

Strategic Review on Healthcare Manpower Planning and Professional Development

TABLE OF CONTENTS



EXECUTIVE SUMMARY

PART ONE:	OVERVIEW	1
	BACKGROUND	1
	THE STRATEGIC REVIEW	4
PART TWO:	MANPOWER PLANNING AND PROJECTIONS	6
	OVERVIEW	6
	MANPOWER PROJECTION FOR EACH PROFESSION	14
	RECOMMENDED MEASURES	54
PART THREE:	PROFESSIONAL DEVELOPMENT AND REGULATION	61
	OVERVIEW	61
	RECOMMENDED MEASURES	63
	PROFESSION-SPECIFIC ISSUES	76
PART FOUR:	RECOMMENDATIONS AND IMPLEMENTATION	83
	A. HEALTHCARE MANPOWER	83
	B. PROFESSIONAL DEVELOPMENT AND REGULATION	88
PART FIVE:	VOTE OF THANKS	94

CHAPTER 1 – HONG KONG’S HEALTHCARE SYSTEM AND HEALTHCARE PROFESSIONALS

1.1	OVERVIEW	1
1.2	HEALTH EXPENDITURE	3
1.3	HEALTHCARE WORKFORCE	3
	HEALTHCARE PROFESSIONS SUBJECT TO STATUTORY REGISTRATION	8
	DOCTORS	8
	DENTISTS	14
	DENTAL HYGIENISTS	18
	NURSES	19
	MIDWIVES	25
	CHINESE MEDICINE PRACTITIONERS	27
	PHARMACISTS	30
	OCCUPATIONAL THERAPISTS	33
	PHYSIOTHERAPISTS	35
	MEDICAL LABORATORY TECHNOLOGISTS	37
	OPTOMETRISTS	39
	RADIOGRAPHERS	41
	CHIROPRACTORS	43
	HEALTHCARE PROFESSIONS NOT SUBJECT TO STATUTORY REGISTRATION	44

CHAPTER 2 – STRATEGIC REVIEW ON HEALTHCARE MANPOWER PLANNING AND PROFESSIONAL DEVELOPMENT

2.1	OVERVIEW - BACKGROUND OF HEALTHCARE REFORM	45
2.2	STRATEGIC REVIEW	47
2.3	COMMITTEE STRUCTURE	48
2.4	SCOPE OF THE REVIEW	49
2.5	COMMISSIONING OF STUDIES	50

CHAPTER 3 – COMMISSIONED STUDY: MANPOWER PROJECTIONS	
3.1	CURRENT HEALTHCARE MANPOWER PLANNING 53
3.2	STUDY BY THE UNIVERSITY OF HONG KONG 53
3.3	CHALLENGES AND CONSTRAINTS OF HEALTHCARE MANPOWER PROJECTION 54
3.4	GENERIC PROJECTION MODEL 54
3.5	PROJECTING DEMAND 55
3.6	PROJECTING SUPPLY 56
3.7	MANPOWER GAP 57
3.8	FINDINGS 58
	3.8.1 DOCTORS 58
	3.8.2 DENTISTS 59
	3.8.3 DENTAL HYGIENISTS 60
	3.8.4 NURSES 61
	3.8.5 MIDWIVES 63
	3.8.6 CHINESE MEDICINE PRACTITIONERS 64
	3.8.7 PHARMACISTS 65
	3.8.8 OCCUPATIONAL THERAPISTS 66
	3.8.9 PHYSIOTHERAPISTS 68
	3.8.10 MEDICAL LABORATORY TECHNOLOGISTS 69
	3.8.11 OPTOMETRISTS 70
	3.8.12 RADIOGRAPHERS 71
	3.8.13 CHIROPRACTORS 72
CHAPTER 4 – COMMISSIONED STUDY: PROFESSIONAL DEVELOPMENT AND REGULATION	
4.1	PREVAILING REGULATORY FRAMEWORK IN HONG KONG 73
4.2	STUDY BY THE CHINESE UNIVERSITY OF HONG KONG 84
4.3	FINDINGS 85
4.4	PROFESSION-SPECIFIC ISSUES 95
CHAPTER 5 – STRENGTHENING THE HEALTHCARE WORKFORCE: RECOMMENDATIONS AND IMPLEMENTATION	
5.1	GENERAL OBSERVATIONS - HEALTHCARE MANPOWER 101
5.2	RECOMMENDATIONS - HEALTHCARE MANPOWER 107
5.3	RECOMMENDATIONS - MANPOWER PLANNING FOR EACH PROFESSION 112
5.4	GENERAL OBSERVATIONS - PROFESSIONAL DEVELOPMENT AND REGULATION 121
5.5	RECOMMENDATIONS - PROFESSIONAL DEVELOPMENT AND REGULATION 123
5.6	RECOMMENDATIONS & IMPLEMENTATION 129
	A. HEALTHCARE MANPOWER 129
	B. PROFESSIONAL DEVELOPMENT AND REGULATION 131
VOTE OF THANKS	135
ANNEXES	
	ANNEX 1 - TERMS OF REFERENCE 137
	ANNEX 2 - MEMBERSHIP 139
	ANNEX 3 - COMMON APPROACHES FOR HEALTHCARE WORKFORCE PLANNING 145
	ANNEX 4 - COMPARISON OF REGULATORY FRAMEWORKS 146
	FOR HEALTHCARE PROFESSIONALS IN OTHER JURISDICTIONS