

"Enhanced Productivity Programme: 2002-03" Booklet

Report on EPP Savings – Department of Health

Total value of EPP savings in 2002-03: **\$70.213 m**, equivalent to **2.0%** of total recurrent baseline expenditure in that year that is subject to EPP. Total EPP savings (as a percentage of recurrent baseline expenditure subject to EPP) achieved by 2002-03 on a **cumulative** basis is **5.0%**.

Category	Savings (\$m)	EPP Measures in 2002-03	Safeguards for Quality Service
PE/PRE	2.723	<ul style="list-style-type: none"> • Reorganize the District Health System through redistribution of duties and redeployment <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <ul style="list-style-type: none"> 1 Senior Medical & Health Officer 1 Senior Nursing Officer 2 Nursing Officer 	<p>The deletion of 194 vacant/funded posts has been effected in 2000-01 as part of the exercise on containing the size of the civil service. We are able to accommodate all deletions through natural wastage and redeployment. No staff is forced to leave on redundancy. Where redeployment outside of department is involved, we have obtained the agreement of the relevant Heads of Grades.</p> <p>We have ensured that our policy objectives and the quality of services delivered to the public have not been undermined as a result of our implementation of the EPP.</p> <p>For initiatives involving changes in the mode of operations or process of service delivery, we promote those changes and provide suitable training/briefing to ensure that staff can adapt to the transition.</p>
	1.478	<ul style="list-style-type: none"> • Rationalize services and streamline operations in the Regional Offices <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <ul style="list-style-type: none"> 1 Hospital Administrator II 2 Senior Inoculator 1 Supplies Assistant 2 Hospital Foreman <p>Non-creation of the following funded post in 2000-01-</p> <ul style="list-style-type: none"> 1 Assistant Clerical Officer 	
	8.432	<ul style="list-style-type: none"> • Reduce leave reserve posts <p><i>Savings :</i> Deletion of the following</p>	

Category	Savings (\$m)	EPP Measures in 2002-03	Safeguards for Quality Service
	<p>1.985</p> <p>1.932</p> <p>9.627</p>	<p>vacant posts in 2000-01-</p> <p>7 Medical & Health Officer 9 Registered Nurse 3 Dispenser</p> <ul style="list-style-type: none"> • Redeploy existing manpower to operate the Cheung Sha Wan Government Offices Dental Clinic and the Prince of Wales Hospital Maxillofacial Unit <p><i>Savings :</i> Non-creation of the following funded posts in 2000-01-</p> <p>3 Dental Officer</p> <ul style="list-style-type: none"> • Reduce clerical and administrative support in various Services through streamlining operations, office automation and process-reengineering <p><i>Savings :</i> Deletion of the following vacant post in 2000-01-</p> <p>1 Statistical Officer II</p> <p><i>Savings :</i> Non-creation of the following funded posts in 2000-01-</p> <p>10 Assistant Clerical Officer</p> <ul style="list-style-type: none"> • Reorganize and centralize Visiting Health Team services <p><i>Savings :</i> Non-creation of the following funded posts in 2000-01-</p>	<p>We also take advantage of private sector participation by contracting out supporting services where they are more cost effective. We have stipulated the service standards in the service contracts and allowed sufficient time for the contractors to prepare for taking on the service. We also monitor their performance closely.</p> <p>We maintain communication with staff on our EPP plans through the Departmental Consultative Committees and listen to their feedback.</p>

Category	Savings (\$m)	EPP Measures in 2002-03	Safeguards for Quality Service
	<p data-bbox="336 472 416 506">3.232</p> <p data-bbox="328 1111 424 1144">11.953</p>	<p data-bbox="507 237 895 427">8 Medical & Health Officer 2 Clinical Psychologist 2 Dietitian 6 Dispenser 3 Enrolled Nurse</p> <ul data-bbox="464 472 943 551" style="list-style-type: none"> • Streamline operations in dental clinics and laboratories <p data-bbox="507 595 863 707"><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p data-bbox="507 752 735 786">2 Dental Officer</p> <p data-bbox="507 831 919 909">Non-creation of the following funded posts in 2000-01-</p> <p data-bbox="507 954 887 1066">2 Dental Officer 2 Assistant Clerical Officer 1 Dental Technician II</p> <ul data-bbox="464 1111 927 1301" style="list-style-type: none"> • Close down under-utilized Maternity Homes and rationalize maternal and child health service through redistribution of manpower <p data-bbox="507 1346 863 1458"><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p data-bbox="507 1503 791 1659">3 Nursing Officer 13 Registered Nurse 2 Midwife 9 Ward Attendant</p> <p data-bbox="507 1704 919 1783">Non-creation of the following funded posts in 2000-01-</p> <p data-bbox="507 1827 895 1939">1 Medical & Health Officer 7 Nursing Officer 4 Clerical Assistant</p>	

Category	Savings (\$m)	EPP Measures in 2002-03	Safeguards for Quality Service
	9.877	<ul style="list-style-type: none"> • Delete obsolete posts in Vietnamese Detention Centres and review staffing provision for less busy clinics <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p>9 Medical &Health Officer 6 Dispenser</p> <p>Non-creation of the following funded posts in 2000-01-</p> <p>2 Medical &Health Officer 4 Dispenser 1 Office Assistant</p>	
	0.823	<ul style="list-style-type: none"> • Reorganize the Hospital Staff Division <p><i>Savings :</i> Deletion of the following vacant post in 2000-01-</p> <p>1 Office Assistant</p> <p>Non-creation of the following funded posts in 2000-01-</p> <p>4 Assistant Clerical Officer</p>	
	1.852	<ul style="list-style-type: none"> • Rationalize pathology service through centralization of laboratories and use of information technology <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p>	

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	3.445	<p>1 Scientific Officer (Medical) 2 Clerical Officer 1 Personal Secretary II 3 Laboratory Attendant</p> <ul style="list-style-type: none"> • Redeploy existing manpower to meet service demands in various skin clinics <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p>1 Nursing Officer 2 Registered Nurse Non-creation of the following funded posts in 2000-01</p> <p>1 Senior Medical & Health Officer 2 Nursing Officer 2 Clerical Assistant</p>	
	0.120	<ul style="list-style-type: none"> • Cease by-hand delivery service <p><i>Savings :</i> Deletion of the following vacant post in 2000-01-</p> <p>1 Office Assistant</p>	
	1.265	<ul style="list-style-type: none"> • Rationalize student health service through redeployment <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p>2 Clinical Psychologist</p>	

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	3.117	<ul style="list-style-type: none"> • Reduce manpower in chest clinics through better staff deployment, centralization and streamlining of operations <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p style="padding-left: 20px;">1 Senior Inoculator 2 Radiographer II 2 Senior Radiographic Technician</p> <p>Non-creation of the following funded posts in 2000-01-</p> <p style="padding-left: 20px;">3 Registered Nurse 1 Clerical Officer 3 Clerical Assistant</p>	
	0.625	<ul style="list-style-type: none"> • Contract out security services in various clinics <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p style="padding-left: 20px;">5 Property Attendant</p>	
	2.386	<ul style="list-style-type: none"> • Contract out cleansing services in various clinics <p><i>Savings :</i> Deletion of the following vacant posts in 2000-01-</p> <p style="padding-left: 20px;">1 Workman I 6 Workman II</p> <p>Non-creation of the following funded posts in 2000-01-</p> <p style="padding-left: 20px;">14 Workman II</p>	
<i>Subtotal</i>	64.871		

Category	Savings (\$m)	EPP Measures in 2002-03	Safeguards for Quality Service
DE/OC	1.353	Savings from various departmental expenses	
<i>Subtotal</i>	<i>1.353</i>		
Subventions		Savings from subvented institutions Prince Philip Dental Hospital Family Planning Association Hong Kong St. John Ambulance Hong Kong Council on Smoking and Health Society for the Aid and Rehabilitation of Drug Abusers Hong Kong Christian Service	Most of savings derive from deletion of posts, restraining DE and generating more income
<i>Subtotal</i>	<i>3.989</i>		
Total	70.213		

- PE : Personal Emoluments i.e. Staff salaries and allowances
- PRE : Personal Related Expenses i.e. Costs related to the employment of staff other than pay and allowances e.g. pensions, staff housing
- DE : Departmental Expenses i.e. The day to day operating expenses of departments e.g. fuel, traveling expenses and furniture
- OC : Other Charges i.e. Significant expenditure peculiar to a particular department's operation
- Subventions i.e. Recurrent payment to non-government bodies in support of their on-going expenses