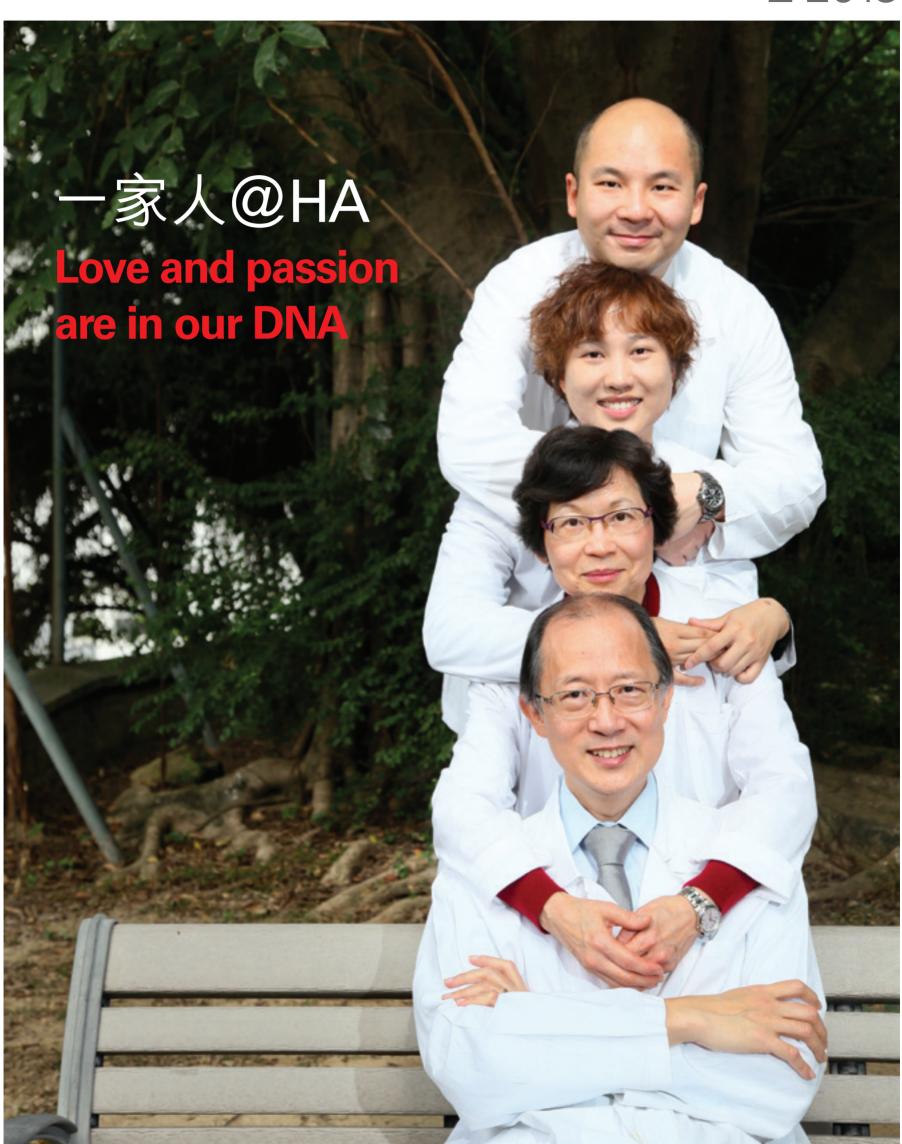




2013



## 一家人@HA

也許你曾在Canteen聽到以下的對話

「咦!你咪係陳太個女?」、 「喂,阿豪仔原來係你表哥?」、 「我早兩日開會見到你太太呀!」

醫院管理局擁有六萬名員工,服務全港七百多萬市民。吸引同事在這裡工作,除了因為工作穩定,更重要的,相信還有一份為民保健安康的意義。所以,當你環顧身邊的同事,不難發現同一家人一代又一代都服務於醫管局,也有兄弟姊妹同樣共事某醫院、某部門。

在眾多「一家人」中,我們今期特別訪問了四個不同的組合,由同事親自話你知,究竟和親人在同一機構工作的感覺如何?這關係又會對工作產生甚麼化學作用?

## Love and passion run in the family

"Oh, are you Mrs Chan's daughter?"

"Hey, Patrick is your cousin, right?"

"I met your wife in a meeting yesterday."

These are just a few examples of the family-related questions and conversations you're likely to overhear on an average day in the staff canteen.

The Hospital Authority (HA) employs about 60,000 staff to safeguard the health of the seven million people in Hong Kong. While job security is certainly a major benefit of an HA career, most colleagues are primarily motivated by a desire to serve their community.

And if you look around carefully, you may find that one or more of your coworkers is a second or third-generation HA employee or has siblings or other family members working in another department or hospital.

Among all those families, we spoke to four to find out what it is like to work in the same organisation as your relatives. Are family ties a help or hindrance in workplace interactions?



## 編者的話

靈蛇獻瑞,《協力》祝各位同事蛇年身體健康、 生活愉快!新的一年,《協力》亦換上新貌, 印刷版和網上版改以簡潔新裝及加強靚相 陣容外,內容上亦添加更多獨特的人性故事。

今期的封面故事,我們找來不同的家庭, 有父子、 孖女、母女和兄弟,由他們趣談如何 看待既是「家人」又是「同事」的特殊身份。 希望這些故事引起你對身邊同事更多的關懷。

第9頁的「輪椅醫生」,講述故事主角八年前在 毫無先兆下,下肢癱了。從此,她與輪椅 為伴。但小妮子沒有自暴自棄,反而更堅定 習醫之路,並於今年7月成為全港首位輪椅醫生

同樣會引起你共鳴的,還有上期新增的 「一分鐘自由講」專欄。每期我們都會邀請不同 醫院的前線同事執筆,分享他們的工作感受。 翻至第18頁,就可看到又一份感人的經歷。

《協力》編輯組拚命耕耘,希望大家在新一年, 感受到這份員工刊物滿載的人性與深情。 請笑納! 編輯委員會:葉根銓、陳嘉怡、何敏嘉、劉穎思、李美鳳、李小雲、梁佩芳、凌詠儀、劉少懷、馬玉蓮、舒瑞珍、鄧翠芯、 邱佩華、姚健文、楊秀玲

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◎ 醫院管理局2013年。歡迎轉載,請先聯絡醫院管理局 總辦事處機構傳訊部。

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### From the editor

As we usher in the Year of the Snake, *HASLink* wishes all of you good health and the greatest happiness!

This year, we have given both its print and e-versions a facelift. Besides a neat and more aesthetic new layout and animated photos and graphics, we'll be bringing you more human-interest stories.

For this issue's cover story, we invited members of several families, such as a father and son, twins, a mother and daughter, and three brothers, to share their feelings about their identities as "relatives" and "colleagues". We hope their remarks will inspire you to care more about your colleagues around you.

On page 9, we have a story about a "wheelchair doctor". This girl's lower limbs suddenly became paralysed in 2004, and a wheelchair became her lifelong partner. However, she has never given up, and she insisted on becoming a doctor, a dream that will materialise when she becomes Hong Kong's first wheelchair doctor in July.

Another story that will strike a chord among you is our column "1 Minute Talk", which first appeared in the last issue. We invite various frontline colleagues to write about their personal feelings concerning their work. Turn to page 18 and you can read another touching story.

We are making all these changes because we wish to do our best to make *HASLink* a more human-focused and emotive internal publication. We hope you will enjoy reading it!



## 醫生家族 幸福滿瀉





兩對沈氏夫婦結緣於香港大學,由拍拖、畢業到工作,一直都互相扶持。 Both couples met while studying at the University of Hong Kong. They all agree that the support and satisfaction provided by their relationships has played an important part in helping them handle the pressures of medical training and practice.

跟沈茂光醫生一家四口做訪問,很有電影 《那些年,我們一起追的女孩》的感覺,皆因 兩對夫婦都是大學的同班同學,由認識、 相戀到結婚,都是在醫路上互相扶持,與電影 不同的是兩位沈醫生都與心中的「沈佳宜」 開花結果。

一家之主沈醫生是葛量洪醫院紓緩醫學部的 顧問醫生主管,妻子胡正英是伊利沙伯醫院麻醉 科顧問醫生,二人的兒子沈澤安是屯門醫院 兒童及青少年科駐院醫生,其太太譚靜婷則同是 該院婦產科駐院醫生。 全家人在醫管局工作,會出現尷尬、趣聞或壓力的情況嗎?初歸新抱靜婷笑言:「其實都只係打份工,沒甚特別,加上大家的專科都不同,以上的情況從未出現過!反而有時遇到難題時,因想知道資深醫生的想法,我會問問老爺和奶奶的意見,無形中拉近了我們的關係。」

擁有「卡通樣」的澤安在旁補充,「説實在,兩夫妻都是做同一行,的確會懂得體諒對方,如我每周有兩晚要上學、有兩晚要連續當值36小時, 之後的兩晚多用來休息,最終只有一晚是空閒,

# Multi-doctor household is full of happiness

Interviewing the two generations of double-doctor pairings in Dr Michael Sham's family calls to mind the popular movie 'You Are the Apple of My Eye'. Dr Sham senior and his son, Dr Philip Sham, both met their wives at university. The two couples are also similar in that from their days as students until now, their relationships have been an important source of support, stability and, equally importantly, fun. Unlike in the film however, the two Dr Shams have clearly found their ideal partners!

Michael is Consultant-in-charge at the Palliative Medical Unit at Grantham Hospital. His wife Dr Amy Wu is a Consultant of Anaesthesiology & Operating Theatre Services at Queen Elizabeth Hospital. Their son Philip is a Resident in the Department of Paediatrics & Adolescent Medicine at Tuen Mun Hospital (TMH) and was recently married to Dr Winnie Tam who is also a Resident at TMH in the Department of Obstetrics & Gynaecology.

With the four doctors all working for the Hospital Authority, is there ever any embarrassment.



沈茂光夫婦抱著九個月大的澤安到彭福公園玩樂。 Dr Michael Sham and his wife pose for a photo at Penfold Park with a nine-month-old Philip.

若對方不明白我的工作模式,一定會投訴。 但我們絕不會因此而吵架。」

家中有一位醫生,已令人羨慕,更何況一家有 四位?但沈茂光夫婦卻認為很平常,「可能與醫生 圈子比較窄有關,故另一半多是醫牛或護士 而我們的下一代在耳濡目染下,亦不難成為醫生。 不過,最終都會尊重子女的決定,如我們知道 細仔的性格,並不適合當醫生,就讓他自由發揮。 現在當律師。」

何謂「幸福」? 沈氏家庭就是一個活生生的 例子。



雖然四人都是醫生,但甚少在家中討論工作,因怕遭到其他

Although they have the same profession, the four doctors try to maintain a good work-life balance and rarely discuss iob-related issues at home



喜愛小孩子的沈澤安與太太去年底結婚,笑言「希望盡快生 小朋友,愈多愈好!」 Philip and Winnie were married last December. Philip

disagreement or tension? "Perhaps it's because we specialise in different areas, but we haven't had any problems in that regard," says Winnie. "In fact, if I encounter a challenging situation at work I sometimes seek advice from my father-in-law or mother-in-law and this has helped bring us closer together.

Philip adds: "Couples who work in the same field understand the demands and pressures of their partner's career. I spend two nights a week attending classes and two nights on 36-hour call which means I need two more nights to rest. That leaves only one night a week for quality family time. If Winnie wasn't a doctor she might find this difficult to accept, but she faces the same reality and knows it goes with the job."

Many people would consider four doctors in one family a rare case, but among Michael and Amy's circle of friends and acquaintances multi-doctor households are relatively common. "Long hours and unusual shift patterns during medical training and practice means you end up socialising primarily with your classmates and colleagues," Michael explains. "And when both parents are medical professionals there's arguably a higher chance that their children will settle on the same career." However, he stresses that he and his wife never put any pressure on children to follow in their footsteps. "We trusted our children to choose a profession that suits their personality. Our second son had no interest in becoming a doctor but loves his iob as a lawver"

Looking for the formula for the perfectly happy life? The Sham family believes they might have found it.

laughs: "I love children – I want to have as many as I can as

# 母女變行家 打破代溝

年青人常埋怨,父母不明白自己,但此問題 相信不會出現在護士長劉秀珍,及女兒馬楚芹的 身上。皆因二人是「行家」,有共同的語言, 絕無代溝問題,難怪劉姑娘説:「囡囡講一句, 我就明,我都覺得好自豪。」

劉姑娘從事護士工作近30年,現於雅麗氏 何妙齡那打素醫院內科工作,女兒楚芹才入職 一年半,現為威爾斯親王醫院內科護士。

楚芹説,加入白衣天使行列,是受到媽媽的 影響:「我是一個很需要安全感的人,媽媽自少 跟我分享工作的苦與樂,故比較熟悉這行業, 再加上當年沙士一役,看到醫護人員的無私奉獻, 強化了入行的決心。」

二人雖在不同醫院工作,但會否因對方的存在 而感到壓力?楚芹稱:「沒有,反而希望在媽媽



楚芹坦言,「媽媽是我的目標,希望可以超越她!」 Angel says: "My aim is to be as good as my mother perhaps one day I can even surpass her!



細心看,兩母女相似度逾八成,難怪楚芹不時會被人問及 「劉姑娘是否妳母親?」等問題 In addition to their common career, Sau-chun and Angel share similar looks and attitudes. It's therefore not surprising that people often ask Angel if "Ms Lau" is her mother!

退休前,有機會一起工作,感覺應該會很特別!| 劉姑娘表示:「我對她很有信心,因她是個 很有分寸的孩子,凡事都會做到最好!」

做護士,要輪班,易現「殘樣」,但二人似乎 得天獨厚,都是美人胚子,記者當然要請敎她們 駐顏術。楚芹搶先「踢爆」媽媽的秘密 「她會去美容院做Facial,有時會在家中敷面膜!」 劉姑娘即時補充:「其實都只是近年的事 况且我是有空才去做,我覺得最重要是早睡, 保持心境開朗,別將不快放心中。」

楚芹則稱:「如果返夜,我會將保濕液旁身, 平時則會定期做運動,打籃球、手球、甚至跳 Hip Hop,總之出一身汗,對身體和皮膚都好!」

## Common career in nursing helps bridge generation gap

Young people and their parents often complain of the lack of understanding created by the generation gap. But Lau Sau-chun and her daughter Angel Ma appear to have found a solution. With a shared career in nursing, they have a common language and area of interest that has helped them bridge the divide. Sau-chun jokes: "I often know what my daughter is saying from just a few words!"

Nursing Officer Sau-chun has already clocked up 30 years in her chosen profession and is currently working in the Department of Medicine at Alice Ho Miu Ling Nethersole Hospital. Angel, who is a Registered Nurse in the Department of Medicine at Prince of Wales Hospital, has been working forthe Hospital Authority for 18 months.

Angel admits that her career choice was influenced by her mother. "I am the kind of person who needs a sense of security in knowing what to expect. My mother often shared the ups and downs of her job with me, so I was familiar with the rewards and challenges of nursing from an early age. Witnessing the selflessness and dedication of healthcare staff during the SARS outbreak further convinced me that becoming a nurse was the right choice."

"I hope I can work with my mother before her retirement," says Angel. "It would be a very special experience."

With the tiring responsibilities of shift work. HASLink was curious to know how both women manage to keep so fresh-faced. Angel discloses her mother's secret: "She will have facials at the beauty salon!" Sau-chun responds: "I only do it when I have time! The most important things are to go to sleep early and always be happy."

"If I am on night shift, I will keep moisturising cream with me," says Angel. "I also do regular exercise – sweating is good for your health – including your skin!"



母女變成行家,無所不談,今不少父母羨慕不已! Working in the same profession has helped the pair grow closer in all aspects of their lives.

# 孖妹愛助人 同科不同院

任職於將軍澳醫院的大孖嚴沛亭和基督教聯合 醫院的細孖沛盈,雖然出世相差十分鐘 但卻一起走上職業治療師之路。她們因著基督教 信仰,希望將愛帶給有需要的人,並藉著 專業知識及各種治療方法,提升病患者的自我 照顧和工作能力、協助他們融入社會。

大細孖在同一大學讀同一科,但為免同事或 病人因認錯他們而出現混亂,不希望在同一醫院 工作。孖妹確曾因樣貌相似而惹來美麗的誤會: 細孖上司在地鐵站遇上大孖,大孖不以為意, 沒有打招呼,令上司誤以為細孖是個沒禮貌的人。

其實有個簡單的方法辨認兩姊妹:銀色眼鏡框 的是大孖沛亭,紅色的是細孖沛盈,各位同事 別再弄錯啦!



Amy and Sarah Yim are twins - biologically and in their choice of career! Amy, the 'older' sister by 10 minutes, is an occupational therapist at Tseung Kwan O Hospital. Younger sister Sarah holds the same position at United Christian Hospital. They also share religious faith that serves as the foundation of their desire to assist people in need by using their professional expertise to help patients become self-sufficient and enjoy rich and fulfilling lives.

Although the twins pursued the same degree at university and trained together, they decided to



who both enjoy engaging with "hello" to him!



細孖沛盈(右)稱,姊妹倆走同樣的路,沒半點負擔,反而 曾得有伴一起成長,分享憂樂,實在難得。 Sarah (right) says, they enjoy growing up together which can share the ups and downs during the life.

work in separate hospitals to avoid inconveniencing or confusing their colleagues and patients. But even with the best of intentions, things don't always go according to plan. The women recall one incident in which Sarah's supervisor saw Amy in an MTR station. Mistaking Amy for Sarah, the supervisor was surprised and a little annoyed when the older twin failed to say

The sisters share a simple way to tell them apart – Amy has silver-coloured spectacle frames while Sarah's are red. Let's hope this helps prevent embarrassing situations in the future!

## 兄弟齊走杏林路



大哥(右)和三弟分享相處之道。 Sing-joe and Wai-cho talk about their relationship as brothers.

余氏有三兄弟,無獨有偶,三人都選擇當醫生。 大哥丞祖、二哥協祖和三弟衛祖,分別在77年、 78年和82年加入醫務衞生署工作。是甚麼推動 他們作這個抉擇?工作時又發生過趣事嗎?兄弟 又可曾互相猜疑?答案由他們親自告訴大家。

現已退休享受人生的大哥,是前瑪嘉烈醫院顧問 醫生兼該院和仁濟醫院矯形及創傷外科的部門 主管;二哥現以兼職顧問醫生身份在伊利沙伯 醫院的耳鼻喉科,繼續服務市民,和私人執業; 三弟則是瑪嘉烈醫院顧問醫牛內科及老人科。

兩位哥哥都是醫生,三弟可受到影響而習醫? 他説:「沒有,我甚至沒有問過他們的意見,都是 按自己的興趣和能力行事!」但壓力總會有吧? 答案同樣是沒有,大哥即補充:「我兩位細佬 都好叻,他們懂得為自己打算,不用家人擔心。」

三兄弟樣貌相似,曾在工作時鬧出笑話,如有人 認錯大哥為二哥;有同事會Call錯機,本想找三弟 卻Call了大哥等等。

分享工作點滴時,他們說的都不多,但談到家庭: 特別是他們的母親時,才變得多話。大哥説 「我們來自草根家庭,感激父母節衣縮食供我們 三兄弟讀醫,又經常督促我們要把書讀好。 我最記得有次初中考試成績很好,媽媽特意帶我到 中環逛了一個下午,花了一元,買了一隻小小的 瓷器狼狗獎勵我。| 三弟笑言: 「我也記得 這事,或者這也潛意識地激勵了我,要學大哥, 甚或超越他。」二哥強調,三人自小到大 從不互相猜忌,少有磨擦,各有空間而又互相 尊重才是他們相處模式。

今天,三兄弟各有成就,余家一門三傑,證明 老人家當年的付出,並沒有白費,羨煞旁人呢!



原來余氏除了三兄弟外,還有兩位姊妹,且年齡相近。 當年五兄弟姊妹由大(左起)至細排列,攝於中環的香港

The Yu brothers have two other siblings. This photo, taken at Hong Kong Zoological and Botanical Gardens in Central, shows the brothers and sisters lined up in order of age. Sing-joe, the eldest, stands on the far left.

#### A band of medical brothers

The Yu family often jokes that they have enough doctors to start their own practice! Brothers Sing-joe, Hip-cho and Wai-cho joined the Medical and Health Department in 1977, 1978 and 1982 respectively. Why did they make the same career choice?

Sing-joe, the eldest of the three siblings, was a consultant at Princess Margaret Hospital (PMH) and the Chief of Service of the Department of Orthopedics and Traumatology at PMH and Yan Chai Hospital before his retirement. Hip-cho works as a part-time consultant in the Ear, Nose and Throat Department at Queen Elizabeth Hospital and in private practice. Wai-cho is a full-time consultant (Medicine & Geriatrics) at PMH.

Was Wai-cho's decision to become a doctor influenced by his two elder brothers? "I even didn't ask their opinion on the subject! I just followed what my heart and my instincts," he explains. Sing-joe adds: "My brothers are smart men. They were very clear on planning their own futures."



遇上食物及衞生局副局長陳肇始教授(左)到訪醫院 兄弟與副局長來張合照。左二為九龍西醫院聯網總監 董秀英醫牛。

The brothers met Professor Sophia Chan, Under-Secretary for Food and Health (left) after the interview. Second from the left is Dr Nancy Tung, Cluster Chief Executive of

While the brothers are happy to talk about their careers, when the discussion shifts to family matters, especially their mother, they become much more animated. "We grew up as part of a workingclass family. We really appreciated the financial and emotional support our parents gave us," says Sing-joe. "When I was in junior high school, my mother once spared an entire afternoon to take me to Central to buy a porcelain dog that cost one dollar to reward me for my good exam results."

"I remember that too," says Wai-cho with a smile on his face. "It motivated me to try to do better than him!" However, Hip-cho emphasises that they never argued or felt envious of each other. After all, they can now all be proud of their many personal achievements – proof that the efforts of their parents all those years ago led to life-long excellent results!

# 男士喜訊: 全薪侍產假終出籠!

準爸爸日盼夜盼,終於等到侍產假啦!醫管局決定在今年4月1日起,推行5日全薪男士侍產假, 讓準爸爸與太太一起迎接小生命的來臨。大家對新猷或會有不少疑問,以下的答問可釋大家心中困惑

#### 門 李生是合約全職同事,於今年1月初入職,太太 預產期在4月底,是否可享有侍產假?

男同事必須是全職或兼職常額/合約僱員, 在侍產假開始前在醫管局按僱傭條例的「連續性 合約」受僱不少於連續40星期,可享有 侍產假薪酬。如男同事按「連續性合約」受僱 周數少於40星期,則享有無薪侍產假。換言之, 李牛可享有無薪侍產假。

#### 鄧生與同居女友打算在小孩出世後才結婚, 他可享有侍產假嗎?

若嬰兒為非婚生,則需提交證明文件, 如出世紙,證明自己是嬰兒的父親。

#### 同事何時可以放取侍產假?

在嬰兒預產期前四周,或出生後十周內都可放取 侍產假。如同事沒有在這段時間內放取,假期也 不能折算為薪金或留待下一名嬰兒出生時使用。

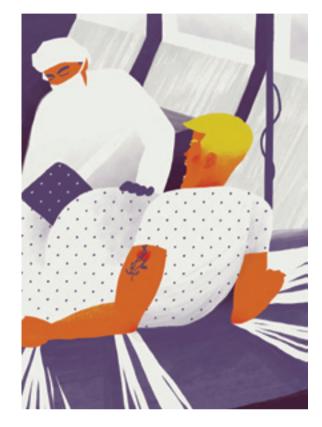
#### 王太懷有龍鳳胎,那麼王生的侍產假是否可 多於5日?

侍產假的日數不會因嬰兒數目而有所不同。 所以,王生的侍產假仍是5日。

#### 5日侍產假要連續放取嗎?

同事可選擇一次過,或分開放取,每次放假 最少為半天。同事計劃申放侍產假時,應先與 主管溝通,以便安排人手。

詳情請留意日後公布。 🌣



### HA to introduce full-pay paternity leave

With effect from 1 April 2013, new and expectant fathers will be able to provide extra support to their wives and enjoy additional quality time with their precious newborns under the Hospital Authority's (HA) paternity leave scheme, which offers male HA employees five days' leave on full pay. The following answers may give you a clearer idea about the scheme's operation.

#### Mr Lee was hired in January this year on a full-time contract. He and his wife are expecting a child at the end of April – is he eligible for paternity leave?

All full-time and part-time permanent / contract male employees who fulfill the continuous contract under the Employment Ordinance and with not less than 40 weeks of continuous service before the commencement of paternity leave will be eligible to five working days full-pay paternity leave. Employees who do not fulfill the service criterion will be granted paternity leave without pay. Hence, Mr Lee is eligible for paternity leave without pay.

#### Mr Tang and his girlfriend plan to get married after their baby is born – is he eligible for paternity leave?

For applications involving unmarried couples, the employee will need to provide appropriate documents, e.g. birth certificate, proving his relationship with the child.

#### When can paternity leave be taken?

Paternity leave can be taken during the period from four weeks before the expected date of childbirth to ten weeks after the actual birth date. Untaken paternity leave cannot be encashed or carried forward to the future child birth.

#### Mrs Wong will give birth to twins - can Mr Wong take a longer period of paternity leave?

The duration of paternity leave will not be affected by the number of children born. Mr Wong is therefore still only eligible for a maximum of five days' paternity leave.

#### Are colleagues required to take paternity leave in one continuous five-day block?

Paternity leave can be taken in one go or in splits with a half-day of leave being the smallest available unit. However, colleagues are advised to plan ahead their paternity leave and discuss their arrangement with their supervisors to facilitate resources planning and ensure service operation

For further details, please refer to future announcements.



## 醫管局出招 保本地孕婦床位

為確保本地孕婦優先使用產科服務,醫管局已 停止接受非本地孕婦預約分娩,以及提高非本地 孕婦未經預約分娩個案的收費至9萬港元。

總行政經理(聯網運作)勵冠雄醫生稱,由於 過去數年公立醫院的產科服務需求急劇增加, 為了應付驟增的需求,公立醫院要額外調配員工 以應付產科及初生嬰兒深切治療部的服務量, 令婦科和兒科本身的服務受到某程度的影響。 有關員工備受壓力,引致產科及兒科員工流失率 偏高,故此宜將分娩宗數和新生嬰兒深切治療部 的使用率維持於受控的水平,以確保服務 質素。因此,醫管局有需要繼續停止非本地孕婦 在2013年的產科預約服務。

他重申,香港政府的政策,是要確保本地孕婦 在公立醫院獲得優先及優質的產科和初生嬰兒深 切治療服務,並遏止非本地孕婦在未有預約, 並在沒有產前檢查下於公立醫院急症室分娩的 高風險行為。

前線同事工作量超標的情況有多嚴重?兒科統籌委員會主席李志光醫生補充,「舉例說我們有 100張病床,最理想是照顧85位病人,餘下的床位 則用以應付緊急情況,但現況卻有120位病人, 兼且近期兒科醫生流失率高,工作量更大,有些 顧問醫生現在亦須於晚上在醫院值班。」**貸** 

# HA reaffirms local mums get priority for obstetric service

To guarantee that local mothers receive priority for obstetric service, the Hospital Authority (HA) no longer accepts obstetric service bookings for non-local pregnant women, and non-local women who give birth without bookings will have to pay a charge of HK\$90,000.

Dr Lee Koon-hung, Chief Manager (Cluster Performance) said, "Due to the increase in demand for Obstetric services in the past years, scaling down other Gynecology and Paediatric services was required to allow for deployment of extra staff to the Obstetric and Neonatal Intensive Care Unit (NICU) services in order to cope with the extra demand. Staff were working under extreme pressure and this resulted in high attrition rate of both Obstetric and Paediatric doctors and nurses. It would be desirable to cap the number of deliveries and NICU occupancy in HA hospitals to a manageable level to ensure quality of care. Hence, it is necessary for HA to continue



局方已停止接收非本地孕婦預約分娩。 The HA has endorsed the suspension of obstetric service bookings by non-local pregnant women.

to suspend the Non-Eligible Persons delivery booking in 2013"

He reiterated that it is the Hong Kong Government's policy to ensure that local pregnant women receive priority in the provision of quality obstetric and NICU services; and also to deter risky behaviour by non-local pregnant women, such as giving birth in the Accident and Emergency Departments without proper antenatal care.

Just how overloaded with work are our frontline colleagues? Dr Li Chi-kong, Chairman of the Co-ordination Committee (Paediatrics), explained, "For example, if we now have 100 beds, the ideal situation would be to take care of 85 patients, and reserve the remaining beds for emergency use. But the reality is that we are now taking care of 120 patients. Recently the attrition rate of paediatric doctors is also high, thus the work pressure is even higher, and some consultants also have to take on-site call at night in the hospitals.

## 輪椅醫生 笑走不平路

現於威爾斯親王醫院創傷及矯形外科實習的 呂慧翔,八年前在毫無先兆下,下肢變成癱瘓, 從此與輪椅為伴。有人會覺得很可惜, 但當事人卻樂觀對事,憑著堅毅的意志,考入 香港中文大學醫學院,並將於7月正式成為本港 首名的輪椅醫生,終圓醫生夢。

「在很多港人眼中,也許輪椅醫生很特別,但現時世界各地,至少有100位輪椅醫生。我此刻最大的感受是,自己花了八年時間終完成夢想,很想鼓勵身體有缺陷的人,不要輕言放棄,只要堅持,身邊自然會有人支持自己。

記得當年在北京醫療期間,有位失去雙腳的 小女孩,將自己的身體放在一個切開的籃球上, 再用手代腳行。當時腦袋『叮』一聲,她這樣子 都積極地生活,何況我的雙手健全!我只有 放棄和堅持兩條路可選,既然不會揀前者,就只能 勇敢地活下去。

旁人少不免會質疑我的工作能力,如我即將在 外科實習,大家都會問我『如何做手術呢?』答案 很簡單,用電動式站立輪椅就可解決身體上的 缺陷,在夏威夷就有位整形外科醫生是這樣。總之 遇到難題,就見招拆招。

幸運地,暫時沒有人說我『阻住地球轉』,假使有天遇到刻薄的人,我會跟他說『坐或站著醫人根本沒有分別,最重要的是醫者懷有父母心』。

夢想成真,卻身患缺陷,我不覺天意弄人,反之會 視為一個機遇,如果沒有這意外,或許我不會專心 讀書,不會考上醫學院,更不會當上醫生!」

# Wheelchair doctor smiles at misfortune

Dr Jennifer Lui is an intern in the Department of Orthopaedics & Traumatology at Prince of Wales Hospital. Her lower limbs became paralysed without any warning in 2004, and a wheelchair became her lifelong partner. Some might say she has been an unlucky girl, but Jennifer is an optimistic person, and she made great efforts to get into the Faculty of Medicine at The Chinese University of Hong Kong. Eventually, her dream is coming true – she will become Hong Kong's first "wheelchair doctor" in July.

"A wheelchair doctor is very unusual in the eyes of most Hong Kong people, but nowadays there are at least 100 of them in the world. I really want use my own experience to cheer up dejected people, to show them they should never give up, that once you insist on doing something, there will always be people around to support you.

When I was rehab in Beijing, I saw a little girl without any legs. She placed her torso in a basketball that had been cut in half, and she used her hands to replace her legs. I immediately learned something from her. She had lost both legs, but not her will to live. I still have two hands. I know I have only two choices in life – one is give up and the other is to persevere with a positive attitude. I won't choose the first option, so I told myself I must be brave about the future.

Some may question my ability. They might ask how I can do surgery? The answer is very simple. I can use a stand-up electronic wheelchair to help me, just like a plastic surgeon in Hawaii does. I will try my best to resolve all the difficulties.

Luckily, I haven't encountered any mean people up until now. If I do one day, I will tell them that there is no difference between a normal doctor and a wheelchair doctor. The key issue is whether a doctor takes heartfelt care of his or her patients.

I regard this challenge as an opportunity. If I didn't, maybe I wouldn't study so hard, wouldn't be a student in the Faculty of Medicine, and wouldn't become a doctor!"

## 醫管局工傷保險政策之延伸保障

為向員工提供進一步保障,醫管局將以下情況 (見右表)納入其工傷保險政策之延伸保障條款中。

此工傷保險延伸保障是為在「僱員補償條例」 保障範疇以外,所受傷或死亡的員工提供額外的 保障。延伸保障只包括意外所引致不同程度的 永久喪失工作能力或死亡的賠償。

如果受傷或死亡個案獲第三者賠償,例如: 汽車第三者保險或普通法民事索償,延伸保障 賠償會作出相應的抵消;而意外事故所放的 病假會被視為正常的病假。

有關延伸保障已於2011年8月1日生效。醫管局並會於將來工傷保險項目招標時,加入相應的條文。

如有任何疑問,請聯絡所屬聯網的人力資源部。💠

參與醫管局的體育項目及聯誼活動。

於八號或以上颱風訊號或紅/黑暴雨警告 生效期間,在僱員補償條例之時間規限範圍 以外上班或下班。

於非恒常辦公時間內被召回工作,而乘坐任何 交通工具上班或下班。

乘坐任何交通工具上班或下班。

Taking part in HA sports events and social activities.

To and from work beyond the boundary of time limitation stated in the Employees' Compensation Ordinance when typhoon signal No. 8 or above or red / black rainstorm warnings is in force.

To and from work in transportation when staff are being called back to work or required to work outside their normal working hours.

To and from work in transportation.

# Extension Coverage of the HA Employees' Compensation Insurance Policy

To enhance insurance coverage for staff, Hospital Authority (HA) has included the following extension clauses (see table on the left) in the HA EC Insurance Policy.

The extension coverage is to provide compensation to staff whose injury is beyond the coverage of the Employees' Compensation Ordinance. The extension coverage only provides compensation for different degrees of permanent incapacity and death.

If compensation is claimed through other parties, such as third party motor insurance or common law for injury or death, then the compensation from extension clause would be offset. Under the circumstance of these extension clauses, sick leave will be treated as normal sick leave.

These extension clauses are effective from 1 August 2011. HA would include the above extension clauses in the specifications of HA EC Insurance in future tendering exercises.

If you have any enquiries about the above arrangement, please contact your Cluster Human Resources Department. 🗘



呂慧翔在實習期間,對能將知識融入工作,甚有滿足感。 Jennifer gains satisfaction by putting her knowledge into practice during her internship.

# 蛇年第一跑 笑呵呵!

約2.000名同事及其親屬於2月17日 大清早,齊集威爾斯親王醫院, 參加一年一度的醫管局新春長跑。 當日天公诰美,各健兒發揮 水準,施展渾身解數,跑出佳績。 活動亦首次為離院長期病患者 籌款,支持由病人互助組織協辦的 不同活動項目,截至2月16日, 已籌得超過\$750,000善款。

雖然長跑已暫告一段落,但接著 而來的「2013醫院管理局新春長跑 滿歡笑」攝影比賽正期待你的 積極參與。歡迎大家將當日捕捉到 的溫馨動人或有趣的畫面, 於3月18日或以前,提交至大會 冠軍將獲贈相片打印機一部。 比賽詳情請瀏覽 http://ha.home/staff/upload/ NYR2013/cover.htm 或致電2300 8582 (岑先生) 查詢。 🗘

"Run! Run!" - everyone tried their best to get a good result.

▼「跑呀!」,人人全力以赴,爭取佳績。

### Year of the Snake gets off to a running start!

On 17 February, around 2,000 HA colleagues and their family members gathered at the Prince of Wales Hospital to take on the challenge of the HA New Year Run 2013. In comfortable weather conditions, the starting gun went off with all the runners determined to achieve a good result. All funds raised through the event this year will be used to support discharged patients with chronic diseases, and patient group programmes for these patients and their families. As of 16 February, the fundraising total had already reached over HK\$750,000.

Although this year's Run is over, the related 'Big Smile at HA New Year Run 2013' Photography Contest has just begun. We encourage you to send images of touching, funny or happy moments taken at the event to the organisers before 18 March – a photo printer will be awarded for the best picture submitted. Please visit or contact 2300 8582 (Mr Sum) for more details.



▲ 場內另一亮點——3公里主席邀請盃賽事。 HA Chairman 3km Invitation Walk is another highlights of the event. ▲ 新界西醫院聯網贏得聯網冠軍盃。 The New Territories West Cluster was crowned the Cluster Champion.

Dr Leung Chin-leung (left) of Queen Elizabeth Hospital took home again the men's 11km championship.

▲ 男子11公里賽冠軍由伊利沙伯醫院的梁展良醫生(左)蟬聯。 ▲ 總辦事處的蔡恩浚「冧莊」在男子6.5公里賽中勝出 Jeffrey Choy of Head Office won the men's 6.5km race title in a consecutive year.



▲ 女子6.5公里賽冠軍由青山醫院的熊書揚醫生(左)奪得。另外,瑪麗醫院的 莫紫凌是女子11公里賽的冠軍得主。

Dr Karen Hung of Castle Peak Hospital (left) came in first in the women's 6.5km race. Besides, Mok Chi-ling of Queen Mary Hospital won the women's 11km gold medal.

▲ 在醫管局工作的同事,絕對明白做熱身的重要。 The runners took time to warm up properly before the race.



▲ 啦啦隊落力為健兒打氣。 Teams cheering colleagues



While the runners were busy racing, their kids were busy playing!



# 肥胡、PY 新春到病房打氣

新春喜慶時節,前線醫護同事常為照顧病患 而犧牲與家人團聚的機會。醫管局主席胡定旭及 行政總裁梁栢賢,在新春期間到訪多間醫院, 探望同事及病人,為他們打氣。

胡定旭在年廿九至年初二,先後到訪明愛醫院、 伊利沙伯醫院、將軍澳醫院、東區尤德夫人 那打素醫院、瑪麗醫院、博愛醫院和北區醫院 向同事及病人送上乾果紅封包,醫管局中樂團亦 在場演奏賀年樂曲,病房一片喜氣洋洋。

梁栢賢則在年初三到訪廣華醫院、威爾斯親王 醫院和屯門醫院的急症室。在年初一至四 期間,每天平均逾5,700百人到公立醫院急症室求 診,較去年同期升近百分之三。

肥胡與PY感謝同事緊守崗位,同時祝願留院 病人早日康復。🗘



主席胡定旭與中樂團在新春期間,探望前線醫護同事及 留院病人,把祝福帶淮病房 Anthony Wu and the HACO greet frontline healthcare



行政總裁梁栢賢到訪繁忙的急症室,感謝所有在新年假期繼續 緊守崗位的同事。

Dr PY Leung thanks A&E frontline colleagues for their hard work during the holidays.

### **Chairman and CE bring** LNY cheers to wards

While Hong Kong was enjoying the happiness of the Lunar New Year festival, some of our frontline colleagues sacrificed the time they would otherwise have spent celebrating it at family reunions in order to remain working hard in the hospitals. Our Chairman, Anthony Wu, and Chief Executive, Dr PY Leung, therefore visited some of the hospitals to cheer up our colleagues and patients during the festival.

Between 9 and 11 February, Anthony Wu visited Caritas Medical Centre, Queen Elizabeth Hospital, Tseung Kwan O Hospital, Pamela Youde Nethersole Eastern Hospital, Queen Mary Hospital, Pok Oi Hospital and North District Hospital. During the visits, he distributed red packets containing dried fruits as gifts to colleagues and patients. The Hospital Authority Chinese Orchestra (HACO) also gave performances in the wards.

On the other hand, Dr Leung visited the Accident & Emergency (A&E) Departments at Kwong Wah Hospital, Prince of Wales Hospital and Tuen Mun Hospital on 12 February. An average of 5,700 people sought treatment in A&E Departments every day during the four public holidays, a 3% increase on the same period last year.

Both Mr Wu and Dr Leung sincerely thanked our frontline colleagues and wished the patients a speedy recovery.

## 葵涌起動 員工開心到飛起

施政報告向葵涌醫院重建大開綠燈,醫院上下 當然個個興奮,Helen開會遇到葵涌醫院行政總監幾年前已做足功課,申請重建,但年年無聲氣。 盧德臨醫生,佢話同事的反應非常誇張。

「我收到好消息,喺走廊見到GMN(葵涌醫院護理 總經理谷敏榮,人稱Betty姐),向佢報喜,佢聽到 即刻成個人跳咗上半空,真係開心到飛起!」

盧醫牛轉述「飛起事件」時眉飛色舞,皆因同事 原本以為今年又係胎死腹中,點知忽然報喜,連 平時穩重大方,德高望重的Betty姐,都違反地心 吸力,忘我地跳上半空,可想而知大家幾興奮。

**盧醫生第一時間寫咗封公開信俾同事**: 公布好消息,話而家最希望可以改善病房環境, 俾病人更多空間。 🍿



## KCH redevelopment has staff hopping with delight

The 2013 Policy Address gave the green light for the redevelopment of Kwai Chung Hospital (KCH). All our colleagues there are very excited when they heard the good news. In fact, when Helen met Dr William Lo, its Hospital Chief Executive, a few weeks ago, he said it would be impossible to exaggerate their joyful response to it.

"In fact, when I shared the news with Betty Ku, our General Manager (Nursing), her reaction amazed me. She just leapt up in the air!"

Actually, Dr Lo also revealed his own excitement when he recalled Betty's response to Helen. Our KCH colleagues' exhilaration is understandable, because they started planning for its redevelopment some years ago, but they didn't get any feedback from the government. So, they didn't have any high hopes this year either. Yet, finally, there it was! As you can imagine, Betty's jump in the air typified their excitement

Dr Lo immediately wrote an email to announce the good news to his colleagues. He regards improving the ward environment as the first priority in the redevelopment, in order to give patients more breathing space.

霍敬德醫生是名副其實的「伊院B|! Dr Douglas Fok was born at QEH.

#### 伊院在1963年正式投入服務,致力為油尖旺及九龍城區居民提供服務。 QEH opened in 1963 to serve residents in Yau Ma Tei, Tsim Sha Tsui, Mongkok and Kowloon City.

## 伊院慶金禧 當年BB今日醫生

伊利沙伯醫院履行救急扶危使命半個世紀,踏入 50周年的大日子,全院同事開懷慶祝之餘,亦發 掘了不少「伊人趣聞」。

麻醉科及手術室副顧問醫生霍敬德 在伊院出世, 畢業後亦選擇在此工作,更巧合的是當年接生他 的醫生,竟是他入職時的麻醉科部門主管。他笑 言:「我與伊院很有緣,早已視它為第二個家!」 他最難忘的則是96年的嘉利大廈火災,「我當日已 下班,但見事態嚴重,和很多伊院同事一樣立即 趕回醫院,跨部門合力搶救傷者至當晚十時多, 才稍鬆一口氣。」

多年來,伊院在不少大型傷亡事故中都發揮了重 要的救援作用,如96年的嘉利大廈火災、99年赤 鱲角機場墮機和03年沙士一役等,都彰顯伊院伊 人的仁心仁術。

伊院已準備了連串慶祝金禧的活動,揭開序幕 的「金禧健步行同樂日」,於上月舉行,吸引逾 1,300名同事參加。接踵而來的精彩活動還有「伊 院網球場告別賽 |、「金禧誌慶晚宴 | 和「五十周年 口述歷史計劃|等。🗘

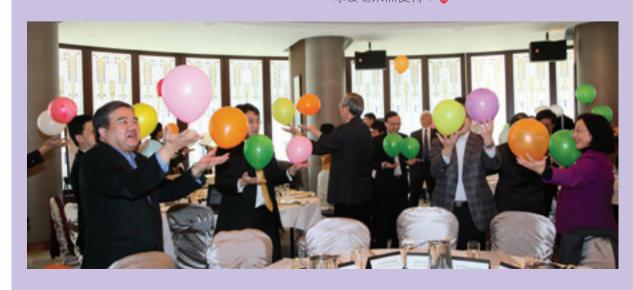
# HA大會玩汽球 high爆

開會,隨時可以係馬拉松,所以要諗吓計仔喺開 會前暖場,以免「飯氣攻心」。

醫管局大會上個月舉行工作坊,討論未來路向, 喺入正題之前,與會者要全部企起身,每人獲分 派兩個汽球,然後一分鐘之內不停將汽球拍上空 中,唔可以揸喺手,難度都幾高。

最估佢唔到係,原來跌晒兩個波先至係贏家! 一早跌晒兩個波的大會成員馬清鏗、李大壯, 以及人力資源主管區結成醫生、新界東醫院聯網 行政總監馮康醫生,開心攞獎。

汽球暖場一分鐘後,先至到戲肉,就係一連四小 時,討論公營醫療服務長遠需求、醫管局架構、 管理功能。大家全程精神爽利,氣氛high爆,汽 球暖場果然使得! 敬



## **HA Board meeting starts** with a bang

While many meetings are full of hot air, it's not often it's inside balloons! But as attendees at a recent HA Board workshop discovered, a few minutes of fun before a long strategy session can be an effective way to energise the proceedings.

The workshop participants were each given two balloons and asked to keep them moving in the air above their heads for one minute. But the HA version of this popular party game came with a twist – at the end of the airborne antics, the people whose balloons had fallen to the ground first were proclaimed the winners!

The unexpected victors were HA Board Members Patrick Ma and David Lie; Dr Derrick Au, Head of Human Resources; and Dr Fung Hong, Cluster Chief Executive of the New Territories East Cluster.

Following this physical warm-up, the attendees got down to the serious mental task of discussing the HA's future development strategy. Despite spending four hours on topics such as internal HA organisational structure and management functions, the participants much like the balloons remained pumped up for the whole session.



# 博愛行政總監「吹水」建互信

高拔陞醫生上任博愛醫院行政總監三個多月,談 及未來大計時,他說會逐步擴展醫院服務,包括 增加病床和日間醫療服務,如內窺鏡檢查和手術 室使用等,務求讓更多病人受惠。

他說,新崗位是直接在醫院和社區工作,所以與 團隊建立互信非常重要,「我愛『吹水』,在飯堂 遇到同事總是無所不談,同時亦希望跟同事互相 了解多一點,工作起來大家更有默契。」

高醫生曾任職於瑪麗醫院和瑪嘉烈醫院。自2000 年開始,在雅麗氏何妙齡那打素醫院內科部主理 老人科服務,2008年在總辦事處先後擔任總行政 經理(策略、服務計劃及知識管理),以及質素及 安全部總行政經理(病人安全及風險管理),於去 年11月獲委現時新職。🗘



高醫生坦言,現時要和千多名同事一同為市民服務,感到 責任「貼身」了很多。

Dr Ko now works with a team of more than 1.000 colleagues in serving the public. He feels that his responsibilities is much more "closer to himself" than before

### QEH: 50 years of dedicated service

With Queen Elizabeth Hospital (QEH) celebrating its 50th anniversary this year, colleagues at the hospital are discovering many interesting and dramatic stories from its past.

Dr Douglas Fok, Associate Consultant (Anaesthesiology & Operating Theatre Services), was born at QEH. On taking a position at the hospital after graduation, he was surprised to learn that the Chief of Service of the Anaesthesiology Department was the doctor who delivered him! "I think it was a sign that I am supposed to be here! QEH is my second home," he laughs. His most memorable experience is the Garley Building fire in 1996. "I was off-duty when it happened, but I heard that the situation was serious, so I raced to the hospital and worked with my colleagues to help the injured."

QEH has provided vital services in many other major incidents over the years - including the 1996 Garley Building fire, the 1999 plane crash at Chek Lap Kok Airport and the SARS outbreak in 2003 – with its healthcare teams serving patients with compassion and professionalism in highly challenging circumstances.

QEH is organising a series of 50th anniversary events. The celebrations were kicked off at the 'Golden Jubilee First Celebration Activity - Walkathon' held on last month. Other activities include a tennis tournament, an anniversary gala dinner and an oral history book project. 🍿

#### POH's new HCE chats to build mutual trust

Dr Tony Ko took up the post of Hospital Chief Executive at Pok Oi Hospital in November last year. Referring to the Hospital's future plans, he says it will aim to benefit more patients by continuing to expand its services, including increasing the number of beds and ambulatory services, such as endoscopy and the use of its operating theatres.

He adds that his new post means he works directly within the hospital and the community. So it is very important to build mutual trust with colleagues. "I love to chat with my colleagues when I met them in the canteen. We can speak freely about anything. I hope we will also get to know each other better and that, as a result, we will understand one another when we are working together."

Dr Ko previously served in Queen Mary Hospital and Princess Margaret Hospital. He was in charge of the geriatric services at the Department of Medicine of Alice Ho Miu Ling Nethersole Hospital in 2000. He ioined the HA Head Office in 2008, where he held the posts of Chief Manager (Strategy, Service Planning & Knowledge Management) and later Chief Manager (Patient Safety & Risk Management).



#### 「臨床模擬訓練中心」系列之一



生命無Take Two!醫者致力避免醫療事故和提升 病人安全,一些模擬實境的訓練最具實效。 醫管局於1995年在東區尤德夫人那打素醫院成立 以技術培訓為主的微創外科訓練中心,為日後的 臨床模擬訓練中心奠下基礎。發展至今,醫管局 現時已有八間較具規模的臨床模擬訓練中心。



1 導師透過不同畫面,觀察學員處理個案的技巧和團隊間 的溝通技巧,並可聲控模擬人做出不同各式各樣的反應。 加強逼真度,考驗學員的應變力。

Using various monitors, the trainers can observe the techniques that trainees use to handle cases, and how they communicate with each other. Also, the trainers can control the simulator with their voice, ordering it to respond in various ways to test the trainees.

2 彭飛舟醫生認為,模擬訓練可提升個人技術及團隊精神。 Dr Pang Fei-chau says simulation training help enhance technical skills and teamwork among staff.

總行政經理(醫療職系)彭飛舟醫生表示: 「配合國際醫療發展的趨勢,這些中心的訓練 重點,融合了專業技術訓練和團隊合作培訓。 單是去年,多間中心已合共開辦超過 900個班, 供前線人員接受在職培訓。」

《協力》一連幾期,為大家介紹各中心,打響頭炮 的是剛於去年12月開幕、隸屬東區尤德夫人 那打素醫院「港島東醫院聯網醫療管理及臨床科技 培訓中心」的「那打素臨床模擬訓練中心」。

總監兼深切治療科副顧問醫生陳勁松指出, 院方在2009年推行「優化醫療團隊管理」,先讓 同事學習改善團隊協作的技巧,再配合模擬 實境訓練,提升個人技術,培養團隊的默契, 尤其面對危急情況時,發揮高效醫療團隊的本色, 拯救寶貴牛命。

當然,除了硬件設備外,還有賴導師的配合, 才能使中心發揮作用。中心副總監兼急症科 副顧問醫生蔡宇暉説:「我們會設計一些棘手的 情景,故意『誤導』學員,旨在提醒他們絕 不能犯這些錯, 亦讓他們累積相關經驗。每次 訓練為期半天,約有十名同一專科、尤其是 入職不久的新手醫生和護士一同參與。」

Clinical Simulation Training Centre Series – Part 1

## Hi-tech centre helps build close rapport

Healthcare staff always do their best to avoid making medical errors and enhance patient safety. Simulation-based healthcare training is the most effective way to achieve this. In 1995, the Hospital Authority (HA) established the Minimal Access Surgery Training Centre in Pamela Youde Nethersole Eastern Hospital (PYNEH) which marks a milestone in the development of Clinical Simulation Training Centres. Today, there are eight of them in the HA.

According to Dr Pang Fei-chau, Chief Manager (Medical Grade), "In line with the international trend, trainings in these simulation centres have started to integrate individual skills training with team-based training, including Crew Resources Management (CRM). Between them, HA simulation centres have provided over 900 training classes to our frontline colleagues last year."

HASLink will tour with you these centres in subsequent issues. First, we have the Nethersole Clinical Simulation Training Centre (NCSTC). It opened at PYNEH last December, and forms part of the PYNEH HKEC Training Centre for Healthcare Management & Clinical Technology.

Dr Kenny Chan, its Director and Associate Consultant at the Department of Intensive Care, points out that PYNEH introduced CRM in 2009, to enhance the teamwork skills with the simulationbased healthcare training. The new centre is part of the endeavour to help people establish rapport among team members so that they can do their best to save lives.

Dr Choi Yu-fai, Deputy Director of the NCSTC and Associate Consultant of Accident & Emergency, said. "We set up some 'mission impossible' scenarios or we deliberately mislead the trainees in order to remind them that they can't make the same mistakes in real life. It is a half-day training session, and we arrange for the same specialist colleagues, especially freshmen doctors and nurses, to participate." 🍿



(右起)中心總監陳勁松醫生、副總監蔡宇暉醫生 及導師汀明熙醫生相信,像直度高的環境,能讓學員 全情投入,並期望訓練可惠及至全院的醫護人員。 (From right) Dr Kenny Chan, Dr Choi Yu-fai and Dr Bernard Kong believe the Centre's highly realistic environment allows trainees to become 100% involved, and they expect that such training will ultimately benefit all healthcare staff.

## 中心逐格睇 NCSTC in perspective



地點:模擬實驗室(急症室/病房)

特色:房內置有無線3G模擬人,能像你我一樣有心跳、呼吸、脈搏,會眨眼、瞳孔放大、

流淚、流汗和流口水等。

Venue: Simulation Lab ( A&E / Ward)

Features: This wireless 3G simulator has human characteristics, such as a heartbeat, respiration, a pulse, blinking eyes and dilating pupils. It cries, sweats and dribbles too.



地點:模擬實驗室(產房/手術室)

特色:病床上方的兩部攝錄機可以遙控左右移動,從多角度觀察及拍攝學員的處理手法, 以便之後的檢討

Venue: Simulation Lab (Delivery Room / Operation Theatre)

Features: Two video camera recorders positioned above the beds can be swivelled to the left and right to record the immediate actions of the trainees for debriefing purposes.



地點:中心各處

特色:設有10個液晶顯示屏、12部攝錄機,和12枝現場收音咪,完善的影音監控設備。 讓導師與學員進行事後檢討。

Venue: Inside the NCSTC

Features: The NCSTC has well-equipped audio-visual systems. The trainers can use its 10 LED monitors, 12 video camcorders and 12 on-the-spot microphones to provide the trainees with insightful debriefings.

## 模擬訓練實況 Live training show



人工心肺技術模擬訓練 Extracorporeal Membrane Oxygenation Simulation Training



深切治療模擬訓練 Critical Care Simulation Workshop



急症處理 **Emergency Medicine** 

# 醫人的藝術 Artistic pursuits aid patient recovery

藝術,看似高深莫測,有醫院巧妙地運用 這媒體,治療病患。

瑪嘉烈醫院職業治療部早於2001年已開始 「藝術治療計劃」,以不同藝術活動,如書法 水墨畫、園藝、彩繪及廚藝等作為治療媒介 加快長者康復的速度。該院一級職業治療師 黃美琴舉例稱,「院友可以透過操控畫筆, 提升手腦協調及手部活動能力; 種花可以刺激 腦退化症病人的觀感及記憶力。一由於計劃 成效顯著,而且部分作品更甚有水準,他們會 為院友在醫院舉行畫展及印製畫冊,或製成 紀念品,送給活動主禮嘉賓,既可增強學員的 滿足感,亦可提升他們參加復康治療的意慾

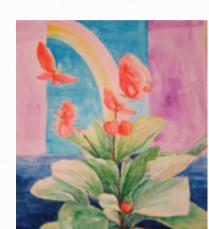
藝術同樣可以令精神病患者活得有意義。 如葵涌醫院在2001年開始舉辦攝影、繪畫 紙藝創作和寫作班等,該院高級職業治療師 楊秀芳説:「作品會在醫院畫廊和社區展出 讓公眾肯定學員的能力,我們又會與地區 藝術團體合作,加深社區人士對他們的認識 消除誤解」。

大埔醫院亦於三年前將藝術活動納入「生活重 整課程」,職業治療部部門經理黃錦文表示 「很多精神病患者的生活模式都較為被動, 我們希望透過繪畫、陶藝創作和茶藝等,讓他 們感受快樂,追求健康和有意義的生活。」 該院透過「藝術在青山」計劃,提供布藝 戲劇和環保工藝等活動,讓學員抒發情感 提升自信心、解難力和社交能力等。











友情貴在知音,點水亦能共鳴(葵涌醫院 True friends share the same values (KCH)



日出日落(大埔醫院) Sunrise and sunset (TPH)



教子圖 (瑪嘉烈醫院) Teaches child tiger (PMH)



環保工藝(青山醫院) A green collage (CPH)



廢墟(大埔醫院) The ruins (TPH)



人生總會遇挫折,堅持便能創希望 Look to find hope when you meet the



扇繪(瑪嘉烈醫院) Fan painting (PMH)



街燈(青山醫院) Street light (CPH)

While many people regard the creation of art as a purely cultural endeavour, a growing number of hospitals are recognising the valuable role it can play in patient rehabilitation.

The Occupational Therapy Department of Princess Margaret Hospital (PMH) initiated its Therapeutic Art Programme in 2001, which uses calligraphy, painting, gardening and cooking activities to assist in the treatment of elderly patients. Elsa Wong, Occupational Therapist I at PMH explains: "Using a paint brush helps enhance brain-hand coordination. We've also observed how gardening stimulates perception and memory in patients with Alzheimer's disease." The programme has produced many high-quality works of art and PMH holds exhibitions or prints booklets in order to recognise the achievements of participants and encourage other patients to join the rehabilitation afterwards.

Art can also help individuals dealing with the challenges of mental illness. "Displaying patients' creations in the hospital gallery boosts their confidence in themselves and their abilities. We also cooperate with local art groups to raise community awareness and help dispel misunderstandings about mental illness," says Odelia Yeung, Senior Occupational Therapist at Kwai Chung Hospital (KCH), which has been providing therapeutic classes in photography, drawing, paper crafts and writing for 12 years.

Tai Po Hospital (TPH) incorporated artistic activities into its 'Lifestyle Redesign Programme' three vears ago. Wong Kam-man, Department Manager (Occupational Therapy) at TPH says: "Many mental illness patients feel a deep sense of emptiness. We believe that participating in activities such as painting and ceramics encourage people to move onwards and upwards with their lives."

Christine Chan, Advanced Practice Nurse (Psychiatric) at Castle Peak Hospital (CPH), notes that the 'Art in CPH' programme offers 'saori' weaving, drama classes and green collage-making to provide patients with ways to channel their emotions, boost their confidence and enhance their problem-solving and social skills.

# Minute Talk

## 懂得.....放下

當了多年社康護士,以為已懂得放下,但直至 那一天

陳伯患有末期賢衰竭,我的任務是評估其家居 情況。應門的是陳太,她引領我到陳伯的房間。

評估後,正想告辭時,陳伯拉一拉我的衣袖説: 「你可否幫我對太太説,叫她陪我到醫院,她很久 數天之後,我再次到陳伯家中,今次應門的是沒有和我說話了,我怕她不理我。」 陳伯,他兩眼通紅,極力抑壓悲慟的情緒,

與陳太傾談之下,原來這一切都是因為十多年前 的一場小誤會。話說當時陳伯因心絞痛住院, 患有足患的陳太仍堅持每天親自送飯到醫院。 數年後,陳太也因心臟病需住院,但怕丈夫操勞 便勸他毋須每天來。自那天起,陳伯真的 再沒有探望陳太。陳太躺在病床上越想越生氣, 眼淚直流,出院後就開始對陳伯不瞅不睬。

後來,我以拍攝家居環境存檔為理由,示意二人 坐在沙發上合照,並趁機問陳伯:「你看,拍得 太太美不美?」陳伯立刻會意説:「當然美, 她是最好的。」陳太聽著哭了起來,陳伯輕輕 拍著太太的肩膀,一切盡在不言中。

離開的路上,一草一木都對著我笑,藍天白雲都跟著我走,每一步都輕快有勁。

數天之後,我再次到陳伯家中,今次應門的是 陳伯,他兩眼通紅,極力抑壓悲慟的情緒, 用平和的語調告訴我,「太太日前晨運時失足, 從山上摔下來,就這樣走了!」當他看著我為 他倆拍攝的照片時,再也按捺不住,哭成淚人。

此刻,我迷惘了!

後來跟社工談及此事,她説:「是你讓陳太在 臨走前,把心結解開,她經已釋懷,怎麼你又 把它帶著呢?」**☆** 

九龍東醫院聯網社康護士 李家儀



# Umbrella service shows loving care

The weather can be unpredictable, so some of our hospitals, including United Christian Hospital and Queen Mary Hospital, provide an umbrella loan service. The "Loving Angels" of the Critical Incident Support Team at Kowloon Central Cluster initiated this service more than four years ago. They now contribute 700 umbrellas for this purpose to the cluster's hospitals every two years. Colleagues can borrow and return umbrellas conveniently at places such as the reception area, staff canteen, nurses' dormitory and staff changing room. The service implies that, the wind and rain



may be unpredictable, the team's members are constantly by their colleagues' side to help them weather any storm. How thoughtful!

# 超體貼的借傘服務

天有不測之風雲,有醫院因此特意在院內提供借傘服務,如基督教聯合醫院和瑪麗醫院。 其中,九龍中醫院聯網員工緊急事故支援組「心簷」提供此服務超過四年,他們每兩年派發約700把雨傘到聯網各醫院供同事使用,並在員工經常出入的地方,如醫院詢問處、職員餐廳、護士宿舍和員工更衣室,設置雨傘借用及歸還點,以備同事不時之需。服務寓意縱使風雨難測,「心簷」都會伴著同事共渡難關。超體貼!

## 九西與管治委員會 暢談服務與策略發展

九龍西醫院聯網早前邀請了聯網五個管治委員會 的主席及其代表,參與「聯網策略服務交流會」。

聯網20多位管理團隊成員與管治委員討論了 聯網的未來策略發展,並就聯網面對的挑戰, 例如內科及老人科住院率、專科門診服務輪候時間、普通科門診壓力,以及醫院設施老化等 問題互相交流。各管治委員會主席對聯網推動 社區健康不遺餘力,深表認同。

當日大家亦詳細討論明愛醫院、仁濟醫院和 廣華醫院重建工作的進度及重建後的服務範疇 以及將於今年第三季啟用的北大嶼山醫院 (第一期)將提供的服務。

# KWC engages HGCs about services and strategic development

Kowloon West Cluster invited the chairmen and representatives of five Hospital Governing Committees (HGCs) to participate in the Strategic Services Exchange Forum a while ago.

More than 20 members of the Cluster's management team discussed the Cluster's future development with the HGCs. The topics included the occupancy rates of medical and geriatric beds, the waiting time for specialist outpatient services, the surge in attendances at general outpatient clinics, and ageing building facilities. The HGC chairmen agreed that KWC is putting great efforts into enhancing the quality of services its hospitals provide to the community.



管治委員會與聯網各院行政總監合照。 HGC chairmen and representatives pose with all the Hospital Chief Executives.

The progress of various redevelopment projects at Caritas Medical Centre, Yan Chai Hospital and Kwong Wah Hospital and their future service scopes were elaborated during the meeting. The HGCs were also briefed about the services of the new North Lantau Hospital (Phase 1), which will begin operation during the third quarter of this year.

## 新東網 點擊破二千萬!

新界東醫院聯網網站在上月18日,點擊率突破20,000,000點。來自威爾斯親王醫院傢俬倉的賴啟宏正是第二千萬名訪客。他説:「很驚喜,咁都會得獎!平時我最常看最新消息和CCE Blog,因可了解院方未來發展。另外,同事可在討論區中發表意見,高層回覆提問,給予雙方直接對話機會,非常好!」

綜觀其他聯網網站的擊點,部分亦逾百萬, 反映同事已習慣透過內聯網,獲取最新資訊和 發表意見。

總部員工康健組早前在網站加入新元素 (http://osh.home/osh/hasww/tc/default.asp),



以「身體健康」、「心境平和」及「作息平衡」, 向同事提供有用資訊,如健康食譜、應付技巧及 壓力管理小提示,以及本港遠足徑及旅遊貼士 等,方便同事輕易掌握身心康健的資訊。

若你想多了解醫院或部門的動態,可瀏覽醫管局網頁最新的「圖片集」,內有局方過去一年參與大型活動的照片(http://www22.ha.org.hk/album/album2012/index.htm),而「嘉許天地」則蒐集各部門或聯網過去兩年在環保、社區、服務改善和科技創新等方面取得的重要獎項(http://ha.home/visitor/default.asp?language=CHIB5)。 ◆



威爾斯親王醫院同事賴啟宏(右)從新界東醫院聯網總監 馮康醫生手中接過紀念狀,笑説:「真係好驚喜!」 PWH colleague Ole Lai (right) receives a '20 millionth hit' certificate from Dr Fung Hong, NTEC Cluster Chief Executive. "It was a big surprise to me!"

# NTEC intranet tops 20 million hits!

The Hospital Authority's (HA) New Territories East Cluster (NTEC) intranet has proved its popularity – recording 20 million hits on 18 January. Ole Lai, who works in the furniture store at Prince of Wales Hospital, was responsible for the record-breaking 20 millionth hit. "I was very surprised! I love to browse the website to learn about the latest developments at the hospital. It's also interesting to read the comments left by colleagues in the forum – and the management's replies!"

With many HA cluster intranets regularly achieving a hit rate of more than one million, staff are clearly keen to keep up with recent HA news and offer their opinions via electronic means.

The HA Staff Wellbeing Team has continued to expand its intranet (http://osh.home/osh/hasww/en/default.asp), including the addition of sections such as 'Physical Fitness', 'Peaceful Mind' and 'Work Life Balance'. HA colleagues can now access a diverse range of useful information on everything from healthy menus and stress management advice to suggested hiking routes.

If you want to learn more about developments at HA hospitals and departments, please visit the new 'Photo Album' page of the public HA website, which showcases major HA events from the past year (http://www22.ha.org.hk/album/album2012/index.htm). You can also visit the 'Awards' page on HA intranet, which highlights key achievements in areas such as environmental protection, community outreach, service improvements and technological innovations (http://ha.home/visitor/default.asp?language=CHIB5)

### 用腳代Brake 改善空氣

多間醫院在2012年「放駕一天」減碳行動—— 企業綠色駕駛獎勵計劃中獲獎(見表),總辦事 處在過往兩年均贏得大獎,今年繼續在綠色駕駛 期內,減少用車,燃油效益改善高達30.6%,獲頒 「最佳燃油效益改善大獎」冠軍,機構事務主管 張秀玲(右)代表出席頒獎禮。 節



#### 燃油效益百分比改善

金獎 總辦事處、青山醫院、葵涌醫院、 博愛醫院、瑪嘉烈醫院、小欖醫院、 東華三院黃大仙醫院、仁濟醫院 優異獎 明愛醫院、廣華醫院、聖母醫院

#### 燃油用量百分比減幅

金獎 總辦事處、青山醫院、葵涌醫院、廣華醫院、博愛醫院、瑪嘉烈醫院、小欖醫院、東華三院黃大仙醫院、仁濟醫院 優異獎 明愛醫院、聖母醫院

# Foot replaces brake for better air quality

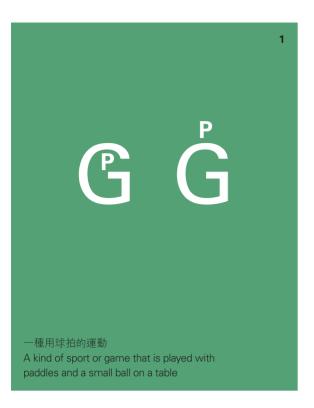
A number of hospitals received awards under the Take a "Brake" low carbon action – Corporate Green Driving Award Scheme 2012 (see table below). The Hospital Authority Head Office (HAHO) has won major awards during the past two years. It continued to drive less during eco-action month, and this time it won a Most Significant Improvement in Fuel Efficiency prize with a 30.6% improvement. Margaret Cheung, Head of Corporate Services (right), represented HAHO at the award-presentation ceremony.

# Gold HAHO, CPH, KCH, POH, PMH, SLH, WTSH, YCH Certificate of Merit CMC, KWH, OLMH

#### Fuel Saving Percentage Improvement

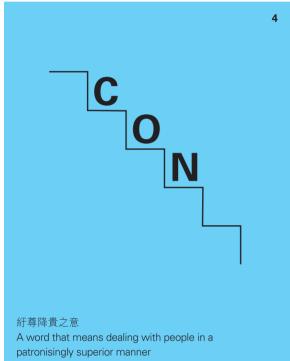
Gold HAHO, CPH, KCH,KWH, POH, PMH, SLH, WTSH, YCH Certificate of Merit CMC, OLMH











## 估得中,你好嘢!

忙裏偷閒,請你玩一個有趣的英文猜字遊戲, 好玩度絕不遜於手機應用程式「Draw Something」 和傳統猜字遊戲「Hangman」,不信?試試看!

## Say what you see!

It's time to take a break! Let's play a game of guessing English words. It's as much fun as the "Draw Something" app or "Hangman". Sceptical about that? Why not try it!

Answers shown in the lower right-hand corner

