

# 2015 Health Manpower Survey

## Summary of the Characteristics of Enrolled Nurses Enumerated

### I. Types of Enrolled Nurses Covered

1.1 The enrolled nurses covered in the 2015 HMS were nursing personnel enrolled in any part of the roll under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2015.

1.2 The number of enrolled nurses covered was 12 309.

1.3 Of the 12 309 enrolled nurses covered, 4 074 responded to the survey, giving an overall response rate of 33.1%. Among the respondents, 3 435 (84.3%) were economically active<sup>1,2</sup> (active) in the local nursing / midwifery profession as at 31.8.2015 and 639 (15.7%) were economically inactive<sup>1,3</sup> (inactive) in the local nursing / midwifery profession (**Chart A**).

1.4 Of the 3 435 active enrolled nurses enumerated, 3 338 (97.2%) were practising in the local nursing / midwifery profession, 58 (1.7%) were seeking jobs, 20 (0.6%) had not been available for work because of temporary sickness, and 19 (0.6%) believed that work was not available, were waiting to take up a new job in the local nursing / midwifery profession or expecting to return to their original jobs in local nursing / midwifery profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on 3 338 responding enrolled nurses who were practising in the local nursing / midwifery profession as at 31.8.2015. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 639 inactive enrolled nurses, 56 (8.8%) reported practising overseas, five (0.8%) reported practising in the Mainland and 578 (90.5%) reported not seeking job in the local nursing / midwifery profession during the 30 days before the survey (**Chart A**). Among the 578 inactive enrolled nurses who reported not seeking jobs, the main reasons reported for not seeking jobs included: 282 (48.8%) were retired, 120 (20.8%) were engaged in household duties, 90 (15.6%) were working in other professions, 53 (9.2%) wanted to take a rest / had no motive to work / had no financial need, etc.

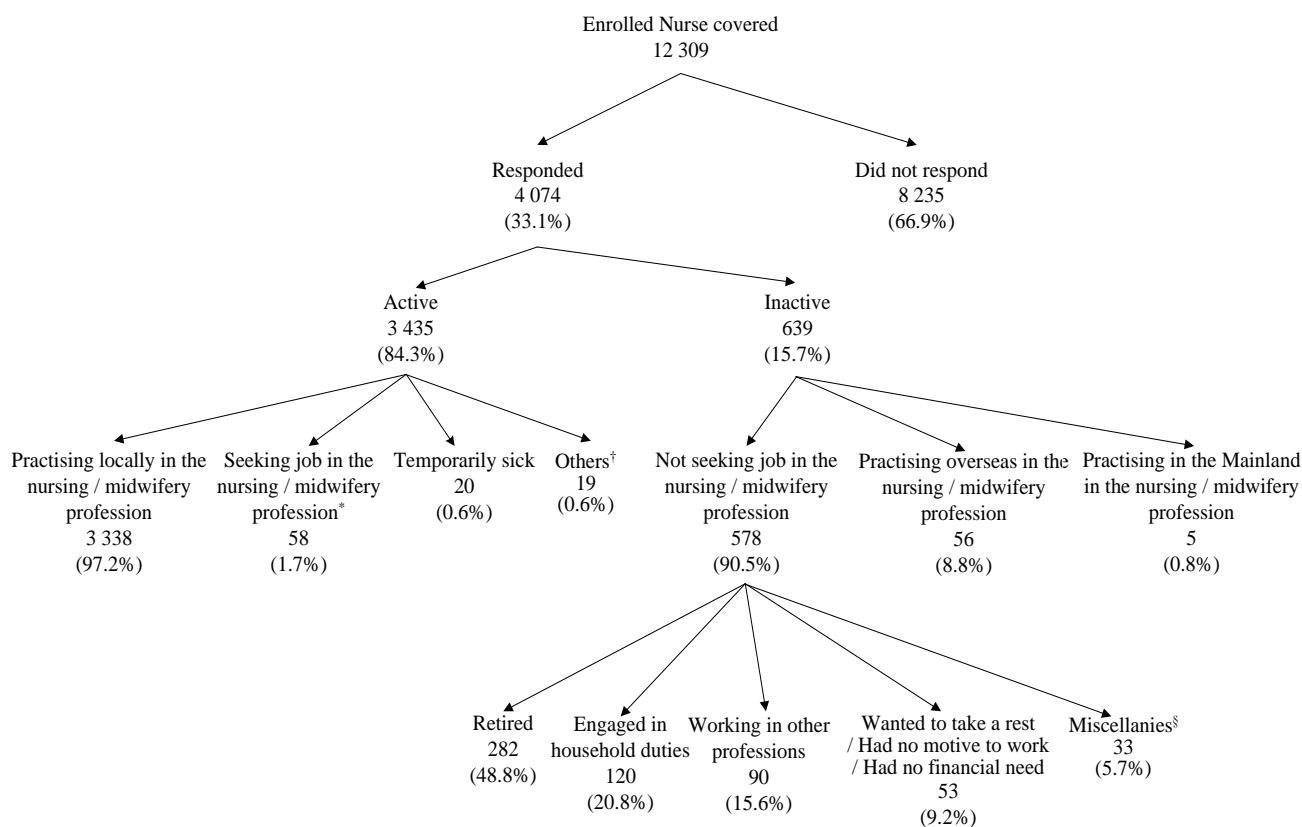
1.6 Among the 3 338 active enrolled nurses enumerated who were practising in the local nursing / midwifery profession, 2 958 (88.6%) were in the general stream and 380 (11.4%) were in psychiatric stream.

1 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.

2 “Economically active” enrolled nurses comprised all “employed” and “unemployed” enrolled nurses. “Employed” enrolled nurses referred to those enrolled nurses practising in the nursing / midwifery profession in Hong Kong during the survey period, while “unemployed” enrolled nurses referred to those enrolled 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 local nursing / midwifery profession during the 30 days before the survey.

3 “Economically inactive” enrolled nurses comprised the enrolled 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”.

**Chart A : Activity Status of Enrolled Nurses Covered**



Notes : \* Figure refers to the number of responding enrolled 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.

† Figure refers to the number of responding enrolled nurse 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) believed that work was not available, were waiting to take up a new job or expecting to return to their original jobs in the local nursing / midwifery profession during the 30 days before the survey.

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

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

1.7 One active enrolled nurse did not indicate the gender. Among the remaining 3 337 active enrolled nurses enumerated who were practising in the local nursing / midwifery profession, 316 (9.5%) were male and 3 021 (90.5%) were female, giving an overall sex ratio (males per 100 females) of 10. Apart from 79 enrolled nurses who did not indicate their age, the median age of the remaining 3 259 active enrolled nurses enumerated were 41.0 years. The median age of the active female enrolled nurses enumerated was 41.0 years and that of their male counterparts was 38.0 years.

1.8 The responding enrolled nurses were requested to indicate the characteristics of their main jobs<sup>4</sup>. Distribution by sector showed that the largest proportion (39.9%) of the active enrolled nurses enumerated was working in the Hospital Authority, followed by those working in the private sector (34.2%), the subvented sector (20.1%), the Government (5.1%) and the academic sector (0.5%).

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

1.9 The median age of the active enrolled nurses enumerated was 51.0 for those working in the Government, followed by subvented sector (45.0 years), academic sector (42.5 years), Hospital Authority (40.0 years) and private sector (36.0 years).

1.10 Of the 3 338 active enrolled nurses enumerated, 21.4% spent most of their working time on residential care, followed by 14.3% on geriatrics, 12.1% on medicine, 10.7% on surgery, 9.6% on ambulatory care / outpatients, 9.0% on mental health / psychiatry / addiction treatment, 4.9% on rehabilitation, 2.9% on paediatrics, 2.8% on working as visiting nurse and 2.1% on public health.

1.11 The median number of hours of work (excluding meal breaks) per week of the 3 338 active enrolled nurses enumerated was 44.0 hours. Among them, 302 (9.0%) were required to undertake on-call duty (excluding normal duty), with median number of 8.0 hours of on-call duty per week.

1.12 Of the 3 338 active enrolled nurses enumerated, 89.9% had received Student / Pupil Nurse Training, 8.8% held Higher Diploma and 0.6% held Bachelor's Degree as their basic qualifications.

1.13 Of the 3 338 active enrolled nurses enumerated, 1 701 (51.0%) had received / were receiving additional training. Of the 1 701 active enrolled nurses enumerated with additional training, 100 (5.9%) had not yet completed the additional training, 723 (42.5%) held Certificate, 361 (21.2%) held Higher Diploma, and 300 (17.6%) held Bachelor's Degree as the highest qualification.

1.14 Of the 1 701 active enrolled nurses enumerated who had received / were receiving additional training, 1 098 (64.6%) had received / were receiving training in one field. Among them, 20.5% were trained / receiving training in general nursing, 13.8% in enrolled nurse to registered nurse conversion course, 8.8% in mental health nursing, 8.7% in geriatric nursing, 7.6% in community health, 6.9% in emergency / first aid nursing and 4.2% in surgical nursing.

1.15 Among 1 701 active enrolled nurses enumerated who had received / were receiving additional training, some of them selected more than one field of additional training. The total number of count of active enrolled nurses who had received / were receiving additional training was 2 821, in which 14.4% had received / were receiving additional training in general nursing, 10.3% in geriatric nursing, 8.5% in emergency / first aid nursing, 7.0% in community health, 6.1% in mental health nursing, 5.5% in enrolled nurse to registered nurse conversion course, 5.2% in surgical nursing and 4.1% in hospice nursing.

1.16 Regarding Continuing Nursing Education (CNE) / Post-registration Education in Midwifery (PEM), 2 599 (77.9%) of the active enrolled nurses enumerated reported that they had participated in CNE / PEM in 2015, 674 (20.2%) did not participate in any CNE / PEM and 65 (1.9%) did not report whether they had participated in any CNE / PEM or not. Among the 2 599 active enrolled nurses enumerated who had participated in CNE / PEM, the distribution of CNE / PEM points / hours attained in the past 12 months was : 1 to 5 points / hours (20.5%), 6 to 10 points / hours (23.1%), 11 to 15 points / hours (18.9%), 16 to 20 points / hours (10.9%) and more than 20 points / hours (26.6%).

## II. Trend Analysis

2.1 Comparison of findings of the 2015 HMS with those surveys conducted before 2004 should be made with caution as the survey methods and reference date had been changed.

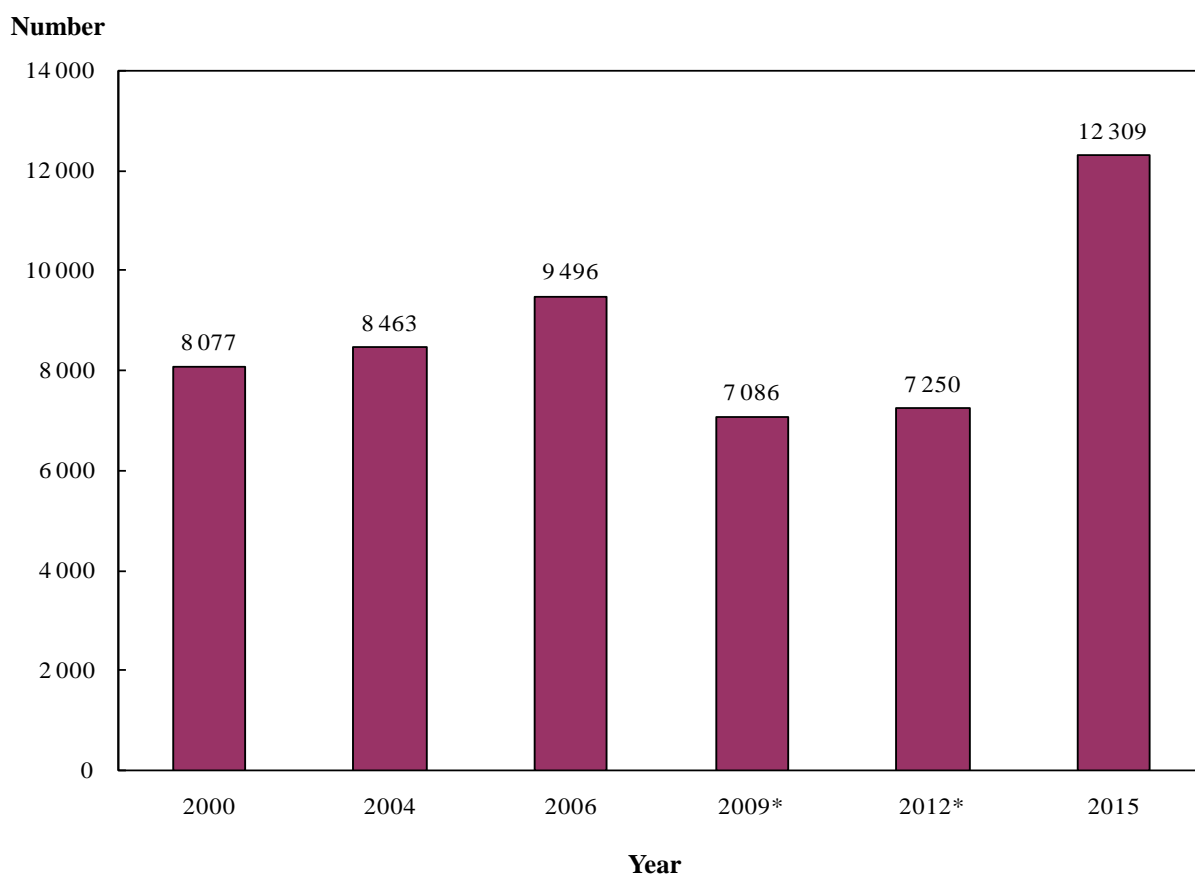
2.2 Between 2000 and 2015, the numbers of enrolled nurses covered in the surveys were in the range from 7 086 to 12 309. The proportion of enrolled nurses in the general stream remained stable (from 88.6% – 91.8%) between 1987 and 2015 (**Chart B & Table A**).

2.3 The sex ratio (males per 100 females) of active enrolled nurses enumerated ranged from 6 to 10 between 1987 and 2015 (**Table A**).

2.4 The median age of the active enrolled nurses enumerated increased from 31.5 years in 1992 to 41.0 years in 2015.

2.5 From 1987 to 1990, the largest proportion of active enrolled nurses enumerated worked in the Government and subvented sectors, which altogether accounted for about 80% and the remaining enrolled nurses worked in the private sector. Since its setup in 1991, the Hospital Authority has been the largest employer covering around 50% of active enrolled nurses enumerated. The proportion of active enrolled nurses enumerated working in the private sector increased from 20.9% in 2000 to 34.2% in 2015 (**Table A**).

**Chart B : Number of Enrolled Nurses Covered by Year (2000, 2004, 2006, 2009 , 2012 and 2015)**



Notes : \* As the 2009 and 2012 Health Manpower Survey only aimed at covering all enrolled nurses who had to renew their practising certificates in 2009 and 2012, enrolled nurses who did not need to renew practising certificate in 2009 and 2012 were excluded from the survey.

Figure of 2000 refers to the number of enrolled nurses enrolled with the Nursing Council of Hong Kong and who were holding valid practising certificates as at the 1<sup>st</sup> July 2000, whereas the figures of 2004, 2006 and 2015 refer to that as at the 31<sup>st</sup> August of the respective years and the figures of 2009 and 2012 refer to the number of enrolled nurses enrolled with the Nursing Council of Hong Kong as at the 31<sup>st</sup> August of the respective years and had to renew their practising certificates in respective years.

**Table A : Selected Characteristics of Active Enrolled Nurses Enumerated (1987, 1990, 1992, 1996, 2000, 2004, 2006, 2009, 2012 and 2015)**

Characteristics	Year									
	1987	1990	1992	1996	2000	2004	2006	2009 <sup>†</sup>	2012 <sup>†</sup>	2015
<b>A. Enrolled Nurses Covered*</b>	-	-	-	-	8 077	8 463	9 496	7 086	7 250	12 309
<b>B. Active Enrolled Nurses Enumerated</b>										
<b>Number Enumerated</b>	4 096	4 331	4 548	4 774	6 106	3 132	4 670	3 634	2 413	3 338
<b>Stream of Practice</b>										
General Stream	90.1%	88.9%	89.1%	89.2%	91.8%	91.0%	90.1%	90.5%	89.7%	88.6%
Psychiatric Stream	9.9%	11.1%	10.9%	10.8%	8.2%	9.0%	9.9%	9.5%	10.3%	11.4%
<b>Sex</b>										
Male	327	327	333	290	383	225	329	224	163	316
Female	3 769	4 004	4 215	4 484	5 723	2 907	4 335	3 381	2 247	3 021
Unknown	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	6	29	3	1
<b>Sex Ratio (males per 100 females)</b>	9	8	8	6	7	8	8	7	7	10
<b>Mean Age</b>	32.1	-	33.5	34.7	35.7	38.2	40.5	45.7	46.8	40.7
<b>Median Age</b>	-	-	31.5	34.0	35.0	38.0	40.0	46.0	48.0	41.0
<b>Sector for Work<sup>‡</sup></b>										
Government	1 698 (41.5%)	1 626 (37.5%)	412 (9.1%)	461 (9.7%)	566 (9.3%)	235 (7.5%)	337 (7.2%)	268 (7.4%)	172 (7.1%)	171 (5.1%)
Hospital Authority	N.A.	N.A.	2 670 (58.7%)	2 832 (59.3%)	3 289 (53.9%)	1 515 (48.4%)	2 434 (52.1%)	1 750 (48.2%)	1 043 (43.2%)	1 333 (39.9%)
Academic & Subvented <sup>§</sup>	1 615 (39.4%)	1 780 (41.1%)	487 (10.7%)	1 481 (31.0%)	977 (16.0%)	660 (21.1%)	691 (14.8%)	542 (14.9%)	520 (21.5%)	689 (20.6%)
Private <sup>  </sup>	783 (19.1%)	925 (21.4%)	979 (21.5%)		1 274 (20.9%)	708 (22.6%)	1 188 (25.4%)	1 054 (29.0%)	667 (27.6%)	1 141 (34.2%)
Unknown	N.A.	N.A.	N.A.	N.A.	N.A.	14 (0.4%)	20 (0.4%)	20 (0.6%)	11 (0.5%)	4 (0.1%)

Notes : \* Figure of 2000 refers to the number of enrolled nurses enrolled with the Nursing Council of Hong Kong and who were holding valid practising certificates issued by the Nursing Council as at the 1<sup>st</sup> July 2000, whereas the figures of 2004, 2006 and 2015 refer to that as at the 31<sup>st</sup> August of the respective years, the figures of 2009 and 2012 refer to the number of enrolled nurses enrolled with the Nursing Council of Hong Kong as at the 31<sup>st</sup> August of the respective years and had to renew their practising certificates in the respective years.

† As the 2009 and 2012 Health Manpower Survey only aimed at covering all enrolled nurses who had to renew their practising certificates in 2009 and 2012, enrolled nurses who did not need to renew practising certificate in 2009 and 2012 were excluded from the survey.

‡ In 2004, 2006, 2009, 2012 and 2015 HMS, the sector refers to the sector for the main job.

§ Academic was not included in the 1987 HMS to 1992 HMS.

|| Military was included in the 1987 HMS. Academic was included in the 1990 and 1992 HMS.

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

N.A. Not applicable

‘-’ Not available