



醫院管理局  
HOSPITAL  
AUTHORITY



HOSPITAL  
AUTHORITY  
ACADEMY  
醫院管理局學院

# Nurturing and Training a Sustainable Workforce in Hospital Authority

Dr David SUN

Head of Hospital Authority Academy

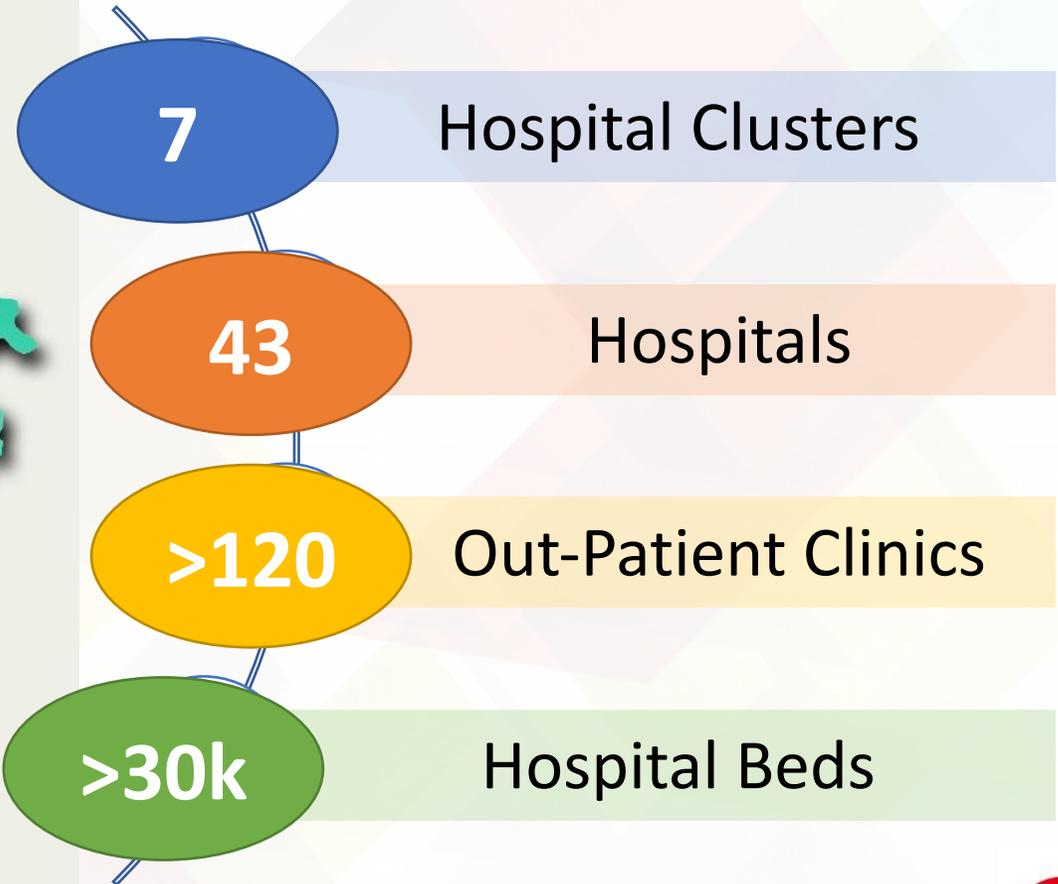
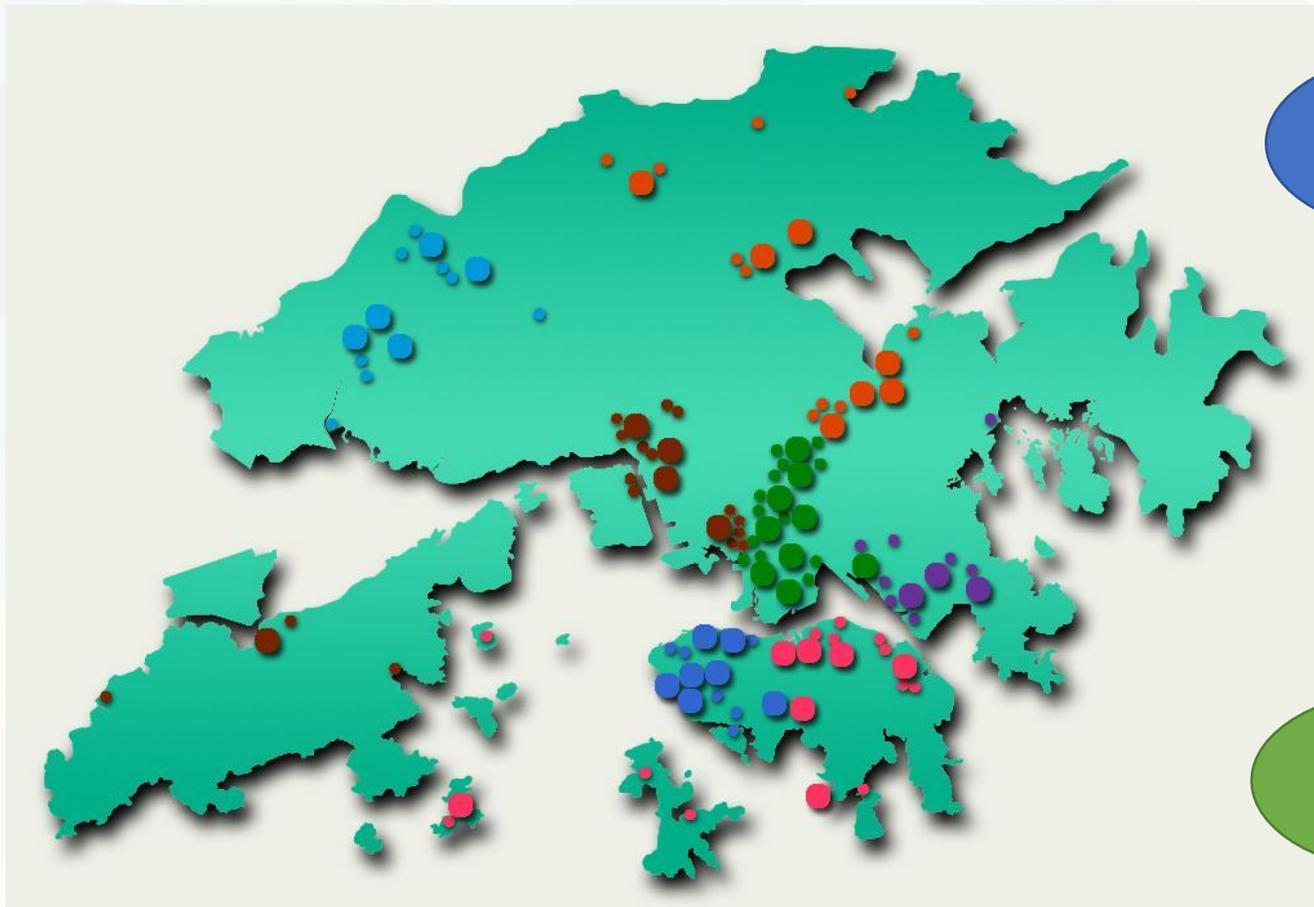
28<sup>th</sup> Aug 2024

International Forum on Quality and Safety in Healthcare

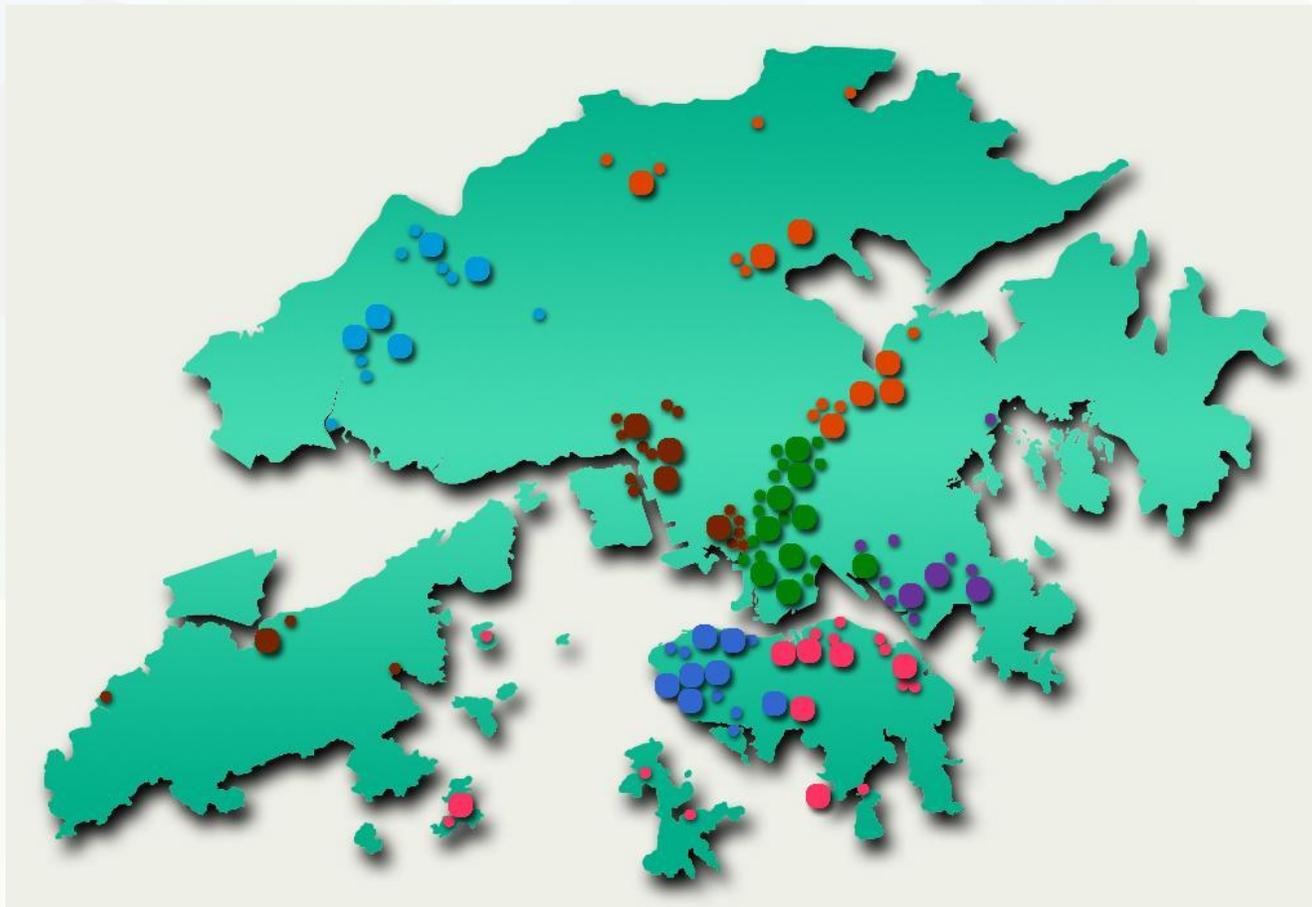
# Have no Conflicts of Interest to Disclose



# Hong Kong Hospital Authority



# Hong Kong Hospital Authority



1.9 M

No. of inpatient and day inpatient discharges and deaths  
住院及日間住院病人出院人次及死亡人數

2 M

No. of A&E attendances  
急症室就診人次

8 M

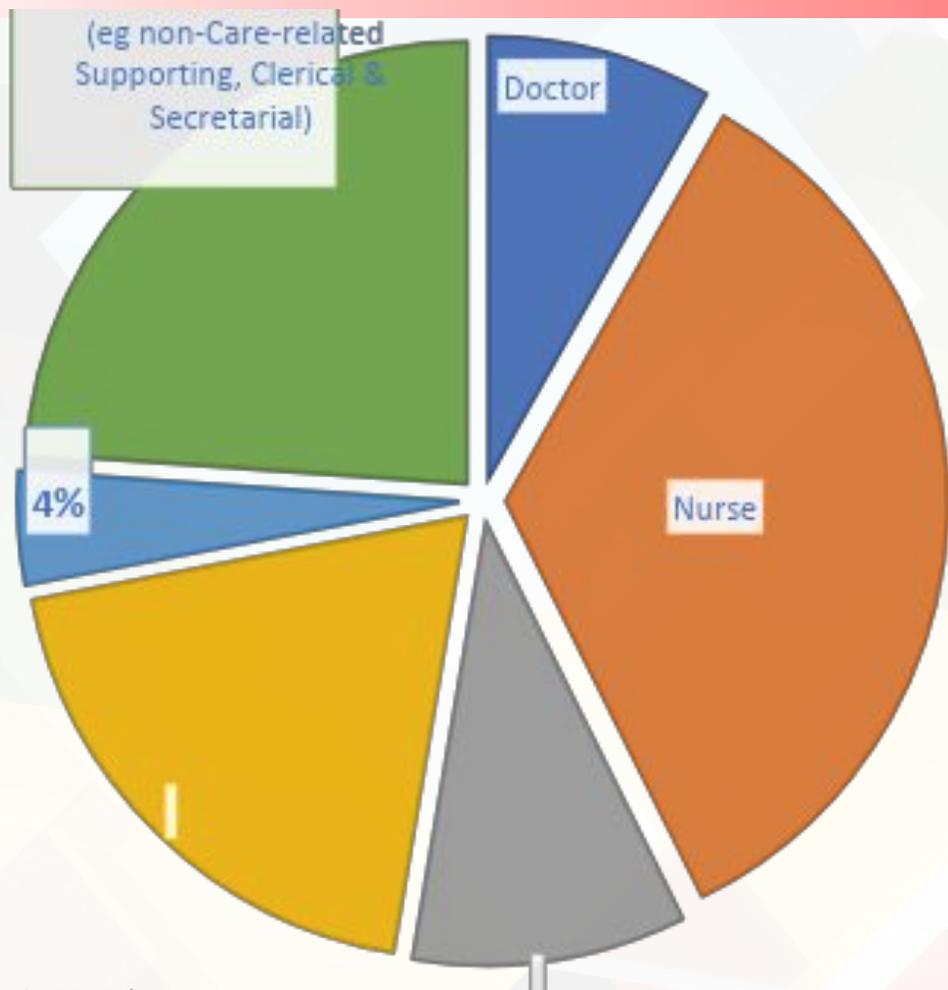
No. of SOP (clinical) attendances  
專科門診(臨床)就診人次

6 M

No. of primary care attendances  
基層醫療就診人次



# HA's Most Important Asset



**90,000+** Staff  
2<sup>nd</sup> largest employer in HK



# Why do we Need Nurturing and Training?

Not only for Working Hand,

but also for **Serving Heart**

To Serve not only Local Operational Need at Present,

but also **Global Healthcare Development** in the **Future**



# Training in Hospital Authority

**844,000**

Attendance

**90,000**

Trainees

**5,600**

Programmes

**40,000**

Classes

**548,000**

Training Days per Year



## Average Training Days Per Staff

Nurse **11 Days**

Doctor **7 Days**

Allied Health **6 Days**



# Training Institutes in HA

## The Four Institutes



**180+** Programmes  
**10,000+** Nurses Trained



**180+** Programmes  
**5,600+** Allied Health Trained



**70+** Programmes  
**6,000+** Staff Trained



**14** Webinars; **54** Visits  
**5,000+** Attendants

## The Four Nursing Schools



伊利沙伯醫院  
QUEEN ELIZABETH HOSPITAL



屯門醫院  
TUEN MUN HOSPITAL



明愛醫院  
Caritas Medical Centre



Grantham Hospital  
葛量洪醫院



# Inauguration Ceremony of HA Academy (4 Jan 2024)



致力學習·盡心服務  
We dare to learn and serve



# The Five Pillars

Healthy People  
Happy Staff  
Trusted by the Community



Hospital Authority Academy  
醫院管理局學院



Training  
Coverage



Training  
Governance



Training  
Quality



Training Hub



Training  
Technology

護士學校 Nursing Schools

慈嘉洪醫院 | 明愛醫院 | 伊利沙伯醫院 | 屯門醫院  
Christine Hospital | Caritas Medical Centre | Queen Elizabeth Hospital | Tuen Mun Hospital



INSTITUTE OF ADVANCED ALLIED HEALTH STUDIES  
專職醫療深造學院



Institute of  
Advanced Nursing Studies  
護理深造學院



HA Institute of  
Vocational Training  
醫院管理局職業訓練學院



醫療資訊科技學院  
INSTITUTE OF HEALTH IT

致力學習·盡心服務

We dare to learn and serve



# The Four Strategic Focus Areas



Foster Person Development

Through-Train Mode  
Diversity Learning  
Trans-Professional Education



Enrich Learning Experience

Personalized Knowledge Management  
Enhanced Experiential Learning



Promote Qualification Recognition

Programme Area Accreditor  
Collaboration with Universities



Uphold Effective Governance

Consolidation of Nursing Schools  
Effectiveness Monitoring



# 1. Foster Person Development



Through-Train Mode 一條龍

Diversity Learning 多元化

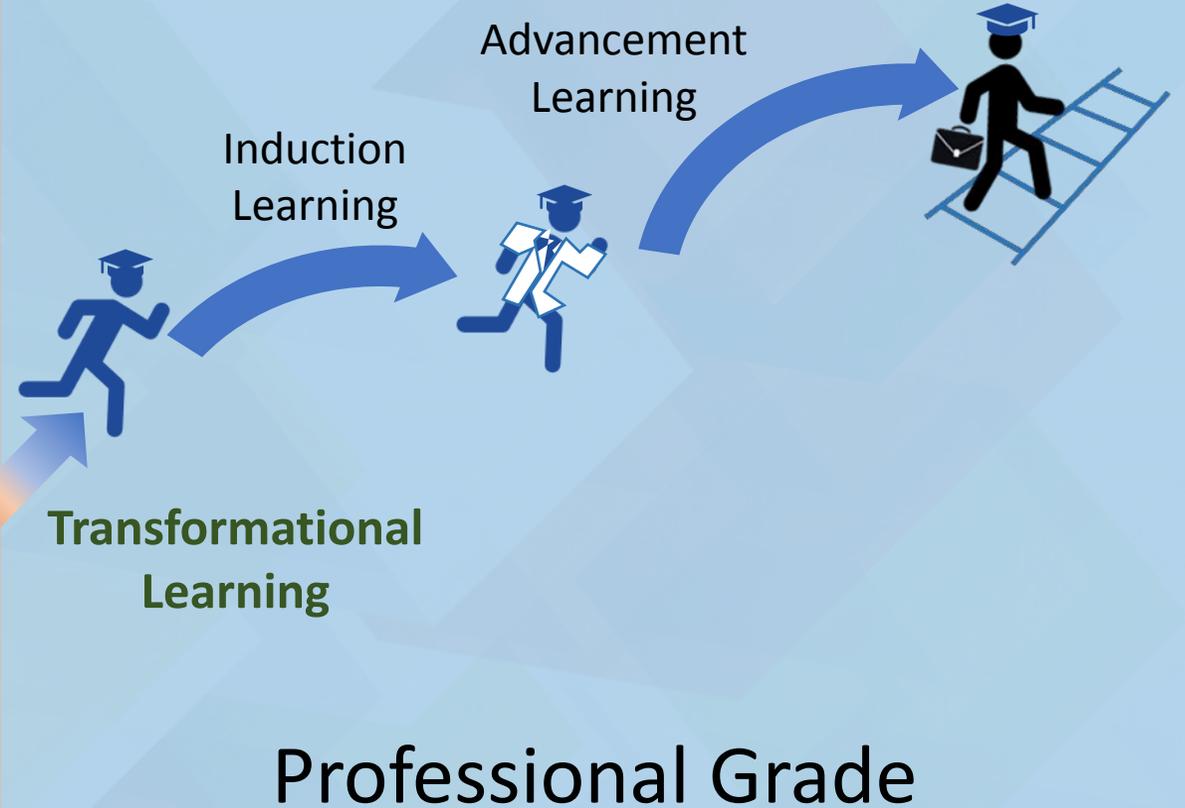
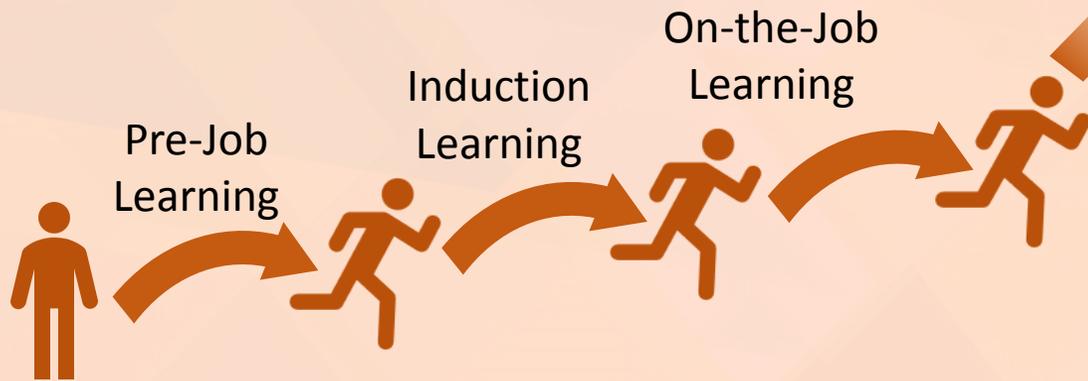
Trans-Professional Education 跨專業



# 1. Foster Person Development Through-Train Mode



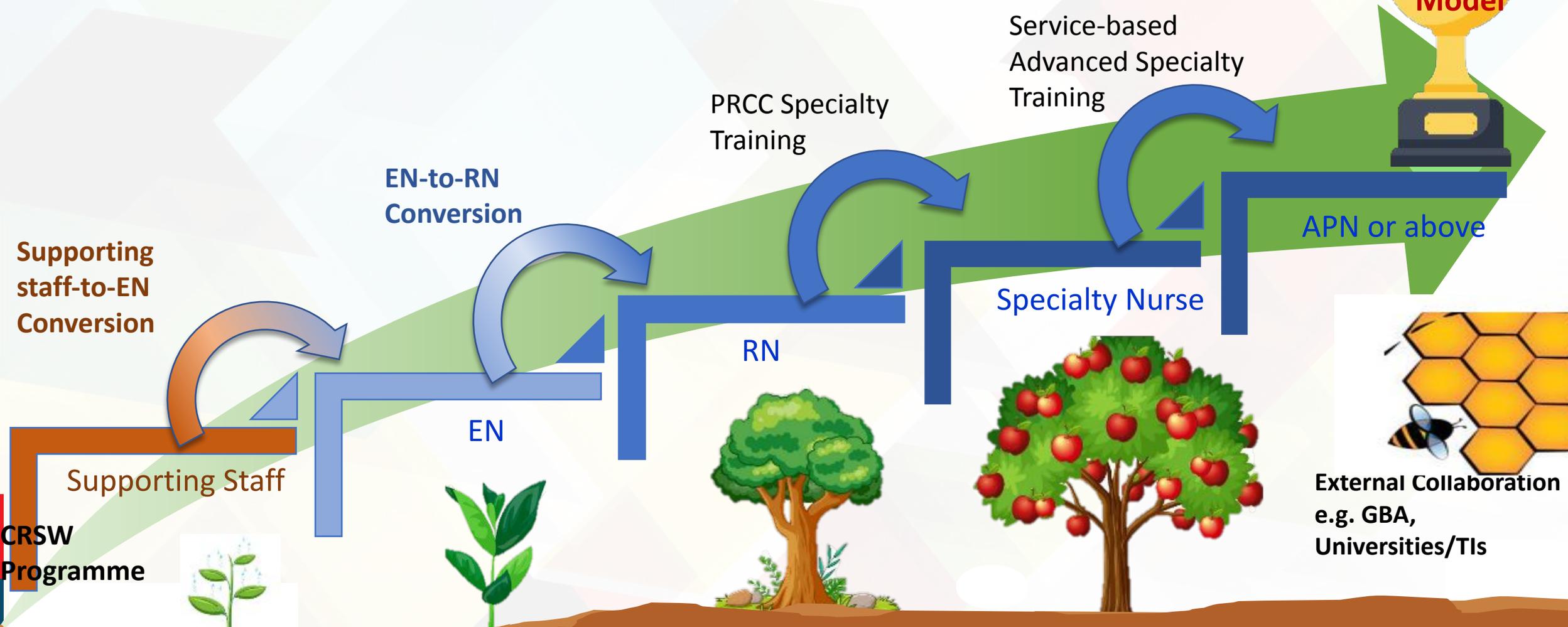
Supporting Grade



致力學習·盡心服務  
We dare to learn and serve



# 1. Foster Person Development Through-Train Mode



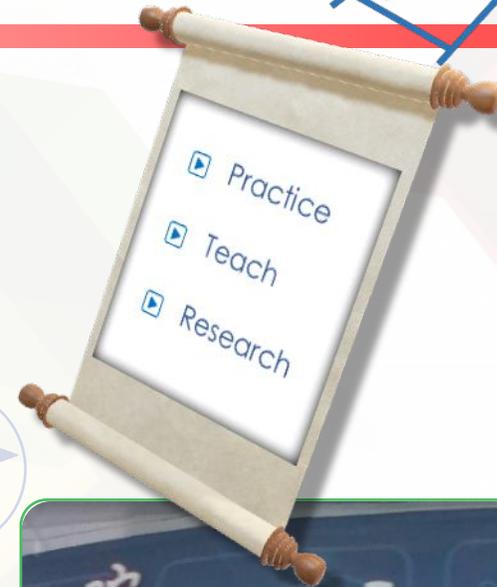
Candidates from Local & Non-local Sources

# 1. Foster Person Development

## Diversity Learning



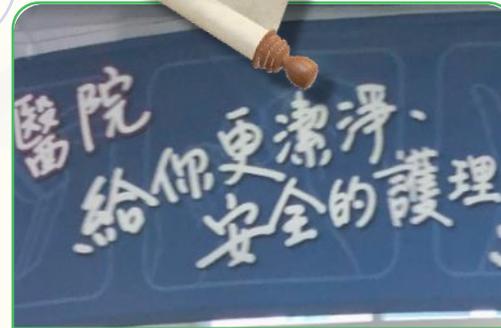
Professional 專業



Empathy  
同理



Innovation  
創新



Integrity  
誠信



Team-Habit  
團隊



致力學習·盡心服務  
We dare to learn and serve



# e.g. Training Curriculum for Nurses

Level	Competence	Functional (Professional specific/ Team-based skill (Multidisciplinary/ Transdisciplinary)		Personal/ Organization Effectiveness/ People & Team		
	Staff					
Advanced	NC/ SNO/ DOM	Overseas Corporate Training Program		Management 303	Nurse Consultant Program	
					Executive Partner/ Job Rotation	
Intermediate	APN/NO/NS /WM		Advanced Specialty Program	Management 202	Executive Partner / Job Rotation	
				Management 101		
Basic	(Specialty)				On-the-job Coaching	
	<b>RN</b>	Specialty Nursing Program (PRCC)				
	(Pre-Specialty)	Pre-specialty Training	Cross Specialty Training	Management 001		Infection Control/ Data Privacy/ MHO
		2-year Preceptorship Simulation Training				
<b>EN</b>	Fundamental Module of PRCC			Communication		
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Enhance Quality &amp; Safety and Emergency Preparedness</div> <div style="writing-mode: vertical-rl; transform: rotate(180deg);">Support Service Development &amp; Corporate Initiatives</div> </div>						



# 1. Foster Person Development Trans-Professional Education



【香港攝影記者協會 x 瑪麗醫院】八十圖片展

致力學習·盡心服務  
We dare to learn and serve



## 2. Enrich Learning Experience



Enhanced  
Experiential  
Learning



Personalized  
Knowledge  
Management



# 2. Enrich Learning Experience Personalized Knowledge Management



致力學習 · 盡心服務  
We dare to learn and serve



# 2. Enrich Learning Experience

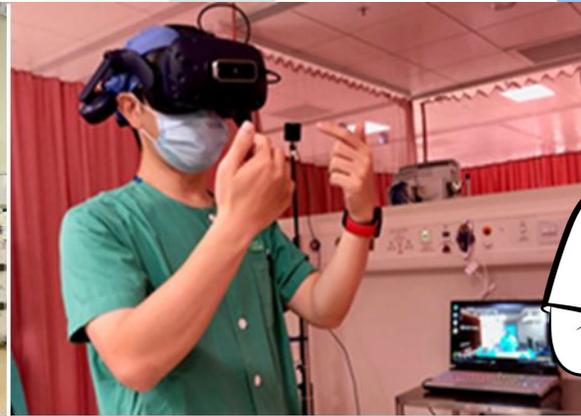
## Enhanced Experiential Learning



Scenario-Based

Simulation

Immersive





# 3. Promote Qualification Recognition

Programme  
Area Accreditor

Collaboration  
with Universities

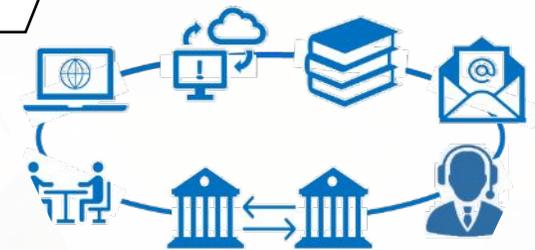
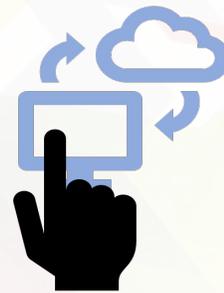


# 4. Uphold Effective Governance

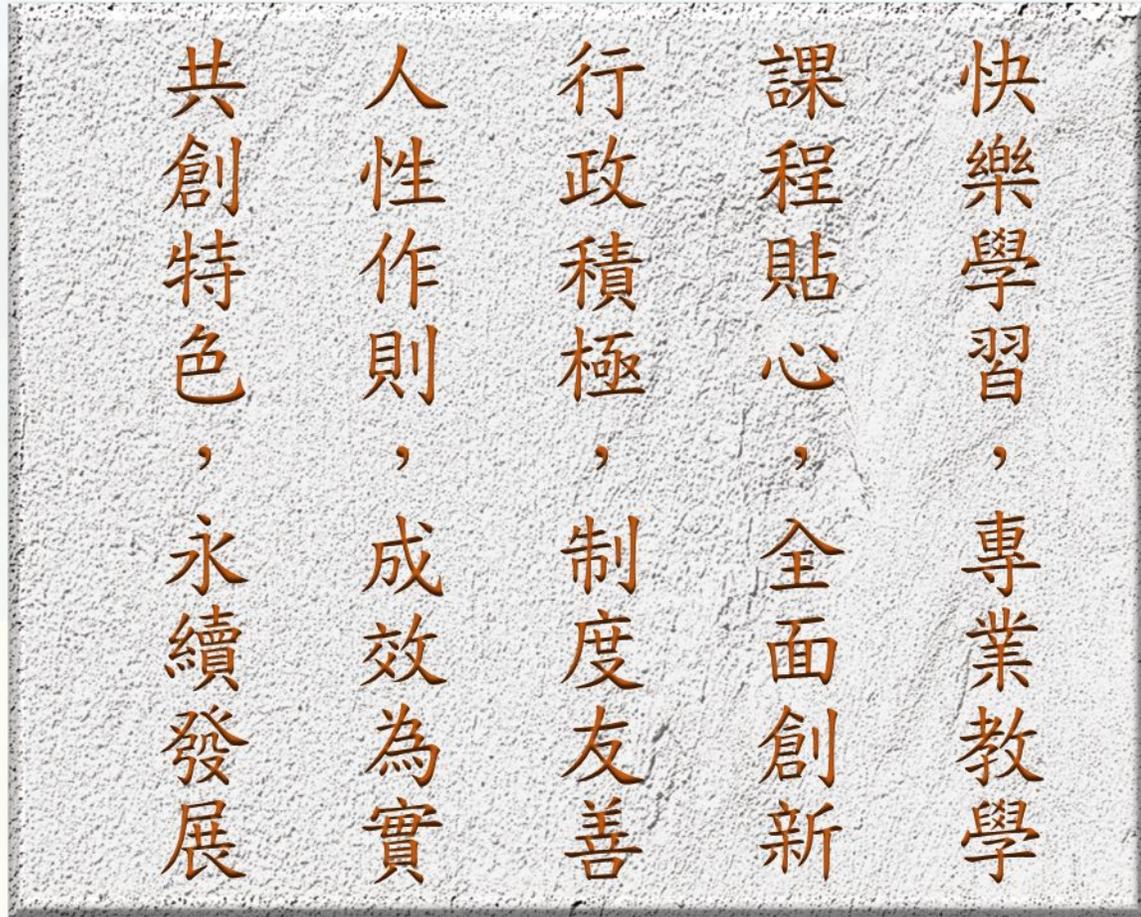


Effective Monitoring

Streamlining Administrative Processes



# 教學理念 Learning Philosophy



- Happy Learning and Professional Teaching
- Comprehensive and Innovative Programmes
- Proactive and Facilitating Administrative System
- People-Centric and Effective Processes
- Unique and Sustainable Co-Development



# In Summary:

## Nurturing and Training a Sustainable Workforce in Hospital Authority

Not only for Working Hand,

but also for **Serving Heart**

To Serve not only Local Operational Need at Present,

but also **Global Healthcare Development** in the **Future**





醫院管理局  
HOSPITAL  
AUTHORITY



HOSPITAL  
AUTHORITY  
ACADEMY  
醫院管理局學院

致力學習 · 盡心服務

We dare to learn and serve

