一項額外訓練，當中 16.3%人士接受普通科護理訓練，助產學佔 11.5%、公共衛生護理佔 6.8%、老人科護理佔 5.4%、深切治療護理佔 5.0%、護理行政佔 4.6%及急症／急救護理佔 4.6%。

1.15 關於持續護理教育／持續助產士教育方面，7 513 名(89.3%)在職註冊護士表示在 2010 年曾參與有關持續護理教育／持續助產士教育活動，810 名(9.6%)並沒有參與任何有關持續護理教育／持續助產士教育活動及 93 名(1.1%)沒有註明曾否參與任何持續護理教育／持續助產士教育活動。至於 7 513 名參與持續護理教育／持續助產士教育活動的在職註冊護士中，在過去 12 個月所得分數／時數分布為：1 至 5 分／小時(7.9%)、6 至 10 分／小時(9.5%)、11 至 15 分／小時(15.4%)、16 至 20 分／小時(15.0%)及多於 20 分／小時(52.1%)。

II. 趨勢分析

2.1 醫療衛生服務人力統計調查方法及點算日均已改變，故將 2010 年與 2004 年以前的統計調查結果比較時必須小心謹慎。

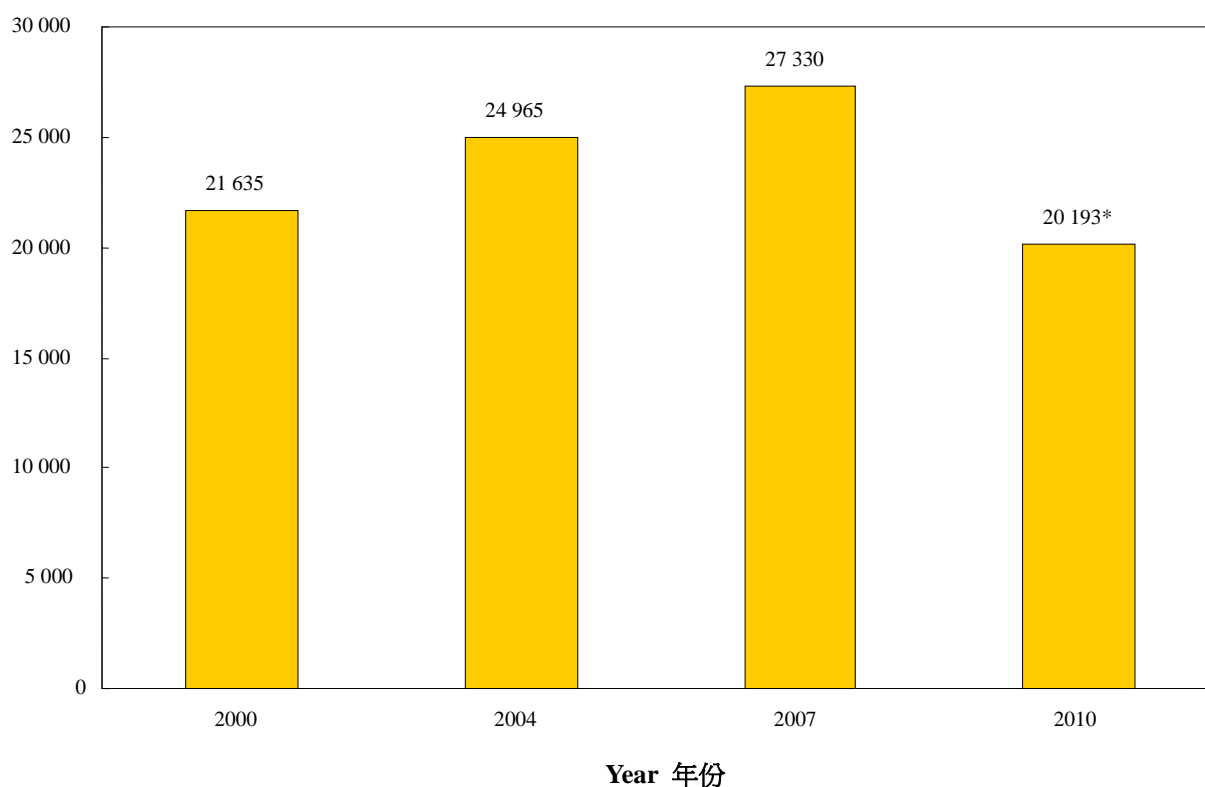
2.2 在 2000 年至 2010 年期間，統計調查涵蓋的註冊護士人數介乎 20 193 名至 27 330 名。註冊護士從事普通科工作的比例，在 1987 年至 2010 年期間大約維持穩定於 92.3%至 94.2%之間(**圖乙及表甲**)。

2.3 在 1987 年至 2010 年期間，經點算在職註冊護士的性別比率(每百名女性的男性人數)介乎於 11 至 14 之間(**表甲**)。

Chart B : Number of Registered Nurses Covered by Year (2000, 2004, 2007 and 2010)

圖乙： 按年劃分的註冊護士涵蓋人數(2000年、2004年、2007年及2010年)

Number 人數



Notes: * As the 2010 Health Manpower Survey only aimed at covering all registered nurses who had to renew their practising certificates in 2010, registered nurses who did not need to renew practising certificates in 2010 were excluded from the survey.

由於 2010 年醫療衛生服務人力統計調查只涵蓋須於 2010 年續領執業證明書的註冊護士，因此不須於 2010 年續領執業證明書的註冊護士不包括是次統計調查內。

Figure of 2000 refers to the number of registered nurses registered with Nursing Council of Hong Kong and who were holding valid practising certificates issued by the Nursing Council of Hong Kong as at the 1st of July 2000, whereas the figures of 2004 and 2007 refer to the number of registered nurses as at the 31st of August of the respective years and the figure of 2010 refers to that as at 31st of August 2010 and had to renew their practising certificates in 2010.

2000 年的數字指於 2000 年 7 月 1 日已向香港護士管理局註冊，並持有香港護士管理局所發出有效執業證明書的註冊護士人數，而 2004 年及 2007 年的數字則指於相關年份 8 月 31 日已註冊護士人數及 2010 年數字指於 2010 年 8 月 31 日的相關數字，並須於 2010 年續領執業證明書的註冊護士人數。

2.4 The median age of the active registered nurses enumerated increased from 32.2 years in 1990 to 46.0 years in 2010.

2.5 From 1987 to 1990, the largest proportion of active registered nurses enumerated was working in the Government, which accounted for about 60% and the remaining were working in the private, academic and subvented sectors. The Hospital Authority has been the largest employer since its setup in 1991, employing 64.6% of active registered nurses in 2010, while the proportion of active registered nurses employed in the Government is about 10%. The proportion working in the private, academic and subvented sectors increased from 13.5% in 1996 to 24.9% in 2010 (Table A).

2.4 經點算在職註冊護士的年齡中位數由 1990 年的 32.2 歲，上升至 2010 年的 46.0 歲。

2.5 在 1987 年至 1990 年期間，政府聘用大約 60% 的經點算在職註冊護士，餘下的則任職私營機構、學術及資助機構。醫院管理局自 1991 年成立以來，已成為最主要的僱主，於 2010 年聘用了 64.6% 的在職註冊護士，而政府所聘用的註冊護士比例大約為 10%。私營機構、學術及資助機構所佔的比例，則由 1996 年所得的 13.5% 增加至 2010 年的 24.9% (表甲)。

Table A: Selected Characteristics of Active Registered Nurses Enumerated (1987, 1990, 1992, 1996, 2000, 2004, 2007 and 2010)

表甲：經點算在職註冊護士的選定特徵(1987年、1990年、1992年、1996年、2000年、2004年、2007年及2010年)

Characteristics 特徵	Year 年份							
	1987	1990	1992	1996	2000	2004	2007	2010
A. Registered Nurses Covered* 所涵蓋的註冊護士*	-	-	-	-	21 635	24 965	27 330	20 193 [†]
B. Active Registered Nurses Enumerated 經點算在職註冊護士								
Number Enumerated 經點算人數	10 357	11 014	11 278	12 260	15 249	10 456	13 614	8 416
Stream of Practice 從事的分科工作								
General stream 普通科	92.9%	92.3%	92.3%	92.4%	94.2%	93.8%	93.5%	94.2%
Psychiatric stream [‡] 精神科 [‡]	7.1%	7.7%	7.7%	7.6%	5.8%	6.2%	6.5%	5.8%
Sex 性別								
Male 男性	1 054	1 287	1 364	1 399	1 676	1 114	1 521	851
Female 女性	9 303	9 727	9 914	10 861	13 573	9 342	12 093	7 518
Sex Ratio (males per 100 females) 性別比率(每百名女性的男性人數)	11	13	14	13	12	12	13	11
Median Age 年齡中位數	-	32.2	30.7	33.0	35.0	37.0	40.0	46.0
Sector for Work[§] 工作機構類型[§]								
Government 政府	6 608 (63.8%)	6 927 (62.9%)	847 (7.5%)	1 044 (8.5%)	1 351 (8.9%)	813 (7.8%)	1 020 (7.5%)	850 (10.1%)
Hospital Authority 醫院管理局	N.A.	N.A.	9 088 (80.6%)	9 560 (78.0%)	11 461 (75.2%)	7 675 (73.4%)	9 772 (71.8%)	5 439 (64.6%)
Private 私營機構	800 (7.7%)	1 012 (9.2%)	1 162 (10.3%)	1 223 (10.0%)	1 623 (10.6%)	1 230 (11.8%)	1 838 (13.5%)	1 360 (16.2%)
Others 其他	2 949 (28.5%)	3 075 (27.9%)	181 (1.6%)	433 (3.5%)	814 (5.3%)	710 (6.8%)	893 (6.6%)	737 (8.8%)
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	28 (0.3%)	91 (0.7%)	30 (0.4%)

Notes : * Figure of 2000 refers to the number of registered nurses registered with Nursing Council of Hong Kong and who were holding valid practising certificates issued by the Nursing Council of Hong Kong as at the 1st of July 2000, whereas the figures of 2004 and 2007 refer to the number of registered nurses as at the 31st of August of the respective years and the figure of 2010 refers to that as at 31st of August 2010 and had to renew their practising certificates in 2010.

註釋：2000年的數字指於2000年7月1日已向香港護士管理局註冊，並持有香港護士管理局所發出有效執業證明書的註冊護士人數，而2004年及2007年的數字則指於相關年份8月31日的註冊護士人數及2010年數字指於2010年8月31日的相關數字，並須於2010年續領執業證明書的註冊護士人數。

† As the 2010 Health Manpower Survey only aimed at covering all registered nurses who had to renew their practising certificates in 2010, registered nurses who did not need to renew practising certificates in 2010 were excluded from the survey.

由於2010年醫療衛生服務人力統計調查只涵蓋須於2010年續領執業證明書的註冊護士，因此不須於2010年續領執業證明書的註冊護士不包括是次統計調查內。

‡ Figure may include registered nurses (sick children) and registered nurses (mentally subnormal).
數字可能包括註冊註冊護士(病童科)及註冊護士(弱智人士科)。

§ In 2004, 2007 and 2010, the sector refers to the sector for the main job.

在2004年、2007年及2010年統計調查中，所屬機構類型指主要職位所屬機構的類型。

|| Included academic and subvented sectors. Military was included in the 1987 HMS.

包括學術機構及資助機構。1987年的統計調查包括軍事機構。

There may be slight discrepancy between the sum of individual items and the total due to rounding.

由於四捨五入關係，個別項目的數字加起來可能與總數略有出入。

N.A. Not applicable 不適用

‘-’ Not available 沒有相關數字