

2004 Health Manpower Survey

2004 年的醫療衛生服務人力統計調查

Summary of the Characteristics of Doctors Enumerated

經點算醫生的特徵摘要

Executive Summary

I. Doctors with Full Registration Covered

1.1 The doctors covered in the 2004 HMS were doctors fully registered* with the Medical Council of Hong Kong on the resident list† as at the survey reference date - 31.8.2004.

1.2 The survey had covered 10 157 doctors with full registration.

1.3 Of the 10 157 doctors (with full registration) covered, 4 782 had responded to the Survey, giving an overall response rate of 47.1%. Among the respondents, 4 416 were economically active‡ (active) in the local medical profession as at 31.8.2004 whereas 362 reported to be economically inactive‡ (inactive) in the local medical profession (Chart A).

簡要報告

I. 所涵蓋的正式註冊醫生

1.1 2004 年醫療衛生服務人力統計調查涵蓋在調查點算當日(即 2004 年 8 月 31 日)在香港醫務委員會備存的醫生本地名單†內正式註冊的醫生*。

1.2 這次統計調查所涵蓋的正式註冊醫生人數為 10 157 名。

1.3 在統計調查所涵蓋的 10 157 名正式註冊醫生中，共有 4 782 名作出回應，整體回應率為 47.1%。在回應者中，4 416 名於 2004 年 8 月 31 日在本港醫療專業從事經濟活動‡(在職)，而 362 名據報並非在本港醫療專業從事經濟活動‡(非在本港從專業內工作)(圖甲)。

* Refer to registered doctors in Part I of the Medical Register maintained by the Medical Council of Hong Kong under the Medical Registration Ordinance (Chapter 161). These include doctors who hold the qualification of Bachelor of Medicine and Bachelor of Surgery issued in Hong Kong (MBBS (HK) / MBChB (CUHK)), Licentiate of Medical Council of Hong Kong (LMCHK) or other overseas qualifications registered with the Medical Council of Hong Kong.

指根據《醫生註冊條例》(第 161 章)在香港醫務委員會所備存醫生名冊第 I 部註冊的醫生，當中包括持有本港大學頒授的內外全科醫學士[MBBS (HK) / MBChB (CUHK)]學位的醫生、香港醫務委員會執照持有人，以及具備其他可向醫務委員會註冊的外地資格的醫生。

† As the 2004 Health Manpower Survey only aimed at covering doctors practising in Hong Kong, doctors on the non-resident list of the Medical Register were excluded from the Survey.

由於 2004 年醫療衛生服務人力統計調查只涵蓋在本港執業的醫生，因此名列醫生名冊內非本地名單者不包括在是次統計調查內。

‡ In the Survey, the criteria used in defining economically active and 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” doctors comprised all “employed” and “unemployed” doctors. The “employed” doctors referred to those doctors practising in the medical profession in Hong Kong during the Survey period, while “unemployed” doctors referred to those doctors who (a) were not practising in the local medical profession during the Survey period; (b) had sought work in the medical profession during the 30 days before the Survey; and (c) had been available for work during the seven days before the Survey.

“從事經濟活動”的醫生包括所有“就業”及“待業”醫生。“就業”醫生是指統計調查期間在本港從事醫療專業的醫生，而“待業”醫生則指(a)在統計調查期間並非在本港從事醫療專業；及(b)在統計日前 30 天內正在找尋醫療專業工作；及(c)在統計日前 7 天內能夠上班的醫生。

“Economically inactive” doctors comprise the doctors who were not practising in the medical profession in Hong Kong during the Survey period, but excluding those who had been on leave during the Survey period and who were “unemployed”.

“非從事經濟活動”的醫生包括在統計調查期間並非在本港從事醫療專業的醫生，但不包括在統計調查期間休假及“待業”的醫生。

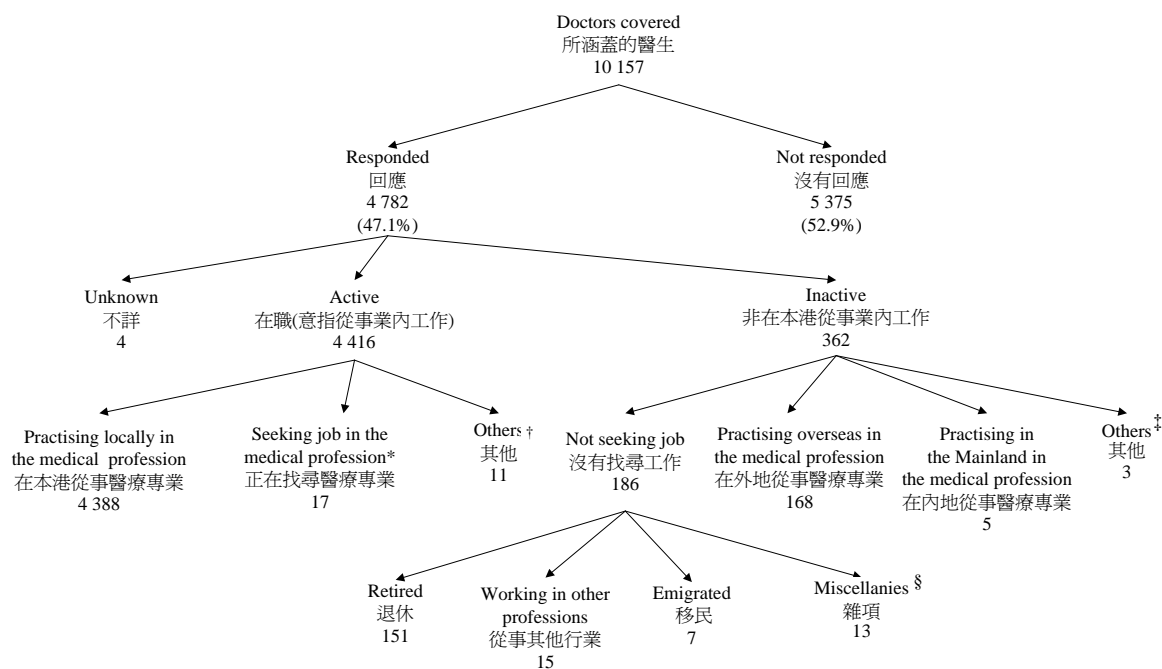
1.4 Of the 4 416 active doctors, 17 doctors were seeking jobs in the medical profession, and 11 doctors were waiting to take up new job in the medical profession; starting business in the medical profession at subsequent date; or expecting to return to the original job in the medical profession, etc. during the 30 days before the Survey. The survey results presented in paragraph 1.6 below were based on the 4 388 responding doctors who were practising in the local medical profession as at 31.8.2004. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 362 inactive doctors, 168 reported practising overseas, five reported practising in the Mainland and 186 doctors reported not practising in the medical profession in Hong Kong and not seeking job in the medical profession during the 30 days before the Survey (**Chart A**). Further analysis showed that among the 186 inactive doctors who reported not seeking job, 81.2% reported as retired (median age 67.0 years old), 8.1% reported as working in other professions and 3.8% reported as emigrated. The remaining 7.0% reported undertaking studies or engaging in household duties, etc.

1.4 在 4 416 名在職醫生中，17 名正在找尋醫療專業工作，另 11 名在統計日前 30 天內正等待上任新的醫療專業工作、即將開展醫療專業的生意或期待重返原任的醫療專業崗位等。下文第 1.6 段所載的統計調查結果，是根據 4 388 名作出回應並於 2004 年 8 月 31 日在本港從事醫療專業的醫生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 362 名非在本港從事業內工作的醫生當中，168 名據報在外地執業，5 名據報在中國內地執業，另 186 名並非在本港從事醫療專業工作，而在統計日前 30 天內亦無找尋業內工作(圖甲)。進一步分析顯示，在 186 名據報沒有找尋業內工作的非在本港從事業內工作的醫生中，81.2%填報退休(年齡中位數為 67.0 歲)，8.1%填報從事其他行業，另有 3.8%填報移民。餘下的 7.0%，則填報進修或料理家務等。

Chart A : Activity Status of Doctors Covered
圖甲： 所涵蓋醫生的經濟活動身分



Notes:
註釋:

* Figure refers to the number of responding doctors who (a) were not practising in the medical profession in Hong Kong during the Survey period; (b) had sought work in the medical profession during the 30 days before the Survey; and (c) had been available for work during the seven days before the Survey.

有關數字指(a)在統計調查期間並非在本港從事醫療專業；及(b)在統計日前30天內正在本港找尋醫療專業工作；及(c)在統計日前7天內能夠上班的醫生人數。

† Figure refers to the number of responding doctors who (a) were not practising in the medical profession in Hong Kong during the Survey period; (b) had been available for work during the seven days before the Survey; and (c) were waiting to take up new job in the medical profession, starting business at subsequent date or expecting to return to their original jobs in the medical profession, etc. 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醫療專業；及(b)在統計日前7天內能夠上班；及(c)在統計日前30天內正等待上任新的醫療專業工作、即將開展醫療專業的生意或期待重返原任的醫療專業崗位等情況的醫生人數。

‡ Figure refers to the number of responding doctors who (a) were not practising in the medical profession in Hong Kong during the Survey period; (b) had sought work in the medical profession during the 30 days before the Survey; but (c) were not available for work during the seven days before the Survey.

有關數字指(a)在統計調查期間並非在本港從事醫療專業；及(b)在統計日前30天內正在本港找尋醫療專業工作；但(c)在統計日前7天內不能上班的醫生人數。

§ Figure refers to the number of responding doctors who reported undertaking study or engaging in household duties, etc.

有關數字指填報進修或料理家務等項目的醫生人數。

1.6 Among the 4 388 active doctors enumerated who were practising in the local medical profession, 3 249 (74.0%) were male and 1 139 (26.0%) were female, giving an overall sex ratio of 285 (males per 100 females). Four doctors did not indicate their age, and the median age of the remaining 4 384 active doctors enumerated was 42.0 years old. The median age of the active female doctors enumerated was 36.0 years old and that of their male counterparts was 44.0 years old.

1.7 In the 2004 HMS, the doctors were requested to indicate the characteristics of their main jobs and second jobs*, if any. Regarding the main job, the distribution by sector showed that a large proportion was either working in the Hospital Authority (46.1%) or the private sector (43.8%). Those working in the Government comprised 6.2%, the academic and subvented sector 3.4%. Among the 4 388 active doctors enumerated, 233 (5.3%) reported that they had second jobs.

1.8 The median age of the active doctors enumerated whose main jobs were in the private sector was 52.0 years old, and those in the academic sector 43.5 years old, the subvented sector 43.0 years old, the Government 37.0 years old and the Hospital Authority 35.0 years old.

1.6 在本港從事醫療專業的 4 388 名經點算在職醫生當中，男性佔 3 249 名(74.0%)，女性佔 1 139 名(26.0%)，整體性別比率為 285 (每百名女性的男性人數)。4 名醫生沒有註明年齡，餘下的 4 384 名經點算在職醫生的整體年齡中位數為 42.0 歲。經點算女醫生的年齡中位數為 36.0 歲，而男醫生則為 44.0 歲。

1.7 在 2004 年醫療衛生服務人力統計調查中，我們要求在職醫生填寫其主要及(如有)次要職位*的特徵。按主要職位所屬機構類型劃分的分布資料顯示，大部分經點算在職醫生在醫院管理局(46.1%)或私營機構(43.8%)工作，在政府工作的佔 6.2%，而在學術及資助機構工作的則佔 3.4%。在 4 388 名經點算在職醫生中，233 名(5.3%)報稱兼有次要職位。

1.8 主要職位屬私營機構的經點算在職醫生的年齡中位數為 52.0 歲，屬學術機構的為 43.5 歲，屬資助機構的為 43.0 歲，屬政府的為 37.0 歲，屬醫院管理局的為 35.0 歲。

* Main jobs referred to the jobs in which the doctors had spent most of their working time, whereas the second jobs could be part-time jobs
主要職位是指佔醫生大部分工作時間的職位，而次要職位則可以是兼職職位。

1.9 Of the 4 388 active doctors enumerated, 52.2% (2 290) spent most of their working time in specialist practice* followed by general practice 40.0% (1 754) and administration / management 2.0% (89).

1.10 The median number of hours of work (excluding meal breaks) per week of the 4 388 active doctors enumerated was 48.0 hours. 2 080 (47.4%) doctors were required to undertake on-call duty in their posts, with median number of 21.0 hours of on-call duty (outside normal working hours) per week.

1.11 Regarding the average number of consultation / patients encountered per working day, 48.5% of the active doctors enumerated reported a range of 20 to 50. 26.8% reported as fewer than 20 consultation / patients per day and 16.6% reported more than 50 per day.

1.12 Of the 4 388 active doctors enumerated, most were locally trained for Bachelor's degree (74.6%), while 15.2% had Bachelor's degree issued by overseas institutions. Another 8.7% held Licentiate of Medical Council of Hong Kong (LMCHK) as their basic qualification and 0.8% held Doctoral degree.

1.9 在 4 388 名經點算在職醫生中，52.2%(2 290 名)將大部分工作時間用於專科執業*，其餘依次為普通科 40.0%(1 754 名)及行政／管理 2.0%(89 名)。

1.10 經點算的 4 388 名在職醫生每週工作時數中位數(不計用膳時間)為 48.0 小時，2 080 名(47.4%)醫生在現任職位中須擔任隨時候召工作。他們的每週隨時候召工作時數(不計日常職務時間)中位數為 21.0 小時。

1.11 關於每天的平均診症次數／病人人數，48.5%經點算在職醫生填報介乎 20 至 50 人次，26.8%填報少於 20 人次，16.6%填報多於 50 人次。

1.12 在 4 388 名經點算在職醫生中，以本港受訓並持有學士學位(74.6%)作為基本資格的人數最多，而 15.2%則持有海外機構頒授的學士學位。另有 8.7%持有香港醫務委員會執照作為基本資格及 0.8%持有博士學位。

* Refers to the specialties under which names of registered medical practitioners may be included in the Specialist Register.
意指專科醫生名冊內可把註冊醫生的姓名列於其下的專科名稱。

1.13 Of the 4 388 active doctors enumerated, 3 173 (72.3%) had obtained additional post-graduate qualification(s)*, 1 181 (26.9%) did not obtain any additional post-graduate qualification. 2 175 (49.6%) of the active doctors enumerated had obtained Fellowship, 23.5% had obtained Membership and 22.8% Diploma as additional post-graduate qualification(s).

1.14 Of the 4 388 active doctors enumerated, 3 150 (71.8%) had received or were receiving specialized training†, 1 163 (26.5%) did not receive specialized training, and 75 (1.7%) did not reveal whether they had received specialized training or not. Of the 3 098 active doctors enumerated who were involved with one specialty of specialized training, 22.6% were trained / being trained in medicine, 11.4% in family medicine, 11.3% in general surgery, 9.2% in paediatrics and 7.4% in obstetrics & gynaecology (**Chart B**).

1.13 在 4 388 名經點算在職醫生中，3 173 名 (72.3%) 持有額外深造資格*，1 181 名 (26.9%) 並無持有額外深造資格。2 175 名 (49.6%) 經點算在職醫生持有的額外深造資格為院士，23.5% 為院員，22.8% 為文憑。

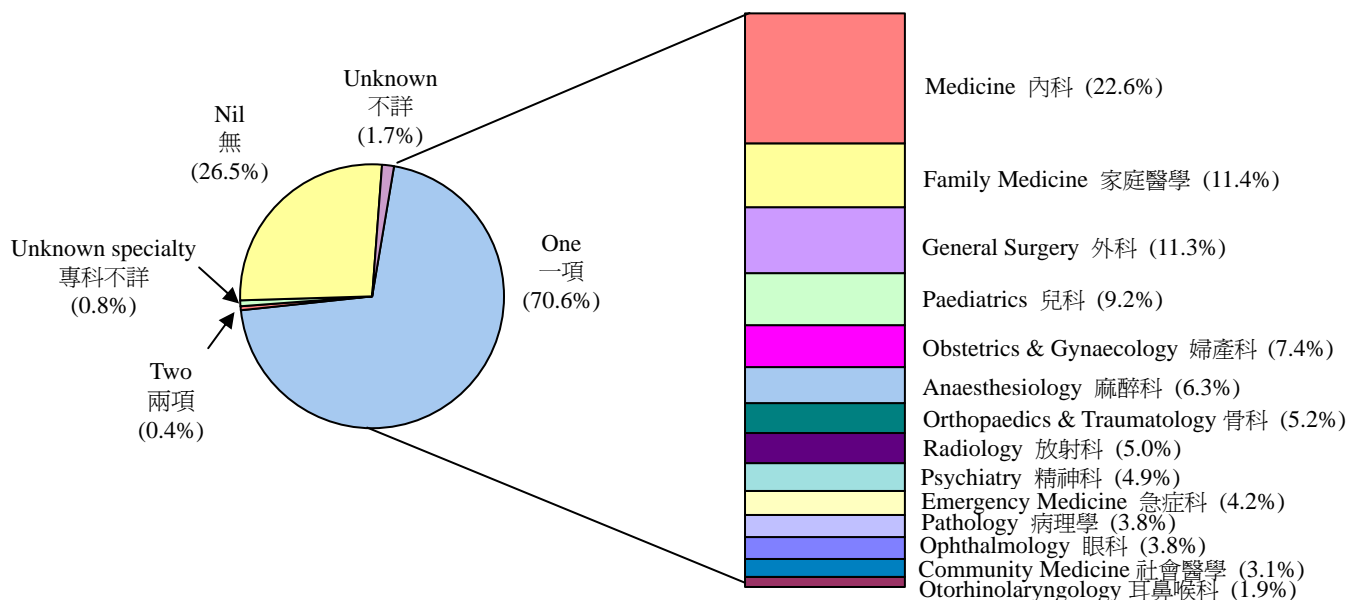
1.14 在 4 388 名經點算在職醫生中，3 150 名 (71.8%) 曾接受或正接受專科培訓†，1 163 名 (26.5%) 沒有受過專科培訓，而 75 名 (1.7%) 則沒有註明曾否接受專科培訓。在 3 098 名曾接受或正接受一項專科培訓的經點算在職醫生中，接受內科培訓的醫生佔 22.6%，家庭醫學佔 11.4%，外科佔 11.3%，兒科佔 9.2%，婦產科佔 7.4% (圖乙)。

* Refers to the quotable additional qualification which is acceptable to the Medical Council of Hong Kong.
意指已獲香港醫務委員會接納的認可額外資格。

† Refers to the training accredited by the Hong Kong Academy of Medicine and qualification obtained after the specialized training is eligible for inclusion in specialist register.
意指已獲香港醫學專科學院認可的培訓，而接受相關專科培訓後獲取的資格可獲納入專科醫生名冊之內。

Chart B : Number of Specialty in Specialized Training Received / Receiving by Active Doctors Enumerated

圖乙： 經點算在職醫生曾接受或正接受專科培訓所屬專科的數目



Total number of active doctors enumerated 經點算在職醫生總人數 = 4 388

1.15 Regarding Continuing Medical Education (CME) training, the distribution of CME hours attained in the past 12 months by the 4 388 active doctors enumerated was: 30 hours or above (73.3%), 20 to 29 hours (10.5%), ten to 19 (8.3%) and less than ten hours (5.3%).

1.15 關於持續醫學教育訓練，4 388 名經點算在職醫生在過去 12 個月所獲得的小時分布為：30 小時或以上(73.3%)，20 至 29 小時(10.5%)，10 至 19 小時(8.3%)及少於 10 小時(5.3%)。

II. Trend Analysis

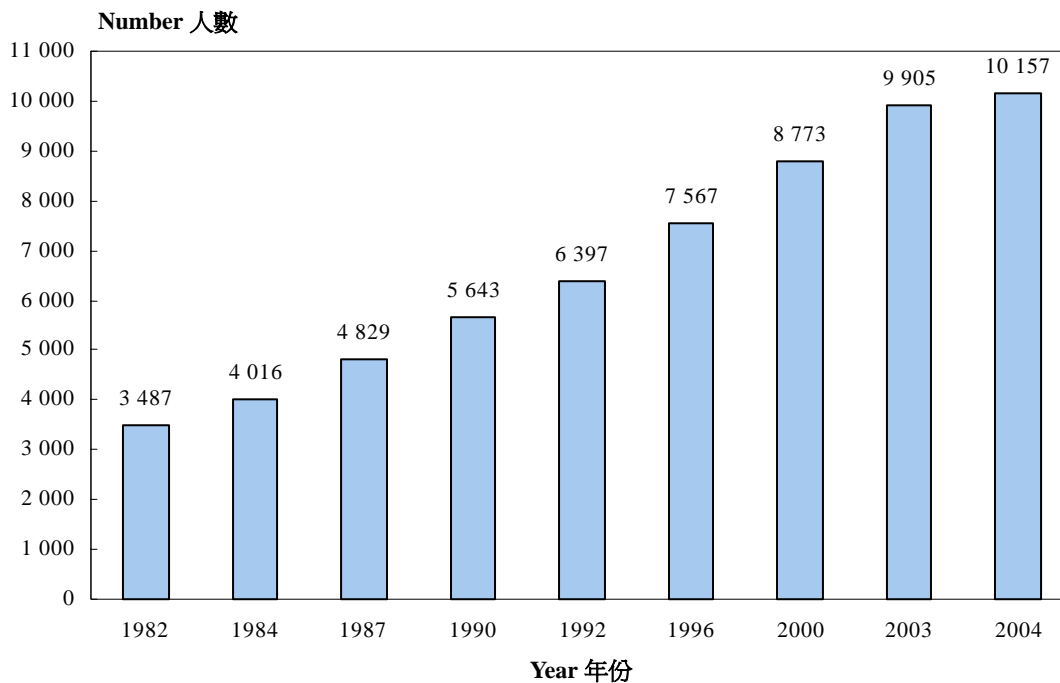
2.1 Between 1982 and 2004, the number of doctors with full registration showed an increasing trend. The results of the 2004 HMS are generally comparable with those of the 2003 HMS though their survey reference dates are different. However, comparison of findings with those of previous surveys before 2003 should be cautious as the survey coverage, methodology and survey reference date of the 2004 HMS had been changed, and the response rates were different (Chart C).

II. 趨勢分析

2.1 在 1982 年至 2004 年期間，所涵蓋正式註冊醫生的人數呈上升趨勢。除了點算日不同外，2003 年與 2004 年的統計調查結果大致上可作比較。然而，由於 2004 醫療衛生服務人力統計調查的涵蓋範圍、統計調查方法及點算日均已改變，而且回應率亦不相同，故與 2003 年以前的統計調查結果比較時必須小心謹慎(圖丙)。

Chart C : Number of Doctors with Full Registration Covered by Year (1982, 1984, 1987, 1990, 1992, 1996, 2000, 2003 and 2004)

圖丙：按年劃分的正式註冊醫生涵蓋人數 (1982 年、1984 年、1987 年、1990 年、1992 年、1996 年、2000 年、2003 年及 2004 年)



Note: Figures of the year 2000 and before refer to the number of doctors fully registered on the resident list with the Medical Council of Hong Kong as at the first of July of the respective years, the figure of 2003 refers to that as at 31.12.2003 and the figure of 2004 refers to that as at 31.8.2004.
註釋：2000 年及之前的有關數字指於相關年份中 7 月 1 日在香港醫務委員會本地名單內正式註冊的醫生人數，2003 年的數字指截至 2003 年 12 月 31 日的相關人數，而 2004 年的數字則指截至 2004 年 8 月 31 日的相關人數。

2.2 There was an increasing proportion of female doctors, as shown by the continuous decrease in the overall sex ratio from 520 (males per 100 females) in 1982 HMS to 285 (males per 100 females) in 2004 HMS (Table A).

2.3 From 1982 to 1990, the private sector accounted for the largest proportion of active doctors enumerated, followed by the Government, which together employed about 80% of the doctors. The Hospital Authority had been the largest employer since its set up in 1991, whilst the proportion of the Government decreased to less than 10% in 2004. The proportion of the private sector fluctuated between 38% and 45% during the period 1996 to 2004.

2.2 女醫生的比例顯示上升趨勢，整體性別比率由 1982 年統計調查所得的 520 (每百名女性的男性人數)，持續下跌至 2004 年統計調查所得的 285(每百名女性的男性人數) (表甲)。

2.3 1982 年至 1990 年期間，經點算在職醫生以任職私營機構的人數最多，其次為政府，兩者合共聘用大約 80% 的醫生。醫院管理局自 1991 年成立以來，已成為最大的僱主，而政府所聘醫生的比例在 2004 年統計調查中下降至少於 10%。在 1996 年至 2004 年統計調查期間，任職私營機構的在職醫生的比例則在 38% 至 45% 之間變化不定。

Table A : Selected Characteristics of Active Doctors Enumerated (1982, 1984, 1987, 1990, 1992, 1996, 2000, 2003 and 2004)

表甲： 經點算在職醫生的選定特徵 (1982年、1984年、1987年、1990年、1992年、1996年、2000年、2003年及2004年)

Characteristics 特徵	Year 年份								
	1982	1984	1987	1990	1992	1996	2000	2003	2004
A. Doctors with Full Registration Covered 所涵蓋的正式註冊醫生*	3 487	4 016	4 829	5 643	6 397	7 567	8 773	9 905	10 157
B. Active Doctors Enumerated 經點算在職醫生									
Number enumerated 經點算人數	3 487	3 490	4 044	4 545	5 094	5 416	5 679	4 941	4 388
Sex 性別									
Male 男性	2 841	2 912	3 311	3 686	4 102	4 240	4 409	3 696	3 249
Female 女性	546	578	733	859	992	1 176	1 270	1 234	1 139
Unknown 不詳	100	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	11	N.A.
Sex ratio (males per 100 females) 性別比率 (每百名女性的男性人數)	520	504	452	429	414	361	347	300	285
Mean age 平均年齡	-	-	-	-	-	41.2	42.6	43.3	43.7
Sector of work 工作機構類型 [†]									
<u>Medical field</u> 醫療專業範疇									
Government 政府	1 024 (29.4%)	1 263 (36.2%)	1 443 (35.7%)	1 759 (38.7%)	413 (8.1%)	496 (9.2%)	593 (10.4%)	327 (6.6%)	273 (6.2%)
Hospital Authority 醫院管理局	N.A.	N.A.	N.A.	N.A.	2 241 (44.0%)	2 576 (47.6%)	2 558 (45.0%)	2 335 (47.3%)	2 025 (46.1%)
Private 私營機構	1 474 (42.3%)	1 569 (45.0%)	1 789 (44.2%)	1 989 (43.8%)	2 198 (43.1%)	2 069 (38.2%)	2 293 (40.4%)	1 933 (39.1%)	1 921 (43.8%)
Academic & Subvented 學術及資助機構	531 (15.2%)	658 (18.9%)	812 (20.1%)	797 (17.5%)	242 (4.8%)	275 (5.1%)	235 (4.1%)	167 (3.4%)	151 (3.4%)
<u>Non-medical field</u> 非醫療專業範疇	170 (4.9%)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Unknown 不詳	288 (8.3%)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	179 (3.6%)	18 (0.4%)

Notes : * Figures of the year 2000 and before refer to the number of doctors fully registered on the resident list with the Medical Council of Hong Kong as at the first of July of the respective years, the figure of 2003 refers to that as at 31.12.2003 and the figure of 2004 refers to that as at 31.8.2004.

2000年及之前的有關數字指於相關年份中7月1日在香港醫務委員會本地名單內正式註冊的醫生人數，2003年的數字指截至2003年12月31日的相關人數，而2004年的數字則指截至2004年8月31日的相關人數。

[†] In 2003 and 2004, the sector refers to the sector of the main job.

2003年及2004年的統計調查中，所屬機構類型指主要職位所屬機構的類型。

[‡] Military was included in the 1984, 1987, 1992 and 1996 HMS.

1984年、1987年、1992年及1996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