

# The Nursing Workforce in Hong Kong



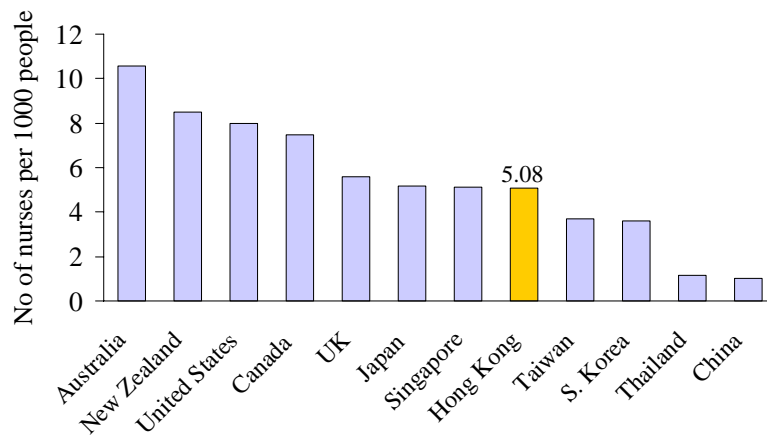
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## The nursing workforce

- 34,574 nurses with practising certificates in Hong Kong
- Population to nurse ratio: lower than many developed countries





## Does Hong Kong has enough nurses to meet its health needs?

- Worldwide nursing shortage
- Insufficient staffing levels for nurses are associated with more adverse health outcomes, and have significant implications for financial cost (AHCPR, 2004)
- A higher proportion of nurses who have been educated to baccalaureate level is associated with lower mortality and failure to rescue rate (Aiken, 2003)
- Investment in nursing education is necessary to achieve better health outcomes

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## The demand for nurses

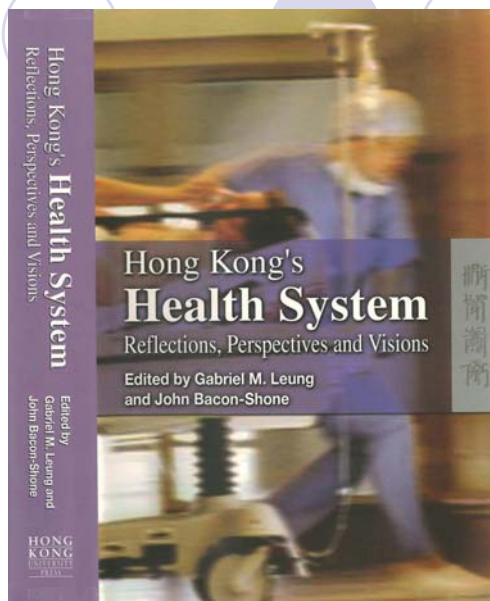
- Ensure an adequate supply of qualified nurses
  - Many variables (e.g. staff mix, role expectations, disease patterns, the use of technology, and human geography) can all affect demand
    - Should urgently review existing nursing staffing levels
    - Increase recruitment
    - Develop a vigorous scheme for retention
- Provision of conducive environment for appropriate professional and career development

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## Improvement in clinical care outcomes

- Nurses need to take a more active role in developing empirical evidence to influence health policy
  - Conduct systematic review of nursing manpower and its impact on patient outcomes
  - Measures of acuity and quality, and data on nursing staffing
- Further research is needed to examine the critical issues of possible factors that can lead to error (e.g. staffing, fatigue, stress, sleep deprivation, organizational culture, shift work, etc.)

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