

2007 Health Manpower Survey 2007 年醫療衛生服務人力統計調查

Summary of the Characteristics of Registered Nurses Enumerated 經點算註冊護士的特徵摘要

Executive Summary

I. Registered Nurses Covered

1.1 The registered nurses covered in the 2007 HMS were nursing personnel registered (Part I/II/III/IV) with the Nursing Council of Hong Kong under the Nurses Registration Ordinance (Chapter 164) as at the survey reference date - 31.8.2007.

1.2 The number of registered nurses covered was 27 330.

1.3 Of the 27 330 registered nurses covered, 16 344 had responded to the survey, giving an overall response rate of 59.8%. Among the respondents, 13 819 were economically active*† (active) in the local nursing / midwifery profession as at 31.8.2007 and 2 525 reported to be economically inactive*‡ (inactive) (Chart A).

簡要報告

I. 所涵蓋的註冊護士

1.1 2007 年的醫療衛生服務人力統計調查所涵蓋的註冊護士，是指截至調查點算當日(即 2007 年 8 月 31 日)已按《護士註冊條例》(第 164 章)的規定向香港護士管理局註冊[第 I/II/III/IV 部]的護理人員。

1.2 所涵蓋的註冊護士的人數為 27 330 名。

1.3 在統計調查所涵蓋的 27 330 名註冊護士中，有 16 344 名作出回應，整體回應率為 59.8%。在回應者中，有 13 819 名註冊護士於 2007 年 8 月 31 日在本港護理／助產學專業從事經濟活動*†(在職)，而有 2 525 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 and 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” registered nurses comprised all “employed” and “unemployed” registered nurses. “Employed” registered nurses referred to those registered nurses practising in the nursing/midwifery profession in Hong Kong during the survey period, while “unemployed” registered nurses 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.

“從事經濟活動”的註冊護士包括所有“就業”及“待業”註冊護士。“就業”註冊護士是指統計調查期間在本港從事護理／助產學專業的註冊護士，而“待業”註冊護士則指(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／助產學專業工作的註冊護士人數。

‡ “Economically inactive” registered nurses comprised the registered 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”的註冊護士包括在統計調查期間並非在本港從事護理／助產學專業的註冊護士，不包括在統計調查期間休假及“從事經濟活動”但“待業”的註冊護士。

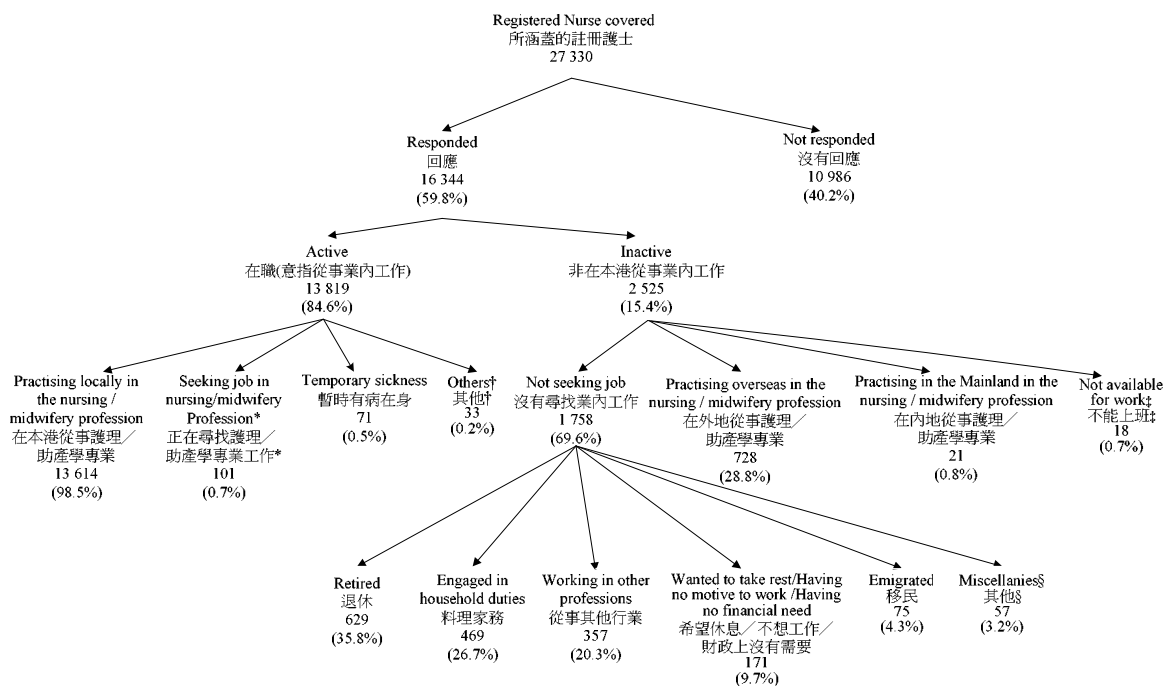
1.4 Of the 13 819 active registered nurses, 101 (0.7%) were seeking job, 71 (0.5%) reported having temporary sickness and 33 (0.2%) believed that no work was available, expecting to return to their original jobs, starting business at subsequent date or waiting to take up new jobs in the local nursing / midwifery profession during the 30 days before the survey. The survey results presented in paragraph 1.6 below were based on the 13 614 responding registered nurses who were practising in the local nursing / midwifery profession as at 31.8.2007. As certain questionnaires contained missing information, percentages presented below may not add up to 100%.

1.5 Of the 2 525 inactive registered nurses, 728 reported practising overseas, 21 reported practising in the Mainland and 1 758 reported not seeking job in the local nursing / midwifery profession during the 30 days before the survey (**Chart A**). Among the 1 758 inactive registered nurses who reported not seeking job, the main reasons reported for not seeking jobs included: 629 (35.8%) were retired, 469 (26.7%) engaged in household duties, 357 (20.3%) were working in other professions, 171 (9.7%) wanted to take rest / having no motive to work / having no financial need, 75 (4.3%) emigrated and 57 (3.2%) were undertaking study, etc.

1.4 在 13 819 名在職註冊護士中，101 名 (0.7%) 在統計日前 30 天內正在本港找尋護理／助產學專業工作，71 名 (0.5%) 據報暫時有病在身及 33 名 (0.2%) 據報在統計日前 30 天內相信護理／助產學專業工作暫無空缺、正期待重返原任的護理／助產學專業崗位、即將開展護理／助產學專業工作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，是指截至 2007 年 8 月 31 日，根據 13 614 名在本港從事護理／助產學專業的註冊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 2 525 名非在本港從事業內工作的註冊護士當中，有 728 名據報在外地執業，21 名據報在內地執業及 1 758 名據報在統計日前 30 天內無找尋業內工作(圖甲)。而在 1 758 名非在本港從事業內工作的註冊護士中，沒有找尋業內工作的主要原因包括：629 名 (35.8%) 退休、469 名 (26.7%) 料理家務、357 名 (20.3%) 正從事其他行業、171 名 (9.7%) 希望休息／不想工作／財政上沒有需要、75 名 (4.3%) 移民及 57 名 (3.2%) 正在進修等項目。

Chart A : Activity Status of Registered Nurses Covered
圖甲： 所涵蓋註冊護士的經濟活動身分



Notes:
註釋

* 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 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／助產學專業工作的註冊護士人數。

† 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 not been available for work during the seven days before the survey, and (c) believed that no work was available, expecting to return to their original jobs, starting business at subsequent date 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、正期待重返原任的護理／助產學專業崗位、即將開展護理／助產學專業工作或正等待上任新的護理／助產學專業工作。

‡ 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 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／助產學專業工作的註冊護士人數。

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

有關數字指填報進修等項目的註冊護士人數。

Percentage 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 Among the 13 614 active registered nurses enumerated who were practising in the local nursing / midwifery profession, 12 723 (93.5%) were in the general stream and 891 (6.5%) were in the psychiatric stream.

1.7 Among the 13 614 active registered nurses enumerated who were practising in the local nursing / midwifery profession, 1 521 (11.2%) were male and 12 093 (88.8%) were female, giving an overall sex ratio (males per 100 females) of 13. Apart from one registered nurse who did not indicate the age, the median age of the remaining 13 613 active registered nurses enumerated was 40.0 years. The median age of the active female registered nurses enumerated was 39.0 years and that of their male counterparts was 41.0 years.

1.8 The responding active registered nurses were requested to indicate the characteristics of their main jobs*. Distribution by sector showed that more than half (71.8%) of the active registered nurses enumerated were working in the Hospital Authority, followed by those working in the private sector (13.5%), the Government (7.5%) and the academic and subvented sectors (6.6%).

1.6 在經點算的 13 614 名在職註冊護士中，12 723 名 (93.5%) 從事普通科工作及 891 名 (6.5%) 從事精神科工作。

1.7 在經點算的 13 614 名在職註冊護士中，男性佔 1 521 名 (11.2%)，女性佔 12 093 名 (88.8%)，整體性別比率 (每百名女性的男性人數) 為 13。除了一名註冊護士沒有註明年齡外，餘下 13 613 名經點算在職註冊護士的整體年齡中位數為 40.0 歲。經點算在職女註冊護士的年齡中位數為 39.0 歲，而在職男註冊護士的年齡中位數為 41.0 歲。

1.8 我們要求作出回應的在職註冊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，半數以上 (71.8%) 經點算在職註冊護士在醫院管理局工作，其餘依次為私營機構 (13.5%)、政府 (7.5%) 及學術機構及資助機構 (6.6%)。

* Main jobs referred to the jobs in which the registered nurses had spent most of their working time..
主要職位是指佔註冊護士大部份工作時間的職位。

1.9 The median age of the registered nurses enumerated was 44.0 years for those working in the Government and the academic and subvented sectors, followed by 41.0 years for those working in the private sector and 38.0 years for those working in the Hospital Authority.

1.10 Of the 13 614 active registered nurses, 21.4% spent most of their working time on medicine, followed by 16.1% on surgery, 6.8% on paediatrics, 6.5% on ambulatory / outpatients, 6.1% on mental health / psychiatric / addiction, 6.0% on administration / management, 5.9% on geriatric and 5.6% on obstetrics.

1.11 The median number of hours of work (excluding meal breaks) per week of the 13 614 active registered nurses enumerated was 44.0 hours. 1 455 registered nurses were required to undertake on-call duty, with a median of 18.0 hours of on-call duty (excluding normal duty) per week.

1.12 Of the 13 614 active registered nurses enumerated, 75.8% held Student / Pupil Nurse Training, 13.3% held Bachelor's degree and 8.8% held Higher Diploma as their basic qualifications.

1.13 Of the 13 614 active registered nurses enumerated, 11 588 (85.1%) received / were receiving additional training and 2 026 (14.9%) did not receive any additional training. Of the 11 588 active registered nurses enumerated with additional training, 214 (1.8%) active registered nurses had not yet completed the additional training, 6 338 (54.7%) held Bachelor's Degree, 2 083 (18.0%) held Master's Degree, 1 475 (12.7%) held Certificate and 526 (4.5%) held Diploma.

1.9 經點算任職政府、學術及資助機構的註冊護士的年齡中位數為 44.0 歲，其餘依次為私營機構(41.0 歲)及醫院管理局(38.0 歲)。

1.10 在 13 614 名在職註冊護士中，21.4%把大部分工作時間用於內科，其餘依次為外科(16.1%)、兒科(6.8%)、普通科／門診(6.5%)、精神健康／精神科／戒毒(6.1%)、行政／管理(6.0%)、老人科(5.9%)及產科(5.6%)。

1.11 經點算的 13 614 名在職註冊護士每週工作時數(不計用膳時間)的中位數為 44.0 小時。另 1 455 名註冊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 18.0 小時。

1.12 在 13 614 名經點算在職註冊護士中，75.8%持有註冊／登記護士學生培訓，13.3%持有學士學位及 8.8%持有高級文憑作為基本資格。

1.13 在 13 614 名經點算在職註冊護士中，11 588 名(85.1%)曾接受或正接受額外訓練，2 026 名(14.9%)沒有受過任何額外訓練。在 11 588 名接受額外訓練的經點算在職註冊護士中，214 名(1.8%)尚未完成額外訓練，6 338 名(54.7%)持有學士學位，2 083 名(18.0%)持有碩士學位，1 475 名(12.7%)持有證書及 526 名(4.5%)持有文憑。

1.14 Of the 11 588 active registered nurses enumerated who received / were receiving additional training, 6 142 (53.0%) were trained in one field of additional training. Among them, 24.0% were trained in general nursing, 9.1% in midwifery, 5.9% in intensive care nursing and 5.5% in emergency / first aid nursing.

1.15 Regarding Continuing Nursing Education (CNE) / Post-registration Education in Midwifery (PEM) activities, 11 951 (87.8%) of the active registered nurses revealed that they had participated in CNE / PEM activities in 2007, 1 428 (10.5%) did not participate in any CNE / PEM activities and 235 (1.7%) did not reveal whether they had participated in CNE / PEM activities or not. Among the 11 951 active registered nurses enumerated who had participated in CNE / PEM activities, the distribution of CNE / PEM points / hours attained in the past 12 months was: more than 20 points / hours (45.4%), 11 to 15 points / hours (18.1%), 16 to 20 points / hours (15.2%), 6 to 10 points / hours (11.7%) and 1 to 5 points / hours (9.5%).

1.14 在 11 588 名曾接受／正接受額外訓練的經點算在職註冊護士當中，6 142 名(53.0%)曾接受一項額外訓練，當中 24.0%已接受普通科護理訓練，助產學佔 9.1%、深切治療護理佔 5.9%及急症／急救護理佔 5.5%。

1.15 關於持續護理教育／註冊後助產士產科教育方面，11 951 名(87.8%)在職註冊護士表示 2007 年曾參與有關關於持續護理教育／註冊後助產士產科教育活動，1 428 名(10.5%)沒有參與任何有關持續護理教育／註冊後助產士產科教育活動，另 235 名(1.7%)沒有註明曾否參加持續護理教育／註冊後助產士產科教育活動。至於 11 951 名參與持續護理教育／註冊後助產士產科教育活動的經點算在職註冊護士中，表示在過去 12 個月所獲得的學分為：20 分／小時或以上(45.4%)、11 至 15 分／小時(18.1%)、16 至 20 分／小時(15.2%)、6 至 10 分／小時(11.7%)及 1 至 5 分／小時(9.5%)。

II. Trend Analysis

2.1 Comparison of findings of the 2007 HMS with those surveys before 2004 should be cautious as the survey methodology and reference date had been changed (**Chart B**).

2.2 Between 2000 and 2007, the number of registered nurses increased from 21 635 to 27 330.

II. 趨勢分析

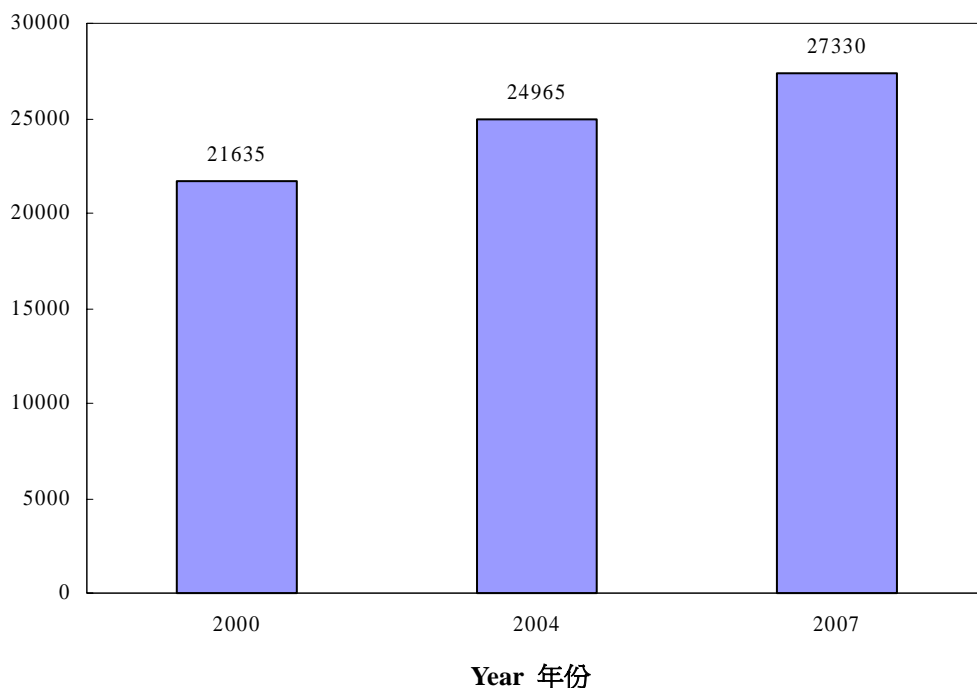
2.1 醫療衛生服務人力統計調查方法及點算日均已改變，故將 2007 年與 2004 年以前的統計調查結果比較時必須小心謹慎(圖乙)。

2.2 在 2000 年至 2007 年期間，註冊護士人數由 21 635 名，上升至 27 330 名。

Chart B : Number of Registered Nurses Covered by Year (2000, 2004 and 2007)

圖乙： 按年劃分的註冊護士涵蓋人數(2000 年、2004 年及 2007 年)

Number 人數



Note:
註釋:

Figure of 2000 refers to the number of registered nurses registered with Nursing Council of Hong Kong and who were holding valid practising certificates issued by the Nursing Council of Hong Kong as at the 1st of July 2000, whereas the figures of 2004 and 2007 refer to the number of registered nurses as at the 31st of August of the respective years.
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有效執業證明書的註冊護士人數，而 2004 年及 2007 年的數字則指於相關年份的 8 月 31 日已註冊護士人數。

2.3 The proportion of registered nurses in the general stream remained stable between 92.3% and 94.2% from 1987 to 2007.

2.4 The sex ratio (males per 100 females) of active registered nurses enumerated remained stable between 11 and 14 from 1987 to 2007.

2.5 The median age of the active registered nurses enumerated exhibited an increasing trend, from 30.7 years in 1992 to 40.0 years in 2007.

2.6 Regarding the sector for the main job, from 1987 to 1990, the Government accounted for about 60% of the active registered nurses enumerated. From 1992 onwards, the Hospital Authority was the main sector of employment, accounted for about 70% to 80% of the active registered nurses enumerated, while the proportion working in the Government decreased to less than 10%. Between 1996 and 2007, there was a decrease in the proportion of registered nurses who reported as working in the Hospital Authority, from 78.0% in 1996 to 71.8% in 2007. The proportion working in the Government had also shown a decrease from 8.5% in 1996 to 7.5% in 2007. On the other hand, the proportion working in the private, academic and subvented sectors increased from 13.5% in 1996 to 20.1% in 2007 (Table A).

2.3 在 1987 年至 2007 年期間，從事普通科工作的註冊護士比例，保持穩定於 92.3% 至 94.2%。

2.4 經點算在職註冊護士的整體性別比率(每百名女性的男性人數)，在 1987 年至 2007 年期間，保持穩定於 11 至 14。

2.5 經點算在職註冊護士的年齡中位數呈上升趨勢，由 1992 年的 30.7 歲上升至 2007 年的 40.0 歲。

2.6 按主要職位所屬機構類型劃分顯示，在 1987 年至 1990 年期間，政府聘用大約 60%的經點算在職註冊護士。自 1992 年起，醫院管理局已成為最主要的僱主，聘用大約 70%至 80%的經點算在職註冊護士，而政府所聘用的註冊護士比例則下降至少於 10%。在 1996 年至 2007 年期間，任職醫院管理局的註冊護士所佔比例，由 1996 年的 78.0%下降至 2007 年的 71.8%，而任職政府所佔比例亦顯示在 1996 年至 2007 年期間下降，由 1996 年的 8.5%下降至 2007 年的 7.5%。另一方面，私營機構、學術及資助機構所佔的比例，由 1996 年的 13.5%逐漸增加至 2007 年的 20.1%(表甲)。

Table A: Selected Characteristics of Active Registered Nurses Enumerated (1987, 1990, 1992, 1996, 2000, 2004 and 2007)

表甲： 經點算在職註冊護士的選定特徵(1987年、1990年、1992年、1996年、2000年、2004年及2007年)

Characteristics 特徵	Year 年份						
	1987	1990	1992	1996	2000	2004	2007
A. RN Covered* 所涵蓋的註冊護士*	-	-	-	-	21 635	24 965	27 330
B. Active RN Enumerated 經點算在職註冊護士							
Number Enumerated 經點算人數	10 357	11 014	11 278	12 260	15249	10 456	13 614
Stream of Practice 從事的分科工作							
General stream 普通科	92.9%	92.3%	92.3%	92.4%	94.2%	93.8%	93.5%
Psychiatric stream 精神科	7.1%	7.7%	7.7%	7.6%	5.8%	6.2%	6.5%
Sex 性別							
Male 男性	1 054	1 287	1 364	1 399	1 676	1 114	1 521
Female 女性	9 303	9 727	9 914	10 861	13 573	9 342	12 093
Sex Ratio (males per 100 females) 性別比率(每百名女性的男性人數)	11	13	14	13	12	12	13
Median Age 年齡中位數	-	32.2	30.7	33.0	35.0	37.0	40.0
Sector for Work† 工作機構類型†							
Government 政府	6 608 (63.8%)	6 927 (62.9%)	847 (7.5%)	1 044 (8.5%)	1 351 (8.9%)	813 (7.8%)	1 020 (7.5%)
Hospital Authority 醫院管理局	N.A.	N.A.	9 088 (80.6%)	9 560 (78.0%)	11 461 (75.2%)	7 675 (73.4%)	9 772 (71.8%)
Private 私營機構	800 (7.7%)	1 012 (9.2%)	1 162 (10.3%)	1 223 (10.0%)	1 623 (10.6%)	1 230 (11.8%)	1 838 (13.5%)
Others‡ 其他‡	2 949 (28.5%)	3 075 (27.9%)	181 (1.6%)	433 (3.5%)	814 (5.3%)	710 (6.8%)	839 (6.6%)
Unknown 不詳	N.A.	N.A.	N.A.	N.A.	N.A.	28 (0.3%)	91 (0.7%)

Notes : * Figure of 2000 refers to the number of registered nurses registered with the Nursing Council of Hong Kong and who were holding valid practising certificates issued by the Nursing Council of Hong Kong as at the 1st of July 2000, whereas the figures of 2004 and 2007 refer to the number of registered nurses as at the 31st of August of the respective years.

註釋： 2000年的數字指於2000年7月1日向香港護士管理局註冊，並持有香港護士管理局所發出有效執業證明書的註冊護士人數，而2004年及2007年的數字則指於相關年份的8月31日的註冊護士人數。

† In 2004 and 2007, the sector refers to the sector for the main job.

在2004年及2007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 was included in the 1987 HMS.

包括學術機構及資助機構。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