

2011 Health Manpower Survey 2011 年醫療衛生服務人力統計調查

Summary of the Characteristics of Medical Laboratory Technologists Enumerated 經點算醫務化驗師的特徵摘要

Executive Summary

I. Medical Laboratory Technologists Covered

1.1 The medical laboratory technologists covered in the 2011 HMS were medical laboratory technologists registered with the Medical Laboratory Technologists Board of Hong Kong under the Supplementary Medical Professions Ordinance (Chapter 359) as at the survey reference date - 31.3.2011.

1.2 The number of medical laboratory technologists covered was 2 850.

1.3 Of the 2 850 medical laboratory technologists covered, 1 344 had responded to the survey, giving an overall response rate of 47.2%. Among the respondents, 1 186 were economically active*[†] (active) in the local medical laboratory technology profession as at 31.3.2011 and 158 reported to be economically inactive*[‡] (inactive) in the local medical laboratory technology profession (Chart A).

簡要報告

I. 所涵蓋的醫務化驗師

1.1 2011 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 2011 年 3 月 31 日)已按《輔助醫療業條例》(第 359 章)的規定,向香港醫務化驗師管理委員會註冊的醫務化驗師。

1.2 所涵蓋醫務化驗師的人數為 2 850 名。

1.3 在統計調查所涵蓋的 2 850 名醫務化驗師中,有 1 344 名作出回應,整體回應率為 47.2%。在回應者中,有 1 186 名醫務化驗師於 2011 年 3 月 31 日在本港醫務化驗專業從事經濟活動*[†](在職),而有 158 名據報並非在本港醫務化驗專業從事經濟活動*[‡](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” medical laboratory technologists comprised all “employed” and “unemployed” medical laboratory technologists. “Employed” medical laboratory technologists referred to those medical laboratory technologists practising in the medical laboratory technology profession in Hong Kong during the survey period, while “unemployed” medical laboratory technologists referred to those medical laboratory technologists who (a) were not practising in the local medical laboratory technology 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 medical laboratory technology profession during the 30 days before the survey.
“從事經濟活動”的醫務化驗師包括所有“就業”及“待業”醫務化驗師。“就業”醫務化驗師是指統計調查期間在本港從事醫務化驗專業的醫務化驗師,而“待業”醫務化驗師則指(a)在統計調查期間並非在本港從事醫務化驗專業;(b)在統計日前 7 天內能夠上班的醫務化驗師;及(c)在統計日前 30 天內正在本港找尋醫務化驗專業工作的醫務化驗師人數。

[‡] “Economically inactive” medical laboratory technologists comprised the medical laboratory technologists who were not practising in the medical laboratory technology 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”的醫務化驗師包括在統計調查期間並非在本港從事醫務化驗專業的醫務化驗師,不包括在統計調查期間休假及“從事經濟活動”但“待業”的醫務化驗師。

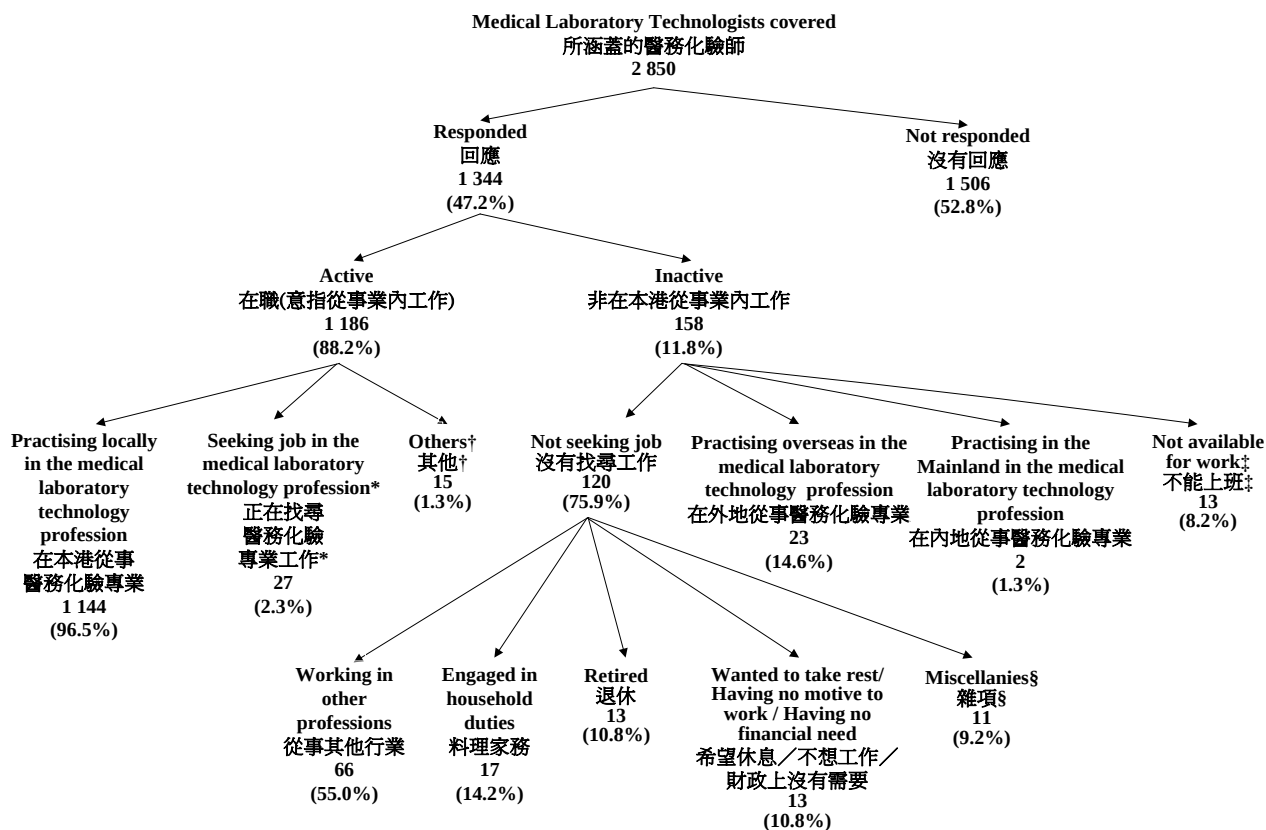
1.4 Of the 1 186 active medical laboratory technologists, 1 144 were practising in the local medical laboratory technology profession, 27 were seeking jobs and 15 believed no work available, were waiting to take up new jobs, or expecting to return to original jobs in the local medical laboratory technology profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on the 1 144 responding medical laboratory technologists who were practising in the local medical laboratory technology profession as at 31.3.2011. As some information was missing from certain questionnaires, percentages presented below may not add up to 100%.

1.5 Of the 158 inactive medical laboratory technologists, 23 reported practising overseas, two reported practising in the Mainland and 120 reported not seeking jobs in the local medical laboratory technology profession during the 30 days before the survey (**Chart A**). Among the 120 inactive medical laboratory technologists who reported not seeking jobs, the main reasons reported for not seeking jobs included: 66 (55.0%) were working in other professions, 17 (14.2%) were engaged in household duties, 13 (10.8%) were retired and 13 (10.8%) wanted to take rest/ having no motive to work/ having no financial need.

1.4 在 1 186 名在職醫務化驗師中，1 144 名在本港從事醫務化驗專業，在統計日前 30 天內，27 名正在找尋醫務化驗專業工作及 15 名相信醫務化驗專業工作暫無空缺、正等待上任新的醫務化驗專業工作或期待重返原任的醫務化驗專業崗位。下文第 1.6 段所載的統計調查結果，指截至 2011 年 3 月 31 日，根據 1 144 名在本港從事醫務化驗專業的醫務化驗師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 158 名非在本港從事業內工作的醫務化驗師當中，有 23 名據報在外地執業，兩名據報在內地執業及 120 名據報在統計日前 30 天內無找尋業內工作(圖甲)。在 120 名非在本港從事業內工作的醫務化驗師中，沒有尋找工作的主要原因包括：66 名(55.0%)正從事其他行業、17 名(14.2%)料理家務、13 名(10.8%)退休及 13 名(10.8%)希望休息／不想工作／財政上沒有需要。

Chart A : Activity Status of Medical Laboratory Technologists Covered
圖甲： 所涵蓋醫務化驗師的經濟活動身分



Notes: 註釋

* Figure refers to the number of responding medical laboratory technologists who (a) were not practising in the medical laboratory technology 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 medical laboratory technology 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醫務化驗專業；(b)在統計日前 7 天內能夠上班；及(c)在統計日前 30 天內正在找尋醫務化驗專業工作的醫務化驗師人數。

† Figure refers to the number of responding medical laboratory technologists who (a) were not practising in the medical laboratory technology profession in Hong Kong during the survey period; (b) had been available for work during the seven days before the survey; and (c) believed no work available, were waiting to take up new jobs or expecting to return to original jobs in the local medical laboratory technology 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醫務化驗專業；(b)在統計日前 7 天內能夠上班；及(c)在統計日前 30 天內相信醫務化驗專業工作暫無空缺、正等待上任新的醫務化驗專業工作或期待重返原任的醫務化驗專業崗位。

‡ Figure refers to the number of responding medical laboratory technologists who (a) were not practising in the medical laboratory technology 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 medical laboratory technology 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醫務化驗專業；(b)在統計日前 7 天內不能上班；及(c)在統計日前 30 天內正在找尋醫務化驗專業工作的醫務化驗師人數。

§ Figure refers to the number of responding medical laboratory technologists who reported emigrated, undertaking study, etc.
有關數字指填報移民、進修等項目的醫務化驗師人數。

Percentages may not add up to 100% due to rounding.
由於進位關係，百分比的總和可能不等於 100%。

1.6 Two medical laboratory technologists did not indicate their sex. Of the remaining 1 142 active medical laboratory technologists enumerated, 507 (44.4%) were male and 635 (55.6%) were female, giving an overall sex ratio (males per 100 females) of 80. Apart from nine medical laboratory technologists who did not indicate the age, the median age of the remaining 1 135 active medical laboratory technologists enumerated was 43.0 years. The median age of the active female medical laboratory technologists enumerated was 42.0 years and that of their male counterparts was 44.0 years.

1.7 The responding active medical laboratory technologists were requested to indicate the characteristics of their main jobs*. Distribution of the main job by sector showed that the largest proportion (43.9%) of active medical laboratory technologists were working in the Hospital Authority, followed by those working in the private sector (36.0%), the Government (12.1%) and the academic and subvented sectors (7.9%).

1.8 The median age of the active medical laboratory technologists enumerated was 43.0 years for those working in the Government, Hospital Authority or private sector, followed by 42.0 years for those working in the academic and subvented sectors.

1.9 Of the 1 144 active medical laboratory technologists enumerated, 79.8% spent most of their working time on medical laboratory tests, followed by 13.7% on administration / management, 3.8% on research and 1.5% on teaching.

1.6 兩名在職醫務化驗師沒有註明性別，在餘下 1 142 名經點算的在職醫務化驗師中，507 名 (44.4%) 為男性，635 名 (55.6%) 為女性，整體性別比率 (每百名女性的男性人數) 為 80。除了九名醫務化驗師沒有註明年齡，餘下 1 135 名經點算在職醫務化驗師的整體年齡中位數為 43.0 歲。經點算在職女醫務化驗師的年齡中位數為 42.0 歲，而在職男醫務化驗師的年齡中位數則為 44.0 歲。

1.7 我們要求作出回應的在職醫務化驗師填寫其主要職位*的特徵。按主要職位所屬機構類型劃分的分布資料顯示，佔最大比例 (43.9%) 的在職醫務化驗師在醫院管理局工作，其餘依次為私營機構 (36.0%)、政府 (12.1%) 和學術及資助機構 (7.9%)。

1.8 經點算任職政府、醫院管理局及私營機構的醫務化驗師的年齡中位數為 43.0 歲，其餘依次為學術及資助機構 (42.0 歲)。

1.9 在 1 144 名經點算在職醫務化驗師中，79.8% 把大部分工作時間用於醫務化驗，其餘依次為行政／管理 (13.7%)、研究 (3.8%) 及教學 (1.5%)。

* Main jobs referred to the jobs in which the medical laboratory technologists had spent most of their working time.
主要職位是指佔醫務化驗師大部分工作時間的職位。

1.10 The median number of hours of work (excluding meal breaks) per week of the 1 144 active medical laboratory technologists enumerated was 44.0 hours. Among them, 153 (13.4%) medical laboratory technologists were required to undertake on-call duty (excluding normal duty), with a median of 12.0 hours of on-call duty (excluding normal duty) per week.

1.11 Of the 1 144 active medical laboratory technologists enumerated, 35.9% held Diploma / Higher Diploma, 28.0% held Bachelor's Degree, 19.3% held Certificate of Competence / Ordinary Certificate / Higher Certificate and 15.2% held Certificate issued by the Medical Laboratory Technologists Board as their basic qualifications.

1.12 Of the 1 144 active medical laboratory technologists enumerated, 823 (71.9%) received / were receiving additional training and 321 (28.1%) did not receive any additional training. Of the 823 active medical laboratory technologists with additional training, 28 (3.4%) had not yet completed the additional training, 262 (31.8%) held Bachelor's Degree and 374 (45.4%) held Master's Degree as the highest qualification.

1.13 Of the 823 active medical laboratory technologists who received / were receiving additional training, 25.1% were trained in biomedical sciences, 18.9% in medical laboratory sciences, 12.5% in medical laboratory technology, 12.3% in medical microbiology and 11.2% in haematology and serology.

1.14 Of the 823 active medical laboratory technologists who received / were receiving additional training, 531 (64.5%) were trained in one field of additional training. Among them, 35.2% were trained in biomedical sciences, 18.6% in medical laboratory sciences, 11.5% in medical microbiology, 9.4% in medical laboratory technology and 8.7% in haematology and serology.

1.10 經點算的 1 144 名在職醫務化驗師，每週工作時數(不計用膳時間)的中位數為 44.0 小時。當中，153 名(13.4%)醫務化驗師需作隨時候召工作(不計日常職務時間)，而每週隨時候召工作(不計日常職務時間)時數的中位數為 12.0 小時。

1.11 在 1 144 名經點算在職醫務化驗師中，35.9%持有文憑／高級文憑，28.0%持有學士學位，19.3%持有畢業證書／普通證書／高級證書及 15.2%持有由醫務化驗師管理委員會頒發的證書作為基本資格。

1.12 在 1 144 名經點算在職醫務化驗師中，823 名(71.9%)曾接受／正接受額外訓練及 321 名(28.1%)沒有受過任何額外訓練。在 823 名有接受額外訓練的在職醫務化驗師中，28 名(3.4%)還未完成額外訓練，262 名(31.8%)持有學士學位及 374 名(45.4%)持有碩士學位作為最高資格。

1.13 在 823 名曾接受／正接受額外訓練在職醫務化驗師中，25.1%人士接受生物醫學科學訓練，醫務化驗科學佔 18.9%，醫務化驗技術佔 12.5%，醫務微生物學佔 12.3%及血液學和血清學佔 11.2%。

1.14 在 823 名曾接受／正接受額外訓練在職醫務化驗師中，531 名(64.5%)曾接受一項額外訓練。當中 35.2%人士接受生物醫學科學訓練，醫務化驗科學佔 18.6%，醫務微生物學佔 11.5%，醫務化驗技術佔 9.4%及血液學和血清學佔 8.7%。

1.15 Regarding Continuing Professional Development (CPD) activities, 781 (68.3%) of the active medical laboratory technologists revealed that they had participated in CPD activities in 2011, 325 (28.4%) did not participate in any CPD activities and 38 (3.3%) did not reveal whether they had participated in any CPD activities or not. Among the 781 active medical laboratory technologists enumerated who had participated in CPD activities, the distribution of CPD credits attained in the past 12 months was: 1 to 10 credits (49.7%), 11 to 20 credits (33.2%) and 21 to 30 credits (8.8%).

II. Trend Analysis

2.1 Comparison of findings of the 2011 HMS with those surveys before 2004 should be cautious as the survey methodology and reference date had been changed.

2.2 With the enactment of the Medical Laboratory Technologists (Registration and Disciplinary Procedure) Regulations (Chapter 359A), registration of medical laboratory technologists commenced on 1 October 1990 while disciplinary control of the profession was effective on 1 August 1991, it is mandatory for a person practising medical laboratory technology in Hong Kong to hold a valid practising certificate. Between 1992 and 2011, the number of medical laboratory technologists increased from 2 031 to 2 850 (**Chart B**).

2.3 The sex ratio (males per 100 females) of active medical laboratory technologists enumerated decreased from 151 in 1982 to 80 in 2011 (**Table A**).

2.4 The mean age of the active medical laboratory technologists enumerated increased from 31.6 years in 1982 to 42.5 years in 2011.

1.15 關於持續專業發展的活動，781 名(68.3%)在職醫務化驗師表示在 2011 年曾參與有關持續專業發展活動，325 名(28.4%)並沒有參與任何有關持續專業發展活動及 38 名(3.3%)沒有註明曾否參與任何持續專業發展活動。至於 781 名參與持續專業發展活動的在職醫務化驗師中，在過去 12 個月所獲得的學分為：1 至 10 學分(49.7%)、11 至 20 學分(33.2%)及 21 至 30 學分(8.8%)。

II. 趨勢分析

2.1 由於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 2011 年與 2004 年以前的統計調查結果比較時必須小心謹慎。

2.2 隨著《醫務化驗師（註冊及紀律處分程序）規例》（第 359 A 章）的實施，醫務化驗師的註冊於 1990 年 10 月 1 日開始，而紀律規管則於 1991 年 8 月 1 日生效，所有在本港執業的醫務化驗師，必須持有有效的執業證明書。在 1992 年至 2011 年期間，醫務化驗師的人數由 2 031 名上升至 2 850 名 (**圖乙**)。

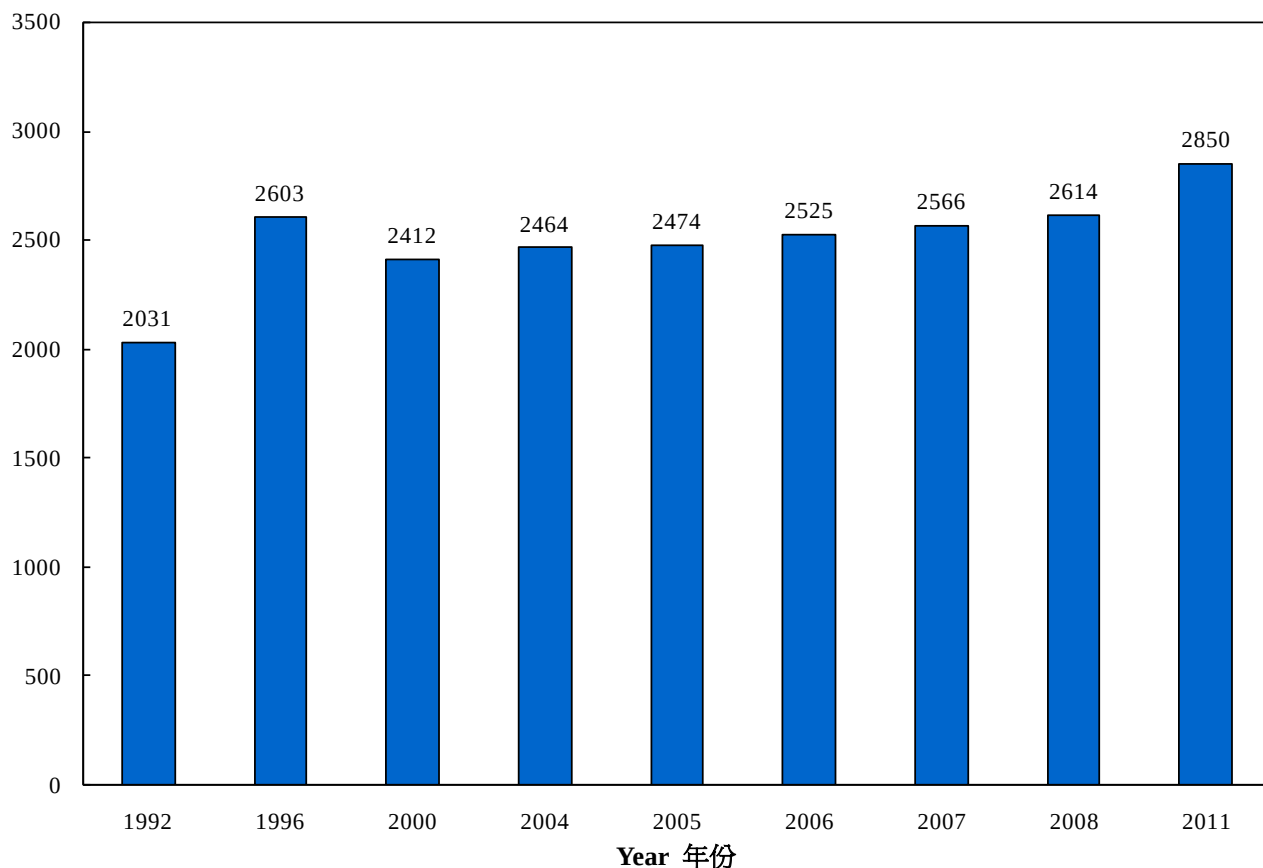
2.3 經點算在職醫務化驗師的整體性別比率（每百名女性的男性人數），由 1982 年所得的 151，下跌至 2011 年的 80 (**表甲**)。

2.4 經點算在職醫務化驗師的平均年齡，由 1982 年的 31.6 歲上升至 2011 年的 42.5 歲。

Chart B : Number of Medical Laboratory Technologists Covered by Year (1992, 1996, 2000, 2004, 2005, 2006, 2007, 2008 and 2011)

圖乙：按年劃分的醫務化驗師涵蓋人數(1992 年、1996 年、2000 年、2004 年、2005 年、2006 年、2007 年、2008 年及 2011 年)

Number 人數



Notes: Figures of the year 2000 and before refer to the number of medical laboratory technologists registered with the Medical Laboratory Technologists Board of Hong Kong as at the 1st of July of the respective years, whereas the figures of 2004 to 2011 refer to that as at the 31st of March of the respective years.

有關數字指於 2000 年或之前在相關年份中 7 月 1 日已向香港醫務化驗師管理委員會註冊的醫務化驗師人數，而 2004 年至 2011 年的數字則指於相關年份中 3 月 31 日已註冊的醫務化驗師人數。

2.5 From 1984 to 1990, the Government was the largest employer of active medical laboratory technologists enumerated. Since the set up of the Hospital Authority in 1991, it has been the largest employer and the proportion of active medical laboratory technologists proportion working in the Government decreased from 42.6% in 1990 to 12.1% in 2011. On the other hand, the proportion working in the private sector increased from 13.1% in 1982 to 36.0% in 2011.

2.5 在 1984 年至 1990 年期間，經點算在職醫務化驗師以任職政府的人數最多。但是，醫院管理局自 1991 年成立以來，已成為最大的僱主。政府所聘任的醫務化驗師的比例，由 1990 年的 42.6%，下降至 2011 年的 12.1%。另一方面，私營機構工作所佔的比例，則由 1982 年的 13.1%，上升至 2011 年的 36.0%。

Table A : Selected Characteristics of Active Medical Laboratory Technologists Enumerated (1982, 1984, 1987, 1990, 1992, 1996, 2000, 2004, 2005, 2006, 2007, 2008 & 2011)

表甲：經點算在職醫務化驗師的選定特徵 (1982 年、1984 年、1987 年、1990 年、1992 年、1996 年、2000 年、2004 年、2005 年、2006 年、2007 年、2008 年及 2011 年)

	Year 年份												
	1982	1984	1987	1990	1992	1996	2000	2004	2005	2006	2007	2008	2011
A. Medical Laboratory Technologists Covered* 所涵蓋的醫務化驗師*	-	-	-	-	2 031	2 603	2 412	2 464	2 474	2 525	2 566	2 614	2 850
B. Active Medical Laboratory Technologists Enumerated 經點算在醫務化驗師													
Number Enumerated 經點算人數	793	839	1 157	1 278	1 731	1 715	1 698	1 131	1 239	1 260	1 037	942	1 144
Sex 性別													
Male 男性	477	462	613	624	866	812	815	532	584	608	490	446	507
Female 女性	316	377	544	654	865	903	883	599	652	650	547	496	635
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	3	2	N.A.	N.A.	2
Sex Ratio (males per 100 females) 性別比率(每百名女性的男性人數)	151	123	113	95	100	90	92	89	90	94	90	90	80
Mean Age 平均年齡	31.6	32.3	32.7	34.2	33.5	34.5	36.7	40.0	39.3	40.8	41.7	41.2	42.5
Median Age 年齡中位數	-	-	-	-	-	-	35.0	39.0	39.0	40.0	41.0	41.0	43.0
Sector of Work[†] 工作機構類型 [†]													
Government 政府	299 (37.7%)	374 (44.6%)	504 (43.6%)	544 (42.6%)	218 (12.6%)	206 (12.0%)	277 (16.3%)	161 (14.2%)	168 (13.6%)	162 (12.9%)	124 (12.0%)	123 (13.1%)	138 (12.1%)
Hospital Authority 醫院管理局	N.A.	N.A.	N.A.	N.A.	736 (42.5%)	932 (54.3%)	888 (52.3%)	578 (51.1%)	602 (48.6%)	608 (48.3%)	457 (44.1%)	419 (44.5%)	502 (43.9%)
Private 私營機構	104 (13.1%)	147 (17.5%)	193 (16.7%)	278 (21.8%)	456 (26.3%)	455 (26.5%)	453 (26.7%)	300 (26.5%)	362 (29.2%)	401 (31.8%)	372 (35.9%)	326 (34.6%)	412 (36.0%)
Others [‡] 其他 [‡]	390 (49.2%)	318 (37.9%)	460 (39.8%)	456 (35.7%)	321 (18.5%)	122 (7.1%)	80 (4.7%)	89 (7.9%)	106 (8.6%)	88 (7.0%)	84 (8.1%)	74 (7.9%)	90 (7.9%)
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	3 (0.3%)	1 (0.1%)	1 (0.1%)	N.A.	N.A.	2 (0.2%)

Notes : * Figures of 1992, 1996 and 2000 refer to the number of medical laboratory technologists registered with the Medical Laboratory Technologists Board of Hong Kong as at the 1st of July of the respective years, whereas the figures of 2004 to 2011 refer to that as at the 31st of March of the respective years.

有關 1992、1996 及 2000 年數字指於相關年份中 7 月 1 日已向香港醫務化驗師管理委員會註冊的醫務化驗師人數，而 2004 年至 2011 年的數字則指於相關年份的 3 月 31 日已註冊的醫務化驗師人數。

† In 2006, 2007, 2008 and 2011, the sector refers to the sector of main job.

在 2006、2007 年及 2008 年及 2011 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 and subvented sectors. Military sector was included in the 1987 HMS and 1996 HMS.

包括學術及資助機構。1987 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