Opportunities for Overseas Doctors in Hospital Authority under Limited Registration Scheme

Limited Registration: What are the Options?
10 April 2021
Today’s Sharing

- Introduction to HA
- Pathways for non-locally trained doctors to pursue medical career in HA
  - Full registration
  - Limited registration (LR)
- LR recruitment scheme
  - Application process
  - The package
  - Our website
Hospital Authority (HA)

- Established in 1990 under the Hospital Authority Ordinance
- A statutory body tasked to manage all public hospitals & institutions
- Key provider of public-funded healthcare services for > 7 million population
Facilities & Manpower

- **43** public hospitals and institutions with over **29,400** beds
- **49** Specialist Clinics
- **73** General Out-patient Clinics

About **87,015** staff (full-time equivalent)

Public hospitals grouped into **7 Clusters**
Working Opportunities in HA

Ongoing Hospital Development / Re-development Plan
Clinical Specialties in HA

- Accident & Emergency
- Anaesthesia
- Clinical Oncology
- Ear, Nose & Throat
- Family Medicine
- Intensive Care
- Medicine
- Neurosurgery
- Obstetrics & Gynaecology
- Orthopaedics & Traumatology
- Ophthalmology
- Paediatrics
- Pathology
- Psychiatry
- Radiology
- Surgery
Returning to HK to serve as doctors?

Locally trained new medical graduates from the University of Hong Kong (HKU) and the Chinese University of Hong Kong (CUHK)

Past year graduates (other registered doctors available in the market for returning to work in public hospitals from private sector)

1. Newly registered non-local medical school graduates who have passed the Licensing Examination of the Medical Council of Hong Kong

2. Non-locally trained doctors recruited under Limited Registration (LR) Scheme

Source of Doctors in HA

(*Details please refer to The Medical Council of Hong Kong [https://www.mchk.org.hk] and Cap. 161 Medical Registration Ordinance [https://www.elegislation.gov.hk/hk/cap161]*)
Licensing Examination

1. Take Licensing Examination of MCHK to obtain Full Registration in HK

- Governed by the **Medical Registration Ordinance** ("MRO")

- An applicant must satisfy ALL requirements set out in section 7A of the MRO:
  
  (1) makes an application in that behalf to the Council and pays to the Registrar a prescribed fee; and
  
  (2) satisfies the Council

  i) that at the time of the application he has satisfactorily **completed not less than 5 years full time medical training** of a type approved by the Council# and is the holder of a **medical qualification** acceptable to the Council; and

  ii) that he is of **good character**.

# the 5 years full time medical training shall include a period of internship as approved by the Council
Licensing Examination

**Part I - Examination in Professional Knowledge**
- Questions in Basic Sciences, Medical Ethics / Community Medicine, Medicine, Surgery, Orthopaedic Surgery, Psychiatry, Paediatrics and Obstetrics & Gynaecology
- Contains 2 multiple-choice papers

**Part II – Proficiency Test in Medical English**
- Command of English for professional purposes
- Contains ‘True/False’ questions and writing in passages or letters

**Part III – Clinical Examination**
- Application of professional knowledge to clinical problems in Medicine, Surgery (including Orthopaedic Surgery), Obstetrics & Gynaecology and Paediatrics
- Contains Objective Structured Clinical Examination (OSCE) format and some are long- and short-case examinations
Licensing Examination

- After passing the Licensing Exam, it is required to undergo a **period of assessment for normally 12 months** to familiarize with the local medical system and commonly-found diseases.

- Upon successful completion of the period of assessment, he/she is eligible to apply for **full registration** as a medical practitioner in HK.

[https://leip.mchk.org.hk](https://leip.mchk.org.hk)
Limited Registration

2 Work under Limited Registration in HK

According to section 14A of MRO, a person may be registered as a medical practitioner with limited registration if he/she satisfies the Medical Council that:

a) he/she has been selected for an employment or for a type of employment determined and promulgated by the Medical Council;

b) he/she has obtained an acceptable overseas qualification;

c) he/she has had adequate and relevant full-time post-qualification clinical experience;

d) he/she is registered with a medical authority outside Hong Kong; and

e) he/she is of good character
Limited Registration

- **Licensing Examination is not required** for persons registered as a medical practitioner with limited registration.
- **For employment in public institutions** as determined and promulgated by the Medical Council:
  - HKSAR Government (Department of Health)
  - Hospital Authority
  - The University of Hong Kong or The Chinese University of Hong Kong
LR Recruitment Scheme in HA

With the passing of the Medical Registration (Amendment) Bill 2017 in March 2018, the term of registration of LR has been extended to up to 3 years.

HA has also been arranging renewable employment contract up to 3 years subject to mutual agreement, consistent good performance and approval of LR by MCHK.
LR Recruitment Scope in 2021/22

Service Resident Positions
- All Specialties

Associate Consultant Positions
- Anaesthesia
- Anatomical Pathology
- Cardiothoracic Surgery
- Ear, Nose, Throat
- Radiology
- Nuclear Medicine
- Obstetrics & Gynaecology
- Ophthalmology
- Plastic Surgery
- Neurosurgery
Requirements

Service Resident

✓ A qualification comparable to the Intermediate (or Pre-Intermediate*) Examination of constituent Colleges of the Hong Kong Academy of Medicine

✓ Possessed relevant clinical experience as post-internship registered medical practitioner and enrolled in specialist training programme recognized by constituent Colleges of the Hong Kong Academy of Medicine

✓ Proficiency in English

✓ Proficiency in Cantonese (except for Anaesthesia, Pathology and Radiology)

* For Emergency Medicine, Family Medicine, Internal Medicine and Paediatrics, applicants with pre-intermediate level qualifications would be considered

Associate Consultant

✓ Full registration with an approved medical authority outside Hong Kong

✓ Certified or registered as a specialist or equivalent, in relevant specialty in the country of practicing Medicine
  (The certification or registration system for the specialist status should be a nationally or officially recognized system)

✓ Proficiency in English

✓ Proficiency in Cantonese (except for Anaesthesia, Pathology and Radiology)
Recognized Pre-intermediate Qualifications (for EM, FM, MED and PAED)

Primary Examination / Part I or equivalent of recognized qualifications*

Examples:

Emergency Medicine
- Member of the Royal College of Emergency Medicine in the UK (MRCEM) Part A
- Primary Examination of Australasian College for Emergency Medicine (FACEM)

Family Medicine
- Part 1 or written examination of:
  - Member of Royal College of General Practitioners (MRCGP)
  - Fellow of Royal Australian College of General Practitioners (FRACGP)

Internal Medicine
- Member of the Royal College of Physicians (UK) (MRCP(UK)) Part I & II

Paediatrics
- Theory examinations of Member of Royal College of Paediatrics and Child Health (MRCPCH)

* To be assessed by constituent Colleges under the Hong Kong Academy of Medicine and respective Coordinating Committee in HA
Career Prospect and Training Opportunities of Doctors Working under LR in HA

Specialist Training
Collaboration with HKAM and Colleges to facilitate continuation of specialist training of LR doctors in HA

Career Prospect
Mechanism in place for promotion to Associate Consultant for LR doctors in HA

Period of Assessment
Enhanced arrangement of the period of assessment for LR doctors who have passed the Licensing Examination
Facilitation on Specialist Training

HA is closely collaborating with Hong Kong Academy of Medicine (HKAM) and its Colleges to align the practice and provide on-the-job specialist training of the non-locally trained doctors working in HA under LR

- Continuation of specialist training in Emergency Medicine, Internal Medicine, Family Medicine, Obstetrics & Gynaecology, Ophthalmology, Paediatrics, Pathology, Psychiatry
- Possible deployment between units within HA to facilitate the specific rotation training requirements as set out by respective Colleges
Facilitation on Specialist Training

- Same as other non-LR doctors in HA, LR doctors in HA are entitled with
  - Study Leave
  - Exam Leave for College’s exams
  - Granting of Intermediate / Exit / Post-fellowship Increments
Career Progression for LR Doctors

✓ **AC posts under LR in selected specialties** advertised from time to time

✓ **Opportunities for promotion to AC** for LR doctors in HA who:

1. Registered in **Specialist Register** in MCHK; and

2. Possessed **5 or more years’** full time post-fellowship experience in the relevant specialty in HA (for non-specialist LR doctors); or

3. Possessed **5 or more years’** full time clinical experience in HA (for specialist LR doctors)

For information on **Specialist Registration**, please visit MCHK’s website: https://www.mchk.org.hk/english/registration/specialist_registration.html

For information on **Certification for Specialist Registration (CSR)**, please visit HKAM’s website: http://www.hkam.org.hk/HKAMWEB/pages_3_55.html
New Exempted “Internship Arrangement”

✓ MCHK endorsed at its Policy Meeting in May 2019 for **reduction of the period of assessment generally** for non-locally trained doctors who

- Passed the **licensing examination**
- Hold a **specialist** qualification comparable to a Fellowship of the Colleges under HKAM
- Have completed a period of full-time employment for **three years or more under LR in HA/DH/HKU/CUHK**

✓ **Study leave for attending licensing exam and the 1-3 days “Period of Assessment”**
✓ **Take care of HA employment upon obtaining full registration**
Application Process

**APPLY**
- Apply **ONLINE** for the job
- Submit documentary proof of qualification and registration

**INTERVIEW**
- Attend **selection interview** (Face-to-Face/Phone/ZOOM)

**PROCESSING**
- Verification of registration
- Give consent for obtaining employer’s reference
- Obtain good standing document from practising country
- Arrange **limited registration** at the Medical Council of Hong Kong
- Apply for working visa
- Attend pre-employment medical check

**REPORT DUTY**
- Commence duty in HA hospital
# The Package

<table>
<thead>
<tr>
<th>Support your application to the MCHK for practice under limited registration</th>
<th>Flexible contract term up to 3 years</th>
<th>A 15% contract-end gratuity payment upon satisfactory completion of contract</th>
<th>Leave Support</th>
<th>Comprehensive and free medical coverage</th>
<th>Covered by professional indemnity, legal assistance and employees' compensation of HA</th>
<th>Allowances</th>
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Support your application to the MCHK for practice under limited registration

- Offer assistance with the **LR application documents** and **certificate of employment** required by MCHK
Offer a **flexible** and **renewable** contract term up to three years subject to mutual agreement, consistent good performance and approval of limited registration by MCHK.
A **monthly salary** with **annual increment** and **15% contract-end gratuity** payment upon satisfactory completion of contract

<table>
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<tr>
<th>Basic Monthly Salary + Monthly Allowance:</th>
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<tr>
<td>HKD$71,219 – HKD$144,604</td>
<td>HKD$148,432 – HKD$171,014</td>
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<td>(~£6,763 – 13,733)</td>
<td>(~£14,096 – 16,241)</td>
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**Service Resident**

**Associate Consultant**

(The salary to be offered will be commensurate with relevant experience and qualification of the selected candidates and subject to currency fluctuation.)

* Contract-end gratuity equals to 15% of the total basic monthly salary earned, which will be adjusted by the amount of HA's mandatory contribution to the Mandatory Provident Fund (MPF) Scheme, if applicable, during the contract period.
A monthly salary with annual increment and 15% contract-end gratuity* payment upon satisfactory completion of contract.

Salary per Annum in UK and HK

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<tr>
<th>Position</th>
<th>UK</th>
<th>HK</th>
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<tr>
<td>(Resident)</td>
<td>£81,156</td>
<td>£110,683</td>
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<tr>
<td>(Specialty Registrar)</td>
<td>£38,694</td>
<td></td>
</tr>
<tr>
<td>(Associate Consultant)</td>
<td>£169,152</td>
<td>£273,792</td>
</tr>
<tr>
<td>(Consultant)</td>
<td>£217,176</td>
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Source:
1) British Medical Association (BMA), UK
2) Office for National Statistics, UK Government
3) Census and Statistics Department, HKSAR Government

Consumer Price Index (CPI)

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<tr>
<th></th>
<th>UK</th>
<th>HK</th>
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<tbody>
<tr>
<td></td>
<td>108.7</td>
<td>110.5</td>
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Consumer Price Index (CPI) - Transport

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<tr>
<th></th>
<th>UK</th>
<th>HK</th>
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<tbody>
<tr>
<td></td>
<td>112.4</td>
<td>106.7</td>
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Personal Income Tax Rate

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<th></th>
<th>UK</th>
<th>HK</th>
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<td></td>
<td>20% - 45%</td>
<td>2% - 17%</td>
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(Exchange rate @10.530 as quoted from Hong Kong Association of Banks as of 24 March 2021 and it may fluctuate from time to time)
Leave Support

- Annual Leave
- Maternity / Paternity Leave
- Study Leave
- Sick Leave
- Volunteer Service
- Compassionate Leave
- No Pay Leave
Comprehensive and free medical coverage

HA Staff Clinic

Staff Radi Program

Medical & Dental Benefits

Admission to Private Wards
Covered by professional indemnity, legal assistance and employees’ compensation of HA

- Support on Legal Matters, Medico-Legal Cases and Coroner’s Cases
- Provision of Disciplinary Protection Insurance
- Professional Indemnity Insurance
- Compensation for Injuries On Duty
For AC, a one-off “Relocation Allowance” of HKD$40,000\(^\#\) (~£3,799)

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\(^\#\) subject to meeting specific criteria
Staff Engagement & Activities

Day Tours

Interest Classes

Gatherings

Staff Recognition

Sports Activities
Special Offers for HA Staff
Welcome to HA

- Work as members of our professional teams committed to quality patient care
- Get a better salary while paying a low income tax in Hong Kong
- Gain work/training experience in a range of medical specialties in public hospitals of Hong Kong
- Facilitate your plan on pursuing a medical career in Hong Kong
For graduates who have enrolled in specialist training programme (EM, FM, MED and PAED only)

1) Pass the **Primary Examination / Part I or equivalent** of recognized qualifications (e.g. MRCEM Part A, written examination of MRCGP, Part I & II of MRCP, theory examinations of MRCPCH)

2) Apply for **Service Resident position under LR** in HA

3) **Continue specialist training in Hong Kong** under respective Colleges of the Hong Kong Academy of Medicine while working under LR in HA

4) **Continue to work under LR** in HA with **opportunities for promotion to Associate Consultant**, or take the licensing examination of MCHK and become fully registered
For doctors who are undergoing / have completed specialist training (all specialties)

1) Obtain recognizable qualifications comparable to intermediate examination of the Hong Kong Academy of Medicine (e.g. FRCA, MRCOG, FRCOphth, FRCR, FRCS in Neuro / Plastic Surgery / Cardiothoracic Surgery, etc.)

2) Apply for Service Resident position under LR in HA

3) Continue specialist training in Hong Kong under respective Colleges of the Hong Kong Academy of Medicine while working under LR in HA, or apply for Certification of Specialist Registration

4) Continue to work under LR in HA with opportunities for promotion to Associate Consultant, or take the licensing examination of MCHK and become fully registered
For **specialist doctors** (selected specialties only)

1) **Become a specialist** in practicing country with qualifications recognized by the Hong Kong Academy of Medicine

2) Apply for **Associate Consultant position under LR** in HA

- Anaesthesia
- Anatomical Pathology
- Cardiothoracic Surgery
- Otorhinolaryngology
- Radiology
- Nuclear Medicine
- Obstetrics & Gynaecology
- Ophthalmology
- Plastic Surgery
- Neurosurgery
For more details, welcome to visit our website

- Pathways for non-locally trained doctors to pursue medical career in HA
- More on...
  - Different time points for returning to Hong Kong and work as doctor
  - Promotion opportunities
For more details, welcome to visit our website

- Employment Package
- Requirements
- Recruitment Process
- Online Application
- Recent Events
  - Sharing by the Limited Registration Doctors
  - Useful Links (MCHK, HKAM, etc.)
Online Application

- Associate Consultant Positions for Experienced Doctors without Full Registration
- Service Resident Positions for Experienced Doctors without Full Registration

Apply Online

Service Resident Positions for Experienced Doctors without Full Registration - (REF. NO.: HO2104002)


The Hospital Authority (HA) invites applications from experienced doctors who are not fully registered with the Medical Council of Hong Kong (MCHK) and yet have acquired relevant postgraduate qualifications set out in the requirements below.

Job
To provide clinical and patient care related services.

Requirements
Join us!

Year-round recruitment

http://www.ha.org.hk/goto/limited_registration
Thank you