

State sponsored abuses against Humanitarian and Health Sector in Hong Kong: May 2019 - September 2020

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Summary

This report encompasses personal experiences and observations during the Hong Kong Protest Movement, and includes the impact of the current novel Corona virus Covid-19 pandemic, the imposition of the National Security Law and extends up to the proposal for a China Health Code.

The humanitarian climate in Hong Kong is rapidly cooling, and the space for the work of humanitarian and healthcare workers – and their legitimate expressions for political participation - is shrinking. These chilling constraints are manifest in the wider healthcare sector by Government sanctioned conduct against health care infrastructure, organisations, professional groups and individuals: and sublimated to impact on the general public. Contamination of the legal sector is also occurring, with denial of individuals to pursue criminal or civic recourse. During the Covid-19 pandemic, medical union strike activity in support for enhanced border controls has been met with the threat of retributive action by the Government-run Hospital Authority. Medical professional commentary on the wisdom of mass screening for Covid-19 infection has been dismissed by the Government as political subversion, but there are real fears that the data collected will be used for social control through the proposed China Health Code. Perhaps most concerning of all, the recently imposed National Security Law now criminalises the provision of impartial medical care by humanitarian volunteers – equating the basic civil good of healthcare with subversion and the aiding and abetting of terrorism.

Distrust of Emergency Services

Individuals injured in any circumstance that might be regarded as anti-government protest activity no longer have faith in the 999 emergency call system – there is appreciation that this is monitored through the police switchboard, and calls for an ambulance risk arrival of a police squad car first and/or the danger of arrest within the ambulance (which has been reliably reported). The protesting public now call the fire brigade directly to request an ambulance.

There have been documented instances of disputes between police and the other emergency responders (fire/ambulance) about police conduct^{1 2} – the government has sought to minimize the perception of these disputes by releasing press statements acknowledging minor

¹ Holmes Chan, “Explainer: Aggressive policing creates rifts in Hong Kong’s civil service, with firefighters caught in fallout,” *Hong Kong Free Press*, 11 Nov 2019, <https://www.hongkongfp.com/2019/11/11/explainer-aggressive-policing-creates-rifts-hong-kongs-civil-service-firefighters-caught-fallout/> (Accessed 4 Dec 2019)

² Karen Zhang, “Hong Kong protests: police, fire services release joint statement on ‘misunderstanding’ that led to clash during crowd dispersal in Central on Saturday,” *South China Morning Post*, 3 Nov 2019, <https://www.scmp.com/news/hong-kong/society/article/3036143/hong-kong-protests-police-fire-services-release-joint> (Accessed 4 Dec 2019)

misunderstanding and reaffirming harmonious co-operation between emergency responders.³ While the police are vilified, public confidence in fire and ambulance personnel remains intact.

Abuse of Humanitarian Protections and Symbols

Police have been seen misusing the protections afforded by ambulances bearing the internationally recognised markings of humanitarian protection including the ‘Caduceus-like’ cross and snake. Law enforcement officers have used ambulances for transport of personnel and equipment including weapons and ammunition – and have abused these vehicles by exploiting the good-will of protesters who allow unimpeded access through their crowds,⁴ only to find the occupants of the ambulance emerge and conduct law enforcement, crowd control and suppressive activities (Appendix I).⁵

In response, some protesters have thrown objects at ambulances when police have been identified within.⁶

First Aiders

It is important to emphasise that ‘first-aiders’ are largely comprised of civic-minded members of the public who are self-driven to provide initial care and basic-life support to injured persons. In common with other countries, these citizens are motivated by altruism: most have been trained to a basic level with attainment of a first aid certificate through a recognized training organization or even school/university, but some may have a swimming life-savers certificate and others have acquired pastoral knowledge through peers. Nevertheless, they are capable of providing the immediate basic level of care required for those injured at the point of violence – including life-saving assistance with breathing and bleeding; and the important role of escorting the victim clear of the zone of violence to a site where more experienced providers and ambulance transport can be accessed. They do this with admirable courage, necessarily exposing themselves to the same risks of injury faced by protesters (police batons, tear gas, rubber bullets, water canon noxious fluid etc).^{7 8}

³ HKSAR Government, “HKSAR Government responds to article in The Lancet,” *HKSAR Government*, 28 Nov 2019, <https://www.info.gov.hk/gia/general/201911/28/P2019112800736.htm> (Accessed 4 Dec 2019)

⁴ ABC News, “Hong Kong crowd parts to let ambulance through,” *ABC News*, 17 Jun 2019, <https://www.abc.net.au/news/2019-06-17/hong-kong-crowd-parts-to-let-ambulance-through/11217764> (Accessed 4 Dec 2019)

⁵ Demosisto, “#HKpolice sneakily hid in an ambulance and got ready to arrest the wounded on the way to hospital,” *Demosisto* (Twitter account), 17 Nov 2019, <https://twitter.com/demosisto/status/1196158282143977473> (Accessed 4 Dec 2019)

⁶ Christy Leung, “Hong Kong police and paramedics turn on each other at anti-government protest, as relations between emergency services continue to sour,” *South China Morning Post*, 10 Nov 2019, <https://www.scmp.com/news/hong-kong/law-and-crime/article/3037090/hong-kong-police-and-paramedics-turn-each-other-anti> (Accessed 4 Dec 2019)

⁷ Reuters, “Medic shot in eye during Hong Kong protests,” *Reuters*, 12 Aug 2019, <https://www.reuters.com/news/picture/medic-shot-in-eye-during-hong-kong-prote-idUSRTS2MBDL> (Accessed 4 Dec 2019)

⁸ Kris Cheng, “Hong Kong Shue Yan University asks police to release all materials relating to student first-aider injured at protest,” *Hong Kong Free Press*, 5 Nov 2019, <https://www.hongkongfp.com/2019/11/05/hong-kong->

Police have sought to systematically undermine these worthy individuals, delegitimising them by questioning their ‘professional qualifications’. Police have restricted their access to the injured, even when no other source of medical help was available (even using the invidious excuse that the first-aider may exacerbate a clinical problem which could then impact police accountability).^{9 10} Despite clear display of humanitarian markings – red or green cross, high visibility vest, tabards labelled ‘First Aid’ or ‘EMT’ (emergency medical technician) these volunteers have been accused of aiding and abetting protesters and have been frequently subject to arrest.^{11 12 13}

This slur can be easily rebutted and it is clear that the vast majority of first-aiders’ conduct conforms to civic humanitarian norms – including famously resuscitating a thug who had a cardiac arrest whilst in the act of beating other protesters.

What is more, there are troubling reports of undercover police masquerading as first aiders and seeking to entrap injured protesters – another cause of growing mistrust and resentment.

Public Hospital System

The general public who have been involved in the protest movement have become distrustful of Hospital Authority public hospitals. There are credible reports of those patients presenting to Accident and Emergency (urgent care) with injuries suspected to have been sustained from protest activity to be given a special hospital code (for tracking and identification) – this information and data are then accessed by police who have entered and patrolled in hospitals and subsequently arrested the patients.¹⁴

[shue-yan-university-asks-police-release-materials-relating-student-first-aider-injured-protest/](#) (Accessed 4 Dec 2019)

⁹ Kris Cheng, “Hong Kong police deny blocking ambulance from attending to student who fell from car park during unrest,” *Hong Kong Free Press*, 6 Nov 2019, <https://www.hongkongfp.com/2019/11/06/hong-kong-police-deny-blocking-ambulance-attending-student-fell-car-park-unrest/> (Accessed 4 Dec 2019)

¹⁰ Julia Yeo, “First-aid volunteer begs Hong Kong police to let him help injured protesters, police refuse,” *MotherShip SG*, 2 Sep 2019, <https://mothership.sg/2019/09/first-aid-volunteer-beg-police/> (Accessed 4 Dec 2019)

¹¹ Darren Mann, “International humanitarian norms are violated in Hong Kong,” *The Lancet*, 21 Nov 2019, [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)32909-5/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)32909-5/fulltext) (Accessed 4 Dec 2019)

¹² Coconuts Hong Kong, “Illegal arms? Footage of Hong Kong cop ‘breaking’ volunteer’s arm draws ire, but fits pattern,” *Coconuts Hong Kong*, 3 Oct 2019, <https://coconuts.co/hongkong/news/illegal-arms-footage-of-hong-kong-cop-breaking-volunteers-arm-draws-ire-but-fits-pattern/> (Accessed 4 Dec 2019)

¹³ HK01, “防暴警入觀塘站 拘志願急救員 檢三剪刀生理鹽水 [Riot police officers entered Kwun Tong Station, arrested a volunteer first-aider for having in his possession three scissors and saline solution]”, *HK01*, 1 Sep 2019, <https://www.hk01.com/%E7%AA%81%E7%99%BC/370259/8-31%E9%81%8A%E8%A1%8C-%E9%98%B2%E6%9A%B4%E8%AD%A6%E5%85%A5%E8%A7%80%E5%A1%98%E7%AB%99-%E6%8B%98%E5%BF%97%E9%A1%98%E6%80%A5%E6%95%91%E5%93%A1-%E6%AA%A2%E4%B8%89%E5%89%AA%E5%88%80%E7%94%9F%E7%90%86%E9%B9%BD%E6%B0%B4> (Accessed 4 Dec 2019)

¹⁴ Elizabeth Cheung, “Hong Kong Hospital Authority denies leaking data to police after extradition bill protesters arrested in public hospitals,” *South China Morning Post*, 18 Jun 2019, <https://www.scmp.com/news/hong-kong/health-environment/article/3014931/hong-kong-hospital-authority-denies-leaking-data> (Accessed 4 Dec 2019)

Police have undermined confidence in patient confidentiality by the exercise of magistrate-issued search warrants of patients' records in hospitals (and some private medical clinics) even over the objections of the patients themselves.¹⁵ In selected instances legal challenges have been mounted, and the records whilst seen by police have been sealed pending outcome of appeals. This has caused widespread public disquiet.

Mistrust of official channels of communication has also seen abuses of patient confidentiality by those supporting the protests – often releasing X-ray images and unauthorized clinical updates on social media.

Police have hindered hospital medical staff in the performance of their duties, have insisted on being present with doctors when they were consulting with patients and have even attempted to enter operating theatres to accompany persons of interest who were due to have surgical operations. Intimidatory patrolling of hospitals by formations of police in full riot gear and bearing fire-arms at the ready has caused widespread fear amongst the public.

Within the Hospital Authority, doctors appear to be under pressure not to acknowledge injury as having been caused by or attributable to police, and hospital discharge summaries can be misleadingly vague – for example, an instance of a rubber-bullet shooting causing severe permanent disability was given a diagnostic code of 'blunt injury, mechanism not specified'.

Professional Groups

Healthcare workers – medical, nursing, allied-health professionals - in the Public Hospital system have received written communications reminding them that participation in activities critical of the government may attract disciplinary action, and exhorting all to 'harmonious working' and support of the Government. There has been open discussion about the possible introduction of an Oath of Allegiance to the Hong Kong Special Administrative Region to be taken by Civil Servants – but there are concerns this may extend to medical sector workers since some Government Health Clinic doctors are essentially considered civil servants, whilst doctors employed by the Hospital Authority are remunerated according to an equivalent civil-service stratum pay scale.

Humanitarian Violations

Humanitarian medical volunteers (doctors, nurses, allied health professionals) have selflessly answered calls to provide emergency medical aid in circumstances and situations where access of victims to treatment and/or transport are restricted. These individuals are professionally qualified persons who have organised themselves into a network of provider groups. They are committed to the core humanitarian principles of humanity (relief of suffering, and the protection of health, life and human dignity): they are neutral, impartial and independent – willing to provide care to any injured party whether they be police, fireman,

¹⁵ Holmes Chan, "Hong Kong police obtain warrant to read medical records of woman who suffered eye injury at protest," *Hong Kong Free Press*, 11 Sep 2019, <https://www.hongkongfp.com/2019/09/11/hong-kong-police-obtain-warrant-read-medical-records-woman-suffered-eye-injury-protest/> (Accessed 4 Dec 2019)

protester, press or public. These groups have worked co-operatively with non-governmental humanitarian sector organisations including Hong Kong Red Cross and MSF.^{16 17}

Regrettably, there have been widely publicised and shocking instances in which large numbers of humanitarian healthcare workers have been arrested, hand-cuffed with zip-cords and arrayed as so many terrorists – most in the vicinity of violent confrontations, but in selected instances whilst in the course of performing their duties.¹⁸ Professional medical sector workers are able to prove their identification and qualifications – and yet they have been arrested by police, accused of taking part in a riot, detained for 24 hours and released on police bail pending possible charges.

The rationale for the police arrest of humanitarian workers has been an assertion that protesters may be masquerading as medical personnel (and further justification sought by the observation that a minority of ‘first-aiders’ do not have a recognizable qualification).¹⁹ ²⁰ This is highly questionable, and the need for arrest of medics is clearly unnecessary – these professional could simply have been ‘registered’ by the police and released to continue their humanitarian work (Appendix II).²¹

This failure to recognise the protected status of volunteer medical providers is a worrying departure from international humanitarian norms, and in the view of many amounts to a violation of the spirit of humanitarian law. Furthermore, by denying the injured public access to potentially life-saving healthcare, there is a strong argument that these police actions amount to an unlawful infringement of human rights. The impact goes further, acting as a chilling deterrent for other medical staff to volunteer, and exposing those arrested to disciplinary action from their government health sector employer.

The United Nations has published a report by Special Rapporteurs reflecting these same concerns: harassment of volunteer medical workers, abuses of symbols of humanitarian protection and obstruction of impartial medical care delivery by Hong Kong Police.²²

¹⁶ Hong Kong Red Cross, “Hong Kong Red Cross Provides First Aid and Psychological Support Services Appeals to all parties that the medical needs of the injured should be considered a priority Ensures access to humanitarian assistance should not be obstructed,” *Hong Kong Red Cross*, 18 Nov 2019, https://www.redcross.org.hk/en/press_room/press_release_2019/2019111801.html (Accessed 4 Dec 2019)

¹⁷ Médecins Sans Frontières, “MSF Hong Kong's response to recent enquiries,” *Médecins Sans Frontières*, 18 Nov 2019, <https://msf-seasia.org/18773> (Accessed 4 Dec 2019)

¹⁸ Darren Mann, “International humanitarian norms are violated in Hong Kong,” *The Lancet*, 21 Nov 2019, [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)32909-5/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)32909-5/fulltext) (Accessed 4 Dec 2019)

¹⁹ Isabella Steger, “HK police humiliating first aiders and calling them cockroaches,” *Isabella Steger (Twitter account)*, 21 Sep 2019, <https://twitter.com/stegersaurus/status/1175340453199171584> (Accessed 4 Dec 2019)

²⁰ Stand News, “多名急救員被捕 [At Tuen Mun Station, numerous people wearing neon vests were stopped and searched by the police. Some first-aiders were arrested, their hands zip-tied behind their backs],” 21 Sep 2019, <https://www.facebook.com/standnewshk/photos/a.720050934747196/2466993673386238/?type=3&theater> (Accessed 4 Dec 2019)

²¹ Darren Mann, “International humanitarian norms are violated in Hong Kong,” *The Lancet*, 21 Nov 2019, [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)32909-5/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)32909-5/fulltext) (Accessed 4 Dec 2019)

²² <https://spcommreports.ohchr.org/TMResultsBase/DownloadPublicCommunicationFile?gld=25054>

The All-Party Parliamentary Group (APPG) on Hong Kong has conducted an inquiry (including eye-witness testimony) and published a report on police abuses against humanitarian medical workers in Hong Kong: calls for censure and targeted sanctions have followed.²³

Underground medical system

There is a crisis of confidence on the government health system: members of the public injured in the protest movement have no confidence in it and in many instances refuse to seek care through it. They fear arrest, release of their personal data and other wider personal implications.

In response, an alternative underground system of medical clinics and small community hospital facilities has emerged.²⁴ This ‘alternative’ medical system is staffed by providers from the public and private sector, and is capable of providing a satisfactory level of clinical care in which the public can have trust. The personnel, supplies and equipment of the underground medical system mirror those available in the government system – and in many instances are the same, although the private/independent sector is the main source of materials.

Where higher level of care is needed and admission to the government hospital necessitated, healthcare workers will seek to conceal the mechanism of injury, and body scans are performed after-hours without patient identifiers to maintain anonymity.

Police Brutality

Public concerns and resentment about excessive, ill-disciplined and disproportionate use of force by police have been reflected in collected series of injuries in which patients have been documented to have unusual combinations of bone fractures (wrist, arms) and joint dislocations (shoulders, elbows) – occurring in numbers far greater than seen in civil practice, and suggestive of policy of vigorous use-of-force arrest techniques.^{25 26}

The reckless discharge of firearms albeit with less-lethal ammunition has seen several instances of severe injury – particularly eye injury resulting in blindness. In many instances there are concerns that these weapons were used at shorter range than manufacturers guidelines, with targetting of the head which is prohibited. The inappropriate use of tear-gas canisters as targetted projectiles has been documented. What is more, the indiscriminate use of tear gas (essentially a chemical weapon) in enclosed areas (including underground train

²³ <https://www.hkinquiry.org/the-inquiry-report>

²⁴ Jennifer Creery, “Broken bones, blisters and bruises: Hong Kong underground clinic volunteers grapple with influx of protest injuries,” *Hong Kong Free Press*, 27 Oct 2019, <https://www.hongkongfp.com/2019/10/27/broken-bones-blisters-bruises-hong-kong-underground-clinic-volunteers-grapple-influx-protest-injuries/> (Accessed 4 Dec 2019)

²⁵ Amnesty International, “Hong Kong: Arbitrary arrests, brutal beatings and torture in police detention revealed,” *Amnesty International*, 19 Sep 2019, <https://www.amnesty.org/en/latest/news/2019/09/hong-kong-arbitrary-arrests-brutal-beatings-and-torture-in-police-detention-revealed/> (Accessed 4 Dec 2019)

²⁶ Amnesty International, “Hong Kong: Evidence of police violence against protesters verified,” *Amnesty International*, 21 Jun 2019, <https://www.amnesty.org/en/latest/news/2019/06/hong-kong-police-violence/> (Accessed 4 Dec 2019)

stations) and in the environs of schools and hospitals has been condemned in a report by the United Nations Special Rapporteurs.²⁷ In general there has been a worrying pattern of failure of police to observe the principles of humanity, pursuit of a legitimate objective, precaution, distinction and proportionality.

Legal Sector Contamination

Injured protesters have encountered difficulty and obstruction in their pursuit of criminal and civil actions against police. The absence of displayed visible police unique identification has proved a major obstacle. Complaints are buried in the Complaints Against Police Officers (CAPO) and Independent Police Complaints Council (IPCC) system, in which the public have little confidence.²⁸ Attempts at private prosecution – for example when a police officer questionably used intended lethal force, and shot and seriously injured a protester with a live round - have been taken over by the Secretary for Justice and then not proceeded.

Coronavirus: Health Sector Industrial Action and Subsequent Intimidation

The arrival of novel Coronavirus in Hong Kong in early 2020, which originated in the City of Wuhan (Hubei Province), produced widespread fear and subsequently anger. The public were shocked to learn that Chinese doctors who initially reported the outbreak were intimidated by Chinese State law enforcement personnel (at least four doctors, including the first to raise the alarm, subsequently died of the disease). Public resentment against the Hong Kong Government increased with the realisation that actions to counter the spread of the disease to Hong Kong from mainland China were not informed by epidemiologic infectious disease containment principles, but largely influenced by symbolic and political considerations – the refusal to close the land border as recommended by local experts in epidemiology and infectious disease (some of whom are also advisors to the HK Government) being the most grievous. This was coupled with disbelief when it was found that personal protective equipment (PPE) stock in Hong Kong was maldistributed in favour of police over medical workers. In response to this, the newly formed healthcare union Hospital Authority Employees Alliance (HAEA) threatened and then undertook strike action in February 2020 with the public interest demands of i. Closing the land border to new arrivals from China into Hong Kong and ii. Ensuring an adequate supply of PPE – masks, gloves, gowns – for health sector workers.

The strike, which was advisedly legitimate, ran from February 3rd to 7th 2020, and ended when the workers voted to return to work to attend to the needs of the public as the number of infected persons increased.²⁹ An estimated 7, 000 healthcare workers participated – amounting to around 10% of the total Hospital Authority workforce. The Hong Kong

²⁷ <https://spcommreports.ohchr.org/TMResultsBase/DownloadPublicCommunicationFile?gId=25048>

²⁸ Kris Cheng, “Hong Kong police watchdog lacks power to investigate ongoing protests, says int’l experts,” *Hong Kong Free Press*, 10 Nov 2019, <https://www.hongkongfp.com/2019/11/10/hong-kong-police-watchdog-lacks-power-investigate-ongoing-protests-says-intl-experts/> (Accessed 4 Dec 2019)

²⁹ <https://www.reuters.com/article/us-china-health-hongkong-protests-insigh/coronavirus-widens-hong-kong-anger-at-government-china-idUSKBN20FOE3>

Government showed regrettably little willingness to listen, negotiate or reply to the strikers' demands directly, despite an obvious future dependence on the dedication and professionalism of these workers to respond to the epidemic. The strike was successful in so far as the Hong Kong Government did introduce enhanced quarantine measures for individuals crossing the border from mainland China into Hong Kong, but this was undermined by the public sentiment that political considerations had evidently subverted the pursuit of infection containment.

On the 20th February 2020 the Government-run Hospital Authority wrote to those personnel who had participated in the industrial action seeking an explanation for their absence from work, and notifying that the Hospital Authority 'reserves all its rights in this matter'. This letter was widely regarded as a form of intimidation, ostensibly threatening future retributive measures against those health sector workers who had participated in the union strike (Appendix III).

National Security Law: 30th June 2020

The introduction of National Security Legislation has had a further restrictive impact on the humanitarian space. This law now potentially criminalises humanitarian work as a subversive activity; and renders the provision of medical care to injured anti-government protesters and act of 'aiding and abetting terrorists'. These manifestations are clearly at variance with obligations under international humanitarian law and the non-derogable statutes which they contain.

China Health Code

China has indicated intent to introduce a Social Credit Score system for its citizens, ostensibly to enhance civil co-operation, social harmonic obedience – but clearly a pretext for political control. More recently with the advent of Covid-19 the Chinese Government has set out to establish a 'Health Code' with which to control social activity – for example limiting access to public services, transport and entertainment on the basis of Covid-19 test results and social contact: this could be achieved by a smart-phone app which monitors contacts, movements, bookings and payments.

During the course of the Covid-19 pandemic the Chinese Government has orchestrated a city-wide Covid screening programme aimed at the entire population of Hong Kong. In the event, approx 1.7 million persons have been screened – but there are credible reports that citizens were coerced to participate.³⁰ The Chinese public health team mobilised for this exercise has collected nasal and throat swabs for Covid testing, but there are widespread public concerns that the swabs so collected will be used for DNA profiling and establishment of an 'ethnic' Hong Konger DNA database, through which co-ercive control may be achieved in the future.

³⁰ <https://news.rthk.hk/rthk/en/component/k2/1549361-20200913.htm>

Hong Kong medical professionals who have questioned the wisdom of wide-scale population testing rather than focused target-testing have been smeared as politically motivated and acting against the central government.³¹

The looming imposition of social control in Hong Kong through the mechanism of a Chinese Health Code is now a concern for many citizens.

Summary

In summary, during the protests and more recently Coronavirus pandemic, there has been a deeply disturbing encroachment upon the respect for and protections of the healthcare system in general and medical providers in particular. This is manifest by a climate of intimidation which has spilled over to involve the wider community and into the legal space. There is a real need for independent investigation, mediation and dialogue to restore public confidence in what is widely viewed as a system of government failing in its duty to the public. Where wrongdoing is identified, suitable accountability should be sought: given the restrictions imposed by National Security Legislation on professional free speech and fair comment, the necessary remedies will need to come from the international community: as the party of Government in the United Kingdom, the Conservative Party has a unique opportunity and responsibility to lead on this most important of all duties: upholding the principles of humanity.

Signed,

Dr Darren Mann
Surgeon, Hong Kong 1996-2020

³¹ <https://news.rthk.hk/rthk/en/component/k2/1545694-20200825.htm>

Appendix I.

November 11, 2019: [Video footage](#) showing riot police officers inside an ambulance.



Appendix II.

November 18, 2019: Medical aid workers arrested outside Polytechnic University. They are wearing clearly labelled vests: “Doctor,” “EMT,” “Nurse”.



Appendix III.

Letter from Hospital Authority to health sector strike participants



26th February 2020

Dear [REDACTED]

Important Information regarding Absence from Duty

We have been informed by your department of your absence from duty which falls within the period from 3 February 2020 to 7 February 2020. This letter is to inform you that the Cluster Human Resources Division will be following up with you in relation to your absence from duty. Once the HA has gathered sufficient information which will include obtaining your explanation for the absence, the HA will then consider the follow up action.

Meanwhile, the fact that the HA continues to pay wages to you does not mean the HA waives any of its rights against you for any absence on your part from work without authorisation. HA reserves all its rights in this matter.

We will contact you again to confirm and verify your absence records. Should you have any questions regarding the above, please contact Cluster Human Resources Division.

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