



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

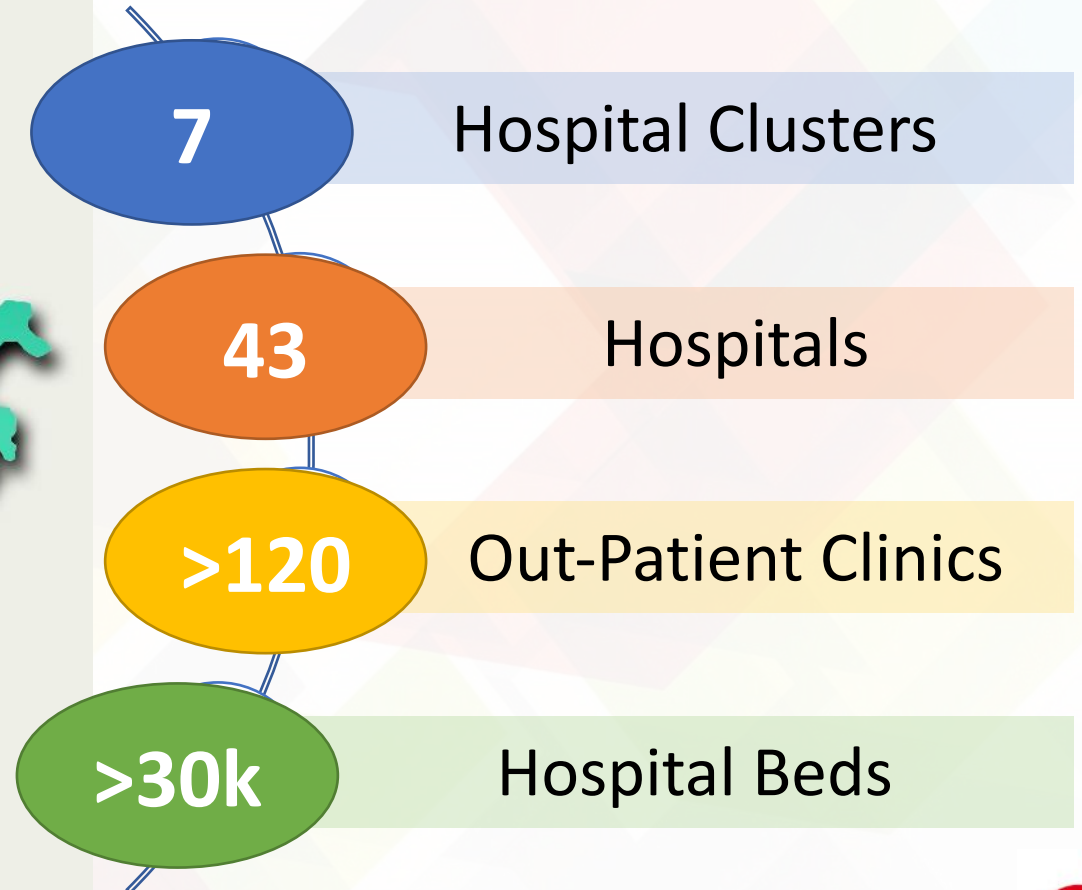
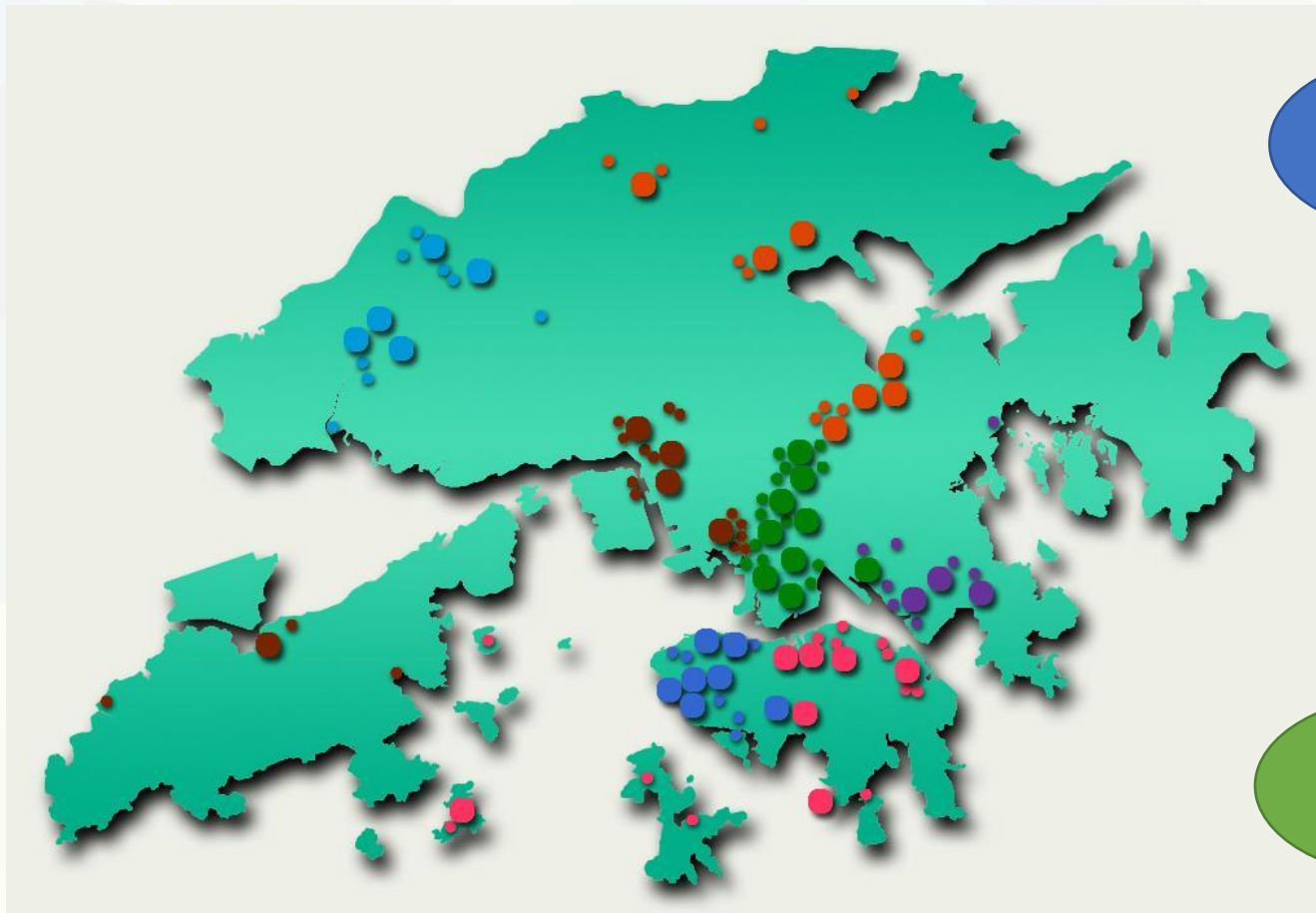
28th Aug 2024

International Forum on Quality and Safety in Healthcare

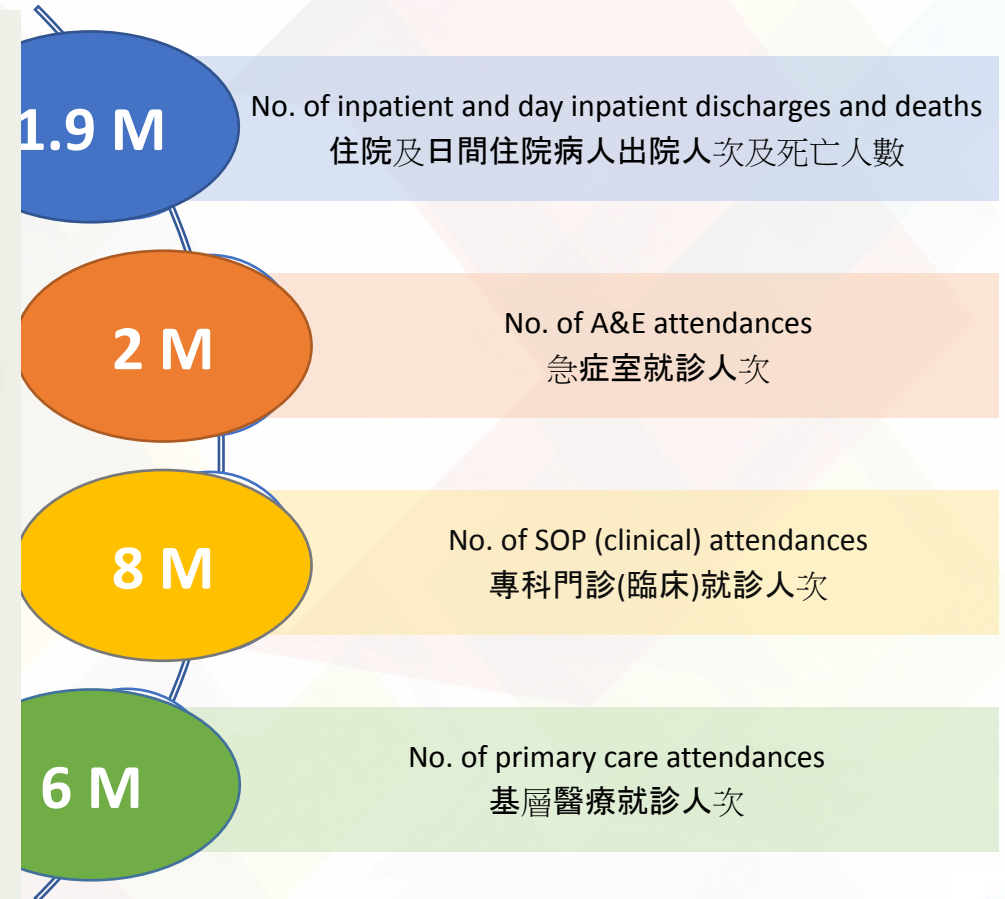
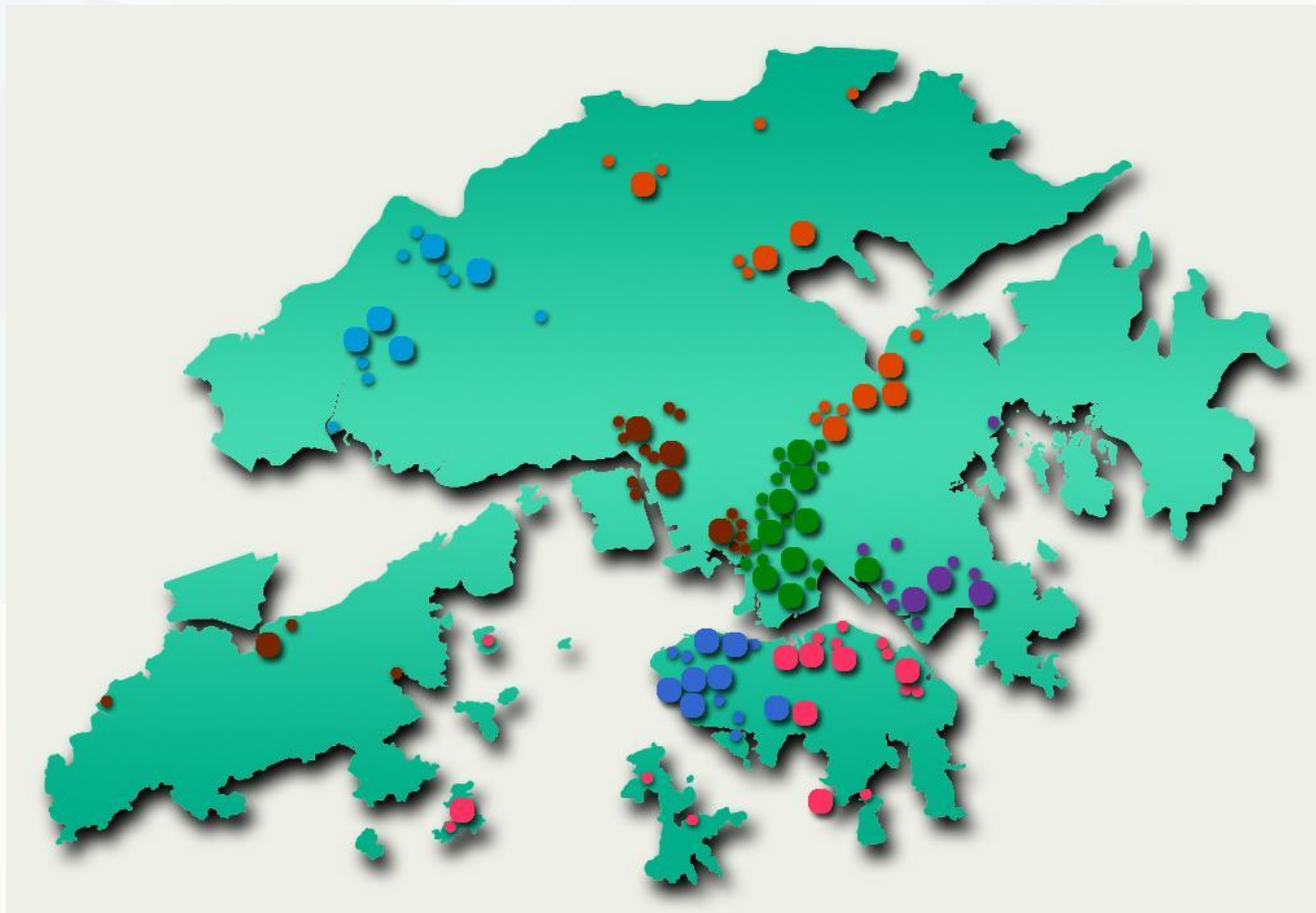
Have no Conflicts of Interest to Disclose



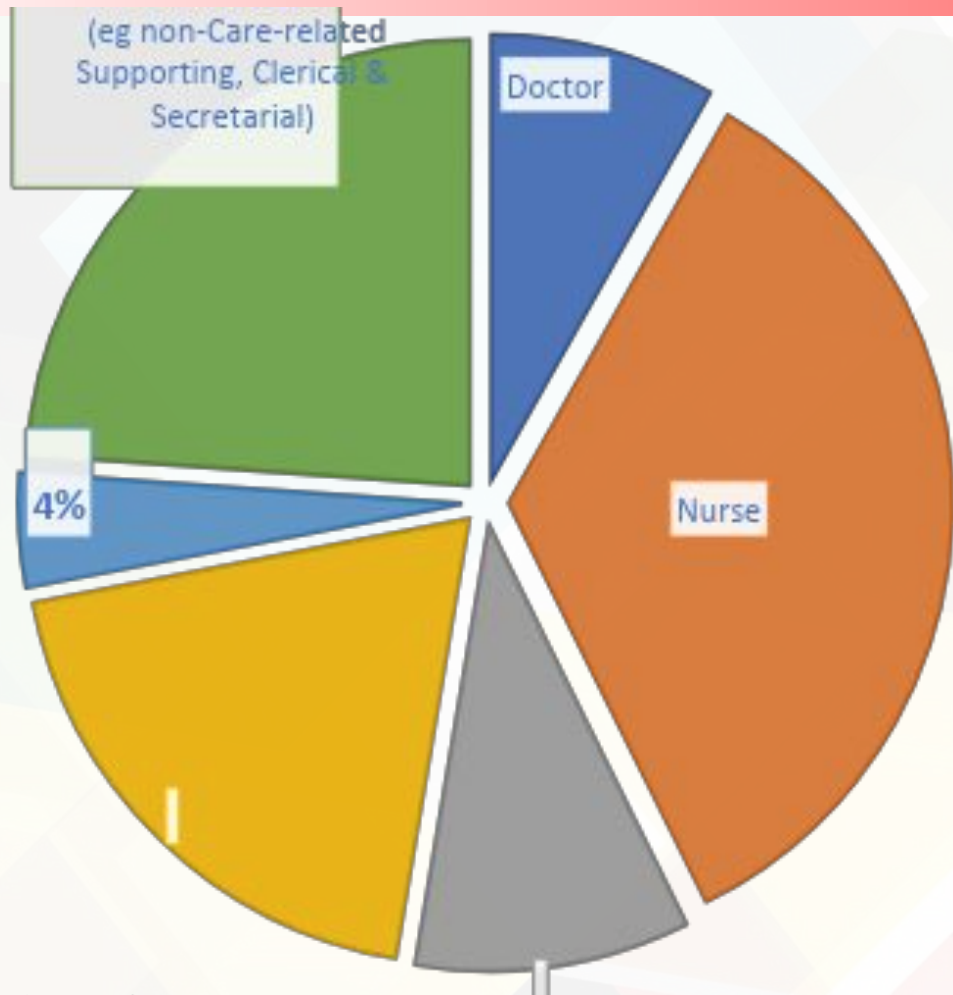
Hong Kong Hospital Authority



Hong Kong Hospital Authority



HA's Most Important Asset



90,000+ Staff
2nd 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

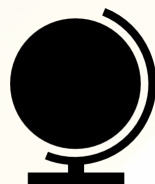
Programmes

40,000

Classes

548,000

Training Days per Year



Average Training Days Per Staff

Nurse **11 Days**

Doctor **7 Days**

Allied Health **6 Days**

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In 23/24 as at 31 March 2024



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



Inauguration Ceremony of HA Academy (4 Jan 2024)



The Five Pillars



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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

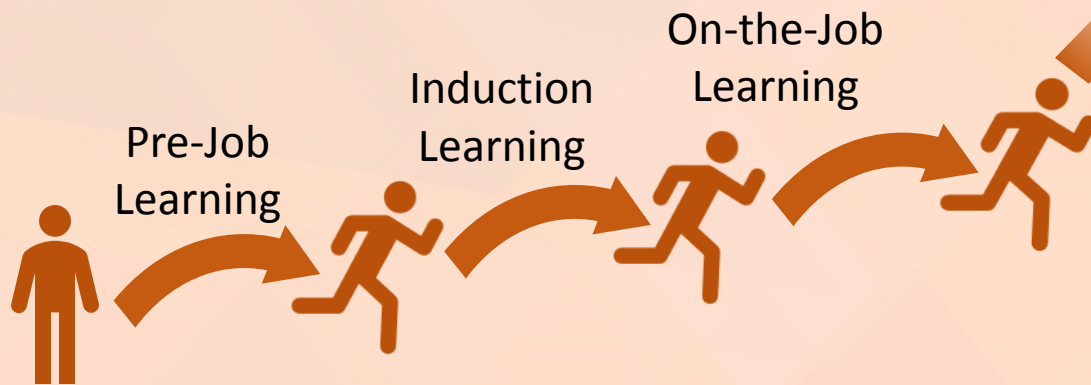
Trans-Professional Education 跨專業



1. Foster Person Development Through-Train Mode



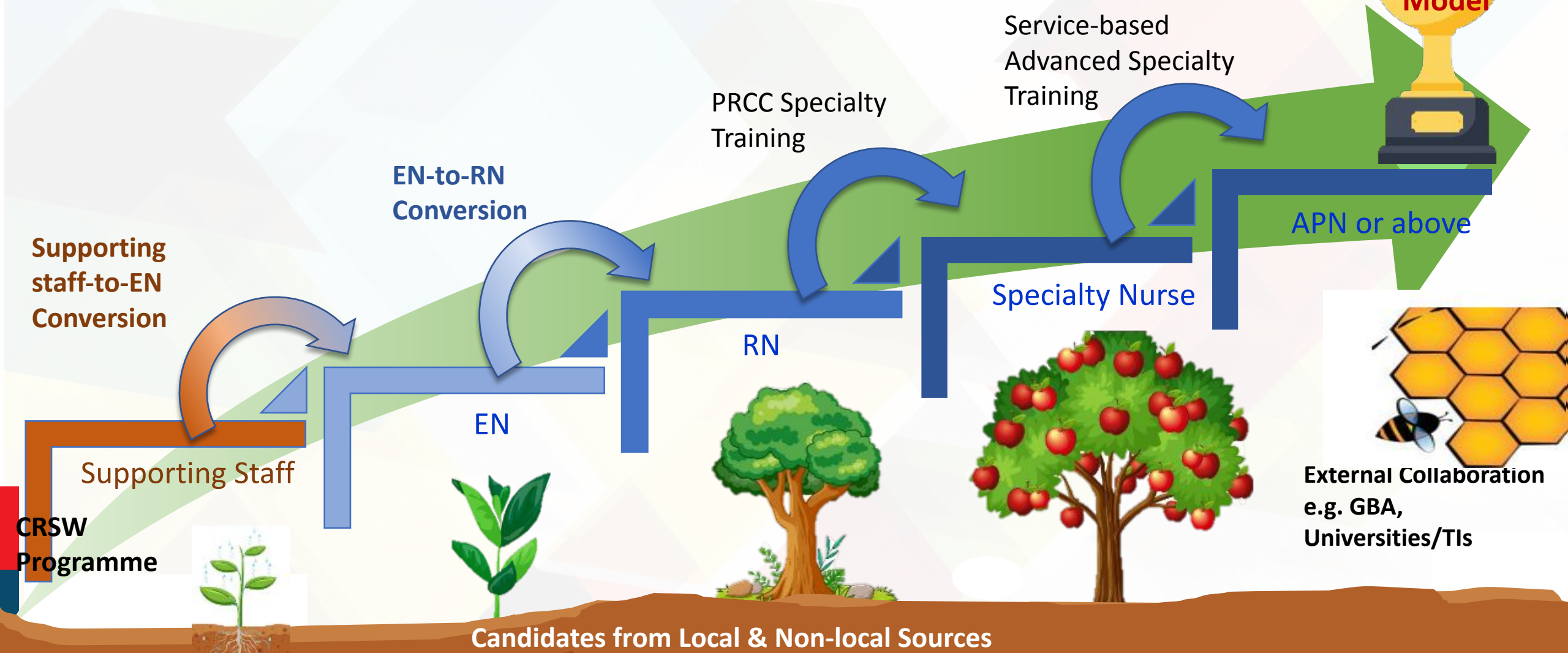
Supporting Grade



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1. Foster Person Development Through-Train Mode

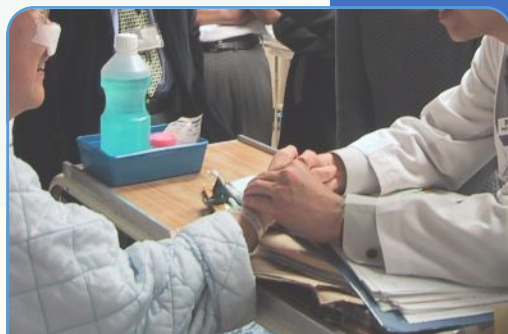
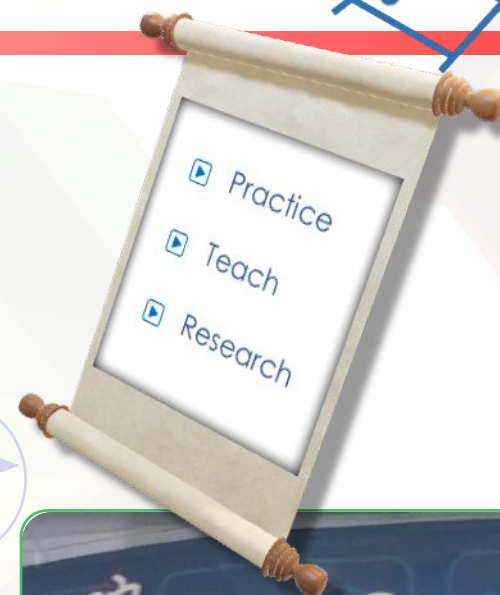


1. Foster Person Development

Diversity Learning



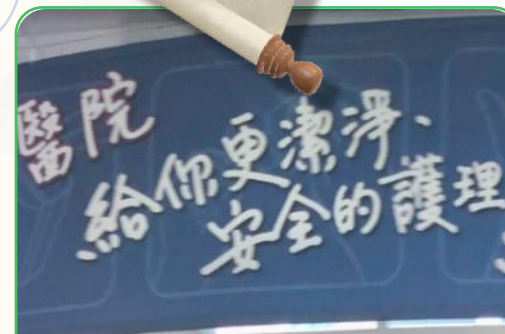
Professional 專業



Empathy
同理



Innovation
創新



Integrity
誠信



Team-Habit
團隊



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e.g. Training Curriculum for Nurses

Level	Competence Staff	Functional (Professional specific/ Team-based skill (Multidisciplinary/ Transdisciplinary)		Personal/ Organization Effectiveness/ People & Team					
Advanced	NC/ SNO/ DOM	Overseas Corporate Training Program		Management 303	Nurse Consultant Program	Enhance Quality & Safety and Emergency Preparedness	Support Service Development & Corporate Initiatives		
	Intermediate			APN/NO/NS /WM	Management 202			Executive Partner/ Job Rotation	
					Management 101			Executive Partner / Job Rotation	
Basic	(Specialty)			Specialty Nursing Program (PRCC)	Advanced Specialty Program				On-the-job Coaching
	RN	Cross Specialty Training	Management 001						Infection Control/ Data Privacy/ MHO
	(Pre-Specialty)		Pre-specialty Training						Communication
			2-year Preceptorship Simulation Training						
	EN		Fundamental Module of PRCC						



1. Foster Person Development Trans-Professional Education



- ▣ Roles and Responsibilities
- ▣ Communication and Speak up
- ▣ Knowledge, Skill and Mindset
- ▣ Advancement and Innovation

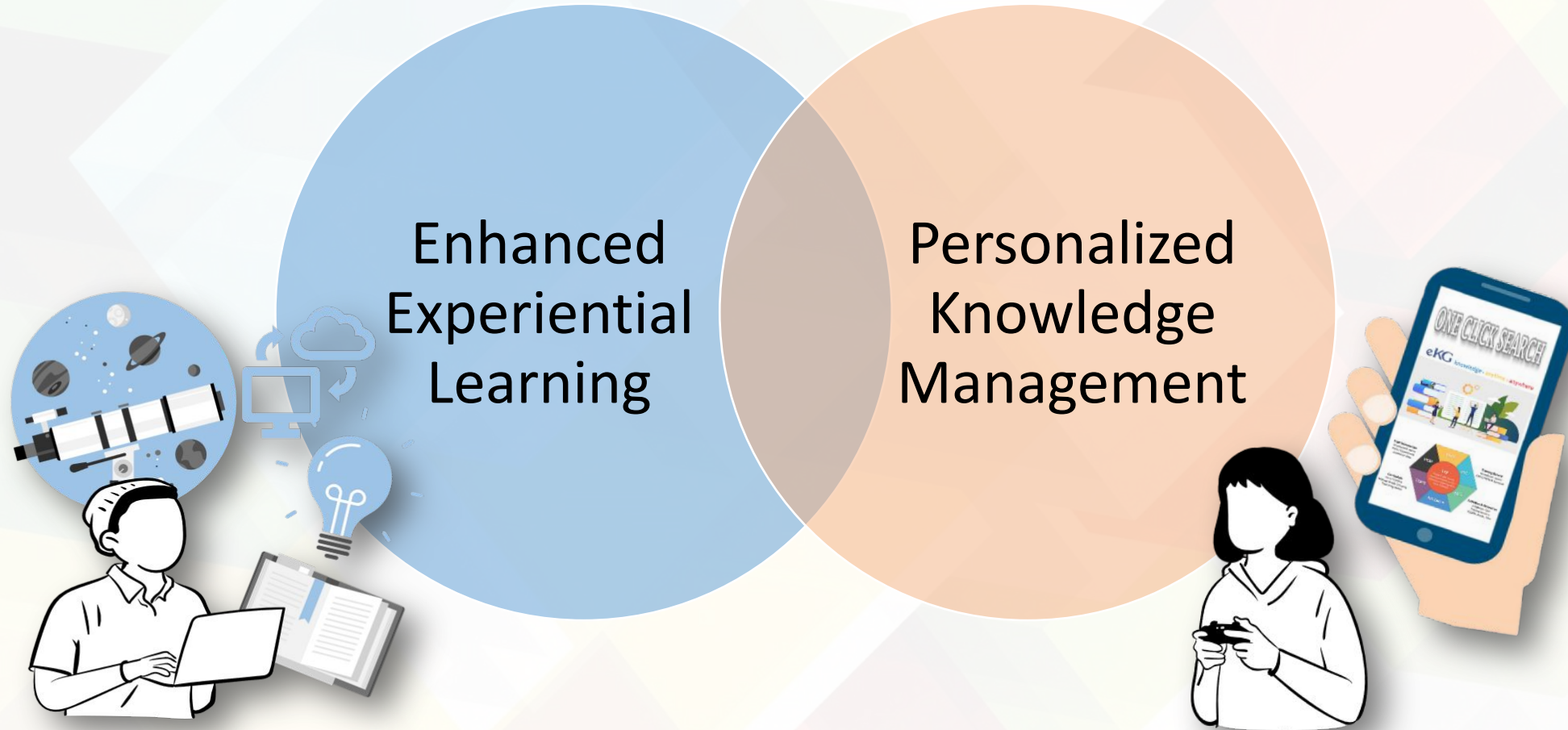


【香港攝影記者協會 x 瑪麗醫院】八十圖片展

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2. Enrich Learning Experience



2. Enrich Learning Experience Personalized Knowledge Management



2. Enrich Learning Experience

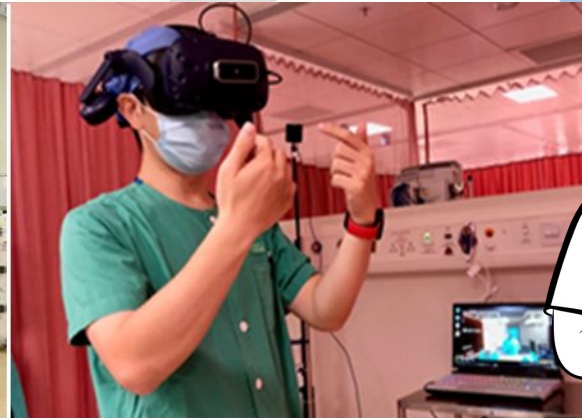
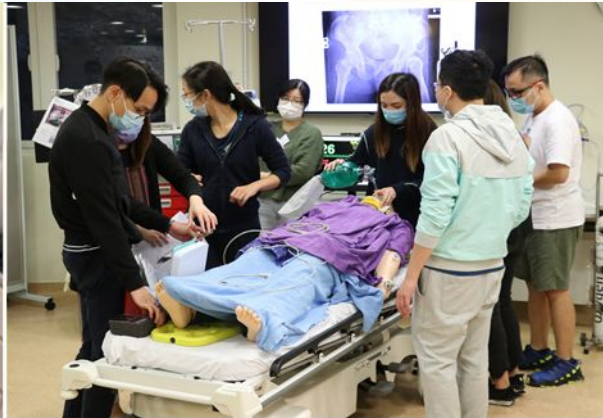
Enhanced Experiential Learning



Scenario-Based

Simulation

Immersive





3. Promote Qualification Recognition

Programme
Area Accreditor

Collaboration
with Universities

SKILL DEVELOPMENT



資歷架構
Qualifications
Framework

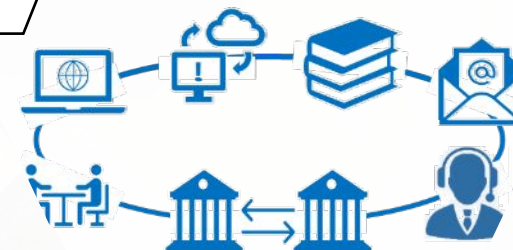
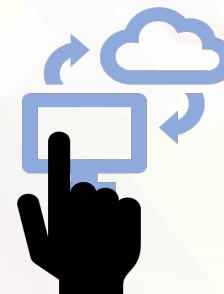


4. Uphold Effective Governance

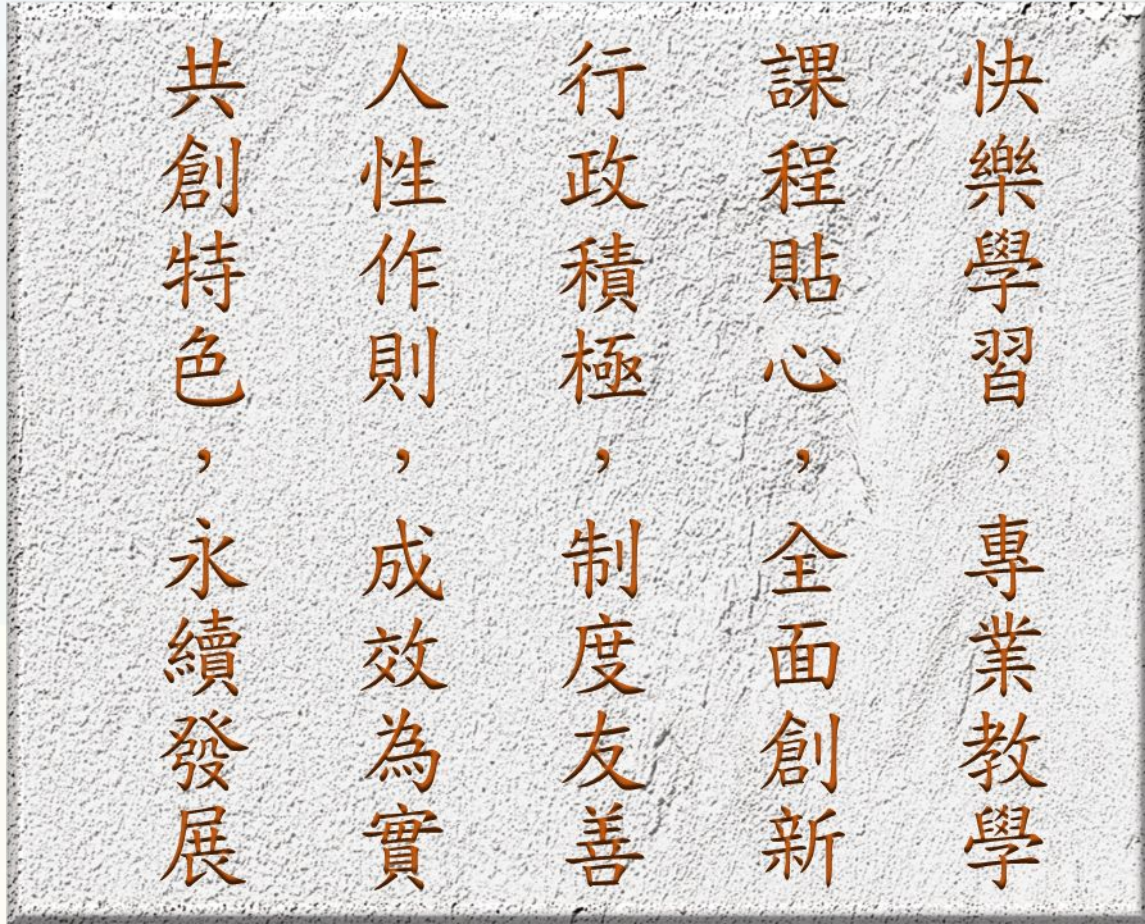


Effective
Monitoring

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

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