

# HOSPITAL AUTHORITY INSTITUTE OF HEALTH CARE

## Annual Report 2020-2021



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# 04 Our Mission and Values



## Our Mission

To provide quality training for Hospital Authority health care professionals to uphold standard of practice, support service development and ultimately excel their professionalism

## Our Values





## Director's Message

The training of healthcare professionals is of paramount importance to sustain and enable the continued improvement of healthcare services. Adequate and timely training provision becomes critical for the healthcare professionals at all ranks. In line with the HA strategic directions of strengthening training governance and policy, the prioritization of training and utilization of training resources becomes more transparent and coordinate. The consolidation of grade specific training curriculum reinforces the link between skill enhancement and career development. The Hospital Authority Institutes of Health Care (HAIHC) upholds the values of HA and strives to provide high-quality staff training in support the service development and delivery.

In the year of 2020/21, the COVID-19 pandemic brought about unprecedented challenges to HA. It aggravated extra-ordinary workload and hindered staff training and development. My appreciation goes to the staff from HAIHC, the Institute of Advanced Nursing Studies (IANS) and the Institute of Advanced Allied Health Studies (IAAHS) by holding fast to their own position to take efficient measures in transforming and adopting technologies in the production and organization training activities alternatively. I would also like to express my heartiest thanks to the training partners and all colleagues from cluster hospitals for their commitment and dedication in the development and participation of staff training and development.



Dr Deacons YEUNG  
Director (Cluster Services) &  
Director of HAIHC

## 06 Director's Message



## 08 Principal's Overview



## Principal's Overview

This annual report summarizes the training activities in supporting the major training priority areas for staff of various healthcare professionals in HA amid the unexpected impact of COVID-19 throughout the year. In order to reduce the impact of suspension and cancellation of training activities, webinars and online mode of delivery were widely adopted. Staff of HAIHC and member institutes of the Institute of Advanced Nursing Studies (IANS) and the Institute of Advanced Allied Health Studies (IAAHS) should share the credits for their effort in the transformation and adaptation to the challenges this year. The extensive utilization of the electronic platform set a foundation for us to re-engineer the mode of training delivery in order to build our training capacity and pave the way for further enhancement. I would like to express my gratitude to advisors, Board of Studies and other training related committees for their valuable input in the development of the annual training plan during this tough period. Furthermore, please also show the appreciation for the unfailing support of the staff from HAIHC, the Institute of Advanced Nursing Studies (IANS) and the Institute of Advanced Allied Health Studies (IAAHS). I do wish you enjoy and share our experience this year.

A handwritten signature in black ink, appearing to read 'Dicky Wong'.

Dicky Wong  
Principal (Hospital Authority Institute of Health Care)

## 10 HAIHC at a Glance

### HAIHC at a Glance

The Hospital Authority Ordinance stipulated one of the key functions to promote, assist and take part in the education and training persons involved in hospital services or other services relevant to the health of public. The Hospital Authority Institute of Health Care (HAIHC) is a corporate training department to nurture competent, adoptive and responsive healthcare professional workforce for service advancement and professional development. It delivers timely competence training and development programmes to sustain a pool of various professionals in accordance with the staff competence for service development. HAIHC also serves as training hub to customize professional training to HA strategic partners to facilitate exchange among healthcare professionals.

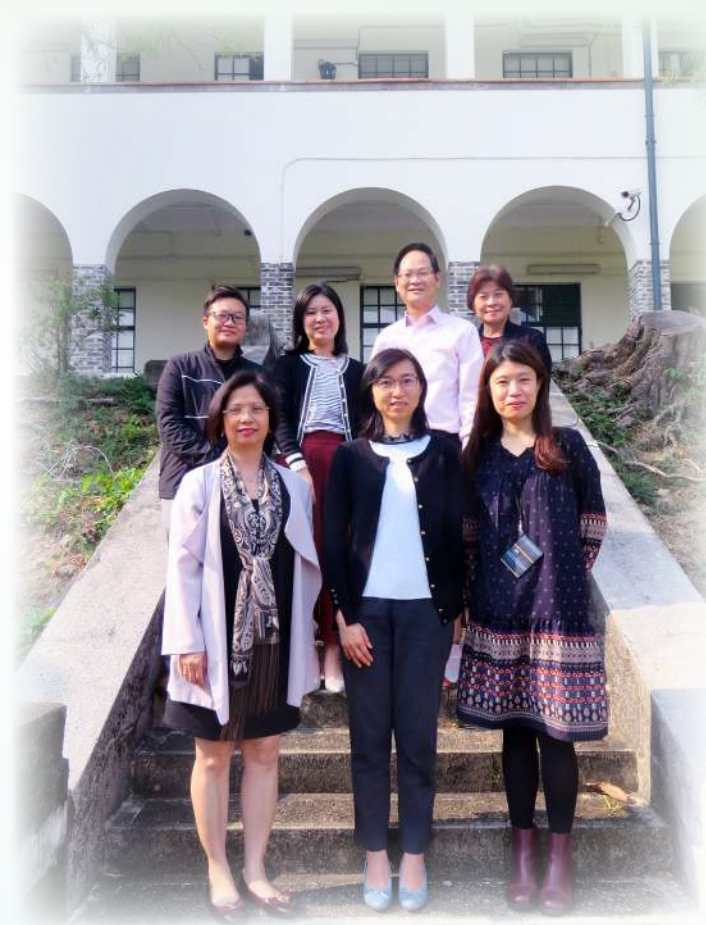
HAIHC has also been advocating and providing multi-disciplinary training programmes to enhance inter-professional understanding and collaborative practice. By working closely with clinical grade departments, clinical competencies can be built for healthcare professionals at all levels. For example, medical professional trainings are provided by Medical Grade Department through partnering with HAIHC. Training programmes for nurses and allied health professionals are designed, developed, and conducted via the member institutes, namely Institute of Advanced Nursing Studies (IANS) and Institute of Advanced Allied Health Studies (IAAHS) respectively.







From the left: Ms. Cynthia WONG, Head of IANS,  
Mr. Dicky WONG, Principal of HAIHC,  
and Ms. Sharron LEUNG, Head of IAAHS



Ms. Cynthia WONG (middle from the front),  
Head of IANS and her team



Ms. Sharron LEUNG (fourth from the front left),  
Head of IAAHS and her team



Mr. Dicky WONG (sixth from the left),  
Principal of HAIHC and his team



Mr. Winham LOK (third from the front left),  
Senior Pharmacist and his team of Professional Development  
and Practice Management, Chief Pharmacist's Office



## Highlights of the Year

### The New Normal in Teaching and Learning

In view of the COVID-19 pandemic since January 2020, most of the face-to-face training activities have been cancelled at the beginning. As staff training is always a priority for HA to ensure staff equip with right skills to maintain the standard of care, alternative modes of training have been adopted in the delivery of training activities in 2020/21. Interactive online webinar and video-base courseware have become one of the essential means of teaching and learning. HAIHC has consolidated the experience to explore and upgrade related technologies to setup a studio at IHC to support live broadcasting and video production as an alternative means of training delivery. An user guideline is also developed to facilitate the operation of the studio. In the past it might have a concern of releasing more staff for training on top the busy clinical duties; with the production of pre-recorded webinars or online training programme, staff could attend training anytime and anywhere without considering travelling time.



## 14 Highlights of the Year





## E-courseware Up-grade for New Industrial Standard

With the advancement and popularity of using mobile technologies, e-learning becomes widely adopted to enhance staff learning experience. HAIHC serves as the executive arm to administrate development e-courseware in HA to engage member institutes to develop web-based courseware blended with face-to-face learning and different modes of delivery. We have launched over 150 professional specific e-courseware so far as one of the major source of self-directed learning pool. In accordance with the update of industrial standard in the production of e-courseware, over 100 e-courseware were required to transform and upgrade. With the support of IANS, IAAHS, Chief Pharmacist's Office and the related subject experts, this project had been successfully completed in November 2020.

## Teaching and Learning for Nursing Staff in the New Normal

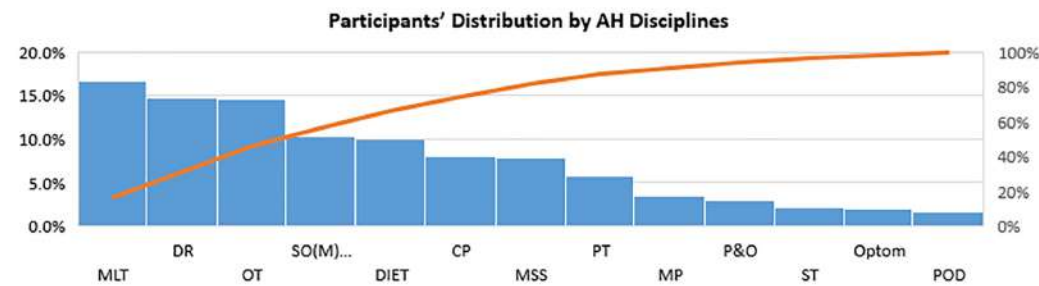
To continue with nursing education under the ongoing pandemic situation, modernization of IANS training programmes has been implemented in 2020/21. The delivery mode of training was changed to Zoom in response to the emergency response level in HA and different modernization measures were incorporated in an effort to uphold the training quality. For instance, video recording, online examination and other interactive activities during Zoom lecture were conducted for training programmes, so that participants can have an engaging learning experience under the new delivery mode of training.

## Teaching and Learning for Allied Health Grade Staff in the New Normal

In light of the COVID-19 pandemic, the IAAHS adopted a gradual phased approach on resumption of training activities, subject to manpower availability, service operation and adherence to infection control guidelines. The IAAHS worked closely with different Allied Health Coordinating Committees & Subcommittees, trainers, speakers and IT personnel to select suitable essential programmes for adjustment of the training delivery format. In 2020/21, a total of 112 programmes with 8,684 attendances were conducted via alternative modes, namely live broadcasting, video recording and web-based training. To ensure smooth programme implementation, the IAAHS encouraged participants to be equipped with appropriate IT devices such as individual desktop with stable internet access, headphone, microphone and webcam. In addition, to facilitate participants' engagement and better class interaction, a mid-way polling would be conducted via Zoom to check participants' understanding. Zoom tools such as chat, break-out rooms and Q&A were also utilised to facilitate interaction.

An evaluation involving ~3900 participants covering 13 Allied Health disciplines on the effectiveness and efficacy of adopting alternative modes in programme implementation had been conducted. The results revealed that the learning outcome and overall satisfaction rate of online programmes conducting via alternative mode was comparable to that of face-to-face training. Majority of participants (93%) also agreed that the didactic classroom based programmes were suitable to be delivered via online and preferred online learning over face-to-face teaching. Furthermore, training capacity of online learning had been significantly increased by 32% over that of face-to-face training. Among such, 85% of programmes were conducted within service hours, whereas 15% were conducted in non-service hours. The completion rate was found comparable between service-hour (89%) and non-service hour (86%).

## Evaluation of AH Programs Conducted via Alternative Modes 2020/21



In the way forward, IAAHS will make good use of existing e-learning platforms and IT support to modernise the programmes under the grade-specific training curriculums of different Allied Health disciplines so as to enhance learning journey of the Allied Health staff.

## Virtual Learning in Training Programme for Pharmacy Grade Staff

Virtual learning has continued to be the “new normal” in training and development of Pharmacy grade staff in 2020/21. Through live online training and pre-recorded lectures, the Chief Pharmacist’s Office has delivered a wide range of training activities in face of COVID-19 pandemic with the aim to create and maintain a connected experience for the training providers and trainees. Virtual mode of delivery has brought training at one’s fingertips, attendances in the majority training activities were doubled to tripled as compared to pre-pandemic era. The feedback and experiences acquired through the online training delivery have enabled the Chief Pharmacist’s Office to further enhance the effectiveness and learning outcomes of the training programmes for Pharmacy grade staff.

## Other Highlighted Events for Pharmacy Grade Staff

The Chief Pharmacist’s Office has endeavoured to enhance the professional competence and skillsets of Pharmacy grade staff in the delivery of quality pharmacy services to patients. An array of new programmes in training and development of Pharmacy grade staff ranging from Advanced Specialty Training in Internal Medicine to Patient Engagement Training and Continuing Education Series have been introduced through live online training in 2020-21.

The ongoing COVID-19 pandemic might have been a blessing in disguise for the Advanced Specialty Training in Internal Medicine for Pharmacists. While it was not feasible for overseas speakers to fly over to Hong Kong to deliver face-to-face classroom training, the adoption of virtual learning had enabled engagement of more than 30 overseas subject experts to provide in-depth training on specific topics of contemporary pharmacy practice in Internal Medicine. On the other hand, Patient Engagement Training was launched successfully in the form of live online workshop. By utilising the ZOOM “Breakout Room” function, role-play and small group discussions were carried out to engage the participants without compromising the learning outcomes. As for the Continuing Education Lecture Series, the training was conducted online via ZOOM with high turnout and positive feedbacks from the participants.



## Teaching & Learning

### Overview

In view of the effect of COVID-19 pandemic, significant training activities have been inevitably suspended or postponed especially skill-based training that can hardly be replaced. The local training arrangement has been closely monitored with reference to the progress of the pandemic. HA adopted phased resumption of staff training by prioritizing the eminent training needs in addition to the continuation of service and training needs particularly on infection control and preparedness of COVID-19 pandemic. All training organizers complied with the guideline on infection control precautions for organizing training activities in HA. In accordance with the progression of COVID-19 pandemic over the global, most of the Overseas Corporate Scholarship Programme have been affected upon balancing training needs and staff safety concerns.

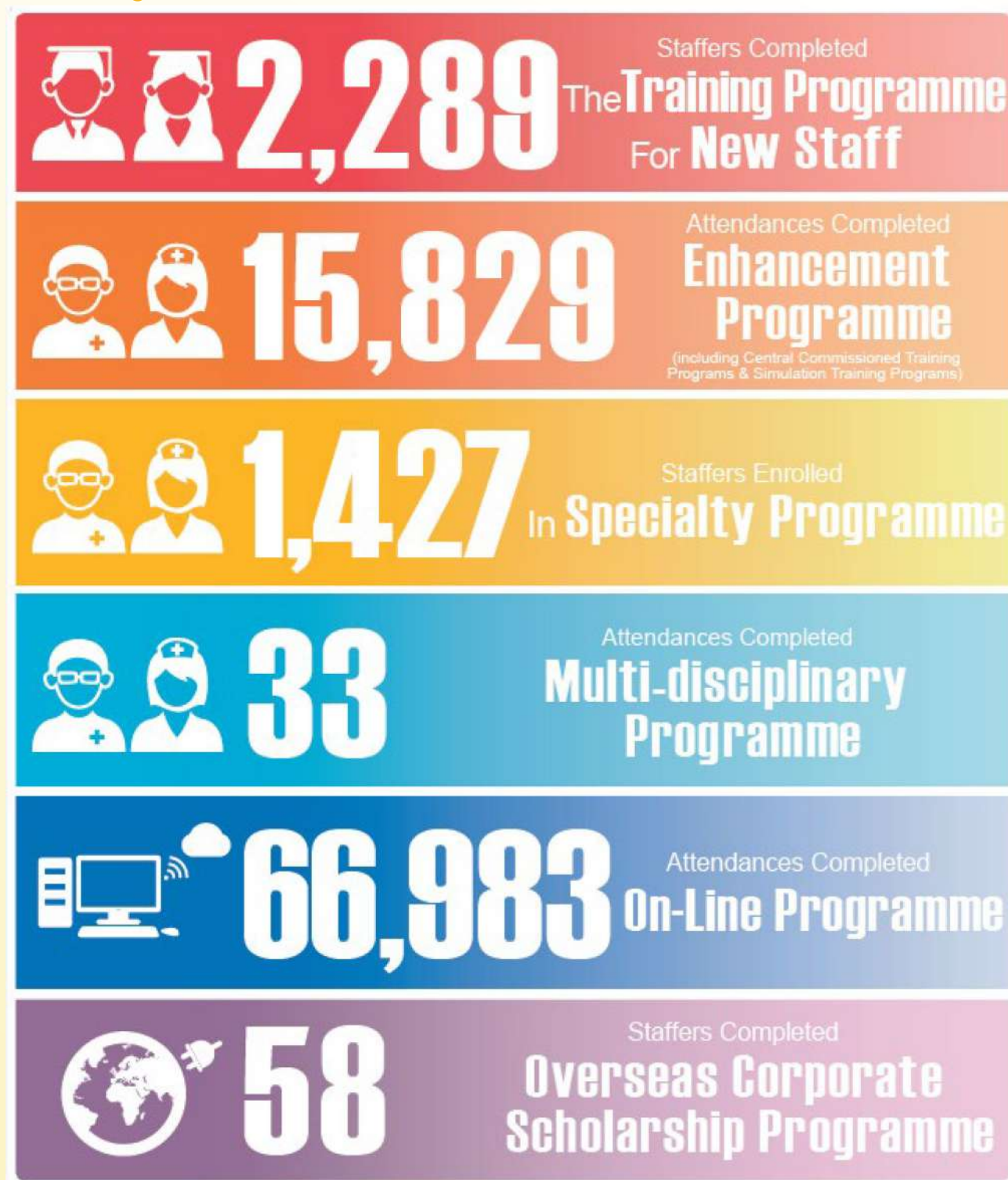
Details of different types of training programmes organised this year are listed in the ensuing paragraphs.

## 20 Teaching & Learning



## Various Training Programmes for HA Health Care Professionals

In the year 2020/21.....



For details of training statistics, please refer to the appendices.

## Coaching and Nurturing: Training Programmes for New Staff

New graduated healthcare professionals will join our HA family every year. HA is always dedicated to nurture our new workforce by providing structured training programmes at beginner level to facilitate their early adaptation to the clinical working environment and ensure continuous refinement of their practices.

For newly recruited doctors, the 1-year Central Internship Programme is developed to provide clinical training, supervision to undergo training in approved hospitals.

For newly recruited nurses, Simulation Training Programme in the 2-year Preceptorship Programme is offered for newly qualified registered nurses to consolidate their clinical skills especially for handling emergency medical conditions in risk-free clinical practice environment.

For newly recruited allied health professionals, the 3-year Training & Development Programme is organised to familiarise them with a structured exposure to their profession for future career development.

For newly recruited pharmacists, the 2-year Resident Pharmacist Training Programme is arranged to nurture them to become competent and progressive pharmacy practitioners with adequate knowledge and skills. HA also provide 1-year Pharmacist Internship Training for local pharmacy graduates from the Chinese University of Hong Kong (CUHK) and the University of Hong Kong (HKU) with the required skills, knowledge and experience in pharmacy. For newly recruited dispensers, the 2-year training Programme allows them to gain exposure and experience through rotation in different pharmacy sections.



## Simulation Training Programme for Newly Qualified Registered Nurses

This programme was designed for newly qualified registered nurses undergoing the Preceptorship Programme to consolidate their clinical skills through simulation training and enhance proficiency of nurses to provide safe practice during medical emergency. The course content was enriched with infection control measures under HA emergency response level. A total of 60 classes of simulation training programme were conducted and 1343 nurses were trained in 2020/21.

Some feedback from participants:

- Useful for work place;
- Excellent Explanation;
- Good for newly colleague to remind the basic nursing care! A good opportunity to have an exchange of experience!
- Practical and useful;
- The course is very useful and remind our awareness on handling emergency;
- The course was stimulating and interesting, what was taught is practical.

## Training Programmes for Newly Recruited Allied Health Staff

The Training and Development Programme for Newly Recruited Allied Health Professionals (the Programme) is a structured training programme tailor-made for 16 AH professions. Newly recruited allied health staff will undergo a two- / three-year structured training programme, which provide the new recruits with an exposure to familiarise themselves with the HA environment and give them a better understanding on their roles for taking up future career challenges. The Programme aims to equip staff with job-required knowledge, skills, competence and to enhance confidence in work. In addition, the Programme fostered lifelong learning and ensured sufficient acquisition of professional knowledge and skills through CPD activities. Apart from professional side, soft skill trainings included patient communication, committed staff & teamwork, and building wellness at work were provided. In view of the increasing intake of new recruits and the huge training demands, online & web-based learning was used to improve training accessibility and flexibility. Moreover, staff would rotate to different patient types/ clinical areas under coaching of a designated supervisor. The widening of clinical coverage facilitates better integration of learnt skills into daily practices. Upon completion, the staff will become a competent general practitioner and be able to provide clinical service independently.

In 2020/21, around 30 programmes, including both classroom-based training and e-learning modules, were provided to the newly recruited allied health staff.

Some feedback from participants:

- The programme meets my training needs and the content is useful to my work;
- Understand more about the career pathway and also the importance of continuous self-learning;
- We are able to better integrate the learnings and skills gained through service coverage and clinical attachment to different clinical settings and practice modalities.

## Resident Pharmacist Training Programme

A total of 40 resident pharmacists joined the programme in 2020/21. This 2-year cluster-based programme prepares newly-registered pharmacists to become competent and progressive pharmacy practitioners as well as future leaders in the profession. It also develops the clinical skills of resident pharmacists to support the delivery of quality pharmaceutical care in various specialised areas of pharmacy practice.

Some feedback from participants:

- We had plenty of opportunities to get engaged in different projects and presentations to share the precious knowledge and experiences with the doctors, nurses and other health professionals. The management skills to handle personnel and manpower issues were greatly enhanced. Our clinical skills on the therapeutic drug monitoring and how to achieve better patient outcomes were also sharpened;
- In addition to familiarising ourselves with the daily operation at specialist outpatient clinics, techniques in offering individualised patient counselling and handling patient enquiries were enhanced through different rotations in outpatient settings. The exposure in handling multiple prescription types and more complicated orders in SOPD enriched our experiences in handling drug related issues;
- Apart from active participation in inpatient and outpatient pharmacy services, we were given the training on stock management as well as contingency management. This allowed us to have a better insight on how we could better support the delivery of pharmacy services in various aspects.

## Pharmacy Internship Training Programme

A new batch of 79 pharmacy interns undertook training in Hospital Authority institutions in 2020/21. This 1-year training programme aims at equipping local pharmacy graduates from the Chinese University of Hong Kong and the University of Hong Kong with the necessary skills, knowledge and experience for registration with the Pharmacy and Poisons Board of Hong Kong by providing opportunities for the interns to apply acquired knowledge in practice in real-life situations.

Some feedback from participants:

- We were given ample exposure in clinical pharmacy services with opportunities to conduct independently medication reconciliation and bed-side counselling for hospitalised patients. These precious experiences undoubtedly enhanced our understanding and essential skillsets required in delivering patient-centred pharmaceutical care;
- The training was well-organised with opportunities to visit various clinics and hospital pharmacies and to attend ward rounds in different specialties, such as geriatrics, nephrology and paediatrics. Learning through interaction with patients, clinical case studies and exchange of ideas with colleagues and other health professionals greatly enhanced our professional competence and helped preparing us to take up our professional roles in the future;
- We learnt how to work independently and collaborate with others as a team during this internship training. Ample opportunities and tasks were provided for us to practise in different pharmacy services, which enriched our experience and sharpened our problem solving skills with adequate guidance from pharmacists.



## New Recruits Training Programme for Dispensers

A total of 56 newly recruited dispensers joined the programme in 2020/21. This 2-year training programme aims to provide entry-level dispensers with the necessary exposure and experience through rotation in different pharmacy sections; as well as to acquire essential knowledge, skills and attitude to practise as a dispenser so as to discharge their duties in a safe and efficient manner to support delivery of quality pharmacy services.

Some feedback from participants:

- The training was well-organised and we had plenty of opportunities to gain exposure and experience in different pharmacy sections as well as to acquire essential knowledge and skillsets for our daily operation. There were regular discussions with our preceptors on the training objectives and progress with appropriate guidance given;
- The content in this programme consisted of a wide range of topics that enriched our understanding in various activities pertaining to pharmacy services and equipped us with problem-solving and communication skills to carry out our duties.

## Competency Enhancement Programmes & Commissioned Training Programmes

Grappling with the fast-changing healthcare environment, a number of competency enhancement programmes were organised with the aim of improving work efficiency and updating of clinical knowledge and skills to step up the provision of safe, high quality and effective healthcare service to patients. Renowned overseas and local speakers and organizations were invited to share their expertise and technology advancement. HAIHC serves as executive arm to administrate the central commissioned training programmes for healthcare professionals training in HA.

Below are some highlighted training Programmes organised in 2020/21:

### E-Learning - Resuscitation & Ventilator Circuit Management for Patient with Highly Pathogenic Infectious Disease

In view of the COVID-19 pandemic last year, an educational video "Resuscitation & Ventilator Circuit Management for Patient with Highly Pathogenic Infectious Disease" was developed to disseminate the key points when performing high risk procedures for patients with infectious diseases.

To increase the accessibility of the educational video for all our HA nurses and prepare them for the preparedness of possible increase in number of ventilator cases due to the outbreak, the educational video was changed to an e-Learning courseware and launched on 4 November 2020. Up to October 2021, there are more than 6000 staff have completed the e-learning course.



## Elementary Course in Adult Intensive Care Nursing

The course was designed for enabling registered nurses or above rank to acquire fundamental intensive care knowledge and skills, and enhance them to care for patients requiring close monitoring in their working areas and to work in partnership with the Intensive Care unit when deployed to intensive care services. A total of 43 nurses from various departments including Medicine, Surgery, Accident & Emergency, Orthopaedics & Traumatology and Infection Control were trained in 2020/21.

Some feedback from participants:

- Fruitful course and intensive;
- Zoom is good.

## Enhancement Programme for Diagnostic Radiographers

Training curriculum for Diagnostic Radiographer (DR) in Basic 2 Level had been developed and conducted in 2020. A DR II would undergo a 100 to 250 days structured work-based training programme on managing general cases in seven major specialised areas / specialties, namely Computed Tomography (CT), Magnetic Resonance Imaging (MRI), Mammography, Medical Imaging Informatics (MII), Nuclear Medicine (NM), Ultrasound (US) and Vascular & Interventional Radiology (IR). The widening of clinical coverage facilitates the integration of acquired knowledge and skills into daily practices. Upon completion of the Basic 2 Level, apart from general radiography, the RD II would be able to provide basic specialised imaging service to clinically stable and elective patients. Furthermore, s/he will assist RD I / Radiologist in the delivery of specialised modality services.

Some feedback from participants:

- The training had enhanced my confidence in performing basic specialised imaging examinations independently;
- It was a very good opportunity for me to keep abreast of the latest technology development;
- A valuable opportunity for me to assist in handling of highly complicated cases during the training period

## Commissioned Training Programmes organised by IAAHS

In 2020/21, a total of 10 CCTPs had been conducted by IAAHS for Allied Health Staff. Taking one as an example, the CCTP on the topic of “Artificial intelligence (AI): challenges and impact in laboratory medicine” was a two half-day class organised for Scientific Officers (Medical), Laboratory Staff, as well as Pathologists. With the rapid growth in Artificial intelligence (AI) in laboratory medicine, the programme led participants to exploit the meaningful and complicated relationship with big data set in the areas of differential diagnosis, treatment and predicting outcome in clinical scenarios and patient care, as well as its impact in modernised pathology services on local setting. More than 170 attendances were recorded and positive feedback from participants on the overall programme evaluation had been received.

Some feedback from participants:

- The course enabled me to understand more on the application of artificial intelligence in clinical settings and future diagnostic direction;
- I got to understand that artificial intelligence is revolutionizing our work and can help lots of preliminary screening, such as assessing pathology tissue sections that will certainly shorten the turn-around time and improve quality of our service.



### Rotation Scheme for Pharmaceutical Staff

This Rotation Scheme aims at enhancing service exposure, competencies as well as career development of pharmacists and dispensers through structured rotation with well-defined learning objectives, targeted areas of exposure and rotation schedule. A total of 11 pharmacists and 29 dispensers completed the programme in 2020/21 through inter-cluster/HAHO rotation or intra-cluster rotation.

Some feedback from participants:

- The training was well-arranged. It provided a great venue for us to observe the operation of inpatient, outpatient and clinical pharmacy services and drug procurement in different hospitals and clinics. There were frequent exchange of ideas and suggestions with the colleagues which promoted sharing of best practices and enhanced clinical pharmacy development;
- We have broadened our exposure to hospitals of different settings with sharing of knowledge and experience on good practices and gained more insights into the new developments of pharmacy automation systems and smart initiatives.

### Clinical Practice Training Series (II) for Pharmacists

This training series aims to enhance the clinical competence of serving pharmacists with 5 or more years of experience with focus on the latest pharmacotherapy guidelines and principles, pharmacological and non-pharmacological management of common disease states as well as strategies in pharmaceutical care planning. A total of 44 pharmacists completed this programme.

### Drug Therapeutics Training Series (I) for Dispensers

This training series aims at enhancing the practical drug therapeutic knowledge of serving dispensers with 2 to 5 years of experience. It is a continuation of the foundation module on drug therapeutics provided to the new recruits. A total of 51 dispensers completed this training programme held between October 2020 and February 2021.

### Drug Therapeutics Training Series (II) for Dispensers

This training series aims at further enhancing the drug therapeutic knowledge of serving dispensers with a minimum of 5 years of experience in supporting pharmacists to provide pharmaceutical care to patients. A total of 61 dispensers completed this training programme held between September 2020 and February 2021.

Some feedback from participants:

- The series covered a wide range of topics with training on drug therapeutics in major diseases. This definitely has enhanced our clinical knowledge and understanding of various treatment regimens which facilitated our interaction with the patients in drug dispensing activities;
- The drug regimens were most applicable to our daily dispensing work in the outpatient and inpatient pharmacy services. The training empowered us to better communicate with patients on the treatment they are receiving and enhanced our competence to apply knowledge in our daily practice.

### Patient Engagement Training (I) for Dispensers

This new programme aims to provide serving dispensers with a minimum of 2 years of experience with the key concepts and essential skills in patient counselling and the role of pharmacy staff in patient engagement as well as empowerment to support the delivery of patient-centred pharmaceutical care in various areas of pharmacy service. A total of 48 dispensers attended this training in 2020/21.

## Sharing Forum on Best Practices in Pharmacy

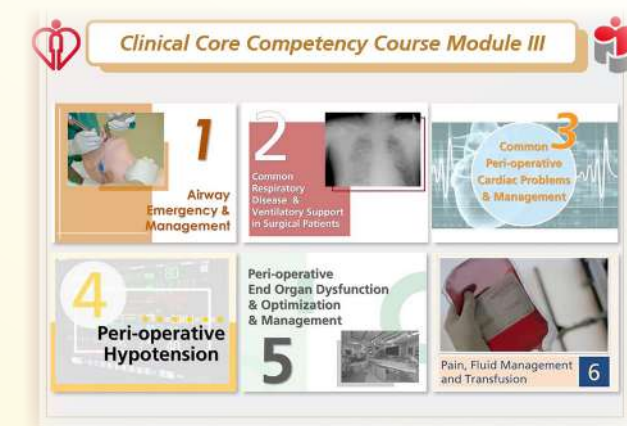
This annual forum aims at providing a platform for sharing of pharmacy new initiatives and best practices among hospitals so as to improve the overall quality and standards of pharmacy services in HA. In 2020/21, around 830 Pharmacist grade staff joined the forum that outlined the role of pharmacists in clinical trial as well as in enhancing medication safety in provision of integrated care for stroke patients.

## Sharing Forum on Resident Pharmacist Researches

In 2020/21, serving resident pharmacists completed over 40 practice researches on evaluation of medication use process and outcomes of various clinical pharmacy services. This sharing forum provided an opportunity for these resident pharmacists to showcase their research efforts so as to promote sharing of best practices and to enhance clinical pharmacy development. Around 180 pharmacists joined this forum held on 24 February 2021 with great exchange of constructive and inspiring ideas among the resident pharmacists and the participants.

## All-time Learning: Online Programme

E-learning has become the essential component of educational institutions due to pandemic crisis of COVID-19. Prior to the coronavirus pandemic, blended learning was a choice but now it's an essential element in training institutions. Introduction of blended learning in HAIHC combines the advantages of in-person learning with the support of online technology tools such as sharing training materials via a learning management system (LMS). Staff can access the eLearning course anytime and anywhere on their laptops, tablets or even smartphones. Trainers can share assignments with learners before or after the training session. Assessments can also be provided after the training session. Over the years, HAIHC keeps on supporting the development of online courseware to enhance learning experience. Moreover, over 70 online courseware were offered in various subject areas in 2020/21 to meet healthcare professionals' training need in HA. In conclusion, blended learning not only allows healthcare professionals to enjoy a high flexibility of self-paced learning, but also stimulate their interest and increase their engagement, and therefore increase their level of commitment.





## Advanced Training: Specialty Programmes

Advanced Specialty Programmes (ASP) are organised for experienced practitioners for complex service demands and specialised clinical practice of high volume and with high significant impact. These programmes are commonly launched in collaboration with local universities and overseas renowned experts to assure programme quality and uphold the standard.

The Advanced Specialty Training Programmes in 2020/21 were highlighted as below:

### Advanced Specialty Programme in Diagnostic Molecular Pathology Service for Medical Laboratory Technologists

The programme was specially designed to enhance the professional competency and performance of Medical Laboratory Technologists in Diagnostic Molecular Pathology Service. The Advanced Specialty Programme was a 3-year programme composed of 384 Notional Learning Hours. The programme comprised three components, namely (1) Lecture/Theory/ Practical sessions, (2) Work-based/ Experiential Learning and (3) Other Learning Activities. The whole programme covered advanced techniques and methodologies in diagnostic genetic and genomic pathology and the clinical applications of diagnostic molecular pathology in haematology, microbiology & virology, anatomical and chemical pathology. Participants who fulfilled the attendance of taught classes, passed all the assessments, accomplished the requirement of experimental learning and had a minimum of 384 notional learning hours would award the Advanced Postgraduate Certificate of the programme. In the reporting year, 30 Medical Laboratory Technologists had successfully completed the programme.

Some feedback from participants:

- Diagnostic Genetic and Genomic Pathology Techniques and Methodologies were very useful and widely applicable to our daily clinical practice;
- The evaluation, implementation and monitoring methods of collection, transport and handling of various specimen types for molecular analysis was very applicable to my current duties;
- The contents on preventive and corrective maintenance programmes for instruments and equipment, as well as troubleshooting and evaluating appropriate actions for problem resolution were valuable;
- The programme enhanced my knowledge and skills in the interpretation and evaluation of data for making decision related to laboratory practice and repeat testing in molecular diagnostics;
- Re-run of this programme to provide advanced training in bioinformatics area was highly recommended in order to enable more Medical Laboratory Technologists to attend the programme in the future.

### Advanced Specialty Training Programme in Internal Medicine for Pharmacists

This new specialty training programme was conducted by the University of Illinois at Chicago (UIC) in 2020/21. It was designed to enable selected pharmacists with five or more years of experience to achieve an advanced level of clinical competence to provide specialised clinical pharmacy services to adult patients from the Specialty of Internal Medicine. It consisted of a 12-day live online didactic module delivered by clinical faculty members of the College of Pharmacy, UIC, followed by a clinical study day led by local physicians. The programme covered the pertinent knowledge and skills on acute management in inpatient settings, transition-of-care, and chronic management in ambulatory care settings. A total of 15 pharmacists were enrolled in this first intake in 2020/21.

## Multidisciplinary Programmes

Teamwork among different healthcare professions is essential in providing effective and efficient healthcare services by solving complex medical issues with better understanding of contributing roles to improve patient outcomes. HAIHC has been supporting multidisciplinary training to enhance inter-professional collaboration and promote seamless team care approach to achieve common goals.

### Interpreting Allied Health Reports and Understanding Outcome Driven Service

To cultivate understanding of outcome driven service and facilitate AH colleagues in interpreting AH operation and service performance reports, the training programme on “Interpreting Allied Health Reports and Understanding Outcome Driven Service”, covering both in-patient and out-patient service, had been organised every year for experienced and senior AH professionals who are responsible to perform operation/service performance monitoring and service development. Eight half-day discipline-specific interactive workshops were held from October to November 2020 and a total of 180 participants attended the programme.

Some feedback from participants:

- The programme allows me to understand more on the report findings and how the findings could be applied for continuous quality improvement plan;
- The e-form utilization, model of programme evaluation, waiting time monitoring and effectiveness of treatment were most applicable to work;
- The training helped me to know more about MiPo and interpreting outcomes;
- I could understand more on KPI, R50 to R90 ratio, linked episodes, report analysis, minimal data set and outcome evaluation;
- The training had given me more insights on how to use the existing reports for service review/planning;
- It was very interesting to explore its potential application on service model, patient care, clinical decision making and rehabilitation outcome;
- The contents were very relevant to my current duty as a team leader, I would recommend the programme to my colleagues.

## International Horizon: Overseas Corporate Scholarship Programmes

With the aim of building up a pool of clinical leaders, Overseas Corporate Scholarship Programmes were offered for selected healthcare professionals to remain abreast of the newest health care service development, technology innovations and best practices of health care sector at international level. Selected clinical leaders are encouraged to consolidate their overseas learning experience and contribute to the related services development for continuous improvement.

### Sharing Forum on Overseas Clinical Attachment and Board of Pharmacy Specialties Certification

Overseas corporate scholarship was awarded to support 6 pharmacists to undergo clinical attachment in haematology/ oncology and paediatrics specialties at various prestigious institutions in the United Kingdom and United States of America in 2018-19. Three of these pharmacists were invited to share at this annual forum on how the knowledge and skills acquired from such precious training experiences have enhanced their provision of clinical pharmacy services in HA.

On the other hand, more pharmacists choose to pursue certification by the Board of Pharmacy Specialties to meet the evolving service demand in specialised clinical pharmacy services. Two pharmacists who had attained the certification as Board Certified Ambulatory Care Pharmacist and Pharmacotherapy Specialist in 2019 also shared their experience at the forum on how the certification enabled them to better discharge their clinical duties. Around 300 pharmacists attended the sharing forum held on 15 October 2020.



## 40 Looking Forward



### Looking Forward

Amid the unprecedented COVID-19 pandemic have significantly affect the training and development plan in HA, it acted as a catalyst to foster digital transformation in teaching and learning. With the advancement of technologies such as 5G network application, artificial intelligent, virtual reality and augmented reality, HA shall embrace the opportunities to re-think or re-imagine on how the training and development to endeavor. Staff who perform the roles as trainer shall be especially engaged to equip them with the mindset and skill-set for the new era. HAIHC will move with the times to adopt new teaching and learning technologies and enriches healthcare professionals' learning experience for better training outcomes.

## Appendices

### List of Committees

#### Board of Studies (IANS)

Chairperson	Mr. Lawrence POON, Chief Manager (Nursing) / Chief Nurse Executive
Co-chairlady	Ms. Peggy WONG, Manager (Nursing) / Chief Nursing Officer
	Ms. Queenie LEUNG, Cluster General Manager (Nursing), New Territories West Cluster / General Manager (Nursing), Tuen Mun Hospital
Members	Mr. Dicky WONG, Principal (Institute of Health Care)
	Ms. Cynthia WONG, Head (Institute of Advanced Nursing Studies)
	Ms. Cecilia CHAU, Senior Nursing Officer (Nursing Services Division), Pamela Youde Nethersole Eastern Hospital
	Mr. LI Pak Ning, Senior Nursing Officer (Central Nursing Division), Queen Mary Hospital
	Ms. WONG Pui Shan, Deputizing Senior Nurse Manager (Central Nursing Division) / Nurse Manager (Central Nursing Division), Queen Elizabeth Hospital
	Ms. CHAN Yuen Man, Senior Nursing Officer (Nursing Services Division), United Christian Hospital
	Ms. Liza CHEUNG, General Manager (Nursing), Caritas Medical Centre
	Ms. Tammy Tak Yee SO, Senior Nursing Officer (Central Nursing Division), Prince of Wales Hospital
	Mr. WONG Chi Yuen, Senior Nursing Officer (Nursing Services Division), Pok Oi Hospital
Ms. Clara FUNG, Executive Officer I (Nursing) – Secretary	

#### Board of Studies (IAAHS)

Chairperson	Allied Health Grade Department	Mr Daniel LO, HOCS CM(AH)
Co-chairman	Chief Pharmacist's Office	Dr Benjamin LEE, HOCS CP(CPO)
	Institute of Health Care	Mr Dicky WONG, HOCS Principal(IHC)
Members	Institute of Advanced Allied Health Studies	Ms Sharron LEUNG, HOCS Head(IAAHS)
	Cluster Management	Dr Eric CHEUNG, KWH HCE
		Dr Eddy SIU, NTEC CSC(AH)/NTEC CC(PHYSIO)/PWHPHYSIO DM(PHYSIO)
	Allied Health members	Mr Daniel CHAN, PYN ONC DM
		Ms Phyllis YAU, PWH DM(DIET)
		Ms Rachel CHAN, TMH SRad(DR)
	Pharmacy members	Ms Susane KWONG, RTSKH Deputizing DM (Physio)/HKEC Cons PT(MS)
		Mr Gary CHONG, KEC Senior Pharmacist
	From Allied Health Grade Department	Ms Karen MAK, HOCS SM(AH)
		Ms Priscilla POON, HOCS SM(AH)
Mr Clement CHAN, HOCS SM(AH)		
From Chief Pharmacist's Office	Mr Winham LOK, HOCS SP(CPO)	

## 42 Appendices





## List of Programmes for HA Staff

### 1.1 Programmes organised by Central Coordinating Committees/ Central Committees for Clinical & Professional Services

No.	Programmes for Doctors
1	Management of Headache Disorders and Facial Pain
2	Pharmacogenomics
3	MRI guided Focused Ultrasound Surgery - patient selection, technical pearls and logistic
4	Web based CTG training for midwives and doctors in O&G
5	Ophthalmic Services (HAOS) – Vitreoretinal Diseases
6	Microvascular and Lymphatic Reconstruction
7	Facial Reanimation Surgery

### 1.2 Nursing Programmes organised by IANS

#### PRCC – Post-registration Certificate Course

No.	Programmes for Nurses
<b>Specialty Nursing Certificate Courses</b>	
1	Post-registration Certificate Course in Advanced Adult Psychiatric Nursing (IANS & HKWC) (19/20 ^)
2	Post-registration Certificate Course in Advanced Medical Nursing (IANS)
3	Post-registration Certificate Course in Advanced Surgical Nursing (IANS)
4	Post-registration Certificate Course in Anaesthetic and Recovery Nursing (IANS & KWC)
5	Post-registration Certificate Course in Cardiothoracic Surgical Nursing (IANS & HKWC)
6	Post-registration Certificate Course in Child and Adolescent Nursing (IANS)
7	Post-registration Certificate Course in Child and Adolescent Psychiatric Nursing (IANS & KWC)
8	Post-registration Certificate Course in Community Nursing (IANS & KCC)
9	Post-registration Certificate Course in Community Psychiatric Nursing (IANS & KCC)
10	Post-registration Certificate Course in Continence Care Nursing (IANS & KEC)
11	Post-registration Certificate Course in Diabetes Nursing (IANS & HKWC)
12	Post-registration Certificate Course in Gerontological Nursing (IANS & KWC)
13	Post-registration Certificate Course in Haematological Nursing (IANS & HKWC) (19/20 ^)
14	Post-registration Certificate Course in Intensive Care Nursing (IANS & KCC)
15	Post-registration Certificate Course in Neonatal Intensive Care Nursing (IANS & KCC)
16	Post-registration Certificate Course in Neuroscience Nursing (IANS & KCC)
17	Post-registration Certificate Course in Oncology Nursing (IANS) (19/20 ^)
18	Post-registration Certificate Course in Oncology Nursing (IANS)
19	Post-registration Advanced Certificate Course in Orthopaedics and Traumatology Nursing (IANS & HKEC)

No.	Programmes for Nurses
20	Post-registration Certificate Course in Pain Management for Nurses (IANS & KCC) (19/20 ^)
21	Post-registration Certificate Course in Palliative Care Nursing (IANS & KEC)
22	Post-registration Certificate Course in Peri-operative Nursing (IANS & NTEC)
23	Post-registration Certificate Course in Primary Health Care Nursing (IANS & HKWC) (19/20 ^)
24	Post-registration Certificate Course in Primary Health Care Nursing (IANS & HKWC)
25	Post-registration Certificate Course in Psychogeriatric Nursing (IANS & HKEC)
26	Post-registration Certificate Course in Rehabilitation Nursing (IANS & HKEC)
27	Post-registration Certificate Course in Renal Nursing (IANS & NTWC)
28	Post-registration Certificate Course in Stroke Care Nursing (IANS & NTEC)
29	Post-registration Certificate Course in Urology Nursing (IANS & NTWC)

Remarks: ^The training programmes are deferred to 20/21 under HA emergency response level due to pandemic condition

<b>Competency Enhancement Programmes</b>	
1	Advanced Training in Endocrine Nursing: Management in Adrenal Disorder
2	Basic Breastfeeding Course (Class 80 - 82)
3	Elementary Course in Adult Intensive Care Nursing
4	Enhancement Programme on High Dependency Obstetric Care
5	Fundamental Module in Community Nursing
6	Fundamentals in Advanced Adult Psychiatric Nursing
7	Fundamentals in Advanced Medical Nursing
8	Fundamentals in Advanced Surgical Nursing
9	Fundamentals in Cardiothoracic Surgical Nursing
10	Fundamentals in Child and Adolescent Psychiatric Nursing
11	Fundamentals in Continence Care Nursing
12	Fundamentals in Diabetes Nursing
13	Fundamentals in Gerontological Nursing
14	Fundamentals in Haematological Nursing
15	Fundamentals in Intensive Care Nursing
16	Fundamentals in Neuroscience Nursing
17	Fundamentals in Oncology Nursing
18	Fundamentals in Orthopaedics and Traumatology Nursing
19	Fundamentals in Pain Management for Nurses
20	Fundamentals in Palliative Care Nursing
21	Fundamentals in Peri-operative Nursing
22	Fundamentals in Primary Health Care Nursing
23	Fundamentals in Psychogeriatric Nursing
24	Fundamentals in Rehabilitation Nursing
25	Fundamentals in Stroke Care Nursing

No.	Programmes for Nurses
26	Fundamentals in Urology Nursing
27	Peritoneal Dialysis & Core Subjects in Renal Nursing
28	Psychiatric Outreaching Nursing
29	Seminar on High Dependency Obstetric Care: Maternal critical care, Massive postpartum haemorrhage and Medical complicating diseases (Seminar A) (AM)
30	Seminar on High Dependency Obstetric Care: Sepsis & Septic shock, HELLP Syndrome and Maternal collapse & Amniotic Fluid Embolism (Seminar B) (PM)
31	The Core Module of the Post-registration Certificate Course in Paediatric Specialty Nursing
<b>Commissioned Programmes</b>	
1	Commissioned Program on End of Life (EOL) Care for Community Nurses (Class 3)
<b>Simulation Programmes</b>	
1	GI Endoscopy Multidisciplinary Simulation Training (GIEMST) (Class 1) (AM)
2	GI Endoscopy Multidisciplinary Simulation Training (GIEMST) (Class 2) (AM)
3	GI Endoscopy Multidisciplinary Simulation Training (GIEMST) (Class 3)
4	Procedural Sedation Safety for Nurses (2020-21) (Course C)
5	Procedural Sedation Safety for Nurses (2020-21) (Course D)
6	Procedural Sedation Safety for Nurses (2020-21) (Course E)
7	Procedural Sedation Safety for Nurses (2020-21) (Course F)
8	Procedural Sedation Safety for Nurses (2020-21) (Course G)
9	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 1)
10	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 10)
11	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 2)
12	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 3)
13	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 4)
14	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 5)
15	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 6)
16	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 7)
17	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 8)
18	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch A (2020-21) (class 9)
19	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 11)

No.	Programmes for Nurses
20	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 12)
21	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 13)
22	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 14)
23	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 15)
24	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 16)
25	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 17)
26	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 18)
27	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 19)
28	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 20)
29	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 21)
30	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 22)
31	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 23)
32	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 24)
33	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 25)
34	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 26)
35	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 27)
36	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 28)
37	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 29)
38	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 30)
39	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 31)
40	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 32)



No.	Programmes for Nurses
41	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 33)
42	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 34)
43	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 35)
44	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 36)
45	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 37)
46	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 38)
47	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch B (2020-21) (class 39)
48	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 40)
49	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 41)
50	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 42)
51	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 43)
52	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 44)
53	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 45)
54	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 46)
55	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 47)
56	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 48)
57	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 49)
58	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 50)
59	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 51)
60	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 52)
61	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (class 53)
62	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 54)

No.	Programmes for Nurses
63	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 55)
64	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 56)
65	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 57)
66	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch C (2020-21) (Class 58)
67	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch D (2020-21) (Class 59)
68	Series of Simulation Training Program for Newly Qualified Registered Nurses undergoing the Preceptorship Program - Batch D (2020-21) (Class 60)
69	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level I (Class 1) (AM)
70	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level I (Class 2) (PM)
71	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level I (Class 3) (AM)
72	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level I (Class 4) (PM)
73	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level II (Class A) (AM)
74	Specialty-related Simulation Training Program - Medical & Geriatric Stream - Level II (Class B) (PM)
75	Wound Debridement Course for Nurses

### 1.3 Programmes organized by IAAHS

No.	Programmes for AH Professionals
<b>Functional Competence Programmes</b>	
1	Advanced assessment and intervention in general medical service
2	Advanced Specialty Program in Diagnostic Molecular Pathology Service for Medical Laboratory Technologists
3	Advanced Training Program for Medical Technologists (HS Discipline): Validation for New Analyzer
4	An Introductory Course for Newly Recruited Diagnostic Radiographers
5	Barrier Free Access to Environment and Home Modification for Physically Disabled – Physiotherapy Perspectives
6	Basic CT / MRI Imaging in Neurological Conditions for Allied Health Professionals
7	Basic II Level Training in Computer Tomography for Diagnostic Radiographers (100D)
8	Basic II level Training in Magnetic Resonance Imaging for Diagnostic Radiographers (100D)
9	Basic II Level Training in Mammography for Diagnostic Radiographers (100D)
10	Basic II Level Training in Nuclear Medicine for Diagnostic Radiographers (100D)
11	Basic II Level Training in Picture Archiving and Communication System for Diagnostic Radiographers (100D)
12	Basic II Level Training in Ultrasound for Diagnostic Radiographers (250D)

No.	Programmes for AH Professionals
13	Basic II Level Training in Vascular & Interventional Radiology for Diagnostic Radiographers (100D)
14	Basic Microbiology eLearning Curriculum
15	Basic Professional Training Program for Associate Medical Technologists - Anatomical Pathology
16	Basic Professional Training Program for Associate Medical Technologists - Chemical Pathology
17	Basic Professional Training Program for Associate Medical Technologists - Haematology and Serology
18	Basic Professional Training Program for Associate Medical Technologists - Medical Microbiology
19	Biothreat Preparedness Training for Sentinel Laboratories
20	CAD CAM and 3D Modelling Technology in P&O service
21	CCTP for SO(M) 2021 - Artificial Intelligence: Challenges and Impact in laboratory Medicine
22	Central Commissioned Training Program 2020-2021 - Physiotherapy Rehabilitation for the Shoulder Complex
23	Central Commissioned Training Program for Diagnostic Radiographers 2020/21 Abdominal Imaging
24	Central Commissioned Training Program for Diagnostic Radiographers 2020/21 Advances in Ultrasound Imaging
25	Central Commissioned Training Program for Medical Laboratory Technologists 2020/21 Recent Advances in Laboratory Diagnostic Technologies for Genetic and Inborn Diseases
26	Central Commissioned Training Program for Podiatry 20/21 The Common Foot Malfunction: Challenges in Podiatry and Management with Podiatric Therapy
27	Central Commissioned Training Programme 2020/21: Optimization of Diabetic Retinopathy Screening
28	Chronic Disease and Pain Management
29	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty
30	Clinical Case Sharing for Dietitians
31	Clinical Visit for Advanced Podiatric Nail Procedures on Ingrowing Toenails
32	Cognitive Assessment for Dementia Patient
33	Cognitive Rehabilitation Updates – Clinical Models and Local programs
34	Commissioned Training Program for Clinical Psychologist 2020/21: Clinical Hypnosis
35	Commissioned Training Program for Dietetics 2020/21 Paediatric Dietetics
36	Commissioned Training Program for Medical Social Workers 2020/21 Updated Legal Aspects in Medical Social Work Practice
37	Diabetic Foot Management for Podiatrists II
38	Disability Management Through The Application of Ergonomics in The Work Environment
39	Dysphagia and feeding skill
40	Enhance Function Through Assistive Technology - Basic Splint Knowledge and Skills for Occupational Therapists
41	Enhance Functioning Through Assistive Technology: Advance Manual Wheelchair Skills Training Workshop
42	Enhanced Professional Training Program for Associate Medical Technologist (HS Discipline): Haemoglobinopathies
43	Enhanced Professional Training Program for Associate Medical Technologist (HS Discipline): Haemostasis & Transfusion

No.	Programmes for AH Professionals
44	Enhanced Professional Training Program for Associate Medical Technologist (HS Discipline): Laboratory Method Evaluation and Instrument Validation
45	Enhanced Professional Training Program for Associate Medical Technologist (HS Discipline): Updated WHO classification of Haematological Malignancies
46	Enhanced Professional Training Program for Medical Laboratory Technologists Anatomical Pathology Module 3 – Molecular Pathology
47	Enhanced Professional Training Program for Scientific Officer (Medical): Technology Advancement
48	Enhanced Specialty Training Program for Associate Medical Technologist (Chemical Pathology Discipline): Individualized Quality Control Plan IQCP for POCT
49	Enhanced Training Program for Dietitians - Dietetics and Nutrition in Medical
50	Entry Level on Clinical Applications for Physiotherapists in Musculoskeletal Specialty - Job Analysis and Physiotherapy Rehabilitation Planning
51	Entry Level on Clinical Applications for Physiotherapists in Musculoskeletal Specialty - Red and Yellow flags screening
52	Focused Psychological Interventions in Mental Health Service(CBT for Work in MHS)
53	Food Service training
54	Functional Enhancement for Elderly with Low Vision
55	Fundamentals of Working Safely in a Biological Safety Cabinet
56	Good practice guideline on Adolescent Idiopathic Scoliosis (AIS) for Prosthetist-Orthotists in Hong Kong
57	Good Practice Guideline on Plantar Fasciitis Patients in Prosthetic & Orthotic Management
58	Handling of Complicated Discharge Cases
59	Induction Course for Medical Social Workers
60	Induction Program for Associate Medical Technologists
61	Instrumental Application in Prosthetic and Orthotic
62	Intermediate Level Training in PACS for Diagnostic Radiographers (250D)
63	Intermediate Level Training Program in Computed Tomography for Diagnostic Radiographers (250D)
64	Intermediate Level Training Program in Magnetic Resonance Imaging for Diagnostic Radiographers (250D)
65	Intermediate Level Training Program in Mammography for Diagnostic Radiographers (250D)
66	Intermediate Level Training Program in Nuclear Medicine for Diagnostic Radiographers (250D)
67	Intermediate Level Training Program in Ultrasound for Diagnostic Radiographers (250D)
68	Intermediate Level Training Program in Vascular and Interventional Radiology for Diagnostic Radiographer (250D)
69	Introduction on the Use of Adjunctive Devices in Respiratory Care for Physiotherapists
70	Introductory Program for PT in Breast Cancer Rehabilitation
71	Job Rotation Program for Medical Laboratory Technologist for 2020/2021
72	Job Rotation Program for Physiotherapists for 2020/2021
73	Job Rotation Program for Radiation Therapists for 2020/2021
74	Job Rotation Programs for Clinical Psychology 2020/2021
75	Job Rotation Programs for Diagnostic Radiographers for 2020/2021



No.	Programmes for AH Professionals
76	Job Rotation Programs for Dietitians for 2020/2021
77	Job Rotation Programs for MSWs 2020/2021
78	Job Rotation Programs for Occupational Therapists 2020/2021
79	Job Rotation Programs for Optometrists for 2020/21
80	Job Rotation Programs for Orthoptics for 2020/21
81	Job Rotation Programs for P&O 2020/21
82	Laboratory Accreditation in Medical Laboratories Part I
83	Laboratory Method Evaluation and Instrument Validation
84	Lower limb Prosthetic Treatment guideline
85	Management of abuse cases
86	Medical Physicists Basic II Level Training in Anatomy Training
87	Medical Physicists Basic II Level Training in MRI
88	Medical Physicists Basic II Level Training in NM
89	Medical Physicists Basic II Level Training in PET
90	Medical Physicists Intermediate Level Training in Artificial Intelligence (2020/21)
91	Medical Physicists Intermediate Level Training in Magnetic Resonance Imaging
92	Milk Kitchen Training
93	Modern Acupuncture for Physiotherapists
94	MRI Safety and Risk Management
95	Neuropsychology in Clinical Setting
96	Non-pharmacological management of Behavioral and psychological symptoms of dementia (BPSD): Client-centered approach
97	NR Radiation Therapists Basic Training
98	Occupational Therapy Assessment for Hemiplegic Upper Limb
99	Occupational Therapy Intervention for Neonates
100	Occupational Therapy Service in Home Oxygen Therapy for Adult Patients
101	Outcome evaluation in P&O service
102	Overview of aquatic therapy
103	Podiatric Foot Management Online Module - Advanced Biomechanics
104	Podiatric Foot Management Online Module - Advanced Pharmacology
105	Podiatric Foot Management Online Module - Foot Orthoses
106	Podiatric Foot Management Online Module - Local Analgesia
107	Podiatric Foot Management Online Module - Podopaediatrics
108	Podiatric Foot Management Online Module - Rheumatology of the foot
109	Podiatric Foot Management Online Module - Vascular assessment of lower limb
110	Prescription of Wheeled Mobility / Seating System to Enhance Functional Independence
111	Pressure Injury management in functional activities from Occupational Therapy Perspective
112	Professional Sharing on 5 Service Areas

No.	Programmes for AH Professionals
113	Professional Training Program for Scientific Officer (Medical) : Quality System
114	Protective Measures for Hemiplegic Shoulder from Occupational Therapy Perspective
115	Psychosocial Assessment and Intervention
116	Psychosocial Ax and Intervention: Improving Interviewing Skills in Occupational Therapy Clinical Practice
117	Recovery-oriented practice in Mental Health Service
118	Return-to-work of Commercial Driver with Physical Disability
119	Rotational Training Programs for Medical Physicists 2020/2021
120	Scientific Meeting: Unsealed Source Radiotherapy for Radiation Therapists
121	Simulation Field Studies in Rapid Response Laboratory (RRL)
122	The Methods of Antimicrobial Susceptibility Testing Educational Resource (MASTER) eLearning Curriculum
123	Training in Clinical Supervision for Dietitians
124	Training Program in Clinical Applications of Diagnostic Molecular Pathology in Anatomical Pathology
125	Training Program in Clinical Applications of Diagnostic Molecular Pathology in Chemical Pathology
126	Training Program in Clinical Applications of Diagnostic Molecular Pathology in Clinical Microbiology and Virology
127	Training Program in Clinical Applications of Diagnostic Molecular Pathology in Haematology
128	Transfusion Hazards
129	Treatment of Hallux Valgus for Prosthetist-Orthotist
130	Ultrasound Guided Intervention for Patients with MSK Disorders
131	Ventilator settings and respiratory diseases
132	Work Disability Management – A Holistic Approach in Injury Prevention & Return to Work Coordination
<b>Generic Competence Programmes</b>	
133	Core Practice Skills Training Series for SAH - Manpower and Services Statistics - Quality and Safety of Allied Health Services and Training and development for Allied Health Professionals - Technology Management and Health Informatics
134	Interpreting Allied Health Reports and Understanding Outcome Driven Service
135	Orientation on Training and Development Program for Newly Recruited Allied Health Professionals

No.	Programmes for Pharmacists/ Dispensers
<b>A Training Programme for New Staff</b>	
1	Resident Pharmacist Training Programme
2	Pharmacy Internship Training Programme
3	New Recruits Training Programme for Dispensers
<b>B Advanced Specialty Programmes</b>	
1	Advanced Specialty Training Programme in Internal Medicine for Pharmacists

No.	Programmes for Pharmacists/ Dispensers
<b>C</b>	<b>Competency Enhancement Programmes</b>
1	Aseptic Dispensing Training for Pharmacy Staff
2	Clinical Practice Training Series (II) for Pharmacists
3	Continuing Education (CE) Lecture Series for Dispensers I: Management of Acute Hepatic Failure II: Drugs for Multiple Sclerosis III: Obesity – Novel Medical Treatment and Metabolic Surgery IV: Management of Lung Cancer V: Drugs Used in Pregnancy and Lactation
4	Continuing Education (CE) Article Series for Dispensers I: Medication Management in Patients Undergoing Surgery II: Management of Tumor Lysis Syndrome III: Drugs and Glucose-6-phosphate Dehydrogenase Deficiency (G6PD): An Overview IV: Oral Anticoagulant
5	Continuing Education (CE) e-Learning Series for Dispensers I: Schizophrenia and Bipolar Affective Disorder II: Crohn's Disease
6	Drug Therapeutics Training Series (I) for Dispensers
7	Drug Therapeutics Training Series (II) for Dispensers
8	Medical Gas Management Training for Quality Controllers
9	Patient Engagement Training (I) for Dispensers
10	Preceptorship Development Programme for Senior Dispensers
11	Rotation Scheme for Pharmaceutical Staff
12	Senior Pharmacy Staff Development Programme
13	Sharing Forum on Best Practices in Pharmacy
14	Sharing Forum on Overseas Clinical Attachment and Board of Pharmacy Specialties (BPS) Certification
15	Sharing Forum on Resident Pharmacist Researches
16	Workshop on Drug Information Databases for Pharmacists

#### 1.4 Programmes organised by the Central Team of HAIHC

No.	Programmes
1	Enhancement Program for Case Managers - Core module 1: Crisis Intervention and Occupational Lifestyle Redesign

#### 1.5 Web-based Learning Programmes

	Name	CNE/CPD Points
1	3 Common Clinical Procedures for Orientation	1 - 3
2	4 Common Clinical Procedures for Interns	1 - 3
3	Acute Respiratory Care : Physical Assessment and Monitoring	1 - 6
4	Baby Friendly Hospital Initiative : Breastfeeding Promotion for All Healthcare Professionals	2
5	Barrier Free Access to Environment and Home Modification for Physically Disabled – Physiotherapy Perspectives	1
6	Basic CT / MRI Imaging in Neurological Conditions for Allied Health Professionals	0.5 - 1
7	Basic ECG Interpretation Module 1 : Review on Cardiac physiology & Introduction to Electrocardiogram	2
	Basic ECG Interpretation Module 2 : ECG Interpretation & Cardiac Emergency	6
8	Basics in Procedural Sedation Safety	1
9	Cardiac Anatomy and Applied Physiology	3
10	Care of People with Learning Disabilities	2
11	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 1 : Chest X-ray Interpretation	0.5 - 1
	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 2 : Clinical Application of ECG	1 - 2
	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 3 : Common Laboratory Test Interpretation for Physiotherapy Services in Cardiopulmonary Specialty	0.5 - 1
	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 4 : Exercise Therapy and Risk Management in Phase I & II Cardiac Rehabilitation	0.5 - 1
	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 5 : Physiotherapy Interventions to Clients with Non-Invasive Mechanical Ventilation	0.5 - 1
	Clinical Applications for Physiotherapists (with less than 3 years working experience) in Cardiopulmonary Specialty Module 6 : Updated Knowledge on Home Oxygen Therapy and Home Mechanical Ventilatory Support	0.5 - 1
12	Cognitive Assessment for Dementia Patient	1 - 3
13	Common Health Screening and Nursing Practice in General Out-patient Clinic	2
14	Continuing Education Article Series for Dispensers - 21. Updates on Treatment of COPD	1
	Continuing Education Article Series for Dispensers - 22. General Use of Anesthetics	1
	Continuing Education Article Series for Dispensers - 23. Multiple Myeloma	1
	Continuing Education Article Series for Dispensers - 24. Bioavailability of Different Dosage Forms of Drugs and Dosage Conversion	1
	Continuing Education Article Series for Dispensers - 25. Drug Administration via Enteral Feeding Tube	1



	Name	CNE/CPD Points
14	Continuing Education Article Series for Dispensers - 26. Medication Management in Patients Undergoing Surgery	1
	Continuing Education Article Series for Dispensers - 27. Management of Tumor Lysis Syndrome	1
	Continuing Education Article Series for Dispensers - 28. Drugs and Glucose-6-phosphate Dehydrogenase Deficiency (G6PD): An Overview	1
	Continuing Education Article Series for Dispensers - 29. Oral Anticoagulants	1
15	Continuing Education Series for Dispensers - 9. Botulinum Toxins : The Beauty or the Beast	1
	Continuing Education Series for Dispensers - 10. Management of Liver and Pancreatic Cancers	1
	Continuing Education Series for Dispensers - 11. Updates on Treatment of Systemic Lupus Erythematosus	1
	Continuing Education Series for Dispensers - 12. Principles of Pain Management	1
	Continuing Education Series for Dispensers - 13. Drug Treatment for Diabetes Mellitus : From Basics to Practice Pearls	1
	Continuing Education Series for Dispensers - 14. Behind the Mystery of Principles and Pharmacy Roles in Renal Dialysis	1
	Continuing Education Series for Dispensers - 15. Updates on Treatment of Rheumatoid Arthritis	1
	Continuing Education Series for Dispensers - 16. Learn More about Medications in Paediatrics	1
	Continuing Education Series for Dispensers - 17. Management of Chronic Heart Failure	1
	Continuing Education Series for Dispensers - 18. Clinical Use of Blood Products	1
	Continuing Education Series for Dispensers - 19. Schizophrenia and Bipolar Affective Disorder	1
	Continuing Education Series for Dispensers - 20. Crohn's Disease	1
16	Disability Management Through The Application of Ergonomics in The Work Environment	1 - 4
17	Draping Material & Technique	3
18	Dysphagia and feeding skill	1.5
19	Entry Level on Clinical Applications for Physiotherapists in Musculoskeletal Specialty - Job Analysis and Physiotherapy Rehabilitation	1.5 - 3.5
20	Entry Level on Clinical Applications for Physiotherapists in Musculoskeletal Specialty - Red and Yellow flags screening	1.5 - 3
21	Epidemiology for Primary Health Care Professionals	5
22	Ethical Issues in Nursing Practice Involving Life - Sustaining Treatments	3
23	Good Practice Guideline on Adolescent Idiopathic Scoliosis (AIS) for Prosthetist-Orthotists in Hong Kong	1 - 3

	Name	CNE/CPD Points
24	Good Practice Guideline on Plantar Fasciitis Patients in Prosthetic & Orthotic Management	0.5 - 1.5
25	Helping through Therapeutic Communication & Cognitive and Behavioral Skill	1 - 6.5
26	Hospice Palliative Care Nursing : Module 1 - Hospice and Palliative Care Concept	1 - 4
	Hospice Palliative Care Nursing : Module 2 - Nursing Assessment in palliative care	1 - 3
	Hospice Palliative Care Nursing : Module 3 - Pain Management	1 - 4
	Hospice Palliative Care Nursing : Module 4 - Other symptoms management for the terminally ill and management of palliative emergencies	1 - 5
	Hospice Palliative Care Nursing : Module 5 - Psychological support for terminal patients	1 - 4
	Hospice Palliative Care Nursing: Module 6 - Care in the last 24 to 48 hour	1 - 3
	Hospice Palliative Care Nursing: Module 7 - Grief and Bereavement	1 - 3
	Hospice Palliative Care Nursing: Module 8 - Staff stress and staff	1 - 2
	Hospice Palliative Care Nursing: Module 9 - Ethical Aspects of Care	1 - 2
	Hospice Palliative Care Nursing : Module 10 - Care for the Terminally Ill : Advance Care Planning	4
	Hospice Palliative Care Nursing : Module 11 - Care for the Terminally Ill : Palliative Care in End Stage Organ Failure	4
	Hospice Palliative Care Nursing : Module 12 - Care for the Terminally Ill : Care Plan for the Imminently Dying	4
27	Insulin Safety for Nurse	4
28	Introduction on the Use of Adjunctive Devices in Respiratory Care for Physiotherapists	2
29	Introduction to Infection Control for Health Care Professional	1 - 3
30	Introduction to Pain Management	1 - 6.5
31	Introductory Programme for PT in Breast Cancer Rehabilitation	3
32	Laboratory Accreditation in Medical Laboratories Part I	1.5 - 4
33	Laboratory Method Evaluation and Instrument Validation - Laboratory Method Evaluation and Instrument Validation (Module 1)	1 - 5
	Laboratory Method Evaluation and Instrument Validation - Laboratory Method Evaluation and Instrument Validation (Module 2)	1 - 5
34	Lower limb Prosthetic Treatment guideline	1 - 2
35	Management of Inadvertent Hypothermia in the Operating Theatre	2
36	Modern Acupuncture for Physiotherapists	3
37	MRI Safety and Risk Management	1
38	Non-pharmacological management of Behavioral and psychological symptoms of dementia (BPSD) : Client-centered approach	1.5
39	Nursing Care for Patients with Artificial Feeding	1 - 2
40	Nursing Care of Patients with Mechanical Ventilation	2
41	Nursing management for adult patients on non-invasive ventilation (NIV)	4
42	Nursing management of common elimination problems of stroke clients	3

	Name	CNE/CPD Points
43	Occupational Therapy Assessment for Hemiplegic Upper Limb	3
44	Occupational Therapy Intervention for Neonates	6
45	Occupational Therapy Service in Home Oxygen Therapy for Adult Patients	1 - 6
46	Pain Management for Nurses ~ Unit 1: Basic knowledge of pain	6
	Pain Management for Nurses ~ Unit 2: Module 1 – Cancer Pain	2
	Pain Management for Nurses ~ Unit 2: Module 2 – Pain in obstetric patients	2
	Pain Management for Nurses ~ Unit 2: Module 3 – Pain in neonate and children	1
	Pain Management for Nurses ~ Unit 2: Module 4 – Pain in unconscious patients	1
	Pain Management for Nurses ~ Unit 2: Module 5 – Pain in elderly	1
	Pain Management for Nurses ~ Unit 2: Module 6 – Pain in chronic illness	1
	Pain Management for Nurses ~ Unit 2: Module 7 – Low back pain	2
	Pain Management for Nurses ~ Unit 2: Module 8 – Interventional pain procedures	2
	Pain Management for Nurses ~ Unit 2: Module 9 – Pain management in post anesthetic care unit (Recovery Room)	2
	Pain Management for Nurses ~ Unit 2: Module 10 – Pain management devices	2
	Pain Management for Nurses ~ Unit 2: Module 11 – Pain patients with substance abuse	1
47	Pharmacology for Nurses Module 1: Pharmaceutics, Pharmacokinetics and Pharmacodynamics	2
	Pharmacology for Nurses Module 2: Medication Calculation	2
	Pharmacology for Nurses Module 3: Drug Interactions	2
	Pharmacology for Nurses Module 4: Intravenous Fluids	2
	Pharmacology for Nurses Module 5: Principles of Safe Drug Administration, Documentation and Monitoring Process	2
	Pharmacology for Nurses Module 6: Common Medication Incidents in the Hospital	2
48	Prescription of Wheeled Mobility / Seating System to Enhance Functional Independence	1 - 3
49	Pressure injury management in functional activities from Occupational Therapy Perspective - Pressure ulcer management in functional activities from Occupational Therapy Perspective	1 - 3
50	Principles and Practice of Clinical Teaching for Preceptors	6.5
51	Principles in Legal Decision Making (2nd edition)	3
52	Principles of Surgical Aseptic Technique	3
53	Procedural Sedation Safety	1 - 4
54	Programme for Nursing Specialty Mentors (2nd edition)	4
55	Protective Measures for Hemiplegic Shoulder from Occupational Therapy Perspective	3
56	Psychological Assessment for Geriatric Clients	1 - 4
57	Recovery-oriented practice in Mental Health Service	2
58	Respiratory Assessment and Monitoring for Critically Ill Patients	3

	Name	CNE/CPD Points
59	Respiratory Nursing Module 1: Anatomy and Physiology of Respiratory System	3
	Respiratory Nursing Module 2: Common Respiratory Investigations	4
	Respiratory Nursing Module 3: Nursing Care of Patients with Tracheostomy	4
	Respiratory Nursing Module 4: Obstructive Sleep Apnoea (OSA) - Management and Nursing Care	3
	Respiratory Nursing Module 5: Introduction to Smoking Cessation Programme and Related Nursing Interventions	4
60	Safe Sedation Nursing Course	2
61	Self-learning Package on the Neonatal emergency Transportation Service (NETS) in H.K.	2
62	Simulation Field Studies in Rapid Response Laboratory (RRL)	4
63	Special Need of Different Religious Groups in Hospital	3
64	Transfusion Hazards	1.5
65	Treatment of Hallux Valgus for Prosthetist-Orthotist	1 - 3
66	Ventilatory Care	1 - 6
67	Work Disability Management – A Holistic Approach in Injury Prevention & Return to Work Coordination	1.5 - 4
68	Wound Management (3rd edition)	5
69	對善終服務及紓緩療護之偏見與誤解	1 - 3
70	腹膜透析網上課程	1 - 4
71	護養護理學基礎課程	1 - 8
72	基礎老年學護理網上學習課程 (單元一): 老年護理、復康基礎概念	1 - 2
	基礎老年學護理網上學習課程 (單元二): 基本理遺護理	1 - 2
	基礎老年學護理網上學習課程 (單元三): 長者健康教育及小組治療	1 - 2
	基礎老年學護理網上學習課程 (單元四): 如何及早察覺及控制長者感染	1 - 2
	基礎老年學護理網上學習課程 (單元五): 長者護理評估方法	2
	基礎老年學護理網上學習課程 (單元六): 如何與長者及家人溝通	1 - 1.5
	基礎老年學護理網上學習課程 (單元七): 營養及餵食	2
	基礎老年學護理網上學習課程 (單元八): 皮膚與傷口處理	3
	基礎老年學護理網上學習課程 (單元九): 摔倒及其他意外處理	1 - 1.5
	基礎老年學護理網上學習課程 (單元十): 紓緩治療及護理	2
73	家庭暴力	2
74	老人抑鬱與自殺	2.5
75	糖潮風雲	1 - 2
76	藥房常用詞語普通話發音課程	2
77	藥劑部常用普通話應用課程	2 - 7.5

Remarks : Total CNE/CPD granted (from 1 April 2020- 31 March 2021): 164,117



## Appendix 3

### 1. Training Summary in Year 2020/21

Programme Types		Doctors	Nurses	Allied Health	Pharmacy
Training Programmes for new staff <sup>(i)</sup>	No. of Participants	451	1,343	320	175
Enhancement Programmes (including Central Commissioned Training Programmes & Simulation Training Programmes)	No. of Attendance	2,098	2,944	2,215	8,572
	No. of Programmes	7 <sup>(ii)</sup>	109	10	15
Specialty Programmes commenced in the year <sup>(iii)</sup>	No. of Participants	N/A	1,383	29	15
	No. of Programmes	N/A	29	1 <sup>(iv)</sup>	1
Multi-disciplinary Programmes <sup>(v)</sup>	No. of Attendance	33 <sup>(vi)</sup>			
	No. of Programmes	1			
On-line Programmes	No. of Attendance	1,835	56,518	8,630 <sup>(vii)</sup>	
	No. of Programmes	138			
Overseas Corporate Scholarship Programmes <sup>(viii)</sup>	No. of Participants	58 <sup>(ix)</sup>	0	0	0

Remarks :

- (i) Training Programmes are organized for the new staff of different professionals and completed in the year period: 1-year Central Internship Programme for doctors, Simulation Training Programme for Newly Qualified Registered Nurses undergoing the Preceptorship Programme, 3-year Training & Development Programme for Newly Recruit allied health professionals, 2-year Training & Development Programme for resident pharmacists, 1-year Pharmacy Internship Training Programme and 2-year New Recruit Training Programme for Dispensers.
- (ii) Central Commissioned Training Programmes are organized by Central Coordinating Committees / Central Committees.
- (iii) Specialty Programmes are developed for staff of different professionals: Post-Registration Certificate Course for nurses, Advanced Specialty Programmes for allied health professionals and pharmacists. Specialist training for doctors is mainly offered at HA hospitals based on guidelines of HK Academy of Medicine.
- (iv) The three specialty Programmes were launched in the previous years and were still being commenced during 2020/21.
- (v) Multi-disciplinary Programmes are organized by HAIHC for multiple health care professionals.
- (vi) The no. of attendants for multi-disciplinary Programmes includes all health care professionals.
- (vii) The no. of staff completed on-line Programmes refers allied health professions including pharmacists and dispensers.
- (viii) Overseas Corporate Scholarship Programmes are organized by Medical / Nursing / Allied Health Grade / Chief Pharmacist's Office.
- (ix) Excluded 15 places of overseas training scholarship funded by HKC; In light of COVID-19 pandemic, overseas training activities have been suspended since mid-March 2020 to avoid non-essential travel outside Hong Kong following the Centre for Health Protection's travel advice. HA has advised delaying all staff overseas training in view of the staff safety as top priority of considerations over service and training needs, unless for exceptional situation requiring deliberation on case-by-case basis



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