

2006 Health Manpower Survey

2006 年醫療衛生服務人力統計調查

Summary of 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 nurse covered in the 2006 HMS referred to nursing personnel enrolled (Part I / II) with the Nursing Council of Hong Kong under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2006.

1.2 The number of enrolled nurses covered in the 2006 HMS was 9 496.

1.3 Of the 9 496 covered, 5 418 had responded to the survey, giving an overall response rate of 57.1%. Among the respondents, 4 741 were economically active* (active) in the local nursing / midwifery profession as at 31.8.2006 whereas 670 reported to be economically inactive* (inactive) (Chart A).

簡要報告

I. 所涵蓋的登記護士

1.1 2006 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 2006 年 8 月 31 日)已根據《護士註冊條例》(第 164 章)的規定向香港護士管理局登記[第 I / II 部]的護理人員。

1.2 2006 年醫療衛生服務人力統計調查所涵蓋的登記護士人數為 9 496 名。

1.3 在統計調查所涵蓋的 9 496 名登記護士中，有 5 418 名作出回應，整體回應率為 57.1%。在回應者中，有 4 741 名登記護士於 2006 年 8 月 31 日在本港護理 / 助產學專業從事經濟活動*，而有 670 名據報並非在本港護理 / 助產學專業從事經濟活動*。(圖甲)

*In the survey, the criteria used in defining economically active and inactive followed those recommended by the International Labour Organization, which are also 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 the “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 天內能夠上班的登記護士；及(c)在統計日前 30 天內正在找尋護理 / 助產學專業工作。

“Economically inactive” enrolled nurses referred to 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 “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，但不包括在統計調查期間休假及“待業”的登記護士。

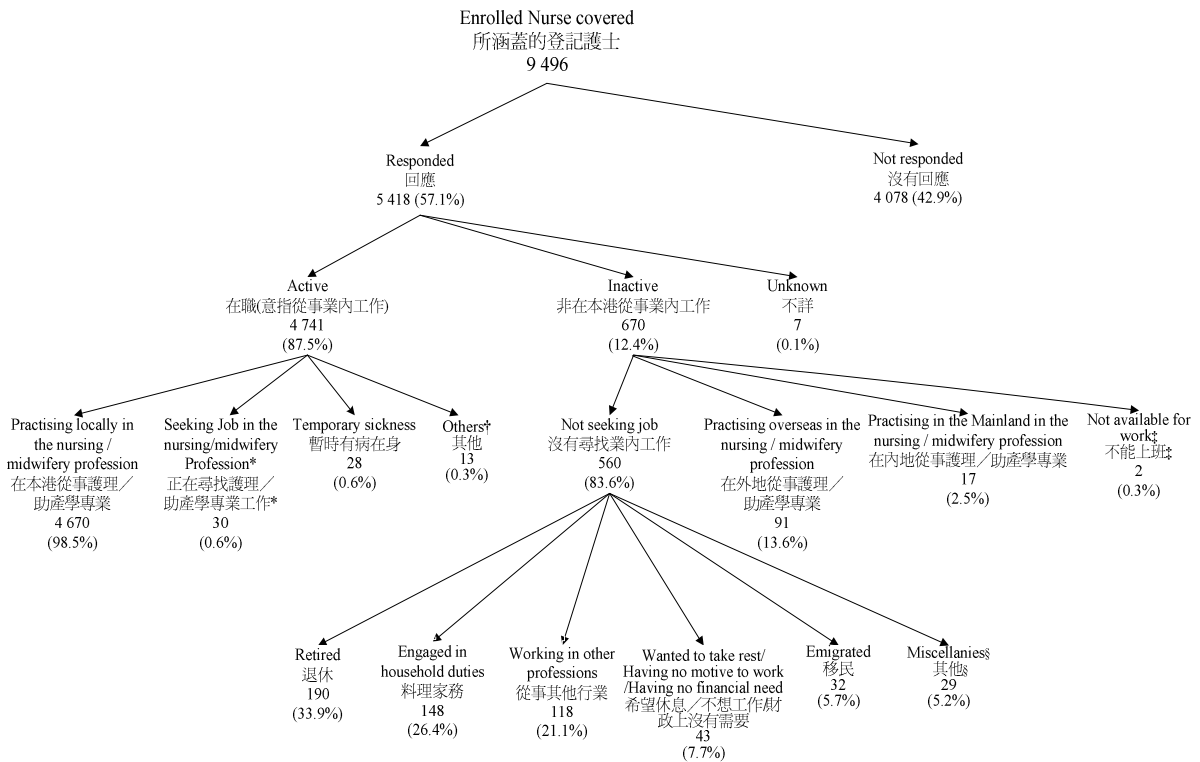
1.4 Of the 4 741 active enrolled nurses, 30 were seeking jobs, 28 were having temporary sickness and 13 were expecting to return to their original job, waiting to take up new job or believed that no work was available in the local nursing/midwifery profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on 4 670 responding enrolled nurses who were practising in the local nursing/midwifery profession as at 31.8.2006. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 670 inactive enrolled nurses, 91 reported practising overseas, 17 reported practising in the Mainland and 560 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 (**Chart A**). Among the 560 inactive enrolled nurses who reported not seeking job, the reasons reported for not seeking job including: 190 (33.9%) were retired, 148 (26.4%) engaged in household duties, 118 (21.1%) were working in other professions, 43 (7.7%) wanted to take rest/having no motive to work/having no financial need, and 32 (5.7%) emigrated, etc.

1.4 在 4 741 名在職登記護士中，有 30 名正在本港找尋護理／助產學專業的工作。28 名暫時有病在身及 13 名在統計日前 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／助產學專業工作或相信護理／助產學專業工作暫無空缺的登記護士人數。下文第 1.6 段所載的統計調查結果，是根據 4 670 名於 2006 年 8 月 31 日在本港從事護理／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 670 名非在本港從事業內工作的登記護士當中，有 91 名據報在外地執業，有 17 名據報在內地執業及 560 名並非在本港從事護理／助產學專業工作，而在統計日前 30 天內亦無找尋業內工作(圖甲)。在 560 名非在本港從事業內工作的登記護士據報當中，沒有尋找業內工作的主要原因包括：190 名(33.9%)退休、148 名(26.4%)料理家務、118 名(21.1%)從事其他行業、43 名(7.7%)希望休息／不想工作／財政上沒有需要及 32 名(5.7%)移民等項目。

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:
 註釋

* 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 been available for work during the seven days before the survey; and (c) were expecting to return to their original job, waiting to take up new job or believed that no work was available 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／助產學專業工作或相信護理／助產學專業工作暫無空缺的登記護士人數。

‡ 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) 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。

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

有關數字指填報進修等項目的登記護士人數。

1.6 Among the 4 670 active enrolled nurses enumerated who were practising in the local nursing/midwifery profession, 4 210 (90.1%) were in the general stream and those in the psychiatric stream accounted for 460 (9.9%).

1.7 Six active enrolled nurses did not indicate their sex. Among the remaining 4 664 active enrolled nurses enumerated, 329 (7.1%) were male and 4 335 (92.9%) were female, giving an overall sex ratio of 8 (males per 100 females). Excluding 88 enrolled nurses who did not indicate their age, the median age of the remaining 4 582 active enrolled nurses enumerated was 40.0 years. Among the active female enrolled nurses enumerated, those aged 30 to 34 years (20.1%) accounted for the largest proportion, followed by those aged 40 to 44 years (19.1%) and 35 to 39 years (15.9%). For active male enrolled nurses enumerated, those aged 40 to 44 years comprised the largest proportion (22.2%), followed by those aged 35 to 39 years (17.3%) and 30 to 34 years (15.8%).

1.8 The responding active enrolled nurses were requested to indicate the characteristics of their main jobs. Main jobs referred to the jobs in which the enrolled nurses had spent most of their working time. Distribution by sector showed that about half of the active enrolled nurses enumerated were working in the Hospital Authority (52.1%), followed by those working in the private sector (25.4%), the subvented sector (14.4%), the Government (7.2%) and the academic sector (0.4%).

1.9 The median age of the enrolled nurses enumerated was 46.0 for those working in the Government, followed by 44.0 years for those working in the academic and subvented sectors, 42.0 years for those working in the private sector and 36.0 years for those working in the Hospital Authority.

1.6 經點算的 4 670 名在本港從事護理／助產學專業的在職登記護士中，4210 名 (90.1%) 從事普通科工作，460 名 (9.9%) 從事精神科工作。

1.7 六名登記護士沒有註明性別，在餘下 4 664 名經點算的在職登記護士中，329 名 (7.1%) 為男性，4 335 名 (92.9%) 為女性，整體性別比率為 8 (每百名女性的男性人數)。剔除 88 名登記護士沒有註明年齡，餘下 4 582 名經點算在職登記護士的整體年齡中位數為 40.0 歲。經點算在職女登記護士中，年齡為 30 至 34 歲佔最大比例 (20.1%)，其餘依次為 40 至 44 歲 (19.1%) 及 35 至 39 歲 (15.9%)。經點算在職男登記護士中，年齡為 40 至 44 歲佔最大比例 (22.2%)，其餘依次為 35 至 39 歲 (17.3%) 及 30 至 34 歲 (15.8%)。

1.8 我們要求作出回應的在職登記護士填寫其主要職位的特徵。主要職位是指佔登記護士大部分工作時間的職位。按主要職位所屬機構類型劃分的分布資料顯示，約半數經點算在職登記護士報稱在醫院管理局工作 (52.1%)，其餘依次為私營機構 (25.4%)、資助機構 (14.4%)、政府 (7.2%) 及學術機構 (0.4%)。

1.9 經點算任職政府的登記護士的年齡中位數為 46.0 歲，任職學術及資助機構為 44.0 歲，而私營機構為 42.0 歲，以及醫院管理局為 36.0 歲。

1.10 Of the 4 670 active enrolled nurses enumerated, 702 (15.0%) spent most of their working time in residential care, followed by 654 (14.0%) whose spent most of the working time in medicine, 592 (12.7%) in geriatric, 547 (11.7%) in ambulatory/outpatients, 518 (11.1%) in surgery, 426 (9.1%) in mental health/psychiatric/addiction, 288 (6.2%) in rehabilitation and 157 (3.4%) in public health.

1.11 The median number of hours of work (excluding meal breaks) per week of the active enrolled nurses enumerated was 44.0 hours. 525 (11.2%) enrolled nurses were required to undertake on-call duty in their posts, with median number of 9.0 hours of on-call duty (excluding normal duty) per week.

1.12 Of the 4 670 active enrolled nurses enumerated, most held Pupil Nurse Training (98.2%) as their basic qualification, 0.6% held Higher Diploma and 0.3% held Bachelor's degree as their basic qualification.

1.13 Of the 4 670 active enrolled nurses enumerated, 2 306 (49.4%) had received/were receiving additional training, 2 334 (50.0%) did not receive any additional training and 30 (0.6%) did not reveal whether they had received or were receiving additional training or not. Of the 2 306 active enrolled nurses enumerated with additional training, 179 (7.8%) active enrolled nurses had not yet completed the additional training, 1 231 (53.4%) held certificate, 338 (14.7%) held Higher Diploma and 332 (14.4%) held Bachelor's degree as the highest level of additional qualification obtained.

1.14 Of the 2 306 enrolled nurses who had received or were receiving additional training, 1 342 (58.2%) were trained in one field of additional training; and among them, 27.9% were in general nursing, 11.3% in geriatric nursing, 8.4% in community health and 8.0% in mental health nursing.

1.10 經點算的 4 670 名在職登記護士中，702 名(15.0%)把大部分工作時間用於院舍護理，其次 654 名(14.0%)用於內科、592 名(12.7%)用於老人科、547 名(11.7%)用於普通科/門診、518 名(11.1%)用於外科、426 名(9.1%)用於精神健康/精神科/戒毒、288 名(6.2%)用於康復及 157 名(3.4%)用於公共衛生。

1.11 經點算在職登記護士的每週工作時數中位數(不計用膳時間)為 44.0 小時。525 名(11.2%)登記護士須擔任隨時候召工作，他們的每週隨時候召工作時數中位數(不計日常職務時間)為 9.0 小時。

1.12 在 4 670 名經點算在職登記護士中，以持有登記護士學生訓練(98.2%)作為基本資格的人數最多，而 0.6%持有高級文憑及 0.3%持有學士學位作為基本資格。

1.13 在 4 670 名經點算在職登記護士中，2 306 名(49.4%)曾接受或正接受額外訓練，2 334 名(50.0%)沒有接受過額外訓練及 30 名(0.6%)沒有註明曾否接受額外訓練。2 306 名有接受額外訓練的經點算在職登記護士中，179 名(7.8%)在職登記護士尚未完成額外訓練，1 231 名(53.4%)持有證書，338 名(14.7%)持有高級文憑及 332 名(14.4%)持有學士學位作為最高學歷資格。

1.14 在 2 306 名曾接受或正接受額外訓練的在職登記護士中，1 342 名(58.2%)正接受一項額外訓練，當中接受普通科護理訓練佔 27.9%，老人科護理佔 11.3%、社康護理/社區健康佔 8.4%及精神健康佔 8.0%。

1.15 Regarding Continuing Nursing Education (CNE) / Post-registration Education in Midwifery (PEM) activities, 1 064 (22.8%) of the active enrolled nurses revealed that they did not participate in any CNE/PEM in 2006 and 117 (2.5%) did not reveal whether they had participated in CNE/PEM activities or not. Among the 3 489 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: above 20 points / hours (35.9%), 11 to 15 points/hours (20.1%), 6 to 10 points/hours (18.0%), 16 to 20 points/hours (14.0%) and 1 to 5 points/hours (12.0%).

1.15 關於持續護理教育／持續助產士教育活動，1 064 名(22.8%)在職登記護士表示在2006年並沒有參與任何有關持續護理教育／持續助產士教育活動，117 名(2.5%)沒有註明曾否參加持續護理教育／持續助產士教育活動。至於 3 489 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 個月所得時數分布為：20 小時以上(35.9%)、11 至 15 分／小時(20.1%)、6 至 10 分／小時(18.0%)、16 至 20 分／小時(14.0%)及 1 至 5 分／小時(12.0%)。

II. Trend Analysis

2.1 Comparison of findings of the 2006 HMS with those of previous surveys before 2004 should be cautious as the survey methodology, coverage and reference date had been changed. (Chart B)

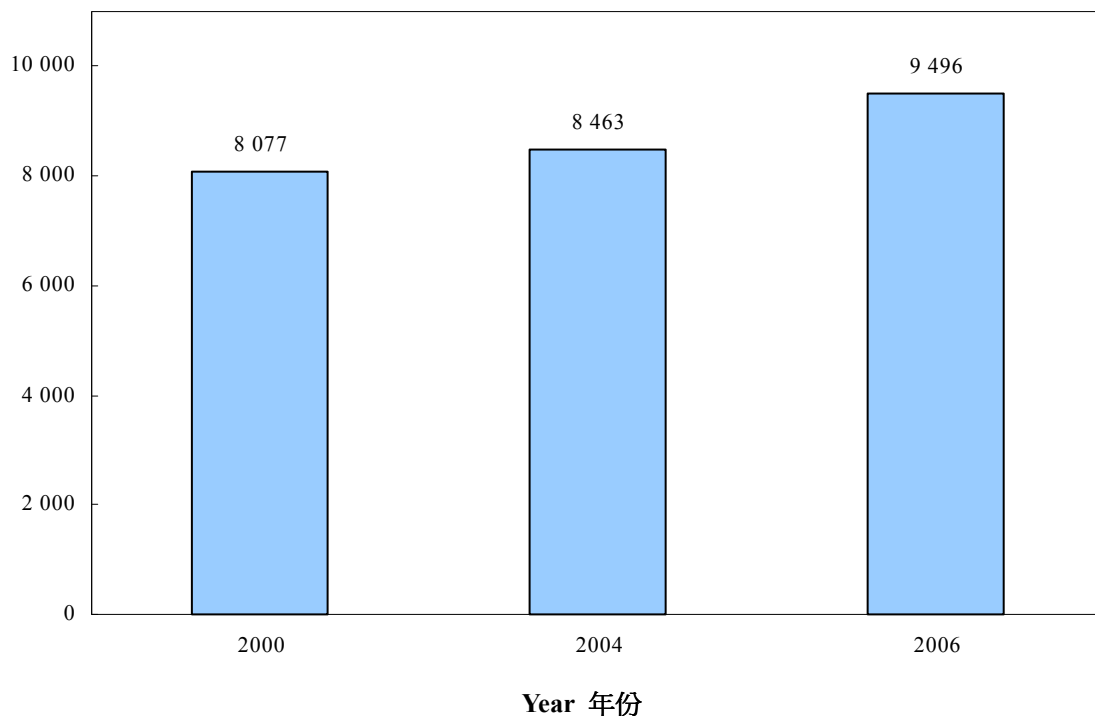
II. 趨勢分析

2.1 由於 2006 年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，故與 2004 年以前的統計調查結果比較時必須小心謹慎(圖乙)。

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

圖乙：按年劃分的登記護士涵蓋人數(2000 年、2004 年及 2006 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 first of July 2000, whereas the figures of 2004 and 2006 refer to that as at 31st of August of the respective years.
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。

2.2 Between 2000 and 2006, the number of enrolled nurses increased from 8 077 to 9 496. The proportion of enrolled nurses in the general stream remained stable from 88.9% to 91.8% between 1987 and 2006.

2.3 The sex ratio of active enrolled nurses enumerated remained stable from 6 to 9 (males per 100 females) between 1987 and 2006.

2.4 The median age of the active enrolled nurses enumerated exhibited an increasing trend, from 31.5 years in 1992 to 40.0 years in 2006.

2.5 Regarding the sector for the main job from 1987 to 1990, the private, academic and subvented sectors* altogether accounted for about 60% of the active enrolled nurses enumerated, and the remaining were working in the Government. From 1992 onwards, the Hospital Authority was the main sector of employment, accounting for about 50% to 60% of the active enrolled nurses enumerated, while the proportion working in the Government decrease to less than 10%. Between 1996 HMS and 2006 HMS, there was a decrease in the proportion of enrolled nurses who reported as working in the Hospital Authority, from 59.3% in 1996 to 52.1% in 2006. The proportion working in the Government had also shown a decrease from 9.7% in 1996 to 7.2% in 2006. On the other hand, the proportion in the private, academic and subvented sectors increased from 31.0% in 1996 to 40.2% in 2006. (Table A)

2.2 在 2000 年至 2006 年期間，登記護士人數由 8 077 名上升至 9 496 名。登記護士從事普通科工作的比例，在 1987 年及 2006 年期間大致維持穩定於 88.9%至 91.8%之間。

2.3 經點算在職登記護士的整體性別比率，在 1987 年及 2006 年期間，大致維持穩定於 6 至 9 (每百名女性的男性人數)之間。

2.4 經點算在職登記護士的年齡中位數有上升趨勢，由 1992 年的 31.5 歲上升至 2006 年的 40.0 歲。

2.5 按主要職位所屬機構類型劃分的資料顯示，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 1992 年起，已成為最主要的僱主，聘任大約 50%至 60%的經點算在職登記護士，而政府所聘任的登記護士的比例則下降至少於 10%。在 1996 年至 2006 年期間，任職醫院管理局的登記護士所佔比例，由 1996 年所得的 59.3%下降至 2006 年所得的 52.1%，而任職政府所佔比例亦在 1996 年的 9.7%下降至 2006 年的 7.2%。另一方面，私營機構、學術及資助機構所佔比例，則由 1996 年所得的 31.0%增加至 2006 年的 40.2% (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 and 2006)

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年及2006年)

Characteristics 特徵	Year 年份						
	1987	1990	1992	1996	2000	2004	2006
A. EN Covered* 所涵蓋的登記護士*	-	-	-	-	8 077	8 463	9 496
B. Active EN 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
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%
Psychiatric stream 精神科	9.9%	11.1%	10.9%	10.8%	8.2%	9.0%	9.9%
Sex 性別							
Male 男性	327	327	333	290	383	225	329
Female 女性	3 769	4 004	4 215	4 484	5 723	2 907	4 335
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	6
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
Median age 年齡中位數	-	-	31.5	34.0	35.0	38.0	40.0
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%)
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%)
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%)
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	14 (0.4%)	20 (0.4%)

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 first of July 2000, whereas the figures of 2004 and 2006 refer to 31st of August of the respective years.

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的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的8月31日的相關數字。

[†] In 2004 and 2006, the sector refers to the sector for the main job.
在2004年及2006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, 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