

# 2019 Health Manpower Survey on Registered Nurses

## Key Findings

- The registered nurses covered in the 2019 Health Manpower Survey on Registered Nurses (HMS-RN) were nursing personnel registered with the Nursing Council of Hong Kong under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2019, with exclusion of those subsequently found to have passed away on or before the survey reference date.
- The number of registered nurses covered was 44 223.
- Of the 44 223 registered nurses covered, 8 688 responded to the HMS-RN, giving an overall response rate of 19.6%. Among the respondents, 7 424 (85.5%) were economically active\*† (active) and 1 264 (14.5%) were economically inactive\*\*‡ (inactive) in the local nursing / midwifery profession (*See Chart*).
- Of the 7 424 active registered nurses enumerated, 7 309 (98.5%) were practising in the local nursing / midwifery profession, 64 (0.9%) were seeking jobs, 14 (0.2%) were having temporary sickness and 37 (0.5%) were waiting to take up a new job, expecting to return to their original jobs, believing no work was available or starting business in the local nursing / midwifery profession during the 30 days before the survey.
- The survey results presented below were based on the 7 309 responding registered nurses who were practising in the local nursing / midwifery profession as at 31.8.2019. The percentages presented below may not add up to 100% due to missing responses or rounding.
  - (i) There were 12 active registered nurses practising in the local nursing / midwifery profession enumerated who did not indicate the gender. Among the remaining 7 297 active registered nurses enumerated, 971 (13.3%) were male and 6 326 (86.7%) were female, giving an overall sex ratio (males per 100 females) of 15.3. Apart from 164 registered nurses who did not indicate the age, the median age of the remaining 7 145 active registered nurses enumerated was 43.0 years.
  - (ii) Distribution by sector of the main job§ showed that 4 747 (64.9%) of them were working in the Hospital Authority, followed by 1 315 (18.0%) in the private sector, 473 (6.5%) in the subvented sector, 468 (6.4%) in the Government and 236 (3.2%) in the academic sector.
  - (iii) 19.2% spent most of their working time on medicine, followed by 14.5% on surgery, 7.5% on ambulatory care / outpatient and 7.2% on administration / management.
  - (iv) The median number of hours of work (excluding meal breaks) per week of the 7 309 active registered nurses enumerated was 44.0 hours. Among them, 532 (7.3%) registered nurses were required to undertake on-call duty (excluding normal duty), with a median number of 12.0 hours of on-call duty (excluding normal duty) per week.

\* 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.

† “Economically active” registered nurse comprised all “employed” and “unemployed” registered nurses. “Employed” registered nurse referred to those registered nurses practising in the local nursing / midwifery profession in Hong Kong during the survey period, while “unemployed” registered nurse 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.

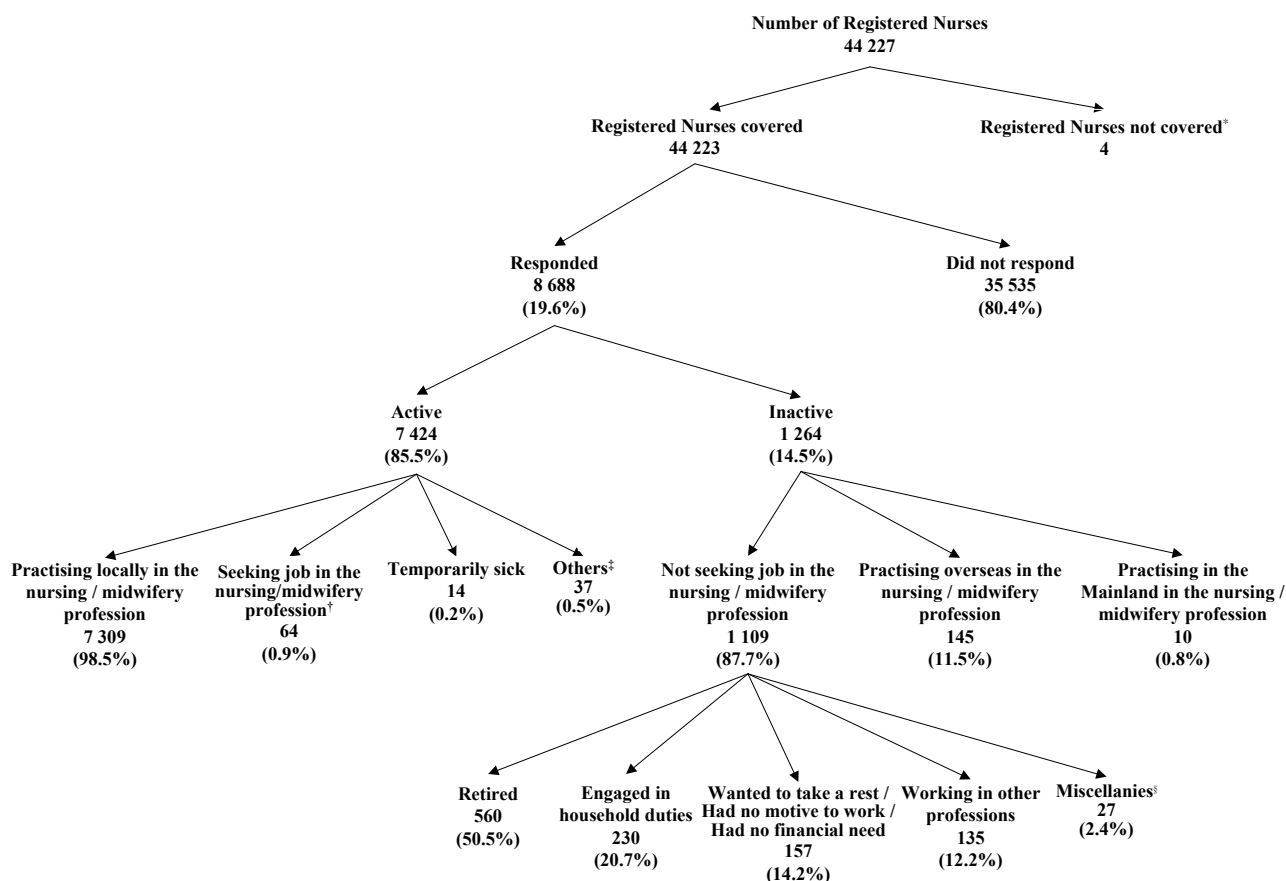
‡ “Economically inactive” registered nurse comprised the responding registered nurses who were not practising in the nursing / midwifery profession in Hong Kong during the survey period, but excluding those who had been on leave during the survey period and those who were “economically active” but “unemployed”.

§ Main jobs referred to the jobs in which the registered nurses had spent most of their working time.

➤ Among 1 264 inactive registered nurses (*See Chart*):

- (i) 1 109 registered nurses reported not practising in the nursing / midwifery profession in Hong Kong and not seeking job in the local nursing / midwifery profession during the 30 days before the survey. The reasons reported for not seeking job included: 560 (50.5%) were retired, 230 (20.7%) were engaged in household duties, 157 (14.2%) wanted to take a rest / had no motive to work / had no financial need, 135 (12.2%) were working in other professions, etc.
- (ii) 145 (11.5%) registered nurses reported practising overseas and ten (0.8%) reported practising in the Mainland.

### Activity Status of Enrolled Nurses Covered



Notes: \* Figure refers to the number of registered nurses subsequently found to have passed away on or before 31 August 2019.

† 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 local nursing / midwifery profession during the 30 days before the survey.

‡ 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) were waiting to take up a new job, expecting to return to their original jobs, starting business at subsequent date or believing no work available in the local nursing / midwifery profession during the 30 days before the survey.

§ Figure refers to the number of responding registered nurses who reported emigrated, undertaking study, etc. Percentages may not add up to 100% due to rounding.