

挽留前線醫生及加強人手主要建議措施

Major Proposed Measures to Retain Doctors and Strengthen Manpower

建議短期內實行的措施 Proposed Interim Measures	
增加晉升機會 Enhance promotion opportunities	<ul style="list-style-type: none">在恆常填補流失和配合新增服務需要之外，額外增加副顧問醫生職位空缺Top up the Associate Consultant positions in addition to those for normal replacements and planned new service
額外通宵「駐院當值」的特別津貼 Special allowance for excessive overnight duties	<ul style="list-style-type: none">如臨床部門「駐院當值」人手低於正常水平導致醫生須額外通宵駐院當值，醫生的固定津貼將會增加，視乎額外工作量多寡及屬於急症或非急症單位。就有關增幅，局方會進一步諮詢醫生In the event that the number of doctors taking overnight on-site duties in a department has fallen short from the norm to the extent that doctors are required to perform excessive on-site overnight call duties, the doctors' existing fixed rate honorarium will be increased. The rate of increase will depend on the work intensity in acute or non-acute unit. Further consultations will be made
加強醫生的培訓支援 Enhance training support for Residents/ Medical Officers	<ul style="list-style-type: none">落實醫生預備應考、考試當日全薪假期安排Reinforce full pay examination leave for examination preparation and sitting the examination
	<ul style="list-style-type: none">在醫生考取專科資格後全數發還專科考試費用Reimbursement of specialist examination fees upon attainment of specialist qualification
當值安排 Call arrangement	<ul style="list-style-type: none">儘量避免安排懷孕第32周以上的醫生長時間在院內通宵當值To minimise long overnight on-site on-call duties for female doctors starting from the 32nd week of pregnancy
聘用兼職醫生 Employ Part-time doctors	<ul style="list-style-type: none">聘用兼職醫生以紓緩繁忙部門的工作量Employ part-time doctors for pressure departments
加強病房支援工作 Enhance support in wards	<ul style="list-style-type: none">在所有急症全科醫院提供24小時抽血員服務Provide 24-hour phlebotomist services in all acute hospitals