

## LCQ13: Providing management training for doctors of the Hospital Authority

Following is a question by the Hon Mrs Regina Ip and a written reply by the Secretary for Food and Health, Professor Sophia Chan, in the Legislative Council today (February 26):

Question:

Some members of the public have relayed that as public hospitals have persistently been plagued with the problems of insufficient resources, manpower mismatch, excessively long waiting time for patients, etc., there is a need to raise their management efficiency. In this connection, will the Government inform this Council if it knows: (i) among the doctors who belong to the management of the Hospital Authority (HA), the number and percentage of those who have received professional training in management, and (ii) whether HA has provided training allowances and offered paid study leave to doctors who possess the potential to take up senior management duties, so that they may enrol in management programmes or receive the relevant training; if HA has, of the details; if not, whether HA will consider doing so?

Reply:

President,

To provide doctors at the rank of Consultant with well-structured training, the Hospital Authority (HA) developed the Management 303, a programme encompassing areas including strategic thinking, excellence in leadership, leading change and healthcare service management. In the past five years, about 50 per cent of the some 860 full-time Consultants (including 168 Chiefs of Service) attended the programme.

The HA is also committed in nurturing doctors who have potentials in hospital and divisional management to prepare them for future advancement. They will be recommended to participate in the HA Executive Leadership Programme, a 12-odd-day programme comprising of classes and seminars. There were 106 doctors completed the programme in the past five years.

Each year, the HA offers opportunities for management personnel to study at local or overseas institutions, including the Chinese University of Hong Kong, the Richard Ivey School of Business of the University of Western Ontario, the Harvard Business School, the Saïd Business School of the University of Oxford and the Columbia Business School, with full-paid study leave and training allowances.