

會長隨筆

很高興我可以在這裡繼續表達對自己專業及在工會工作的感想。相信大家知道政府在六月份，提出對所有新入職的公務員和受助機構僱員，進行入職薪酬調整。醫院管理局亦是受惠機構之一，可是管理層對這次薪酬調整的安排是十分之不公平和輕視我們專職醫療。

醫院管理局管理層對員工說：「這次薪酬調整是根據政府『一般換算安排』（NORMAL CONVERSION）的原則安排。」現在放射技師新的入職薪酬是十四點，如果你現在的薪酬點是低於十四點，從十月開始便會被提升至十四點；如已經到達或超過十四點，又在二零零零年後四月一日才入職的同事，便會得到一個增薪點的調整。表面看，這個安排沒有什麼不公平的地方，因為醫院管理局的員工福利不能超過政府



的員工。可惜以往醫院管理局總辦事處對各分區醫院，在人力資源管理的放任態度，種下了往後的不公平。再加上醫院管理局因為財政問題，在二零零零年後，對增薪的安排搖擺不定。使部份分區醫院對增薪的安排作出不同的演繹；在續約時，沒有給予同事應有的增薪點。所以有些在二零零三年入職的同事，在九月份的薪酬只有十四點。以下的表格是參考護士在這次薪酬調整的安排，其中列出在「一般換算安排」中，根據入職年份我們應得到的薪級點。根據醫院管理局的消息，因為護士職系流失率高，所以有五年資歷的便給一個增薪點。在我們的職系上，同樣有這個問題，所以我們應該有同樣的安排。事實上，我們希望大家的薪酬能反映大家的貢獻和經驗，並不是建基於個別醫院的財政狀況。

入職年份	在二零零七年十月份或以後的薪級點安排			
	2007	2008	2009	2010
2007	14	14	15	16
2008	14	15	16	17
2009	14	15	16	17
2010	15	16	18	19
2011	16	18	19	20
2012	18	19	20	21
2013	19	20	21	22
2014	20	21	22	23

另外是輕視我們專職醫療員工的問題。一直以來，醫院管理局只集中資源和醫生們在入職薪酬和工時上面的談判。面對護士和專職醫療都是放在次等的地位，隨便的一份通告，便要我們接受不公平的安排。當我們站在醫院管理局門外抗議，他們才願承諾撥出一點時間和我們商討。當護士們人多勢眾地支援談判時，管理層便願意特別安排會議，還作出適當的讓步。相反管理層對專職醫療同事，只在一次員工例會中，臨時提出討論。是非常不專重與會的同事代表，而會中只重複說出醫院管理局受制於政府撥款，未能作出任可增撥資源的承諾。中國人有一句說話：「不患貧而患不均」——楊伯峻《論語釋注》，大家一起同樣辛苦過日子容易，但不公平的出現，使緊有的和諧都消耗淨盡。結果是專業人員的流失和士氣的低落。

席間管理層便提出「職業發展架構 (Career Progression Model)」和成立「專職醫療深造學院」是為提升專職醫療發展的福利，就好像提升員工工作能力也是一種員工福利。但管理層好像不了解，成立這些企業內部學院，在有規模的機構中是十分普遍，亦是十分之機本的工作。例如：香港政府各部門、跨國銀行、酒店、飲食集團、

保險公司。醫院管理局在近期才高調提倡培訓，是上兩位行政總裁，沒有這樣的遠見而做成的。成立企業內部學院主要目的，是提高企業的競爭力，對挽留員工和提升士氣的作用是十分之微。請醫院管理局不要把職業發展架構和專職醫療深造學院，看成員工福利，否則有利機構的計劃，變成拖累機構發展的措施。

僱主願意投放資源做培訓，只是一種低成本投資，但也要有回報；而專業醫療人員在提升能力和持續進修，是為了我們病人的需要。雖然出發點不同，但在合作過程中，大家都可以得到所需。所以職業發展架構和專職醫療深造學院，只是僱傭商方合作的平台，不是職員福利會的特價貨物。要處理招聘的困難、人才流失和工作士氣，只有跟隨市場提高薪酬待遇才可以辦得到。

後記：醫院管理局總裁蘇利民先生在十一月二日舉行的特別職員大會中，承諾會找出那些在過去五至七年入職，而受到不公平的薪酬待遇同事。所以請各位在二零零零年後入職的會員參考以上的表格，如果發現自己現在的薪級點有出入，請用電郵聯絡我們。(info@hkra.org.hk) 的醫療水準。☹

The HKRA's News



World Radiography Day

The German physicist, Mr. William Conrad Roentgen discovered X-ray on 8th of November 1895. Therefore, the day 8th of November of every year is made the World Radiography Day. In radiography day, the HKRA had prepared some banners and stickers for departments to put up. This could also introduce our profession to the public. As radiographers, you were also encouraged to do something in your department to promote our profession. ☹

Recreation issue

In the next few months, we will organize recreational activities, such as bowling and football match in order to allow us to relax from the stressful working environment. The date of the events is 13 January 2008. The Venue is 淘大 AMF 保齡. You may contact Mr. Kane Chek (96378708) or Gaby Mum (28051278) for further detail or registration form. Deadline of registration is 6 January 2008. ☹

Our website is already functioning and renewed. Please visit:
www.hkra.org.hk

The HKRA's News

The Hong Kong College of Radiographers and Radiation Therapists (HKCRRT)

Due to the demand of quality services from the public, the advancing development of the modern technology and the requirement of Continuous Professional Development from the Radiographers Board, the establishment of 'College' is essential for us to recognize our efforts and competence, gather more useful information and share experience in our profession. However, without your support, the HKCRRT cannot be realized. Please give your opinion and comment to the Preparatory Committee of The Hong Kong College of Radiographers and Radiation Therapists by the following channels:

Address:

HKCRRT secretariat,

Rm 1202, 12/F, A.T. Tower, 180 Electric Road, North Point, Hong Kong.


Tel: 28051278

Fax: 27720730


Email: hkcrrt@gmail.com 

Salary adjustment


HKRA together with the nursing and other allied health professions, with the coordination of Mr. Lee Kwok Lun, had expressed our dissatisfaction about the salary adjustment of HA staff who were employed after April of 2000. From June to now, we have expressed our opinions in the salary adjustment to HA by different kinds of methods, such as press conference, letters and open forum. However, the proposal released recently showed that our ideas were not accepted.

We have organized a press conference at the HA Headquarters on 6th September to voice against the salary adjustment proposal. Mr. Wu and Mr. Shane Soloman agreed to re-look into the proposal and discuss with representatives of the different allied health parties. We will try our best to fight for the best deal for our colleagues. 

Signature event

In August, we had organized a signature event to fight for better manpower planning, promotion and workload problem. We have collected 384 signatures and we will express our opinion together with the signatures to HA very soon. 

Celebration of 70th Anniversary of PolyU

In celebration of the 70th Anniversary of the Hong Kong Polytechnic University, the Department of Health Technology and Informatics, in which the radiography programme resides, had hosted a departmental seminar on 20th October 2007 (Saturday) in the PolyU (TU201). The event was worth 3 CPDs. 

Academic Issue

The CAMRT examination will be held in LG1, lecture theatre of Ruttonjee Hospital in the coming 25th November. Details will be announced to the candidates. Also, the annual great event of HKRA, the ASM and AGM, will be held on 8th March of 2008. We are now accepting paper for presentation, any interest party can send the abstract to us.

ISRRT 15th World Congress, Durban, South Africa

Make a date in your diary: 24-27 April, 2008 ☹

Standards of Practice

What is Standards of Practice?

The formal training of radiographers in Hong Kong started in the 1960's. Although this profession has more than 40 years of history of development in Hong Kong, official professional registration was only implemented in 1995 as a result of the efforts of the local professional organizations. Although there is an existing Code of Practice which includes basic ethical principles, it does not provide any guidelines for day-to-day practice. Now, they are still striving for the autonomy required to be acknowledged as true professionals. To achieve this, the profession should consider a framework, known as the Standards of Practice, to outline their responsibilities. In the US, they defines their standards of practice by three dimensions in principle format; clinical performance, quality performance and professional performance. Each dimension has 6 to 8 standards with rationale and similar structure. Each standard has a list of criteria that practicing radiographers are recommended to achieve.

Why do we need Standards of Practice?

The International Society of Radiographers and Radiological Technologists (ISRRT), which is a

Non-Government Organization (NGO) member of the World Health Organization (WHO), is currently developing an International Standards of Practice. They are eager to build the standards for many good reasons. Technically, management can use these to gauge staff performance and calculate optimal manpower. Practicing radiographers are clear about the minimal requirement of their performance according to the standards; and there is some guarantee that patients are receiving similar and a reasonable quality of service in different clinical settings. Radiography educators can also refer to this document when designing their clinical training curriculum.

How do we apply Standards of Practice?

The application of a Standards of Practice could lead to cultural change. It is a kind of organization development. There are many strategies for this learning process such as lecture, modeling, or simulation. To promote the benefit of our patient and secure our status in health care service, HKRA would like to invite your participation of this issue. We will provide more information by our newsletter and journal. Your comment and input are very welcome. ☹