

Resident Training Program in the Hospital Authority

(Revised January 2010)



醫院管理局
HOSPITAL
AUTHORITY

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Background

The practice of medicine in the Hospital Authority (HA) is organised on a specialty basis and requires the services of competent and qualified specialists. The HA has to ensure that it is able to train sufficient specialists for the organisation, while recognising the need to meet the demand for specialists in the community.

The Hong Kong Academy of Medicine (HKAM) has set out the specialist qualification examination requirements for the medical profession in Hong Kong. Most of the Resident positions in the HA are accredited as being able to provide the specialist trainee with the required training and experience.

The Resident Training Program in the HA has been drawn up to provide continuing postgraduate training opportunities for medical graduates with respect to the needs of the community and the interests of the medical profession. To achieve this end, the contract arrangements for specialist trainees are devised with a view to facilitating the completion of training requirements set by the specialty college concerned, allowing reasonable time required for the majority of trainees to attain the specialist qualification and at the same time balancing against the chance of jeopardising training opportunities for new medical graduates.

Specialist Training Programs of Various Specialties

Specialist training programs of the various specialties are designed by the respective Colleges of the HKAM. The regular training period is 6 years in general, divided into 2 to 4 years for basic training and 2 to 4 years for higher training after internship.

A brief introduction of the specialist training program of individual specialties is given below. Some specialties, e.g. Pathology, Radiology, Anaesthesiology, Emergency Medicine and Obstetrics & Gynaecology, etc. recognise and require their trainees to take up elective training in other specialties. Period of elective training is catered for during the training contract.

For details of the specialist training program structure and recognition of elective training for each specialty, please visit the websites of the HKAM and the respective Colleges. Enquiries on the training programs should be addressed to the HKAM and the respective Colleges direct.

Website : <http://www.hkam.org.hk/>
E-mail : hkam@hkam.org.hk
Telephone : 2871 8888

Anaesthesiology

Training for the Fellowship of the Hong Kong College of Anaesthesiology consists of a six-year rotational programme of modular training after internship. The programme includes accredited anaesthesiology training (forty eight months), intensive care (three months), elective options (fifteen months) and non-anaesthetic experience (six months). Trainees are required to pass the Intermediate and Final Examination, complete a Formal Project and the Effective Management of Anaesthetic Crisis (EMAC) course or an equivalent course, and satisfy the requirements in the Exit Assessment.

Selected trainees may undertake further training for the Diploma in Pain Management or training for the Fellowship in Intensive Care.

Clinical Oncology

Postgraduate specialist training in Clinical Oncology is made up of 4 years of basic training including a minimum of 3 years of full time training in a recognised Clinical Oncology centre, and 2 years of higher training. Clinical experience in other specialty is required as part of basic training. Trainees are to undertake structured training courses for First Examination organised by the Hong Kong College of Radiologists (HKCR), which include Medical Physics, Medical Statistics, Clinical Pharmacology, Cancer Biology & Radiobiology. Final Examination training courses would include management of cancers in various sites. Comprehensive training will also be given in various aspects of oncology including radiotherapy, chemotherapy, and palliative care. Upon completion of basic training, they are to undertake the Joint Final Examination, held jointly with the Royal College of Radiologists.

Higher specialist training will commence after success in the Joint Final Examination with emphasis put on providing the trainee with opportunities for independent practice. Upon completion of two years of higher training, trainees have to undergo an Exit Assessment before they could be certified as specialist in Clinical Oncology. This core program can be followed by another 24 months of subspecialty training in palliative medicine leading to specialist status in Palliative Medicine.

Emergency Medicine

Specialist training in Emergency Medicine spans over a minimum of six years and is only available in accredited training centres. At least three years must be training within accident & emergency departments, of which two years must be after passing the intermediate examination. There is one year of mandatory rotational training for broadening perspectives in the practice of Emergency Medicine. Six months must be in a surgical stream

from any of the followings: general surgery, cardiothoracic surgery, orthopaedic surgery, paediatric surgery, plastic surgery, neurosurgery and urology. Another six months must be in a non-surgical stream from any of the followings: internal medicine, critical care, intensive care and paediatrics (may include anaesthesia in future).

Basic training requires one year training in Emergency Medicine, six months in a surgical stream and six months in a non-surgical stream, as above. Basic trainees of the Hong Kong College of Emergency Medicine may sit for the intermediate examinations in Emergency Medicine (IEEM) after 20 months of the above accredited training. The primary and intermediate examination results of Hong Kong Intercollegiate Board of Surgical Colleges, MCEM(UK) and MRCP(UK)/MHKCP are also accepted by the Hong Kong College of Emergency Medicine. **Basic trainees are required to register with the Hong Kong College of Emergency Medicine.**

Having passed the primary and intermediate examinations, satisfied the mandatory rotations and training experiences, and finished six years of accredited training, trainees have to pass the exit examination before nomination as a specialist in Emergency Medicine.

Family Medicine

The vocational training programme of Family Medicine (FM) in HA is organised in collaboration with the Hong Kong College of Family Physicians. The program consists of (1) basic training with 2-year hospital-based and 2-year community-based components and (2) higher training of 2-year independent family practice.

The hospital-based program consists of rotational training in 4 mandatory core specialties (Medicine, Surgery, O&G and Paediatrics) and attachment to required specialties (including A&E, Psychiatry, O&T, Eye, Skin and ENT) on a 3-6 months basis. They may be required to attend the integrated clinics or other FM clinics on a regular basis to be arranged by the cluster Family Medicine Coordinator. The Community-based program comprises clinic and community geriatrics outreach training, which is offered upon assessment of performance and selection.

Apart from on-the-job professional supervision, all FM Residents are required to attend regular training courses / seminars organised by HA.

At the end of each of the two stages of the training program, the FM Resident will be eligible to sit for Part 1 & 2 of the Conjoint HKCFP/RACGP Fellowship Examination respectively. FM residents passing the part 2 and completing 4 years of basic training will be eligible for the enrolment of higher training.

To enhance community-based or outpatient clinical experience and facilitate higher training in FM, all FM trainees will, same as all non-FM trainees, be offered a 9-year training contract. Continuation of the 9-year training contract is conditional on satisfactory performance and passing of Part 2 of the Conjoint HKCFP/RACGP Fellowship Examination before end of Year 6.

Internal Medicine

Postgraduate training in Internal Medicine in Hong Kong is made up of Basic Physician Training and Higher Physician Training. Trainees are to undergo 3 years of structured Basic Physician Training program, accredited by the Hong Kong College of Physicians (HKCP). They are to undertake the Intermediate Examination of HKCP, held jointly with the MRCP(UK) Part II Clinical Examination (PACES).

Successful Basic Physician Trainees (BPTs) are to undertake Advanced Training in Internal Medicine (AIM). The core program for AIM is to be fulfilled within a 24-month period, with adequate exposure to patient management in acute general medical wards and management of patients attending general and specialty medical outpatient clinics, plus experience in high dependency units and extended care. This core program can be followed by a 12-month period of either hospital-based AIM training program or community-based Ambulatory Care Physician (ACP) program.

Training in Internal Medicine can be undertaken concurrently with another medical specialty, which may be completed in 48 months (24 months in each specialty). These specialties include Cardiology, Critical Care Medicine, Dermatology & Venerology, Endocrinology, Diabetes & Metabolism, Gastroenterology & Hepatology, Geriatric Medicine, Haematology & Haematological Oncology, Infectious Disease, Medical Oncology, Nephrology, Neurology, Palliative Medicine, Rehabilitation, Respiratory Medicine, Rheumatology. Higher Physician Trainees (HPTs) have to undergo annual and exit assessment before they could be certified specialist status.

Obstetrics and Gynaecology

Postgraduate training in Obstetrics and Gynaecology is undertaken in recognised training units, and comprises 4 years of basic training and 2 years of higher specialist training. All the 6 years of training may be in obstetrics and gynaecology, or there may be a 6-month or 12-month elective training in another clinical specialty. Alternatively a 12-month training period in research may be undertaken.

Training in obstetrics and gynaecology may be in one or more training units. During the period of training, the trainee should participate in clinical duties,

teaching and educational activities, quality assurance programs, and take up administrative and management responsibilities.

After completion of the training program and success at the exit assessment, the trainee would be accredited as specialist in Obstetrics and Gynaecology.

Ophthalmology

Clinical Service

The main bulk of ophthalmic service is out-patient based. At the primary level, trainees need to deal with referrals and give advice on the further management of minor ailments. At the secondary level, trainees need to treat patients with common ocular problem such as cataract, glaucoma and retinal diseases. At the tertiary level, trainees need to handle complicated sight threatening diseases that enter into the territory of sub-specialisation such as cornea, glaucoma, paediatric eye diseases, vitreoretinal surgery, oculoplastic surgery, etc. Attending in-patients, emergency consultations and surgery is also an integral and essential part of ophthalmology service provision.

Service provision of the HA Ophthalmic Service is cluster based. Each cluster is an independent and self-supportive unit headed by the Cluster Chief of Service. The academic departments of the two universities also provide collaborative clinical services at HKW, KCC and NTE clusters.

Training

The format is a supervised in-service training structured at two levels - Basic and Higher Training - with appropriate and staged delegation of clinical and surgical responsibilities, depending on individual and professional progress. The training programs provided meet the requirement on provision of training opportunities, supervision and facilities and are accredited by the College of Ophthalmologists of Hong Kong.

Scope

The scope of training includes diagnosis, examination and management of common eye conditions, surgical management of common eye diseases including cataract operation, basic ophthalmic investigations including ophthalmic ultrasonography, electrodiagnostic tests and fundus angiography, rotation and exposure in various subspecialty clinics, rotation and exposure in various subspecialty operations, academic meetings (during or outside office hours) and grand rounds, clinical audit, research and publications projects, core competency, communication and teamwork.

Examination system

The examination arrangements are as follows : -

- Part A : MCQ on basic sciences, earliest attempt after obtaining full medical registration of the Medical Council.
- Part B : Clinical refraction, optics, clinical methods, written, oral and clinical examination in clinical ophthalmology, leading to Associate Fellowship of the College of Ophthalmologists of Hong Kong (AFCOphthHK).
- Part C : Essay, viva, clinical, critical appraisal and patient communication, the earliest attempt after 60 months of training.
- Part D : Exit with log book assessment, the earliest attempt after 72 months of training, leading to Fellowship of the College of Ophthalmologists of Hong Kong (FCOphthHK) and Fellowship of the Hong Kong Academy of Medicine (Ophthalmology).

Paediatrics

The structured training program for a prospective paediatrician consists of a minimum of 3 years of basic training, an intermediate examination, followed by at least 3 years of higher training and an exit assessment. When all these have been completed, subject to approval by the **College**, the trainee will become a Fellow of the Hong Kong College of Paediatricians. He or she will then be eligible for recommendation to be a Fellow of the Hong Kong Academy of Medicine, and will be eligible for listing in the Specialist Register. Presently the College has accredited only specialist training in general paediatrics. Preparation for accreditation of subspecialty training is still on-going.

The basic training program consists of a core program of 2 years (eighteen months in general paediatrics and 6 months in neonatology) and Mandatory 6 months community paediatric training (**3 months** in maternal and child health and **3 months** in child assessment centre), and another flexible 6 months in general paediatrics or a paediatric subspecialty.

There are some guidelines on higher training that all trainees should adhere to. During the 3 years of higher training, one should not spend more than 12 months in any one paediatric subspecialty and not more than 6 months in any single child-health related specialty. There should be at least 2 years training in hospital-based paediatrics, **of which at least one year in acute paediatrics taking emergency admission not limited to any age group or subspecialty**. Finally, during these 3 years there should be 6 months obligatory rotation to work in another training unit either locally or overseas.

A trainee should apply and become an Associate of the College and collect a log book. After completion of three years basic training and having passed the Intermediate Examination, he/she should apply and become a Member

in order to enter into higher training. Fellowship is only granted to Members who have completed the higher training and who have passed the exit assessment.

Pathology

The Hong Kong College of Pathologists (HKCPath) offered training programme for seven pathology specialties. They include Anatomical Pathology, Chemical Pathology, Haematology, Clinical Microbiology & Infection, Immunology, Forensic Pathology (under Department of Health), and Combined Anatomical / Clinical Pathology. A full programme covers six years of post-internship training in recognised training institutes. The training is consisted of 3 years of basic training and 3 years of higher training. Completion of the basic training is marked by the Membership Examination which is to be taken after 36 months of recognised training. The Fellowship Assessment is conducted either upon completion of 6 years of training or in the final year of training. The training programme of each specialty is divergent at the beginning of the training. Trainees are required to do at least one year of rotational training during the training period and the detailed requirement is different amongst pathology specialties.

Psychiatry

The total duration of accredited training for Fellowship in Psychiatry should be at least 6 years. The general professional training should last for at least 3 years and the higher professional training should last for at least 3 years counting from the date the trainee has passed the Intermediate Examination or its equivalent.

For general professional training, attachment in General Adult Psychiatry of a minimum of 18 months duration is required, including 6 months' duration of experience of management of patients governed under Part III of the Mental Health Ordinance (1989) Hong Kong. Trainees are also required to go through 6 months rotational training in subspecialties such as Child and Adolescent Psychiatry, Consultation Liaison Psychiatry Learning Disorders, Forensic Psychiatry, Old age Psychiatry, psychotherapy, Rehabilitation Psychiatry and Substance Misuse.

Each attachment / rotation in a subspecialty in psychiatry in general should be of at least 6 months in duration. Equivalent part time experience may also be recognised. All trainees should have experience of working with community psychiatric nurse, clinical psychologist and with other professionals involved with the patient and his or her family. All trainees should also have experience of administering electro-convulsive treatment under approved conditions.

For higher professional training, one of the attachments in a subspecialty should be of at least 18 months in the capacity of a senior trainee.

Radiology

The Radiology Training Program is divided into Basic and Higher Training Program. At least one year of post-registration clinical experience outside radiology is required to enter the Radiology Training Program.

Trainees are to undergo three years of structured Basic Training program, accredited by the Hong Kong College of Radiologists. Yearly Basic & Intermediate Training Courses have been organised jointly by HA & the Hong Kong College of Radiologists. Taking the courses is mandatory. Towards the end of Basic Training, the trainee will take the Part 2 Fellowship Exam jointly organised by the Royal College of Radiologists and the Hong Kong College of Radiologists.

The Higher Training comprises 2 years of training. Emphasis will be put on providing the trainee with opportunities for practical experience, increased responsibility, independent thinking and action in various disciplines of Radiology through a system-based structured program accreditation by the College. The 2 years of Higher Training include the following components : -

- a) General Radiology Training
- b) Subspecialty Training
- c) Training in relevant attributes: management, audit, quality assurance, research, medico-legal, communication, resource application, etc.

After completion of the required period of Higher Specialist Training, a trainee can apply for consideration of the Fellowship of the College. Exit Assessment exercises are conducted by the College twice a year, normally in January and July.

Surgical Specialties

Trainees aspiring to pursue their specialist training in the specialties of General Surgery, Cardiothoracic Surgery, Urology, Paediatric Surgery, Plastic Surgery, Neurosurgery, Otorhinolaryngology and Orthopaedics & Traumatology will need to undergo a structured two-year cross-specialty basic surgical training program. The rotation of basic specialist training is largely organised on a cluster basis. Cross cluster rotation may be arranged if necessary.

After passing the intermediate examination, trainees will need to apply for entry into the higher specialist training program in one of the above specialties, subject to fulfillment of the prevailing selection criteria for higher training of individual specialties. The selection exercises are conducted two

times a year. They will be convened by a conjoint selection panel. The main assessment criteria guiding the selection will be as follows:

- ❑ Training progress as assessed by trainers under the Hong Kong Intercollegiate Board of Surgical Colleges, number of attempts of examination, & participation in research projects
- ❑ HA Staff Development Reviews
- ❑ Referee Assessment
- ❑ Interview Performance

The higher training generally lasts for four years.

Program Directors

To enhance the training programs in the various clinical specialties and Family Medicine, Program Directors (PDs) are appointed for each specialty in HA to co-ordinate training matters and rotations and act as mentors for the trainees to provide counseling and advice to trainees as required.

The core responsibilities of PDs are to : -

- a) advise on the placement of trainees into training programs;
- b) advise trainees on training matters and offer career counseling to trainees on their training progress and career pursuit and obtain trainees' feedbacks to specialty / cluster training programs;
- c) advise the HAHO on corporate-wide training matters e.g on requirements for training programs in HA based on the discussions in respective clusters / COCs / Colleges;
- d) advise the HAHO on individual training matters related to individual trainees on progress of their training and the need for cross-cluster posting; and
- e) liaise with respective Colleges on training matters for ensuring quality and standard of specialist training and play an enhancing role in training matters for respective Colleges and HA.

The PDs for various specialties are listed in Appendix I. Trainees are encouraged to approach the PDs for advice and assistance in relation to the training matters if required.

Contract Arrangements

For Non-Family Medicine Trainees

With a view to extending the maximum period allowable for trainees to attain intermediate qualification for entry into higher training and to attain specialist qualification, a 9-year training contract structure for specialist trainees was implemented on 1 October 2007. All trainees will be offered a 9-year training contract with contract gratuity to be released normally every 3 years subject to satisfactory performance. Continuation of the 9-year training contract is conditional on satisfactory performance and achievement of the following training milestones : -

- (a) Pass Part I examination (or “Part A” for some specialties) before end of Year 3 (see Note 1 below); and
- (b) Pass Intermediate examination before end of Year 6 (see Note 2 below).

Notes

1. *Except Pathology and Anaesthesiology, in which trainees who may not be able to complete Part I exam after completion of 36 month’s training owing to the training structure will have their contracts renewed without Part I.*
2. *Except : -*
 - *Clinical Oncology, Radiology and Nuclear Medicine for which “end of Year 7” applies; and*
 - *Surgery (including Neurosurgery and Cardiothoracic Surgery), Orthopaedics and Traumatology and Otorhinolaryngology for which selection to higher surgical training is also required.*

The list of examinations / training levels qualifying the trainees for continuation of the 9-year contract is given at Appendix II. The concerned list is subject to update from time to time and the updated version will be posted at the Doctors’ Column at ha.home.

Residents who fail to achieve the above milestones or whose performance has been rated as “Marginal” or “Below standard” in their Staff Development Review (SDR) reports for any two years during the 9-year contract will have to exit from the Resident Training Program. They may however be considered for service Resident posts, if such vacancy arises, ranging from 1 to 3 years.

On attaining specialist qualification and completion of at least 6 years of continuous full time Resident employment, Residents may opt to convert to permanent employment. To continue permanent employment after conversion, they are required to have persistently “Effective” or above SDR assessment in the first three years of permanent employment. The permanent employment of Residents with “Marginal” or “Below standard” SDR assessment in any one year within these three years will be terminated. Either contract employment or complete departure from the HA may follow.

For Family Medicine Trainees

Similar to non-FM trainees, FM trainees will also be offered a “9-year contract” (with that for trainees joining in year 2013 and onwards to be reviewed).

FM trainees who fail to pass the Part II examination before end of Year 6 will have to exit from the Resident Training Program. The same performance standards to be met for continuation of contract and permanent employment for non-FM trainees will also be adopted for FM trainees.

On attaining specialist qualification and completion of at least 6 years of continuous full-time Resident employment, serving FM Residents may be offered permanent employment subject to prevailing service needs. Otherwise, upon completion of 9-year contract, they will pursue FM practice outside HA.

Lateral Transfer to Other Hospitals / Specialties * **Note**

Normally, trainees are required to serve and complete the training contract in the designated specialty. However, trainees may be rotated to other hospitals or specialties for training or service purposes. On the other hand, a lateral transfer mechanism is put in place to cater for the career aspiration of individual trainees to change their specialties at the early stage of their specialist training while upholding fairness in access to training opportunities among trainees in different specialties and intakes. The key criteria for change of specialty are as follows :

1. Receiving Department

- 1.1 There is an approved post and service need in the receiving department for a specialist trainee to fill the approved post.
- 1.2 The post to be filled must be a College-recognised training post.

* Note: RTs who are newly appointed in 2009/10 can only be laterally transferred (both within-specialty and cross-specialty) to another department one year after appointment. With regard to the processing time required, this implies that they cannot submit the application for lateral transfer until completion of 6 months' training in their serving department. If the transfer is successful, the earliest transfer date will fall in the second year of training.

2. Trainee

- 2.1 The trainee has demonstrated the aspiration and suitability to pursue training in the receiving specialty.

3. Contract Duration

- 3.1 The maximum period of training contract will be capped at 9 years irrespective of the number of transfer or change of specialty.
- 3.2 Transfer will normally be considered within the first two years of training so as to allow a total of at least 7 years for the trainees to complete all training requirements and acquire specialist qualification in the receiving specialty.
- 3.3 Transfer after the first two years of training may be considered if the training period of the original specialty is fully / partly recognised for the purpose of specialist training by the receiving specialty so as to allow a total of at least 7 years (including any previous recognised training period) from the date of transfer for acquiring specialist qualification in the receiving specialty.
- 3.4 Training milestones as set out in Appendix II to be achieved for continuation of the 9-year contract will follow that of the receiving specialty.

4. Others

- 4.1 Additional criteria as specified by the receiving specialty must be fulfilled.

Appointment Procedures

New Residents are recruited openly on an annual basis. The HA Head Office will normally conduct joint recruitment exercises for Residents from March to June of the year for intakes in July or the following January. Training posts available and recruitment advertisement setting out the application procedures will be posted on the HA internet website in around March to April. Applicants are required to submit applications on-line and to provide (a) an indication of the applicant's preference for post and (b) a brief written account of his / her career aspiration at the same time.

Shortlisted applicants will be invited for an interview. Key elements to be considered in selecting candidates for appointment include :

- a) performance as revealed during internship. Aspects of assessment include professional knowledge, clinical skill, attitude, willingness to learn, etc.;
- b) potential for specialist training;
- c) career objective of candidate;
- d) commitment to patient care; and
- e) communication skill.

Applicants will be informed of the selection results in around 4-6 weeks' time after the interview. Selected applicants will be issued an appointment letter setting out the employment terms and conditions offered. They are required to confirm their acceptance to the offer of employment before they commence employment with the HA.

During 2009/10, no other RT or SR posts will be offered to doctors who have been selected for appointment but declined the offer. Once the HR Department of HAHO or respective clusters/hospitals give a verbal/ written offer of appointment to an applicant and the applicant declines the offer, no RT or SR post will be provided to such doctor before 1.7.2010. This helps ensure fairness of the exercise and maintain the planned departmental staffing levels.

Resident Posts (Website: <http://www.ha.org.hk/ho/residentvacancy.htm>)

Terms and Conditions of Employment

Residents under the Resident Training Program are employed on prevailing terms and conditions of employment of the HA applicable to Residents. The remuneration package of a newly recruited trainee is given at Appendix III. Such terms and conditions may be amended in individual circumstances by agreement between the Resident and the HA.

Residents are expected to perform on-call duties depending on the exigencies of the work and the operational requirements of individual specialty. The Head of Department/Unit/Section will advise on the work schedule and details of on-call arrangements. In addition, Residents may also be required to work shifts to provide 24-hour coverage or work on statutory holidays. Alternative holidays for work on statutory holidays and /or rest days would be provided as governed by the Employment Ordinance of Hong Kong.

Professional Registration and Annual Practising Certificate

It is a legal requirement and a condition of HA's offer of employment that all medical staff should obtain full registration with the Hong Kong Medical Council whilst practising medicine in the HA hospitals or institutions. A copy of the registration certificate and valid annual practising certificate should be submitted to the Human Resources Department of the hospital concerned as soon as possible within 2 months of commencement of employment. During the period of employment with the HA, all medical staff are also required to renew the annual practising certificate as required by law and send a copy to the hospital management for record after renewal.

Enquiries on professional registration matters can be directed to the Medical Council of Hong Kong.

Telephone : 2961 8648

Fax : 2891 7946

Continuing Medical Education

The Medical Council of Hong Kong (MCHK) has implemented the Continuing Medical Education (CME) Program for practising doctors who are not taking CME program for specialists since 1 October 2001. The purpose is to encourage practising doctors to keep themselves up-to-date on current developments in medical practice so as to maintain a high professional standard.

Enrolment in this program is voluntary. The HA, as a renowned training ground for specialists, advocates continuous professional development to meet healthcare needs of patients /clients and encourages Residents to join this voluntary CME Program and participate in CME activities of their choice to keep themselves up-to-date on current developments in medical practice. The Hong Kong Academy of Medicine will be responsible for determining which parts of the specialist training program can be regarded as CME activities for specialist trainees and non-specialists.

To enroll in the CME Program, Residents should register with ONE of the CME Program Administrators accredited by the Medical Council. The CME Program Administrators will be responsible for vetting, documenting and calculating the CME scores for doctors registered with them during the CME cycle and reporting the total CME credit points to the Medical Council.

For further details on the CME Program, please visit the website of MCHK at <http://www.mchk.org.hk>. For enquiries, please contact the Medical Council Secretariat through the following means:

Telephone : 2873 4853 / 2873 4829

Fax : 2554 0577

E-mail : mc-dc@dh.gcn.gov.hk

Being a CME Program Provider accredited by the MCHK, the HA can award credit points for HA organised CME activities in accordance with their guideline. For updates on the HA CME activities, please visit the following HA website:

[CME activities organised by HA](#)

[Website: <http://www.ha.org.hk/ho/cme.htm>]

In due course, CME is going to be a mandatory requirement for renewal of practising certificates for all medical practitioners.

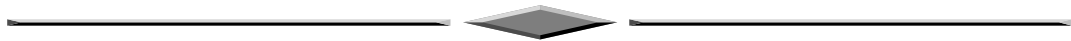
Enquiries

Please contact the following : -

Ms Ada Chan on appointment procedures
Tel : 2300 6329 Fax : 2895 5095

Ms Janet KONG on post arrangement
Tel : 2300 7263 Fax : 2881 5848

Program Directors (at Appendix I) for various clinical specialties on training matters.



Hospital Authority
January 2010

Program Directors (PDs) in Various Clinical Specialties

Specialties	Programme Directors			
	For Cluster/ Training Centre	Name	Title	Telephone
A&E	All clusters	Dr C H CHUNG	COS (A&E), NDH	2683 7246
Administrative Medicine	All clusters	Dr FUNG Hong	CCE, NTEC / HCE, PWH	2632 2434
Anaesthesia	HKEC	Dr Monica LEE	AC (ANA), PYNEH	7328 3019
	DKCH	Dr H T CHAN	AC (ANA), DKCH	2974 0363
	GH	Dr Y T HIONG	CON (ANA), GH	2518 2226
	QMH	Dr M K YUEN	AC (ANA), QMH	2855 5791
	HKEH	Dr S M WONG	CON (ANA), HKEH	2762 3059
	QEH	Dr Douglas FOK	AC (ANA), QEH	2958 7415 / 2958 6176
	UCH	Dr T SUEN	SMO (ANA), UCH	9266 1530
	CMC	Dr LAM Mo Chi Eric	AC (ANA), CMC	3408 7272
	KWH	Dr K W CHENG	AC (ANA), KWH	3517 5056
	PMH	Dr David KP CHUA	SMO (ANA), PMH	2990 1272
	YCH	Dr Rebecca KWOK	AC (ANA), YCH	2417 8453
	AHNNH	Dr Jacqueline YAP	AC (ANA), AHNNH	2683 8075 (NDH) / 7321 7636
	NDH	Dr Jacqueline YAP	AC (ANA), AHNNH	2683 8075 (NDH) / 7321 7636
	PWH	Dr Simon CHAN	CON (ANA), PWH	2632 2735
	TMH	Dr W S CHAN	CON (A&IC), TMH	2468 5400
Clinical Oncology	All clusters	Dr Yuk TUNG	CON (CLIN ONC), TMH	2468 5087
Family Medicine	HKEC	Dr Daniel CHU	CON (FM&PHC), HKEC & HKWC	3553 3201
	HKWC	Dr Wendy TSUI	CC(FM & PHC), HKWC	2589 2223
	KCC	Dr King CHAN	CCOS(FM & GOPC), KCC	2958 6034
	KEC	Dr David CHAO	CCOS (FM&PHC), KEC & KCC	3513 4888 / 3513 3087
	KWC	Dr Y K YIU	COS (FM&GOPC), KWC	2354 0557
	NTEC	Dr Augustine LAM	COS (FM&GOPD), NTEC	2632 4021
	NTWC	Dr Jun LIANG	CON (FM), TMH	2468 6601

Appendix I

Specialties	Programme Directors			
	For Cluster/ Training Centre	Name	Title	Telephone
Medicine	AIM			
	HKEC	Dr CHAN Chee Wun, Joyce	CON (MED), PYNEH	2595 6401
	HKWC	Dr Felix Chan	CC(Community Care Services) / COS (MED), FYKH / CON (MED), TWH	2855 6168
	KCC	Dr TIU Sau Cheung	TWH CON	2958 6739
	KWC	Dr LAI Jak Yiu	CON (M&G), PMH	2990 3739
		Dr LAM Kwong Ming	CON i/c MB-M&G(IMS), KWH	3517 5054
		Dr TSE Man Wah Doris	COS (M&G), CMC	3408 7454
	KEC	Dr CHAN Kin Sang	COS (Pulmonary & Palliative Care), HHH	2703 8673
	NTEC	Prof CHAN Yan Keung Thomas	Professor (MED), PWH	2632 3907
		Dr LAI Moon Sing	CON (MED), NDH	2683 8557
	NTWC	Dr AU Si Yan	CON (MED), TMH	2468 5398
	Basic Physician			
	HKEC	Dr TSOI Tak Hong	CON (MED), PYNEH	2595 6402
	HKWC	Dr Sydney Tang	Associate Professor (MED), HKU	2255 4777
	KCC	Dr CHAU Ka Foon	CON (MED), QEH	2958 6872
	KWC	Dr WONG Kui Man Andrew	CON i/c MA-M&G(IMS), KWH	3517 5054
	KEC	Dr HO Yiu Wing	COS (M&G), UCH	3513 4822
	NTEC	Dr LEUNG Wai Yee Nancy	CON (MED), AHNH	2689 3623
		Prof CHAN Ka Leung Francis	Professor (MED), PWH	2632 3143
	NTWC	Dr AU Tak Cheung	CON (MED), TMH	2468 5389
Palliative Medicine	All clusters	Dr TSE Man Wah Doris	COS (M&G), CMC	3408 7454
O&G	All clusters	Dr C M TAI	CON (O&G), PYNEH	2595 6400
Ophthalmology	All clusters	Dr C K HO	COS (OPH), TMH	2468 5400
		Dr T H LAM	CC (O&VS), NTEC	2632 2987
Paediatrics	HKEC	Dr L Y SO	CON (PAED), PYNEH	2595 6396
	HKWC	Dr S Y HA	CON (PAED), QMH	2855 3453
	KCC	Dr Y M NG	CON (PAED), QEH	2958 6868
	KWC	Dr M C CHIU	COS (P&AM), CMC/OLMH/PMH/YCH	2990 3102 / 2990 3601
	KEC	Dr H B CHAN	COS (P&AM), UCH	3513 4861
	NTEC	Dr C K LI	CON (P&AM), PWH	2632 1029
	NTWC	Dr S N WONG	CON (P&AM), TMH	2468 5390

Appendix I

Specialties	Programme Directors			
	For Cluster/ Training Centre	Name	Title	Telephone
Pathology				
Anatomical Pathology	HKEC	Dr Alwin S W PANG	COS (PATH), PYNEH	2595 5255
	HKWC	Dr R J COLLINS	COS (PATH&CBD), QMH	2855 4136
	KCC/KEC	Dr John K C CHAN	Consultant Pathologist (Mol. Biology), QEH	2958 6830
	KWC	Dr K C LEE	COS (PATH), KWC	2990 1805
	NTEC	Dr Michael SUEN	CC (PATH), NTEC	2689 2607
	NTWC	Dr M C TANG	COS (PI), NTWC	2468 5457
Haematology	All clusters	Dr Raymond Wan CHIU	CON (PATH), PYNEH	2595 5071
Clinical Microbiology and Infection	All clusters	Dr N C TSANG	Consultant Pathologist (Micro), QEH	2958 6849
Chemical Pathology	All clusters	Dr Anthony C C SHEK	Consultant Pathologist (Chem), QEH	2958 6784
Immunology	All clusters	Dr Eric CHAN	CON (IMM), QMH	2855 4149
Psychiatry				
Program Director	All clusters	Dr Eva DUNN	COS (Psy), PYNEH	2595 4325
TC Convenor	All clusters	Dr Timothy YEUNG	CON (PSY), CPH	2456 7261
EAC Convenor	All clusters	Dr Eric CHEUNG	CON (PSY), CPH	2456 7259
Radiology				
	HKEC	Dr K Y LAU	CCOS (RAD), HKEC	2595 6179
	HKWC	Dr TSO Wai Kuen	COS (DR), QMH	2855 3284
	KCC	Dr Y L CHEUNG	CON (DR), QEH	2958 6542
	KEC	Dr Chi Sang CHAN	COS (RAD), UCH	3513 4156
	KWC	Dr H S LAM	COS (RAD), KWC	3517 5107
	NTEC	Dr Ann KING	Professor (DROI), PWH	2632 1005
	NTWC	Dr P C LAU	COS (DR&NM), NTWC	2468 5175

Appendix I

Specialties	Programme Directors			
	For Cluster/ Training Centre	Name	Title	Telephone
Surgical specialties (including CTS, ENT, GS, NS, O&T, Paed S, Plas S and Urology)				
a) Basic Surgical (BST)	HKEC	Dr Y P TAI	CON (SURG), PYNEH	2595 6416
	HKWC	Professor Stephen W K CHENG	Professor (Vascular Surgery), QMH	2855 4962
	KCC	Dr Allen Tong Kar	CON (SURG), QEH	2958 6988
	KEC	Dr Chow Tam Lin	CON(SURG), UCH	3513 6253
	KWC	Dr C K KONG	CON (SURG), YCH	2417 8357
	NTEC	Dr W K NGAI	COS (O&T), NDH	2683 7588
	NTWC	Dr S K LEUNG	CON (SURG), TMH	2468 5379
b) Higher Surgical Training Surgery				
CTS	All clusters	Prof David L C CHEUNG	Honorary Clinical Associate Professor, GH	3106 3516
General Surg	All clusters	Dr Heng Tat LEONG	COS (SURG), AHNH/NDH	2683 8235
Paed Surg	All clusters	Dr W K KWOK	CON (SURG), QEH	2958 6994
Plastic Surg	All clusters	Dr W M NG	CON (SURG), QMH	2855 4394
Urology	All clusters	Dr YIU Ming Kwong	CON (SURG), PMH	2990 3718
NS	All clusters	Dr Dawson FONG	COS (NS), NTWC	2468 5402
O&T	All clusters	Dr Fu Keung IP	COS (O&T), PYNEH	2595 6415
ENT	All clusters	Dr John WOO	COS (ENT), PWH	2632 3558

**Examinations / Training Levels to be attained for Continuation of the 9-Year Contract
under the Resident Training Program (as at 1.4.2010)**

Notes

1. The following list shows the typical examinations / training levels required for respective specialty training programs laid down by the constituent Colleges of the HKAM. Equivalent qualifications / examinations / training level recognised by the respective Colleges also apply.
2. The following list is subject to change from time to time without prior notice as per the specialist training requirements laid down by the constituent Colleges of the HKAM. The updated version will be posted at the Doctors' Column at ha.home.
3. Residents are advised to clarify with their supervisor or Cluster HR office in case of doubts regarding the recognition of higher qualifications by their respective College.

For various specialties except Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	Examinations / Training Levels to be attained <u>before the end of Year 3</u>	Examinations / Training Levels to be attained <u>before the end of Year 6</u>
A&E	MHKICBSC Exam Part 1 / PEEM / Joint MRCS Part I / MRCP Part I / MCEM Part A	IEEM / MRCS / MRCP PACES / MHKICBSC Exam Part 3 / MCEM Part B&C
ANA	Complete 3 years' training	IFE / Part I
ENT	MHKICBSC Exam Part 1 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	Joint MRCS Intercollegiate (Surgery) Part 3 / MHKICBSC Exam Part 3 and Selected for Higher Training
Intensive Care (Ana) / (Med)	Complete 3 years' training / MRCP Part I	IFE / MRCP Part II PACES
Medicine	MRCP Part I	MRCP Part II PACES
Neurosurgery	MHKICBSC Exam Part 1 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	Joint MRCS Intercollegiate (Surgery) Part 3 / MHKICBSC Exam Part 3 and Selected for Higher Training
Obstetrics & Gynaecology	MRCOG Part I	HKCOG SOE
Ophthalmology	FCOphthHK Part A	FCOphthHK Part B(ii)
Orthopaedics & Traumatology	MHKICBSC Exam Part 1 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	Joint MRCS Intercollegiate (Surgery) Part 3 / MHKICBSC Exam Part 3 / MRCS (London, Edin, Glas or Ire) (only for trainees admitted to basic training prior to 1.7.09) and Selected for Higher Training
Paediatrics	MRCPCH Part I	MRCPCH Clinical Exam / MRCP (Ireland) (Medicine of Childhood)
Pathology	Complete 3 years' training	MHKCPath
Psychiatry	HKCPsych Part I	HKCPsych Part II Exam MRCPsych Part II Exam (on or before 2007) FRANZCP
Surgery	MHKICBSC Exam Part 1 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	Joint MRCS Intercollegiate (Surgery) Part 3 / MHKICBSC Exam Part 3 and Selected for Higher Training
Family Medicine	Complete 3 years' training	Conjoint HKCFP/ RACGP Part II
For Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	Examinations / Training Levels to be attained <u>before the end of Year 3</u>	Examinations / Training Levels to be attained <u>before the end of Year 7</u>
Clinical Oncology	First FRCR	Joint Final FRCR / FHKCR
Radiology	First FRCR	Joint Final FRCR / FHKCR Part B
Radiology (Nuclear Medicine)	First FHKCR	Final FHKCR

* Items in bold are updated in the latest version (as at 1.4.2010).

Remuneration Package of Newly Recruited Trainee

1.	Duration of Employment	One-off 9-year training contract of which continuation is conditional on satisfactory performance and achievement of specific career milestones
2.	Basic Salary	\$42,175 (as at 09/10 level) (Salary to be offered will commensurate with relevant experience and qualification, if any, of the doctors concerned.)
3.	Monthly Allowance	\$6,949 (as at 09/10 level)
4.	Housing Benefit	May opt for : <ul style="list-style-type: none"> Retaining eligibility to apply for interest subsidy under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 3 years of service (year of service will be counted as qualifying service for HLISS); or 5% allowance in lieu of HLISS (year of service will not be counted as qualifying service for HLISS).
5.	HA Mandatory Provident Fund	\$1,000 Note : HA will make a monthly employer mandatory contribution for each contract employee at the statutory contribution rate (i.e. 5% of the employee's monthly relevant income or \$1,000, whichever is lesser)
6.	Gratuity	15% of total basic salary earned payable on satisfactory completion of every 3 years during the 9-year training contract
7.	Annual Leave	25 days per year
8.	Sick Leave	<ul style="list-style-type: none"> 38 days full pay sick leave for the 1st year of service 48 days full pay sick leave from the 2nd year of service onwards May accumulate up to a maximum of 182 days full pay sick leave. Further sick leave on half pay of the same order of entitlement may be granted
9.	Maternity Leave	<ul style="list-style-type: none"> Employees with 40 weeks of service prior to commencement of maternity leave are entitled to a maximum of 10 weeks maternity leave on a full pay basis.
10.	Medical Benefit	<ul style="list-style-type: none"> Free outpatient and hospitalization benefits of the employees and eligible dependants.
11.	Dental Benefit	<ul style="list-style-type: none"> Dental benefits provided for the employee and eligible dependants.
12.	Death Benefit	(a) 12 monthly basic salary; or (b) amount of accrued gratuity plus HA's employer mandatory contributions during contract period, whichever is greater.
13.	Disability Benefit	Payment of accrued benefits plus either : (a) monthly basic salary x (1/3 x months of total contract period)* or (b) a lump sum equal to 50% of basic salary plus monthly allowance and reduced gratuity for remaining contract period, whichever is greater. <i>* up to a maximum of 12 months</i>

14.	Employees' Compensation	Compensation is generally same as Employees' Compensation Ordinance except that sick leave arising out of injuries at work is granted on a full pay basis.
15.	Professional Indemnity	Provided for medical, nursing and allied health staff