

Annex 1

Steering Committee on Strategic Review on Healthcare Manpower Planning and Professional Development

Terms of Reference

1. To advise and make recommendations to the Government on –
 - (a) the means and measures to ensure an adequate supply of healthcare professionals that could meet the current and projected demands for various healthcare services on a sustainable basis; and
 - (b) an overall plan for strengthening the professional standards and qualities of the various healthcare professions, including necessary and justified changes to the relevant regulator regime, improvement to training and development arrangements, and introduction of measures that could better align the operation and regulation of our healthcare professions with global best practices.
2. When projecting the demands for healthcare services in its review, the Steering Committee should take into account all possible and likely factors, including, but not limited to, demands arising from an ageing population such as an increasing need for long-term care and mental health services, changes in the delivery models for healthcare services, new and additional demands brought about by service reforms, potential increase in demand for private services in view of the impending implementation of the Health Protection Scheme, known and planned private hospital developments, as well as potential increase in demand for private services of clientele outside Hong Kong.
3. A Co-ordinating Committee and suitable number of sub-groups should be set up under the Steering Committee to tender views and provide advice to the Steering Committee to facilitate deliberation and formulation of recommendations.
4. The Secretary for Food and Health shall appoint members he deems fit and suitable to the Steering Committee, Co-ordinating Committee, and its sub-groups.

Co-ordinating Committee on Strategic Review on Healthcare Manpower Planning and Professional Development

Terms of Reference

1. To assist the Steering Committee in steering discussions at sub-groups by providing the necessary support and guidance, including setting broad agenda, defining scope and parameters of discussions, and providing background materials of relevance to facilitate discussion at sub-groups.
2. To examine and consolidate views, comments and suggestions from sub-groups in a systematic and structured manner, including, but not limited to, identifying commonalities, highlighting differences and assessing implications having regard to financial, legislative, practical and any other relevant considerations.
3. To provide advice to the Steering Committee on issues of a technical nature (e.g. manpower projection exercise).
4. To facilitate deliberation of the Steering Committee by formulating preliminary proposals on how best to ensure an adequate and sustainable supply of healthcare professionals and strengthen development of the relevant healthcare professions, having regard to the consolidated views, comments and suggestions from all sub-groups as well as the opinions of members on the Co-ordinating Committee, outcome of the manpower projection exercise and global best practices.

Sub-groups under the Steering Committee on Strategic Review on Healthcare Manpower Planning and Professional Development

Terms of Reference

1. To provide views, comments and suggestions to the Steering Committee via the Co-ordinating Committee on Strategic Review on Healthcare Manpower Planning and Professional Development on matters concerning –
 - (a) the supply and demand of healthcare professionals, including the conduct of a manpower projection exercise, possible means and measures for ensuring an adequate supply of healthcare professionals that could meet the current and projected demands for healthcare services on a sustainable basis; and
 - (b) the professional standards and qualities of healthcare professionals, including proposals on possible changes to the relevant regulatory regime, possible improvement to training and development arrangements, and possible introduction of measures that aim to better align the operation and regulation of healthcare professionals with global best practices.
2. The Sub-groups need not reach a consensual view on matters put to it for discussion. Where there are differences in view among its members, all views, comments and suggestions should be submitted to the Steering Committee via the Co-ordinating Committee for consideration.