

2009 Health Manpower Survey
2009 年醫療衛生服務人力統計調查
Summary of the Characteristics of Enrolled Nurses Enumerated
經點算登記護士的特徵摘要

Executive Summary

I. Types of Enrolled Nurses Covered

1.1 The enrolled nurses covered in the 2009 HMS were nursing personnel enrolled in any part of the roll under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2009 and had to renew their practising certificates in 2009.

1.2 The number of enrolled nurses covered was 7 086.

1.3 Of the 7 086 enrolled nurses covered, 4 347 had responded to the survey, giving an overall response rate of 61.3%. Among the respondents, 3 719 were economically active*† (active) in the local nursing / midwifery profession as at 31.8.2009 and 628 reported to be economically inactive*‡ (inactive) in the local nursing / midwifery profession (Chart A).

簡要報告

I. 所涵蓋的登記護士

1.1 2009 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 2009 年 8 月 31 日)已根據《護士註冊條例》(第 164 章)的規定於登記護士名冊內登記，並須於 2009 年續領執業證明書的護理人員。

1.2 所涵蓋登記護士的人數為 7 086 名。

1.3 在統計調查所涵蓋的 7 086 名登記護士中，有 4 347 名作出回應，整體回應率為 61.3%。在回應者中，有 3 719 名登記護士於 2009 年 8 月 31 日在本港護理／助產學專業從事經濟活動*†(在職)及 628 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)。

* 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” 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 nursing / midwifery profession during the 30 days before the survey.
“從事經濟活動”的登記護士包括所有“就業”及“待業”登記護士。“就業”登記護士是指統計調查期間在本港從事護理／助產學專業的登記護士，而“待業”登記護士則指(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／助產學專業工作的登記護士。

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

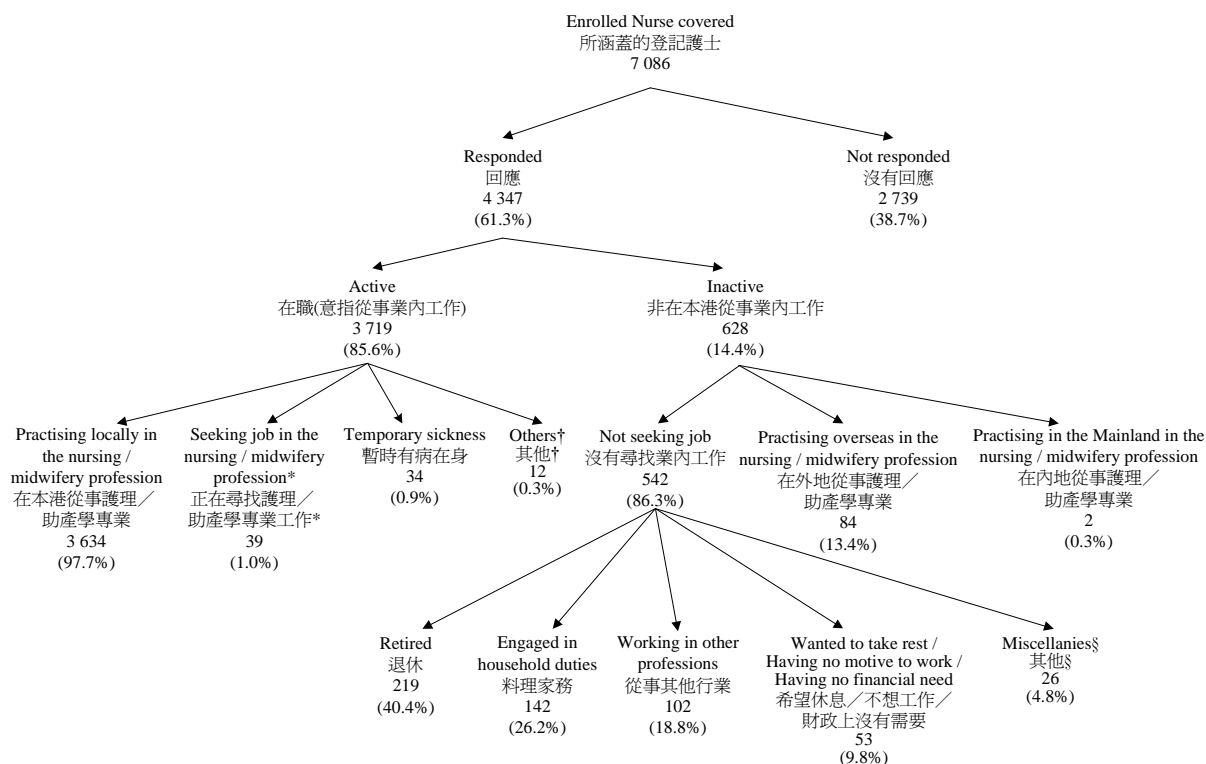
1.4 Of the 3 719 active enrolled nurses enumerated, 39 were seeking jobs, 34 reported as having temporary sickness and 12 were believing no work available, expecting to return to their original jobs or waiting to take up new jobs in the local nursing / midwifery profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on 3 634 responding enrolled nurses who were practising in the local nursing / midwifery profession as at 31.8.2009. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 628 inactive enrolled nurses, 84 reported practising overseas, two reported practising in the Mainland and 542 reported not seeking job in the local nursing / midwifery profession during the 30 days before the survey (**Chart A**). Among the 542 inactive enrolled nurses who reported not seeking job, the main reasons reported for not seeking jobs included: 219 (40.4%) were retired, 142 (26.2%) were engaged in household duties, 102 (18.8%) were working in other professions, 53 (9.8%) wanted to take rest / having no motive to work / having no financial need.

1.4 在 3 719 名在職登記護士中，在統計日前 30 天內有 39 名正在找尋護理／助產學專業工作，34 名填報暫時有病在身及 12 名相信護理／助產學專業工作暫無空缺、期待重返原任的護理／助產學專業崗位或正等待上任新的護理／助產學專業工作。下文第 1.6 段所載的統計調查結果，指截至 2009 年 8 月 31 日，根據 3 634 名在本港從事護理／助產學專業的登記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 628 名非在本港從事業內工作的登記護士當中，有 84 名據報在外地執業、兩名在內地執業及 542 名在統計日前 30 天內無找尋業內工作(圖甲)。而在 542 名非在本港從事業內工作的登記護士中，沒有尋找工作的主要原因包括：219 名(40.4%)退休、142 名(26.2%)料理家務、102 名(18.8%)從事其他行業、53 名(9.8%)希望休息／不想工作／財政上沒有需要。

Chart A : Activity Status of Enrolled Nurses Covered
圖甲： 所涵蓋登記護士的經濟活動身分



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.

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／助產學專業工作的登記護士人數。

† 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) were believing no work available, expecting to return to their original jobs or waiting to take up new jobs 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 天內相信護理／助產學專業工作暫無空缺、期待重返原任的護理／助產學專業崗位或正等待上任新的護理／助產學專業工作的登記護士人數。

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

有關數字指填報移民、進修等項目的登記護士人數。

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

由於進位的關係，百分比的總和可能不等於 100%。

1.6 Among the 3 634 active enrolled nurses enumerated who were practising in the local nursing / midwifery profession, 3 289 (90.5%) were in the general stream and 345 (9.5%) were in psychiatric stream.

1.6 經點算的 3 634 名在本港從事護理／助產學專業的在職登記護士中，3 289 名(90.5%)從事普通科工作及 345 名(9.5%)從事精神科工作。

1.7 29 active enrolled nurses did not indicate their sex. Among the remaining 3 605 active enrolled nurses enumerated who were practising in the local nursing / midwifery profession, 224 (6.2%) were male and 3 381 (93.8%) were female, giving an overall sex ratio (males per 100 females) of 7. Apart from 80 enrolled nurses who did not indicate their age, the median age of the remaining 3 554 active enrolled nurses enumerated were 46.0 years. The median age of the active female enrolled nurses enumerated was 46.0 years and that of their male counterparts was 48.0 years.

1.8 The responding enrolled nurses were requested to indicate the characteristics of their main jobs*. Distribution by sector showed that about half (48.2%) of the active enrolled nurses enumerated were working in the Hospital Authority, followed by those working in the private sector (29.0%), the subvented sector (14.5%), the Government (7.4%) and the academic sector (0.4%).

1.9 The median age of enrolled nurses enumerated was 50.0 years for those working in the Government, followed by 47.0 years for those working in the subvented sectors, 46.0 years in the private sector, 44.0 years in the Hospital Authority and 43.0 years in the academic sector.

1.10 Of the 3 634 active enrolled nurses enumerated, 23.2% spent most of their working time on residential care, followed by 16.1% on medicine, 12.0% on ambulatory / outpatients, 10.5% on surgery, 9.1% on mental health / psychiatric / addiction treatment, 6.5% on rehabilitation, 4.0% on public health, 3.7% on working as visiting nurse and 3.1% on paediatrics.

1.7 29名在職登記護士沒有註明性別，在餘下 3 605 名經點算的在職登記護士中，224 名(6.2%)為男性，3 381 名(93.8%)為女性，整體性別比率(每百名女性的男性人數)為 7。除了 80 名登記護士沒有註明年齡外，餘下 3 554 名經點算在職登記護士的整體年齡中位數為 46.0 歲。女登記護士的年齡中位數為 46.0 歲。而男登記護士的年齡中位數則為 48.0 歲。

1.8 我們要求作出回應的登記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，約有一半(48.2%)經點算在職登記護士在醫院管理局工作，其餘依次為私營機構(29.0%)、資助機構(14.5%)、政府(7.4%)及學術機構(0.4%)。

1.9 經點算任職政府的登記護士年齡中位數為 50.0 歲，其餘依次為資助機構(47.0 歲)、私營機構(46.0 歲)，醫院管理局(44.0 歲)及學術機構(43.0 歲)。

1.10 在 3 634 名經點算在職登記護士中，23.2%把大部分工作時間用於院舍護理，其餘依次為內科(16.1%)、普通科／門診(12.0%)、外科(10.5%)、精神健康／精神科／戒毒(9.1%)、康復(6.5%)、公共衛生(4.0%)、社康護士工作(3.7%)及兒科(3.1%)。

* Main jobs refer to the jobs in which the enrolled nurses had spent most of their working time.
主要職位是指佔登記護士大部分工作時間的職位。

1.11 The median number of hours of work (excluding meal breaks) per week of the 3 634 active enrolled nurses enumerated was 44.0 hours. Among them, 3 197 (88.0%) were not required to undertake on-call duty (excluding normal duty) and 392 (10.8%) were required to undertake on-call duty, with median number of 9.0 hours of on-call duty (excluding normal duty) per week.

1.12 Of the 3 634 active enrolled nurses enumerated, most held Student / Pupil Nurse Training (97.9%), 1.1% held Higher Diploma and 0.4% held Bachelor's Degree as their basic qualifications.

1.13 Of the 3 634 active enrolled nurses enumerated, 2 020 (55.6%) received / were receiving additional training and 1 614 (44.4%) did not receive any additional training. Of the 2 020 active enrolled nurses with additional training, 78 (3.9%) had not yet completed the additional training, 1 138 (56.3%) held Certificate, 303 (15.0%) held Bachelor's Degree and 238 (11.8%) held Higher Diploma as the highest qualification.

1.14 Of the 2 020 enrolled nurses who had received / were receiving additional training, 1 174 (58.1%) were trained in one field of additional training. Among them, 16.8% were trained in general nursing, 11.5% in geriatric nursing, 11.2% in community health, 7.1% in mental health nursing, 4.6% in nursing education, 4.3% in emergency / first aid nursing and 4.1% in rehabilitation.

1.11 經點算的 3 634 名在職登記護士當中，每週工作時數(不計用膳時間)的中位數為 44.0 小時。3 197 名(88.0%) 不用擔任隨時候召的工作(不計日常職務)及 392 名(10.8%) 登記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 9.0 小時。

1.12 在 3 634 名經點算在職登記護士中，97.9% 持有註冊／登記護士學生訓練，1.1% 持有高級文憑及 0.4% 持有學士學位作為基本資格。

1.13 在 3 634 名經點算在職登記護士中，2 020 名(55.6%)曾接受／正接受額外訓練，1 614 名(44.4%)沒有受過任何額外訓練。在 2 020 名有接受額外訓練的在職登記護士中，78 名(3.9%)還未完成額外訓練，1 138 名(56.3%)持有證書，303 名(15.0%)持有學士學位及 238 名(11.8%)持有高級文憑作為最高資格。

1.14 在 2 020 名曾接受／正接受額外訓練的登記護士中，1 174 名(58.1%)曾接受一項額外訓練。當中，16.8% 人士接受普通科護理訓練，老人科護理佔 11.5%、社康護理／社區健康佔 11.2%、精神健康護理佔 7.1%、護理教育佔 4.6%、急症／急救護理佔 4.3% 及復康科佔 4.1%。

1.15 Regarding Continuing Nursing Education (CNE) / Post-registration Education in Midwifery (PEM) activities, 2 926 (80.5%) of the active enrolled nurses revealed that they had participated in CNE / PEM activities in 2009, 587 (16.2%) did not participate in any CNE / PEM activities and 121 (3.3%) did not reveal whether they had participated in any CNE / PEM activities or not. Among the 2 926 active enrolled 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 (14.0%), 6 to 10 points / hours (18.8%), 11 to 15 points / hours (18.8%), 16 to 20 points / hours (11.9%) and more than 20 points / hours (36.4%).

II. Trend Analysis

2.1 Comparison of findings of the 2009 HMS with those surveys before 2004 should be cautious as the survey methodology and reference date had been changed.

2.2 Between 2000 and 2009, the number of enrolled nurses covered was in the range from 7 086 to 9 496. The proportion of enrolled nurses in the general stream remained stable from 88.9% to 91.8% between 1987 and 2009 (**Chart B & Table A**).

1.15 關於持續護理教育／持續助產士教育活動，2 926 名(80.5%)在職登記護士表示在 2009 年曾參與有關持續護理教育／持續助產士教育活動，587 名(16.2%)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 121 名(3.3%)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 2 926 名表示曾參與持續護理教育／持續助產士教育活動的在職登記護士中，在過去 12 個月所得分數／時數分布為：1 至 5 分／小時 (14.0%)、6 至 10 分／小時(18.8%)、11 至 15 分／小時(18.8%)、16 至 20 分／小時(11.9%) 及多於 20 分／小時 (36.4%)。

II. 趨勢分析

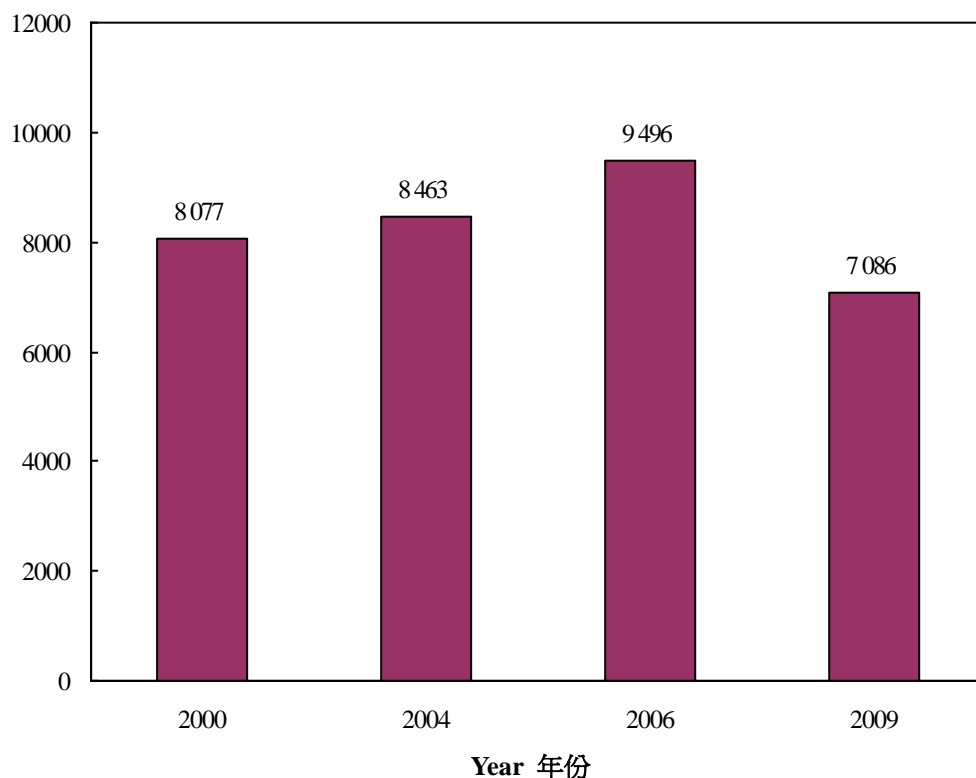
2.1 醫療衛生服務人力統計調查的統計調查方法及點算日均已改變，故將 2009 年與 2004 年以前的統計調查結果比較時必須小心謹慎。

2.2 在 2000 年至 2009 年期間，統計調查涵蓋的登記護士人數介乎 7 086 名至 9 496 名。登記護士從事普通科工作的比例，在 1987 年至 2009 年期間大致維持穩定於 88.9% 至 91.8% 之間 (**圖乙及表甲**)。

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

圖乙：按年劃分的登記護士涵蓋人數(2000年、2004年、2006年及2009年)

Number 人數



Note : Figure of 2000 refers to the number of enrolled nurses registered with Nursing Council of Hong Kong and who were holding valid practising certificates as at the 1st of July 2000, whereas the figures of 2004 and 2006 refer to that as at 31st of August of the respective years and the figure of 2009 refers to that as at 31st of August 2009 and had to renew their practising certificates in 2009.
2000 年的數字指於 2000 年 7 月 1 日已向香港護士管理局註冊，並持有有效執業證明書的登記護士人數，而 2004 年及 2006 年的數字則指於相關年份 8 月 31 日的相關數字及 2009 年數字指於 2009 年 8 月 31 日的相關數字，並須於 2009 年續領執業證明書的護士人數。

2.3 The sex ratio (males per 100 females) of active enrolled nurses enumerated remained stable from 6 to 9 between 1987 and 2009 (Table A).

2.3 在 1987 年至 2009 年期間，經點算在職登記護士的性別比率(每百名女性的男性人數)介乎 6 至 9 之間 (表甲)。

2.4 The median age of the active enrolled nurses enumerated increased from 31.5 years in 1992 to 46.0 years in 2009.

2.4 經點算在職登記護士的年齡中位數由 1992 年的 31.5 歲，上升至 2009 年的 46.0 歲。

2.5 From 1987 to 1990, the largest proportion of active enrolled nurses enumerated was working in the private, academic and subvented sectors*, which altogether accounted for about 60% and the remaining were working in the Government. The Hospital Authority has been the largest employer since its setup in 1991, while the proportion of active enrolled nurses employed in the Government decreased to less than 10%. The proportion working in the private, academic and subvented sectors decreased from 58.5% in 1987 to 43.9% in 2009 (Table A).

2.5 在 1987 年至 1990 年期間，私營機構、學術及資助機構*，合共聘用大約 60% 的經點算在職登記護士，餘下的則任職政府。醫院管理局自 1991 年成立以來，已成為最主要的僱主，而政府所聘任的登記護士的比例則下降至少於 10%。私營機構、學術及資助機構所佔比例，則由 1987 年所得的 58.5% 減少至 2009 年的 43.9% (表甲)。

* Military was included in the 1987 HMS.

1987 年的統計調查包括軍事機構。

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

表甲： 經點算在職登記護士的選定特徵(1987年、1990年、1992年、1996年、2000年、2004年、2006年及2009年)

Characteristics 特徵	Year 年份							
	1987	1990	1992	1996	2000	2004	2006	2009
A. Enrolled Nurses Covered* 所涵蓋的登記護士*	-	-	-	-	8 077	8 463	9 496	7 086
B. Active Enrolled Nurses Enumerated 經點算在職登記護士								
Number Enumerated 經點算人數	4 096	4 331	4 548	4 774	6 106	3 132	4 670	3 634
Stream of Practice 從事的分科工作								
General Stream 普通科	90.1%	88.9%	89.1%	89.2%	91.8%	91.0%	90.1%	90.5%
Psychiatric Stream 精神科	9.9%	11.1%	10.9%	10.8%	8.2%	9.0%	9.9%	9.5%
Sex 性別								
Male 男性	327	327	333	290	383	225	329	224
Female 女性	3 769	4 004	4 215	4 484	5 723	2 907	4 335	3 381
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	6	29
Sex Ratio (males per 100 females) 性別比率(每百名女性的男性人數)	9	8	8	6	7	8	8	7
Median Age 年齡中位數	-	-	31.5	34.0	35.0	38.0	40.0	46.0
Sector for Work† 工作機構類型†								
Government 政府	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%)
Hospital Authority 醫院管理局	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%)
Others‡ 其他‡	2 398 (58.5%)	2 705 (62.5%)	1 466 (32.2%)	1 481 (31.0%)	2 251 (36.9%)	1 368 (43.7%)	1 879 (40.2%)	1 596 (43.9%)
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	14 (0.4%)	20 (0.4%)	20 (0.6%)

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

2000 年的數字指於 2000 年 7 月 1 日已向香港護士管理局註冊，並持有有效執業證明書的登記護士人數，而 2004 年及 2006 年的數字則指於相關年份 8 月 31 日的相關數字及 2009 年數字指於 2009 年 8 月 31 日的相關數字，並須於 2009 年續領執業證明書的護士人數。

† In 2004, 2006 and 2009, the sector refers to the sector for the main job.

在 2004 年、2006 年及 2009 年統計調查中，所屬機構類型指主要職位所屬機構的類型。

‡ Includes academic, subvented and private sectors. Military was included in the 1987 HMS.

包括學術機構、資助機構及私人機構。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