

Dear Colleagues

Survey on Hospital Authority's Managerial Accountability

Please take a few minutes to complete this questionnaire to safeguard your interests.

Quite a few of medical incidents had happened lately and do you share any or all of our following concerns:-

1. Why even a COS needs to take his case to the Court for judicial review to reclaim and reassert his human basic rights to due process in the disciplinary action against him?
2. Why someone was disciplined for a single incident while the HAHO high officials are not disciplined in the same way for similar incidents where a systematic fault or repeated occurrences have been revealed?
3. Why in the NovoSeven incident, a frontline doctor who faithfully followed the operational guideline, needed to apologize to the relative for the confusion caused? While the HAHO high officials who master-minded the problematic drug formulary still enjoy awesome pay-rises this year? (Ref #1)
4. Why our CE is always the one who comes forward and appears to be the one in HA who is most concerned and keen in looking for improvement, but at the same time always distances himself from any fault and blame, though he should be the one to bear the ultimate responsibility in HA?
5. Why the dictum of "With great power comes great responsibility" 權力愈強, 責任愈重 does not apply to the high officials of our clusters and HAHO?
6. Lastly, are you alarmed by the mindsets of the high officials of HAHO who came up without staff consultation, the proposal of "summarily dismissal" after the second conviction of loss of patients' data? What else they can and will come up with next time?

We know it is difficult and too risky for an individual staff to speak up against an unfair Elephant. This should be the job of the Union, and the job of HKPDA. **We are determined to take up this task, but we need your opinions and your mandate, to fight for a genuine "fair and just culture" in the HA disciplinary system.**

Yours sincerely,



For the Hong Kong Public Doctors' Association

Ref#1: Apple Daily: http://hk.apple.nextmedia.com/template/apple/art_main.php?iss_id=20090220&sec_id=4104&art_id=12231214

Questionnaire on the views of Medical Staff on the current Hospital Authority Disciplinary System and Managerial Accountability

Part I: Demographic Information

A1. What is your posting? (Please tick)

- Intern Resident or MO AC or SMO
 Consultant or COS University staff Others (please specify):

A2. Years of service with Hospital Authority (or Government Service) (including internship)?

- <5 years 5-10 years 11-20 years >20 years

Part II: Questions

Your views on the current Hospital Authority (“HA”) Disciplinary System

Please circle

B1 **Are you Satisfied** with the ways HA had handled the following incidents (CMC incident, USB patient data loss incident, Europharm and related drug incident, and QEH Novo Seven incident) from the perspective of staff disciplinary actions?

	Strongly Satisfied	Satisfied	Dissatisfied	Strongly Dissatisfied
B2	Strongly Agree	Agree	Disagree	Strongly Disagree
B3	Strongly Agree	Agree	Disagree	Strongly Disagree
B4	Strongly Agree	Agree	Disagree	Strongly Disagree
B5	Strongly Agree	Agree	Disagree	Strongly Disagree

B2 **Do you Agree** that the current HA disciplinary system is open and transparent?

B3 **Do you Agree** that the current HA disciplinary system is fair and consistent?

B4 **Do you Agree** that staff interests are sufficiently protected under the current HA disciplinary system?

B5 **Do you Agree** that proper and wide staff consultation should be sought before any significant change is proposed and/or implemented to the HA disciplinary system (e.g. the proposed summarily dismissal for repeated loss of patient data loss)?

Managerial Accountability

- C1 **Do you Agree** that under the current HA disciplinary system, senior managers in clusters and HAHO are unlikely to be subject to disciplinary actions because they are not involved in direct patient care?
- C2 **Do you Agree** that HA should introduce the concept of managerial accountability with clear and objective assessment criteria in our disciplinary system, which applies to senior managers (including the Chief Executive, Directors, Heads and CCE) in clusters and HAHO?
- C3 **Do you Agree** that senior managers in clusters and HAHO, though primarily being accountable to the Government, HA Board and also the public, should also be accountable to frontline staff for their performance?
- C4 **Do you Agree** that the performance appraisal of senior managers in clusters and HAHO should include feedback and assessment by frontline staff (360 degree feedback)?
- C5 **Do you Agree** that the government should appoint a Union member to serve as HA board member for the purpose of monitoring the performance of HA senior managers?

Strongly Agree	Agree	Disagree	Strongly Disagree
Strongly Agree	Agree	Disagree	Strongly Disagree
Strongly Agree	Agree	Disagree	Strongly Disagree
Strongly Agree	Agree	Disagree	Strongly Disagree
Strongly Agree	Agree	Disagree	Strongly Disagree

What have we done so far?

1. Explained your grievances to the media
<http://www.hkpda.org.hk/media.htm>
2. Voiced your opinions on the proposal for stepped measures to prevent loss of patient data
<http://www.hkpda.org.hk/notice/20090717.pdf>
3. Voiced your concerns on unnecessary new HR measures and leave arrangement
<http://www.hkpda.org.hk/notice/20090611.pdf>
4. Voiced your views on the proposed new appointment system of senior clinical doctors.
<http://www.hkpda.org.hk/notice/20090102.pdf>

謝謝您的意見。

請於 ~~8月28日~~ **9月14日** 或以前，以傳真方式把問卷交回 公共醫療醫生協會會長。所有資料絕對保密及不會記名。

傳真專線號碼：3011-5685

唔想啞忍，請你 (1) 交會費入會，(2) 入 facebook 登記，方便日後集思
<http://www.hkpda.org.hk/member.pdf>