



HONG KONG ACADEMY OF MEDICINE 香港醫學專科學院

Well-being Charter 身心健康約章

Hong Kong Academy of Medicine (the Academy) is mandated and empowered to promote and advance healthcare for Hong Kong citizens and foster a spirit of co-operation among medical and dental practitioners.

香港醫學專科學院（醫專）的宗旨包括促進香港市民的健康護理水平，及提高醫生及牙醫業界的合作精神。

Quality patient care and doctors' well-being go hand in hand, and the Academy is committed to assuming a leading role in cultivating and promoting the well-being of Fellows and specialist trainees of its constituent Colleges as a shared responsibility among individual doctors, respective employing institutions, and policy makers.

病人護理的質素和醫生的身心健康質素是相互影響。醫專銳意擔當領導角色，致力培育和促進不同專科的院士及專科培訓學員之身心健康，這亦是每位醫生、僱用醫護人員的機構，以及政策制定者的共同責任。

The Academy shall:

醫專承諾致力履行下列的責任：

- ◆ acknowledge the importance of well-being of medical and dental practitioners in contributing towards high quality and effective patient care;
確立醫生及牙醫的身心健康對提供優質和高效的病人護理之重要性；
- ◆ prioritise Fellows' and specialist trainees' well-being as a prerequisite for fulfilling their professional duties towards patients and the community;
加強注重身心健康，並以之成為院士及專科培訓學員履行其對病人的專業職責之先決條件；
- ◆ promote the well-being of its Fellows and specialist trainees as a necessary condition for their flourishing and whole-person development;
促進院士和專科培訓學員的身心健康，作為其自身蓬勃及全人發展的必要狀況；
- ◆ foster a caring and supportive culture within the healthcare professions;
在醫護界培養關懷和互相支持的文化；
- ◆ strengthen professionalism across disciplines and foster interprofessional collaboration from the institutional perspective;
加強不同醫護範疇的專業性及在機構層面促進不同專業之間的合作；
- ◆ encourage and facilitate healthcare practitioners to attend to their physical, mental, and social health and to respond to burnout, stress, or emotional challenges promptly and proactively;
鼓勵及協助醫護人員關注其身體、精神和社交健康狀況，迅速和積極地應對過度疲勞、壓力或情緒上的挑戰；
- ◆ engage a network and establish mechanisms to provide up-to-date knowledge, self-care tools, peer support and professional assistance for medical and dental practitioners;
建立網絡和機制，為醫生和牙醫提供最新知識、自助方法、同儕支持和專業支援；
- ◆ organise mental health training and embed awareness of well-being in training and continuous professional development for medical and dental practitioners;
舉辦精神健康培訓，把身心健康認知融入於醫生和牙醫的持續專業發展之中；
- ◆ promulgate good practices among institutions to build supportive systems at the organisational level through the establishment of effective communication channels, deployment of appropriate resources, and quality improvement strategies; and
鼓勵各僱用醫護人員的機構建立同事互相支持的機制，在各階層推動良好的典範和做法，包括有效的溝通渠道、適當調撥資源和訂立提升質素的策略；及
- ◆ advocate policy changes and propose initiatives to the Government and other policy makers on professional well-being issues and the alignment of values and practices for the betterment and well-being of the profession.
向政府及其他政策制定者就專業的身心健康議題發聲，推動優化政策及提出倡議，連接業界對身心健康建立互相認同的價值觀和做法，致力改善同儕的身心健康。