

東華三院護士訓練發展點滴

Development of TWGHs Nursing Training

東華三院 護士訓練歷史

History of the Development of TWGHs

Nursing Training

1911年東華醫院聘用首名女看護，她曾受訓於那打素醫院。1922年東華醫院轄下的廣華醫院招收女生學習看護。早期護士訓練是師徒制，為期三年，首兩年教授護理知識，第三年學習接生。東華醫院和東華東院分別於1928年及1929年成立護士學校。至1931年，根據香港護士管理委員會的規定，護士學校制定三年的普通科護士訓練課程。

戰後，九龍區醫療服務需求增加。1960年廣華新護士校舍落成，樓高兩層，擴大護理教學的規模。1965年，東華醫院護士學校和東華東院護士學校，合併入廣華總校，正名為「東華三院護士學校」，進一步整合護士訓練資源。1968年，東華醫院開始培訓登記護士，負責日常護理工作，以減輕註冊護士的龐大工作量；課程為期兩年，於1969年遷往東華東院集中訓練。

另外，為了加強護理理論培訓，護士生必須完成三個月的「初級護理課程」，才可分配到不同的部門實習。護士生一般完成三年的普通科護士課程後，再接受一年的助產士訓練，並考取助產士的專業執業資格。隨著香港醫療的發展，護理需求更趨專門化。護士學校畢業生透過不同的培訓，晉升為專科護士，為病者提供更優良的專科護理。

1999年，醫院管理局停止全港護士學校的收生，東華三院護士學校亦於2002年最後一屆護士學生畢業後，結束接近一個世紀的訓練護理人才使命。



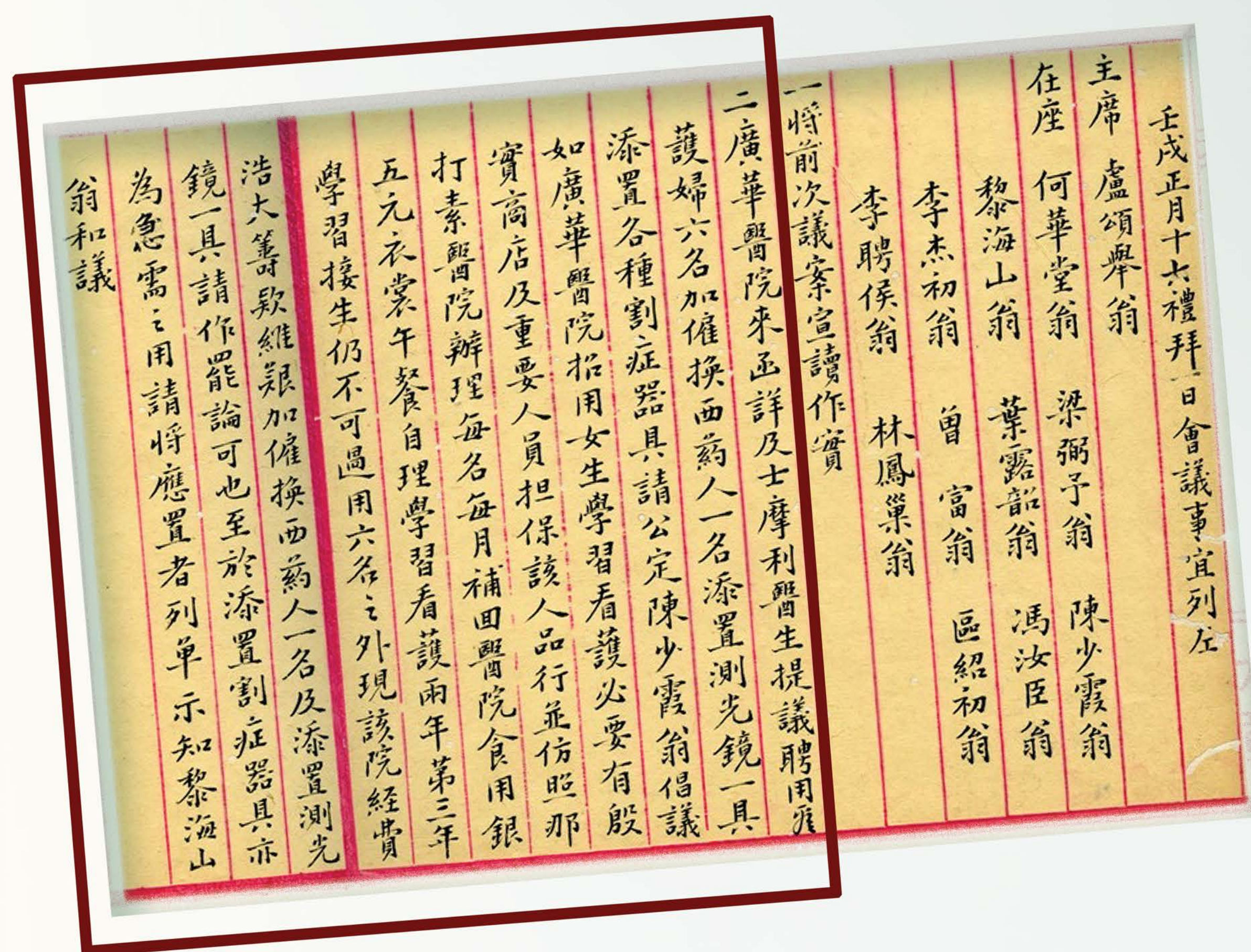
1949年護士學校教師與廣華醫院醫護人員合照
Group photo of teachers of Nursing School and healthcare professionals of Kwong Wah Hospital in 1949

In 1911, Tung Wah Hospital employed the first female nurse who was trained in Nethersole Hospital. In 1922, Kwong Wah Hospital under Tung Wah Hospital recruited the first batch of female nursing trainees. The early nursing training was a three-year master's apprentice programme: the first two years covered nursing knowledge and the third year offered midwifery training. Tung Wah Hospital and Tung Wah Eastern Hospital set up their nursing schools in 1928 and 1929 respectively. In 1931, the Nursing Board of Hong Kong demanded nursing schools to develop three-year general nursing training programmes.

After the Second World War, demand for healthcare services in Kowloon increased. In 1960, the new two-storey building of Kwong Wah Hospital Nursing School was completed, making possible the expansion of nursing education. In 1965, Tung Wah Hospital Nursing School and Tung Wah Eastern Hospital Nursing School were incorporated into the main Nursing School at Kwong Wah Hospital. Renamed TWGHs Nursing School, the institution further integrated resources for nursing training. In 1968, Tung Wah Hospital began to train enrolled nurses to undertake daily nursing duties and alleviate the workload of registered nurses. The two-year course was moved to Tung Wah Eastern Hospital in 1969 for consolidated training.

Meanwhile, in order to reinforce their nursing theory training, student nurses were required to complete a three-month "Elementary Nursing Course" before they were posted as interns to various departments. After completing the three-year general nursing training programme, student nurses would attend a one-year midwifery course and obtain professional midwifery qualifications. As healthcare services developed in Hong Kong, there was increasing demand for specialist nursing. Graduates of the Nursing School continued to attend various training programmes, and they became specialist nurses equipped to offer better specialised care to patients.

In 1999, the Hospital Authority suspended student recruitment at all nursing schools in Hong Kong. In 2002, after its last nursing class graduated and almost a century after its inception, the TWGHs Nursing School completed its mission of training nurses.



1922年2月12日東華醫院董事局會議紀錄中有關廣華醫院招聘女學護的討論。

Minutes of the Tung Wah Hospital Board of Directors meeting held on 12 February 1922 regarding the recruitment of student nurses of Kwong Wah Hospital.



東華三院

Tung Wah Group of Hospitals

東華三院護士訓練發展點滴

Development of TWGHs Nursing Training

護士操守與專業(一)

Nursing:

Ethics and

Professionalism (1)

護士工作關乎生命，要求嚴謹；護士的堅毅精神，亦早在訓練時期培養。

早期護士訓練是師徒制：護士生需在病房工作，觀察和協助資深護士生，從中學習護理知識和程序。

1931年，香港政府通過《護士註冊條例》，成立香港護士管理委員會，規定護士生必須完成為期三年的普通護理學訓練，並通過該委員會的高級試會考後，才可成為註冊護士。

為了提升教學的效率，護士學校導師編撰教材，如1968年撰寫《東華三院護理手冊》，有系統地整理護理的訓練。護士生亦用心整理筆記，以完成各階段的考核。

隨著醫療發展越趨專業，1983年護士訓練課程亦作出調整，包括以啟發學期取代初級訓練制度。1986年，更修改了修讀三年後的考試模式，以臨床評核代替實習室考試。考生須通過三項評核，包括「給口服藥物」、「無菌技術」和「整全護理」，保證臨床護理的水平。



早期護士訓練是師徒制，學生需於病房中邊工作邊學習。
Nursing training in early years was in master-apprentice context which relies on a lot of work-based training in hospital ward.

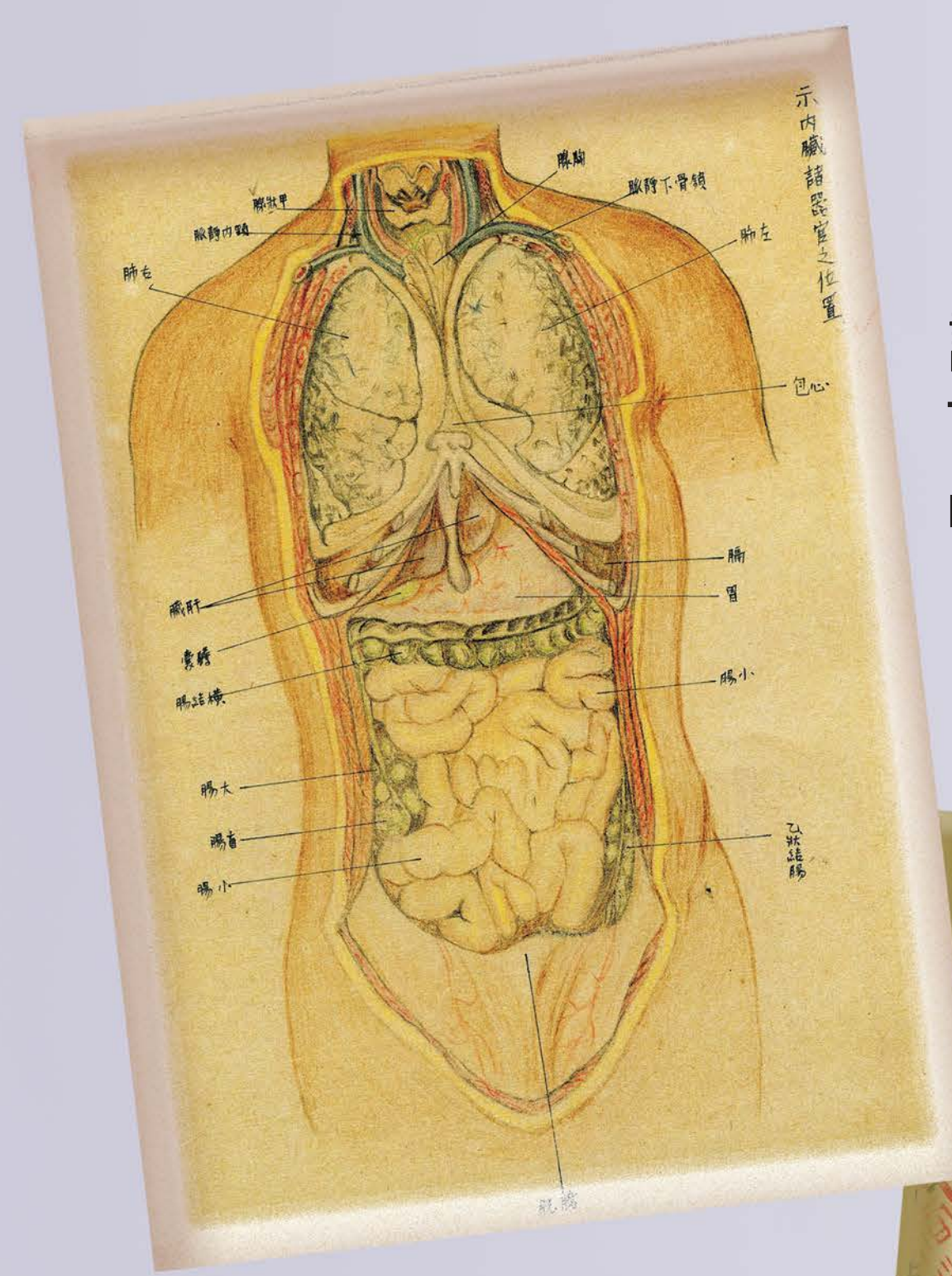
Nurses save lives and they have to meet rigorous standards when performing their duties. Their determination and dedication, meanwhile, are nurtured during nursing training.

The nursing training initially offered a master-apprentice programme: the student nurses worked in the wards, where they learned nursing knowledge and protocols through observing and assisting senior student nurses.

In 1931, the Hong Kong government passed the *Nurses Registration Ordinance* and established the Nursing Board. Registered nurses were required to complete three years of general nursing training and pass an advanced examination conducted by the board.

To improve teaching efficiency, instructors of the Nursing School compiled teaching materials, such as the *Manual of Nursing Procedures of TWGHs* in 1968, to consolidate nursing training systematically. At the same time, student nurses meticulously kept notes as they prepared for assessments at various stages of training.

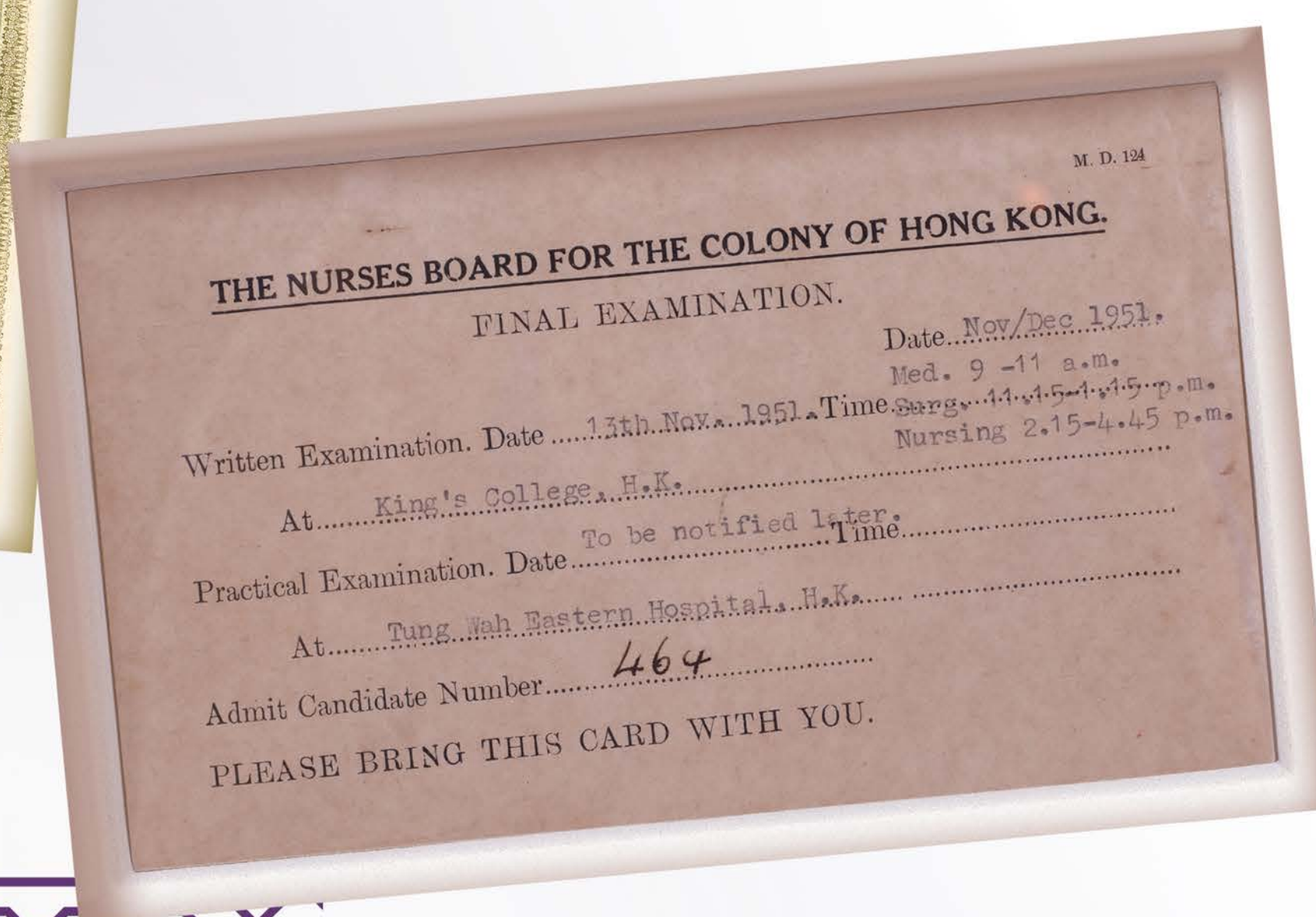
As healthcare services became more and more specialised, adjustments were made to the nursing training programme in 1983. These included replacing elementary training with a heuristic term. In 1986, the mode of examination at the end of the three-year programme was changed from internship examination to clinical assessment. Candidates were required to pass three assessments – “Administration of Oral Medication”, “Aseptic Technique” and “Holistic Nursing Care” – in order to uphold standards for clinical care.



1950年代一位護士學生的手繪課堂筆記。
The hand-drawing notes of a student nurse in the 1950s.



1973年東華三院護士畢業證書
Graduation Certificate of TWGHs Nursing School (1973)



1951年香港政府護士局准考證
The admission card for the Hong Kong Government Nursing Board Examination (1951)



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東華三院護士訓練發展點滴

Development of TWGHs Nursing Training

護士操守與專業(二)

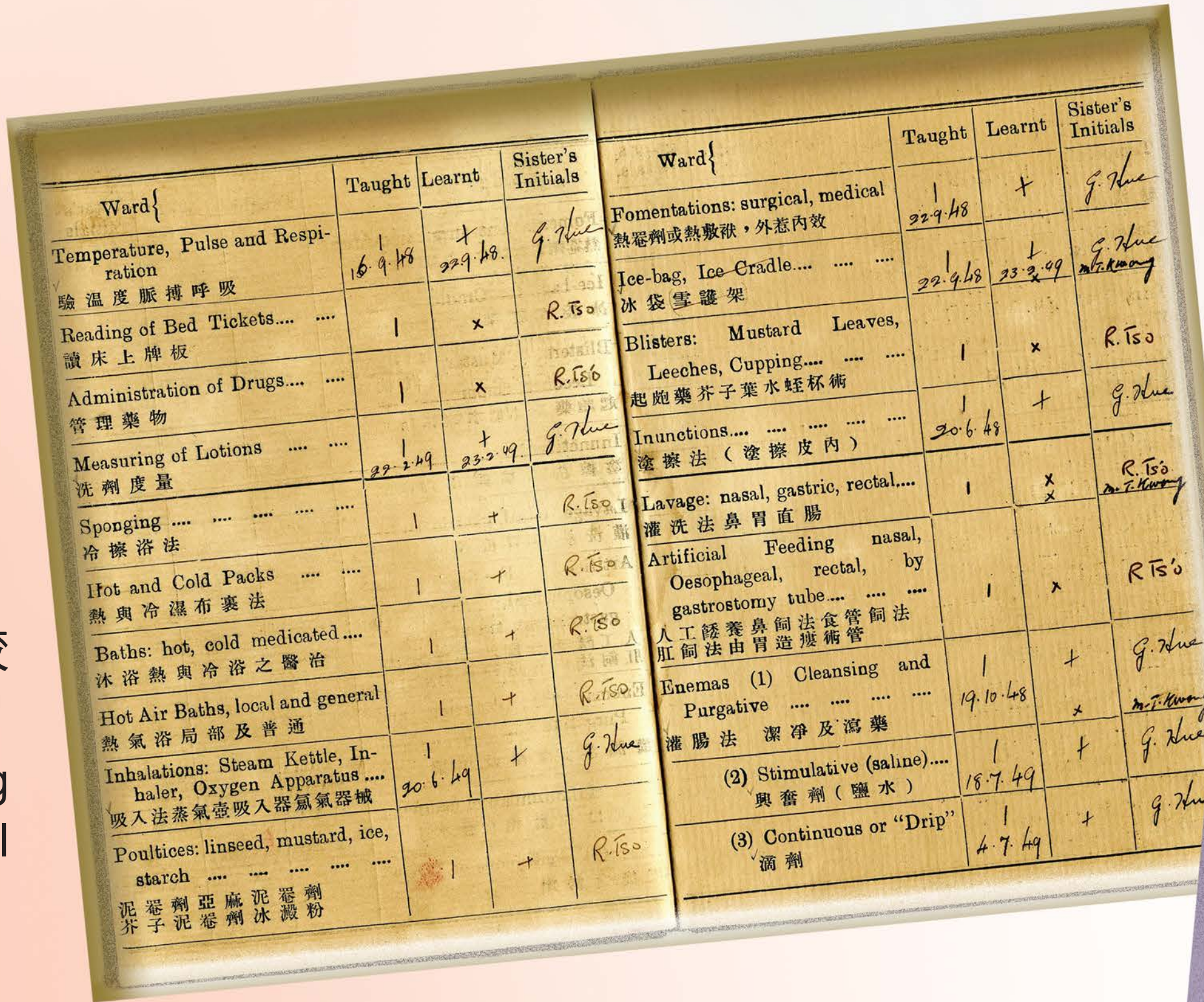
Nursing:

Ethics and Professionalism (2)

護士學校重視師資培訓。早期護士導師由資深護士長出任，稱為「署理副教師」或「署理教師」。1961年起，東華三院保送護士教師往英國或澳洲進修。1967年，護士學校教師亦可修讀由護士管理委員會與葛量洪師範學院開辦，專為現職非專家護士教師的培訓課程。1981年，香港理工學院開辦專業護士教師培訓課程，完成課程可獲英國護士局認可。

The Nursing School attached great importance to instructor training. Early nursing instructors were veteran matrons known as “Acting Deputy Instructor” or “Acting Instructor”. Since 1961, TWGHs had been sending nursing instructors to the United Kingdom or Australia for training. In 1967, instructors of the Nursing School could also attend training courses jointly organised by the Nursing Board and Grantham College of Education for serving non-specialist nursing instructors. In 1981, the Hong Kong Polytechnic (present-day The Hong Kong Polytechnic University) launched a professional nursing training programme recognised by the United Kingdom Central Council for Nursing, Midwifery and Health Visiting.

1948年廣華醫院護士學校學生手冊
The Nurse's Chart of Kwong Wah Hospital Nursing School (1948)



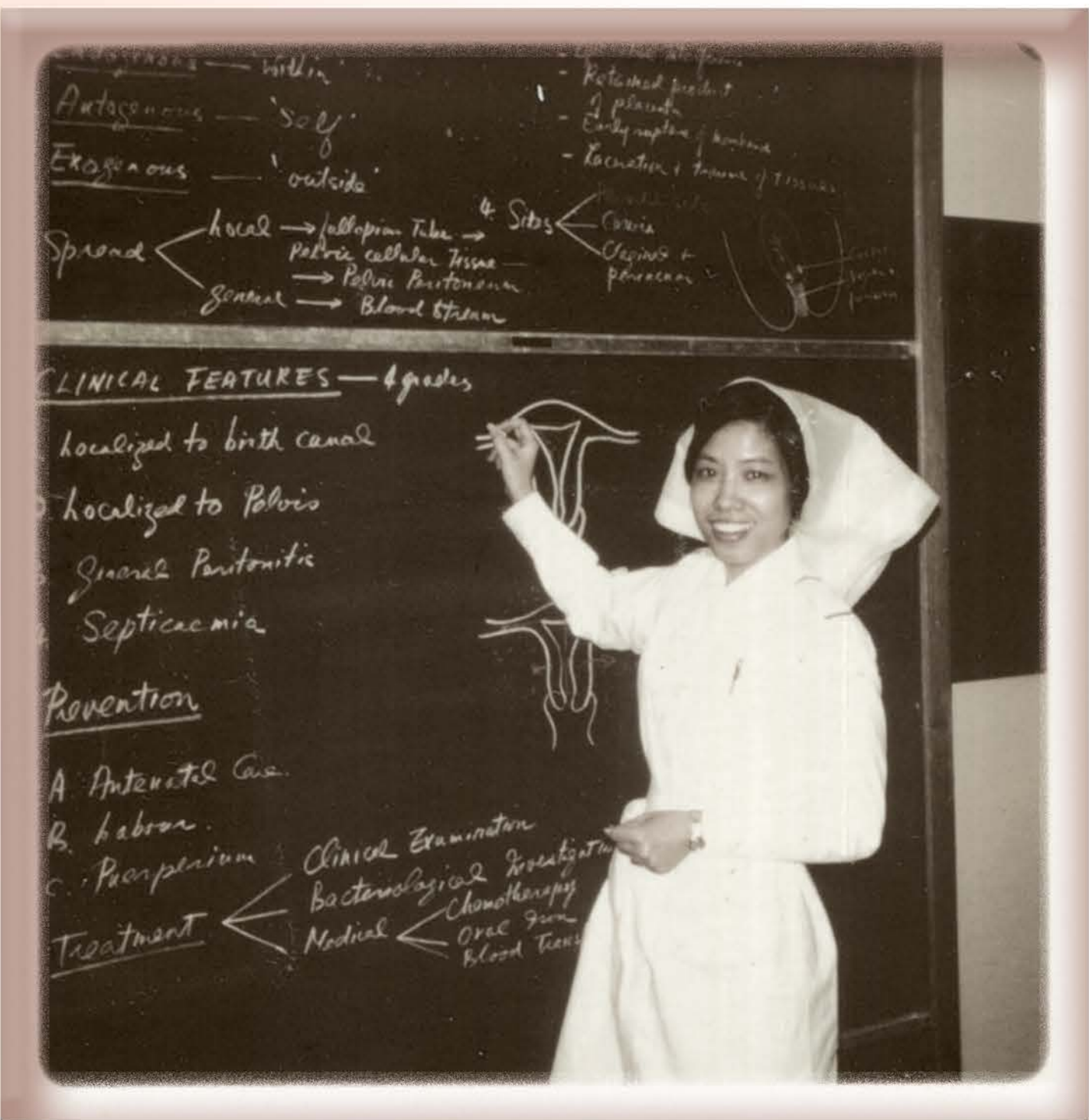
1958年的東華三院護士學生
TWGHs student nurses in 1958

1950至1990年代，東華三院的現職護士，絕大部分是護士學校的畢業生。他們跟隨醫院的專科醫療服務發展，爭取報讀不同的專科護理課程，以貼合全球的醫療發展。縱然護士學校於千禧年結束，但其畢業生仍延續護士學校的精神，不斷精益求精。

From the 1950s to 1990s, the majority of nurses in the TWGHs were graduates of the Nursing School. They kept abreast of the development of specialist healthcare services in Tung Wah, enrolling in various specialist nursing courses to stay in touch with healthcare developments around the globe. Even though the Nursing School was closed in the new millennium, its graduates have passed on the spirit of the school and continued to strive for excellence.



1960年代東華護士學生上課情形。
TWGHs student nurses attending class in the 1960s.



前廣華醫院護士學校校長李淑芳女士於1972年獲東華三院保送到澳洲修讀護理教育文憑課程。
Ms LEE Shook-fong, former principal of Kwong Wah Hospital Nursing School, was selected by the TWGHs to pursue diploma course in nursing education in Australia in 1972.



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廣華醫院護士訓練

Nursing Training at Kwong Wah Hospital

樓高兩層的廣華醫院護士學校於1960年落成（左下角）。
The two-storey Kwong Wah Hospital Nursing School was completed in 1960 (lower left corner).



1959年的廣華醫院的病房
Kwong Wah Hospital ward in 1959

為配合九龍地區日增的人口，1911年廣華醫院成立。護士訓練的開展，不僅可以培育更多專業護士，而護士生亦可補充護理人手的不足，分擔現職護士的繁重工作。

戰前，護士學校畢業生除了服務於廣華醫院，亦受聘於政府或宗教團體。她們秉承護士學校所培育的堅毅不屈精神，部分選擇前往新界地區提供護理和接生服務，改善了新界居民的健康。

戰後，廣華醫院的求診病者屢創新高。帆布床充斥病房，以應付持續增多的病者。縱然工作環境未如理想，廣華醫院護士和護士生仍緊守崗位。至1965年廣華醫院完成重建，護士

學校和宿舍亦相繼落成，改善了護士和護士生的學習和工作環境，並增聘護士生，擴大廣華醫院的護理團隊。特別是1960、70年代，香港出現嬰兒潮，廣華醫院的護士和助產士面對應接不暇的接生個案。

隨著急症室和深切治療部的設立，廣華醫院發展更多的專科服務。護士學校畢業生與時並進，透過海外進修或在職訓練，使香港護理人員步向專業化。

Kwong Wah Hospital was established in 1911, as the population in Kowloon continued to grow. The launching of nursing training did not only nurture more professional nurses, but also provided the wards with much needed manpower support as student nurses shared the heavy workload of serving nurses.

Prior to the Second World War, graduates of the nursing school were employed by the government or religious bodies in addition to serving in Kwong Wah Hospital. Upholding the spirit of perseverance of the nursing schools, some of them offered nursing and midwifery services in the New Territories, helping to improve the health of rural residents.

After the war, patients at Kwong Wah Hospital continued to surge. Canvas beds filled the wards as the hospital tried to cope with the ever-increasing number of patients. Even though the working environment in the wards was undesirable, the nurses and student nurses of Kwong Wah Hospital remained steadfast in their duties. In 1965, redevelopment of Kwong Wah Hospital was finished, and the Nursing School, along with the dormitory, were completed. The learning and working environment of nurses as well as student nurses was improved, and more student nurses were recruited in an effort to expand the nursing team of Kwong Wah Hospital. In particular, during the baby boom in the 1960s and 1970s, the nurses and midwives of Kwong Wah Hospital were overwhelmed with deliveries.



1963年東華三院招聘護士學生
TWGHs student nurses recruitment in 1963



1980年代受訓的東華三院護士學生
TWGHs student nurses received training in the 1980s

Along with the establishment of the Accident and Emergency Department and the Intensive Care Unit, Kwong Wah Hospital developed more specialist services. Graduates of the Nursing School kept abreast with the times and contributed to professionalising the nursing training through overseas or on-the-job training.



東華三院

Tung Wah Group of Hospitals

東華三院護士訓練發展點滴

Development of TWGHs Nursing Training

廣華護士學校

護士學生的點滴（一）

Life of Student Nurses

at Kwong Wah Hospital Nursing School (1)



1975年的東華三院護士學生
TWGHs student nurses in 1975

護士學校見證香港時代的變遷。

早在19世紀末，因傳統社會觀念，男性病者十分抗拒女性護士；而華人婦女亦不願意任職護士，照料自身家庭以外的男性。

隨著時代轉變和社會進步，護士成為女性專門行業，越來越多女性投入護理行業。戰後，護士更成為中學畢業女生的理想出路——因為護士的收入穩定，更有良好的職業培訓和前景。

然而，廣華護士生的學習生活艱苦，尤其戰後護士人手有限，護士生便成為病房主要的護理人員，照顧病者的飲食。他們需定時為病者量體溫、血壓，記錄病者每日的變化，以供其他護士和醫生參考。同時，他們需要處理不同的「厭惡」工作，包括更換病者床單，餵食、幫助病者洗澡，以及清潔大小便等。護士生亦需要當夜班。

雖然學習過程艱辛，但護士都懷念這段「苦日子」。因為一群同齡的年青人居住在護士宿舍，培養出深厚的情誼。當時護士學校高年級的護士生需要指導新入學的護士生，潛移默化，護士生都培養出服從上級的精神。他們亦有一個傳統：低年級的護士生會在高年級護士生準備公開考試前夕，為他們準備「及第粥」，祝願他們順利通過考試，成為正式的「註冊護士」。

The Nursing School bore witness to epochal changes in Hong Kong.

In the late 19th century, male patients resisted female nurses due to traditional social beliefs, whereas Chinese women were reluctant to work as nurses and take care of men outside their own families.



1960年廣華醫院免費門診部，當時護士人手短缺，身兼多職。

In the free outpatient clinic of Kwong Wah Hospital in 1960, nurses were consistently occupied due to shortage of labour.



1970年代東華三院護士學生於護士學校前合照

TWGHs student nurses taking photo in front of the Nursing School in the 1970s

As times changed and society progressed, nursing became a specialised female profession, and an increasing number of women joined the nursing profession. After the Second World War, nursing became an ideal path for female secondary school graduates – as nurses had a stable income as well as better career training and prospects.

Nevertheless, the learning life of the student nurses in Kwong Wah Hospital was by no means easy. In particular, due to the shortage of nurses after the war, student nurses became the main carers in the wards, responsible for feeding and looking after the patients. They regularly measured the patients' temperature and blood pressure, and recorded changes in their conditions every day, for the attention of other nurses and doctors. At the same time, they had to undertake various "unpleasant" tasks, including changing the patients' bedsheets, feeding them, helping them take a bath as well as cleaning their urine and excrement. The student nurses were also required to work night shifts.

Although the learning process was difficult, the nurses all missed the "tough days." This was because they formed a close bond with fellow student nurses in the dormitory who were of the same age. At that time, senior student nurses were asked to offer guidance to the newcomers, and without them knowing, the student nurses learned to follow their superiors' instructions. Meanwhile, the student nurses had a tradition: the junior students would prepare "jidi congee (congee with lean pork, liver and kidney; the name of which means passing the imperial examination)" for senior students the day before their public examination, to wish them success in passing the examination and officially becoming "registered nurses".



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東華三院護士訓練發展點滴

Development of TWGHs Nursing Training

廣華護士學校

護士學生的點滴(二)

Life of Student Nurses

at Kwong Wah Hospital Nursing School (2)

廣華醫院是九龍區其中一所大型醫院，加上位於油尖旺區，所以有各式各樣的求診者。特別是急症室，除了有工業意外、交通意外的緊急傷者，也有社會上俗稱「江湖人士」的傷者。香港嬰兒潮時期，廣華醫院接收大量產婦，根據當時護士生的回憶，她們在受訓期間，曾接生超過一千名嬰兒。

同時，廣華護士亦關注自身的權利，希望獲得應有的尊重。例如在1970年代，他們積極爭取男女同酬，其後亦參與爭取與政府醫院護理員工同工同酬的運動。他們積極改變沿習已久的規定，當時女性護士因為結婚，而被轉為每年聘任，並失去晉升機會，而護士生亦要求是未婚女性，後在女性護士的爭取下，有關規定得以取消。

雖然廣華醫院工作繁忙，不過作為廣華醫院護士學校的畢業生，他們都引以為傲，踏踏實實地盡力完成護理工作，展示護士的操守、謙遜和尊嚴。

(由香港浸會大學歷史系講師羅婉嫻博士撰文)

鳴謝：姚燕瓊女士、李淑芳女士、
任雪梅女士、霍興女士、
湯煥琴女士



1960年代廣華醫院產科病房
The Maternity Ward of Kwong Wah Hospital in the 1960s



1960年代的廣華醫院免費中西醫門診部
The free Chinese and Western medicine outpatient clinic of Kwong Wah Hospital in the 1960s



1965年重建後的新廣華醫院
The new Kwong Wah Hospital after the re-development project completed in 1965

Kwong Wah Hospital is one of the major hospitals in Kowloon. Since it is located in Yau Tsim Mong District, all kinds of patients passed through its doors. In particular, the A&E Department did not only receive people injured in industrial and traffic accidents requiring immediate medical attention, but also wounded gangsters. During the baby boom, Kwong Wah Hospital took in large numbers of pregnant women. As the student nurses at the time recalled, they delivered more than 1,000 babies during their training.

At the same time, the nurses at Kwong Wah Hospital were concerned about their own rights and wished to be given the respect they deserved. For instance, in the 1970s, they actively fought for equal pay for male and female nurses. Subsequently, they participated in a campaign to fight for equal pay for equal work with nursing staff in government hospitals. They also strived to change long-standing rules: at the time, once a female nurse got married, her employment contract was renewed every year and she would lose all chances of promotion, whereas only unmarried women were recruited as student nurses. These rules were abolished following a campaign initiated by female nurses.

Work life at Kwong Wah Hospital was busy, but graduates of Kwong Wah Hospital Nursing School were proud of themselves as they worked earnestly to fulfil their duties in the wards while demonstrating the ethics, humility and integrity of the nursing profession.

(Text written by Dr LAW Yuen-han, Lecturer, Department of History, Hong Kong Baptist University)

Acknowledgments: Ms YIU Yin-king, Ms LEE Shook-fong,
Ms YAM Suet-mui, Ms FOK Hing Fiona,
Ms TONG Woon-kum

姚燕瓊女士的筆記簿記錄了她在1952至1955年間為逾千名產婦接生。
Notebook of Ms YIU Yin-king which records her midwifery services to over a thousand women between 1952 and 1955.



東華三院

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