HONG KONG RADIOGRAPHERS’ ASSOCIATION

22nd Annual General Meeting

Annual Report 2012

21 April 2012
Contents

Agenda to Annual General Meeting 2012 2

Minutes of the 21st Annual General Meeting 3

Executive Report

Chairman’s Address 5

Executive Committee Members 6

Coordinators 7

Professional Affairs 8
Shortage of Radiographers
Strategic Review on Healthcare Manpower Planning & Professional Development
Open Forum on Healthcare Related Issues with Dr. York Chow
HA Allied Health Professionals Staff Group Consultative Committee
Closer Economic Partnership Arrangement (CEPA)
Tung Wah College (TWC) Radiation Therapist Training Programme

Association Affairs 10
Membership
Honorary Membership
Coordinators
Website Revamp

Activities of the Association 11
Academic functions
Football Match
MRI Research Centre & Factory Visit
Publications
Overseas Presentation Sponsorship

External liaison 12
The Hong Kong Polytechnic University (HK PolyU)
The Chinese Society of Medical Imaging Technology (CSIT)
Macau Radiology Association (MRA)
International Society of Radiographers and Radiological Technologists (ISRRT)
Canadian Association Medical Radiation Technologist (CAMRT)
Agenda of 22nd Annual General Meeting 2012

Date: 21st April 2012 (Saturday)
Time: 6:15 p.m. to 6:45 p.m.
Venue: Pearl Ballroom, Eaton Hotel
        380 Nathan Road, Kowloon

Agenda

1. To pass & adopt the agenda of the meeting
2. To pass & adopt the minutes of the last AGM
3. To consider the report of the Executive Committee
4. To pass & adopt the audited financial report for the previous financial year
5. To confirm the auditor
6. To confirm the legal adviser
7. To consider any other business of the Association
Minutes of 21st Annual General Meeting

Date: 16th April 2011 (Saturday)
Time: 5:30 p.m. to 6:30 p.m.
Venue: Jade Ballrooms, Eaton Hotel, 380 Nathan Road, Kowloon.

No. of attendants: 102
No. of members: 360

Minutes:

1. To pass and adopt the agenda of the meeting

Adoption of the agenda was proposed by Mr. Derek Kwan and seconded by Ms. Brenda Woo.

2. To pass and adopt the minutes of the last AGM

There being no amendments, adoption of the minutes of the last AGM was proposed by Ms. Agnes Wong and seconded by Mr. Anthony Chan.

3. To consider the report of the Executive Committee

Edward Chan, the chairman of the Hong Kong Radiographers’ Association, went through the Chairman’s Address.

The following salient points were mentioned:

- For the shortage of manpower, the private sector, they used their flexibility such as better payment and fringe benefit to recruit and retain their radiographers. The Hospital Authority recruited local secondary school graduates and sponsor them to study radiography in UK and expected them to serve the HA afterwards. In fact, the poor manpower planning in radiography training was affecting the health service of Hong Kong. The HKRA sent a letter to the Education Bureau to show our concern. The Association would be ready to provide any information to support the manpower planning if requested by the Government.

- The HA was still unfairly treating our colleagues of the salary adjustment after the Starting Salaries Review in 2007. Those underpay cases could drive more staff leaving HA. The HKRA suggested all members reviewing their salary packages and contact the Secretariat when in doubt.

- Commencing 2011, The HKRA would promote and enhance the importance of radiation protection. All radiography professionals were requested to reconsider their protocols and regimes to reduce the patient radiation dose. A study in Hong Kong showed that the casual attitude towards re-taking the images or examinations was one of the reasons on increasing patient dose.

- In August 2010, attention was drawn to the percentage of ward radiography in some public hospitals. The HKRA showed grave concerns and the HA promised to form a work group to follow up.
The following salient points were also mentioned going through the Executive Report:

- A survey on shortage of radiographer across the HA hospitals was performed which showed an average shortage of 10%. The result was presented in the Staff Group Consultative Committee (SGCC) meeting of the HA and would be reflected to the HA in other occasions to explore measures to improve the situation. The HKRA expected similar measures on increasing promotion opportunity for doctors and nurses should be applicable to our profession.

- Attention was drawn to “Awareness in Radiation Safety” and the Image Gently Campaign promoted by the Alliance for Radiation Safety in Paediatric Imaging.

- The HKRA had reflected to the public media on the increasing workload in mobile X-ray examination.

- Regarding the Closer Economic Partnership Arrangement (CEPA), the HKRA was invited to attend a meeting organized by the Hong Kong Trade Development Council (HKTDC).

4. To pass and adopt the audited financial report for the previous financial year

Adoption of the audited financial report for the previous financial year was proposed by Mr. Andrew Wong and seconded by Mr. Murphy Chiu.

5. To elect the members of the Executive Committee

There was no further nominations received, the 15 members who had already been on the list would serve as Executive Committee members from 2011 to 2013. The following members were acknowledged for their contribution when serving as Executive Committee members for years – Ms. Maria Law, Ms. Doris Choi, Ms. Karen Lai & Ms. Brenda Woo.

6. To appoint an auditor

Proposal on appointing Ms. Doris Choi was received. Adoption was suggested by Mr. Joseph Lee and seconded by Ms. Ada Mok.

7. To appoint a legal adviser

Proposal was received on appointing Mr. Gary Lau, the existing legal adviser of the HKRA, to continue his service from 2011 to 2013. Adoption was suggested by Ms. Brenda Woo and seconded by Mr. Derek Kwan.

8. To consider any other business of the Association

It was suggested that the HKRA should use the corresponding address of the Secretariat to minimize postage delay. Mr. Derek Kwan recommended members to update their e-mail addresses and contact the Secretariat when failed to receive letters from the Association.

9. There being no other business, the AGM was concluded at 6:00 p.m.
Executive Report

Chairman’s Address

It has been an amazing year for our Association. With tremendous support from our team of executive committee members and coordinators, new plans and thoughts are successfully put into action. After months of content preparation and financial support solicitation, a new website meant for rollout in May 2012 is now built to provide more information and user-friendly features to our members as well as the public.

Despite prevailing manpower constraint in our profession bothering us in recent years, this is actually a good opportunity for us to evaluate our strengths and weaknesses. Enhanced postgraduate training opportunities offered can equip many of us with higher education. In years ahead, professional practice will no longer be arbitrary guesswork, fixed protocols or “Do As Told”. Evidence based quality improvement is the trend in modern medicine. As we are working in a field abundant with technology and advancement, constant updating our knowledge becomes inevitable, regardless Continuous Professional Development is mandatory or not.

Attending seminars, both professional and healthcare related, bring us to a broader horizon in our daily work and future career development. In this regard, although HKRA does not target to be a training organization, we still strive to encourage a learning atmosphere among ourselves. Because after all, working smarter through learning benefits our patients and ourselves.

Our association would be keen on listening to feedbacks from members about issues regarding important changes and developments affecting our profession as a whole, and expresses valid concerns through Allied Health Profession Staff Group Consultative Committees, forums, visits and meetings with officers in the Hospital Authority and Food & Health Bureau. Every one of us can make a difference to excel, by actively advocating your ideas and observations to your coordinator or directly to us.

Kwan Weng Ho, Derek
Chairman, Hong Kong Radiographers’ Association
### Executive Committee Members (2011-13)

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<tr>
<th>Position</th>
<th>Name</th>
<th>Title</th>
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<tr>
<td>Chairman</td>
<td>Mr. Kwan Weng Ho, Derek</td>
<td>SRD, POH</td>
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<td>Vice Chairman</td>
<td>Mr. Chan Hung Tat, Edward</td>
<td>RD I, RH</td>
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<td>Mr. Lee Wing Yiu, Joseph</td>
<td>RT I, HKS&amp;H</td>
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<td>General Secretary</td>
<td>Mr. Cheng Wai Kwong</td>
<td>RD I, POH</td>
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<td>Treasurer</td>
<td>Ms. Mok Wai Shan, Ada</td>
<td>RD I, DH</td>
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<td>Internal Secretary</td>
<td>Mr. Wong Ting Hei, Edward</td>
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<td>Mr. Poon Yiu Man</td>
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<td>Mr. Wong Ka Chuen, Andrew</td>
<td>RT I, PYNEH</td>
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<td>External Secretary</td>
<td>Mr. Chan Wing Chung, Anthony</td>
<td>DM, DR&amp;NM, NTWC</td>
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<td>Mr. Chek Chun Wai, Kane</td>
<td>RD I, QEH</td>
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<td>Academic Secretary</td>
<td>Mr. Lai Yiu Cheong, Howard</td>
<td>SRD, HAHO</td>
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<td>Mr. Poh Kwun Yin, Dave</td>
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<td>Mr. Lai Wai Keung, Christopher</td>
<td>Sen. Instructor, PolyU</td>
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<td>Welfare Secretary</td>
<td>Mr. Chiu Siu Hau, Murphy</td>
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<td>Ms. Wong Pui Wai, Agnes</td>
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### Coordinators

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<td>Cheung Sau Ha, Selina</td>
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<td>Shirley YEUNG</td>
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<td>Sin Ka Wai, Oscar</td>
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<td>Ng Tsz Ling</td>
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<td>HK Adventist Hospital</td>
<td>Danny LEUNG</td>
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<td>HK Central Hospital</td>
<td>Bobby SHIU, Shu Po</td>
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<td>St. Paul's Hospital</td>
<td>Agnes Kwan, Wan Man</td>
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<td>St. Teresa's Hospital</td>
<td>Brenda Woo Fung Luen</td>
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<td>Union Hospital</td>
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<td>Baptist Hospital</td>
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<td>Dept. of Health Clinics</td>
<td>Wu So Chi, Lilian</td>
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<td>PolyU</td>
<td>Christopher Lai</td>
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Professional Affairs

1. Shortage of Radiographers

Regarding root causes of manpower shortage in public hospitals and its effect on service quality and staff morale, HKRA continued to expressed concerns via channels like HA Allied Health Professional Staff Group Consultative Committee, Legislative Council Member, open Forums with HA Chief Executive and Secretary of Food & Health Bureau.

Additional and continuation measures are implemented pursuant to the previous mitigating steps taken by the Hospital Authority:

- Special Honorarium Scheme to subsidize staff handling extra sessions.
- Recruit temporary contract radiographers where available and applicable.
- Third batch of overseas radiographer recruitment.
- Sponsor students to study overseas with undertaking HA service upon graduation.
- Offer intensive Cantonese course to overseas recruits for better patient communication.
- Enhance postgraduate first milestone and specialty training sponsorship and develop advanced CT specialty programmes.
- Provide supporting staff in pressure service areas.

Over supply of radiographer graduates is apparent in years following 2015, when the annual number of graduates becomes 98 (diagnostic stream), while new hospital projects are obviously out of pace under prevalent shortage of medical doctors.

In response to our repeated feedbacks on inadequate teaching staffs at PolyU, recruitment of additional teaching staff, with severe shortage and wastage, is underway for the upcoming year.

2. Strategic Review on Healthcare Manpower Planning & Professional Development

Hong Kong Radiographers’ Association is invited by Food & Health Bureau to join the Other Healthcare Professionals Sub-Group of the captioned Review. Representing our profession, opinions received from members will be reflected in shaping the future healthcare system, our professional role and development. New updates of relevant surveys and consultative meeting will be distributed in our website.

3. Open Forum on Healthcare Related Issues with Dr. York Chow (Secretary of Food & Health Bureau)

Representatives of the HKRA attended the forum organized by LegCo Member Dr. Joseph K.L. Lee on 20th June 2011. HKRA Chairman addresses 4 main concerns to Dr. Chow:

- Potential threats under uncoordinated radiographer manpower planning.
- Staff & quality concerns in out-source mammography from DH clinics to private centres.
- Unfair employment terms of DH Rad II in different recruited batch (2008 vs. 2011).
- Low starting salary of HA & Government Radiographers with Bachelor degree.

Details of the Q&A are listed in HKRA Summer 2011 e-Bulletin.
4. **HA Allied Health Professionals Staff Group Consultative Committee**

Chairman and Vice-chairman readily offer feedback during quarterly committee meetings. Members will be informed about meeting presentations and minutes by email. These information will be uploaded to the HKRA website accordingly.

5. **Closer Economic Partnership Arrangement (CEPA) Guangzhou visit**

According to CEPA, Healthcare Industry of Hong Kong, including Allied Health Service, could enter the market of Mainland China. The visit was organized by LegCo member Dr. Joseph K.L. Lee on 13-14 Jan 2012. Together with 25 Healthcare professionals including nursing, PT, OT, Optometrist, Orthopist, Chiropractor, P&O, Pharmacist and Radiographers, the visit updated the professional practice opportunities and issues in mainland China. Issues like large salary discrepancy, practice and ethics differences are still the main barriers to attract successful employment from Hong Kong to mainland China.

6. **Tung Wah College (TWC) Radiation Therapist Training Programme**

The programme plans to train 10-15 students yearly; beginning in January 2013. It aims to solve the prolonged medical front-line staff shortage and to satisfy the future therapist demand for the future development of oncology services in Hong Kong. Up till now, concerns about uncertainties include:

- Facilities and academic staff standards of TWC.
- Availability of clinical placement opportunities and coverage including HA hospitals.
- The entry requirement of TWC programme and its impact of professional efficacy.
- Accreditation by the Hong Kong Council for Accreditation of Academic and Vocational Qualifications (HKCAAVQ).
- Professional registration by Hong Kong Radiographers Board of graduates to practice radiotherapy in Hong Kong.
- Worldwide recognition as compared with PolyU.
- Estimation accuracy of RT manpower demand in HK and possibility of over-supply and unemployment of RT graduates.

HKRA will be watchful about the overall RT training quality and standard in Hong Kong as well as employment prospect. We will not welcome lowering professional status in the future.
Association Affairs

1. Membership of the Association

Up to 31/12/2012, the HKRA member size amounts to 439 (287 Diagnostic, 152 Therapeutic). In 2011, 28 new members joined our trade union. Members are reminded to pay up their membership dues for 2012. “PayPal®” membership dues in new website would provide a settlement alternative to cheques and autopay.

2. Honorary Membership

In 2011, the HKRA offered Honorary Membership to 2 retired colleagues from radio-diagnostic stream – Mr. Tang Poon Leung and Mr. Cheung Yui Tong, Tony at the Annual Dinner on 16th April 2011.

3. Coordinators

In June 2011, a new round of recruitment and reconfirmation of HKRA coordinators was implemented to target a wider and closer engagement with members and professionals in different sectors of practice. More private centres, Department of Health clinics, PolyU are now included in addition to HA hospitals, which are now represented by 27 coordinators and expandable if necessary. A coordinator meeting will be held during each Annual Scientific Meetings in subsequent years to collect more feedbacks and maintain a tighter liaison.

4. Website Revamp

To provide members and public with a more informative and user-friendly platform of the association, the revamp project was commenced in September 2011. Website advertisements are included to cover initial site revamp expenditure and maintain an on-going and stable resource for the association.
Activities of the Association

1. Academic functions

1.1 Annual Scientific Meeting (ASM) 2011 of HKRA was jointly organized with Hong Kong Association of Radiation Therapists (HKART) on 16th April 2011. The main theme for HKRA ASM was “Quality, Standard & Safety”. Nine presentations and two keynote lectures were delivered to over 100 members.

1.2 Radiographer Continuous Education Programme (RCEP)
   The programme “Technology Update in CT Dose Reduction & PET/CT” held in the evening of 28th September at Eaton Hotel attracted over 150 attendees and wrapped up in great success.

2. Football Match

The Football Match 2011 was held at Man Tung Road Park in Tung Chung. Three match days were allocated during July to August 2011. Four teams namely X-Men, ART United, NTE2, 神八 and QMH participated. The champion team was QMH, first runner-up 神八, second runner-up NTE2. The Marksman winner is Sin Ka Ting (QMH).

3. Visit to MRI Research Centre and Factory

The visit to SIEMENS Magnetic Resonance Centre of Research & Factory in Shenzhen was held on 17 Sep 2011. It introduces the production and research concept of the major manufacturer in the industry. With factory limitations, only 24 members were able to participate in the day visit.

4. Publications

E-bulletins as a new publishing format of HKRA news, will gradually replace mail distribution of Newsletters previously issued. Two issues were published in August 2011 and March 2012 respectively.

5. Overseas Presentation Sponsorship

Sponsorship funding set up in 2010 for members attending conferences outside Hong Kong with oral or poster project presentations will continue. The aim is to encourage us professionals to conduct projects in innovating and improving our practice in medical imaging and radiation therapy. Enquiries of application details could be directed to our Secretariat Ms. Gaby Mun (Tel: 28051278 or mailto:secretary@hkra.org.hk).
External Liaison

1. Hong Kong Polytechnic University (HK POLYU)

To congratulate the academic achievements of outstanding graduates of Radiography Programme at HK PolyU, HKRA continues to sponsor Best Student Awards to both streams of Medical Imaging and Radiation Therapy.

2. The Chinese Society of Medical Imaging Technology (CSIT)

Two HKRA Members sponsored by the association, together with three Exco Members attended the annual congress held in Guangzhou on 9-12 November, 2011. The delegation consists of Chairman Mr. Derek Kwan, General Secretary Mr. Cheng Wai Kwong, External Secretary Mr. Anthony Chan, members Ms. Monica Chu and Mr. Lam Yu Hin. During the congress, representatives from Mainland China, Taiwan, Singapore, Thailand, Hong Kong & Macau met and exchanged updated information of their respective professional associations.

At the inaugural lecture session on 10 Nov, Mr. Derek Kwan presented a talk “Walking Through Hospital Accreditation – A Radiology Manager’s Perspective.

During the International Session on 11 Nov, HKRA members delivered two oral presentations, with Mr. Cheng Wai Kwong being invited to sit in the panel of adjudicators for the session. Mr. Lam Yu Hin, Radiographer II of TMH, presented “General Radiography Radiation Dose Optimization / Reduction in NTWC – “Just Right Exposure Campaign”. Ms. Monica Chu presented “Quality Control – Dose Reference Level”.

3. Macau Radiology Association (MRA)

Six HKRA members were invited to attend the 11th Annual Scientific Meeting of the Macau Radiology Association held on 28th August 2011. The meeting theme was “Brain Imaging”.

4. International Society of Radiographers and Radiological Technologists (ISRRT)

As a member society of the ISRRT, Chairman together with one HKRA member Mr. Ronald Yu will participate in the 17th ISRRT World Congress held in conjunction with the ASM of Canadian Association of Medical Radiation Technologists (CAMRT) in Toronto, Canada during 7th - 10th September 2012.

5. Canadian Association of Medical Radiation Technologists (CAMRT)

Hong Kong Radiographers’ Association continues to collaborate with CAMRT as examination organizer in Hong Kong. Their Continuing Education Course Examinations (all subjects) was held on 20th November, 2011 (Sunday) at Ruttonjee Hospital.