

Opportunities for Overseas Doctors in Hospital Authority under Limited Registration Scheme



醫院管理局
HOSPITAL
AUTHORITY

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



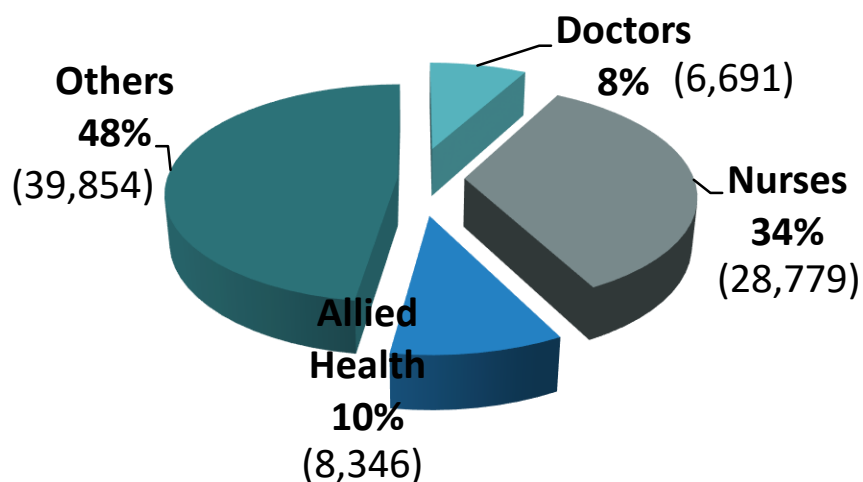
43 public hospitals and institutions with **over 28,900** beds



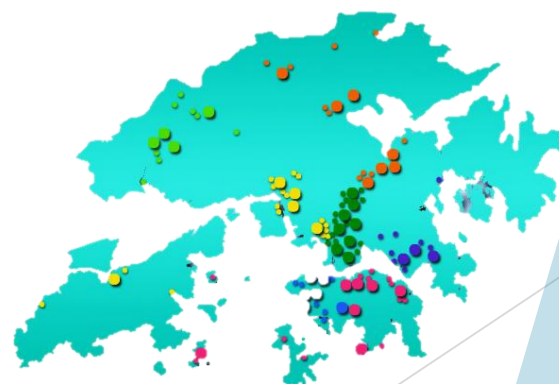
49 Specialist Clinics



73 General Out-patient Clinics



About **83,670** staff (full-time equivalent)



Public hospitals grouped into **7 Clusters**

Working Opportunities in HA

Extension of Operating Theatre Block
for Tuen Mun Hospital



Redevelopment of Kwong Wah Hospital



Expansion of United Christian Hospital



Hong Kong Children's Hospital



Tin Shui Wai Hospital



Challenges

Service
Development

Additional
Workforce
Required

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)

Source of
Doctors in HA

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**

Licensing Examination

1

Take Licensing Examination of MCHK to obtain Full Registration in HK

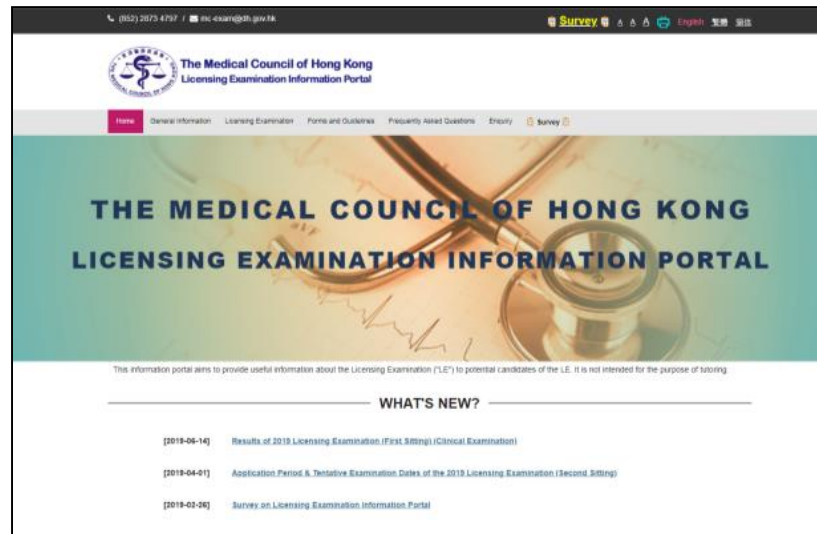


- ▶ Governed by the **Medical Registration Ordinance** (“MRO”)
- ▶ An applicant must satisfy ALL requirements set out in section 7A of the MRO:-
 - (1) makes an application in that behalf to the Council and pays to the Registrar a prescribed fee; and
 - (2) satisfies the Council
 - i) that at the time 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

- ▶ 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>

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”:



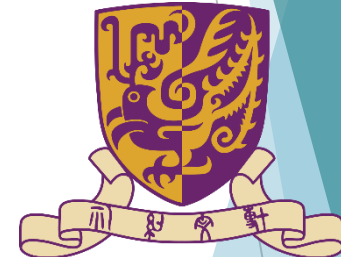
HKSAR Government
(Department of Health)



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



Requirements

Service Resident

- ✓ A qualification comparable to the **Intermediate Examination** of constituent Colleges of the HKAM
- ✓ Three years' clinical experience as post-internship registered medical practitioner
- ✓ Proficiency in English
- ✓ Proficiency in Cantonese
(except for Anaesthesia, Pathology and Radiology)



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)



2020/21 Onwards (w.e.f 1 April 2020)

**NEW**

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

Recognized Pre-intermediate Qualifications

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

Written examination of:

- Member of Royal College of General Practitioners (**MRCGP**)
- Member of Royal New Zealand College of General Practitioners (**MRNZCGP**)

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

LR Recruitment Scope in 2020/21

Service Resident Positions

**All
Specialties**

Associate Consultant Positions

Anaesthesia

Anatomical
Pathology

Cardiothoracic
Surgery

Ear, Nose,
Throat

Radiology

Nuclear
Medicine

Obstetrics &
Gynaecology

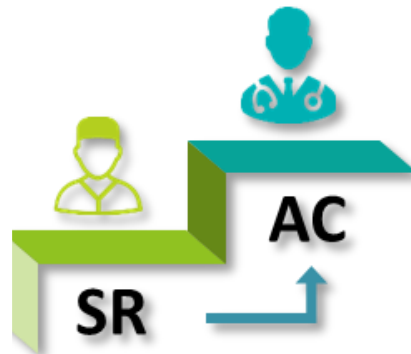
Ophthalmology

NEW

Plastic Surgery

Neurosurgery

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, Psychiatry, Pathology, etc.



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*”



Licensing
Examination



Period of
Assessment



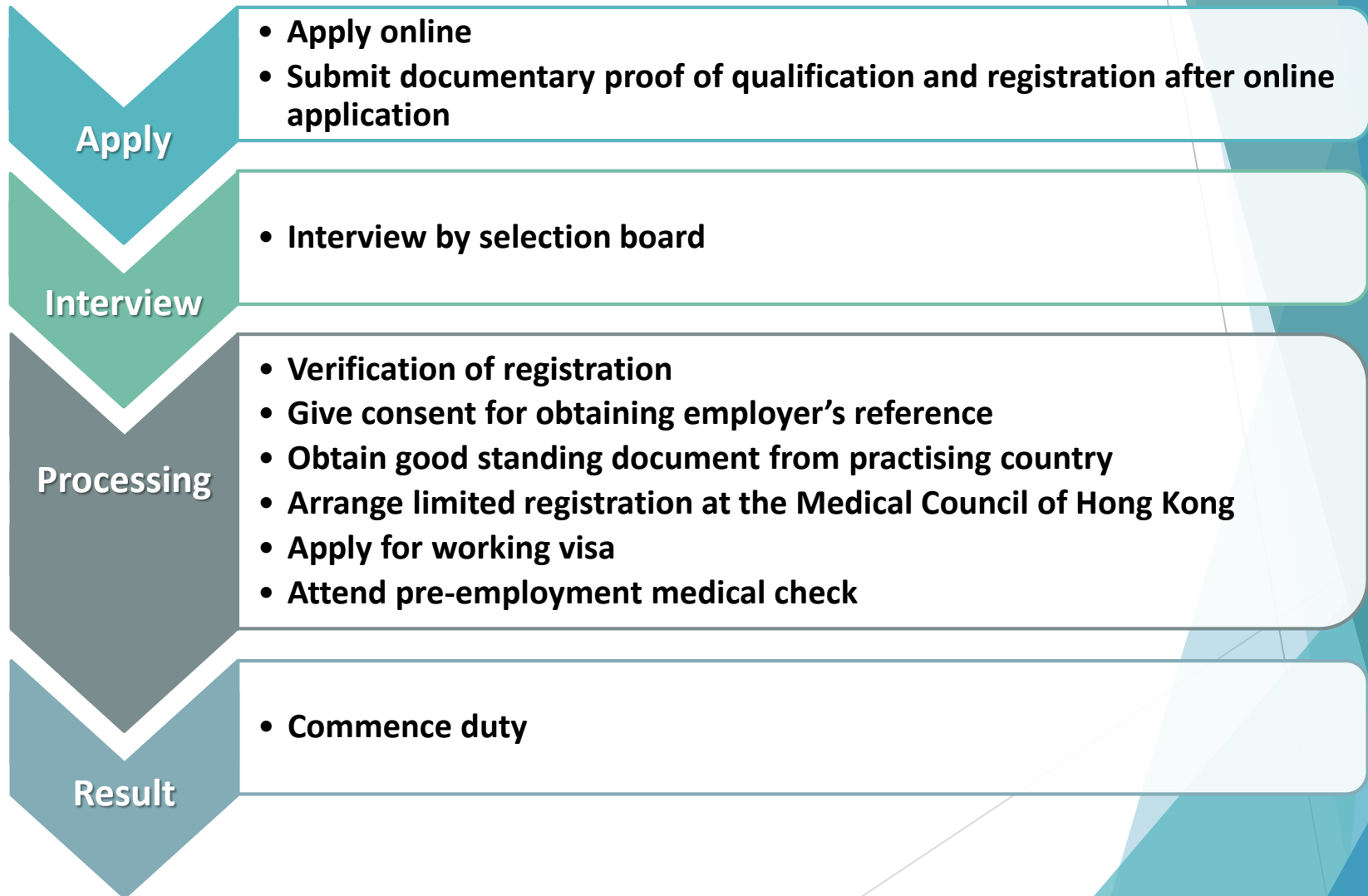
Full
Registration
in HK

- ✓ 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



The Package



Support your application to the MCHK for practice under limited registration



Flexible contract term up to 3 years



A 15% contract-end gratuity payment upon satisfactory completion of contract



Leave Support



Comprehensive and free medical coverage



Covered by professional indemnity, legal assistance and employees' compensation of HA



Allowances



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

THE MEDICAL COUNCIL OF HONG KONG

Application for Limited Registration
under section 14A of Medical Registration Ordinance

(Promulgation No. 2)

I apply for registration as a medical practitioner with limited registration in accordance with section 14A of the Medical Registration Ordinance pursuant to Promulgation (No. 2) of the Medical Council on Limited Registration. My personal particulars are as follows –

(a) Surname (English) : _____ (Chinese) : _____
Given name (English) : _____ (Chinese) : _____

(b) Date of birth : _____

(c) Gender : *Male/Female

(d) *Hong Kong Identity Card No. _____ and/or
*Passport No. _____ issued by _____ (country) in _____ (place)

(e) Permanent address : _____

(f) Registered address (i.e. address in Hong Kong for service of notices from the Medical Council) :
(English) _____
(Chinese) _____ < See Note 1 >

(g) Telephone number : _____

(h) Fax number : _____

(i) E-mail address : _____

MEDICAL REGISTRATION ORDINANCE
(Chapter 161)
Limited Registration (Promulgation No. 2)

Certification of Employment

This is a certificate of employment in support of the application of
Dr. _____ for limited registration / renewal of limited registration* under
section 14A of the Medical Registration Ordinance, Cap. 161.

2. The applicant holds the following professional qualifications and experience:-

3. ☐ The applicant is required to perform clinical work.
☐ The applicant is able to communicate with patients in Chinese.
☐ The applicant is not able to communicate with patients in Chinese, but
interpretation will be available to facilitate communication.
☐ The applicant is not required to perform hospital work.
(tick as appropriate)

4. I confirm that the applicant has been selected for full-time employment on the following terms:-
(a) Capacity of appointment : _____

(b) _____

(c) _____

(d) _____

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Flexible contract term up to 3 years

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

Basic Monthly Salary + Monthly Allowance:

**HKD\$71,219 –
HKD\$144,604**

(~£7,083 – 14,381)

Service Resident

Basic Monthly Salary + Monthly Allowance:

**HKD\$148,432 –
HKD\$171,014**

(~£14,762 – 17,008)

Associate Consultant

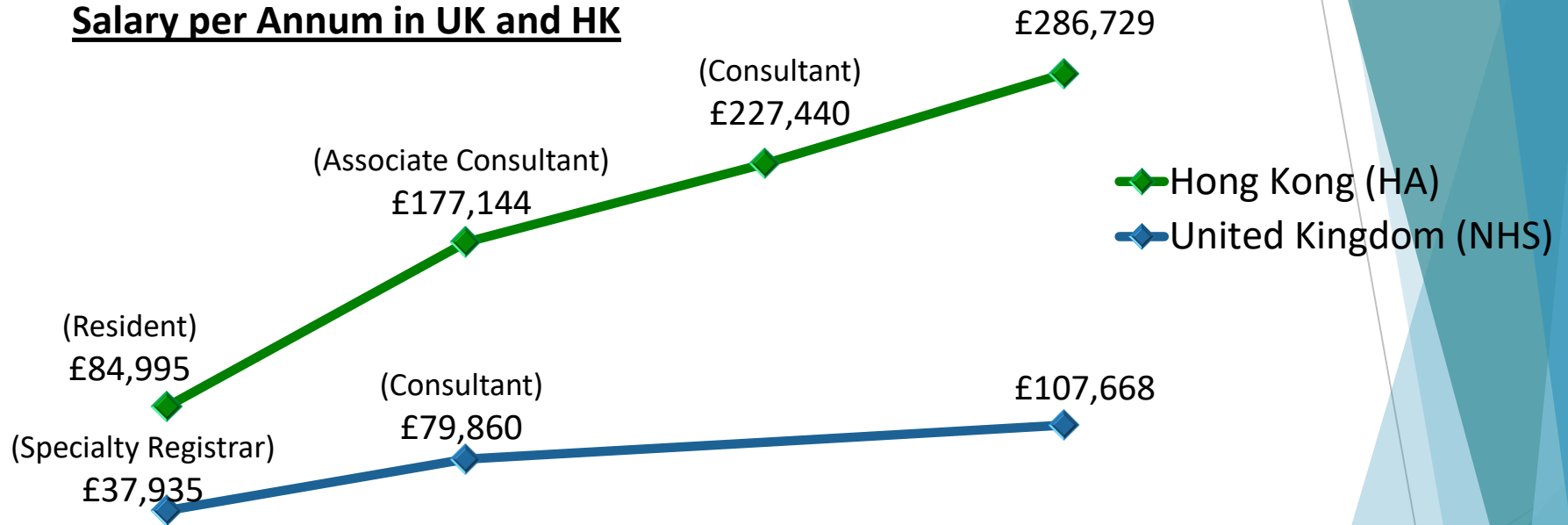
(The salary to be offered will be commensurate with relevant experience and qualification of the selected candidates and subject to currency fluctuation.)

* 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



	UK	HK
Consumer Price Index (CPI)	108.3	109.6
Consumer Price Index (CPI) - Transport	112.0	108.8
Personal Income Tax Rate	20% - 45%	2% - 17%

(Exchange rate @10.055 as quoted from Hong Kong Association of Banks as of 2 March 2020 and it may fluctuate from time to time)

Source:

1) British Medical Association (BMA), UK

2) Office for National Statistics, UK Government

3) Census and Statistics Department, HKSAR Government



Leave Support

**Annual
Leave**

**Maternity
/Paternity
Leave**

**Study
Leave**

**Sick
Leave**

**Volunteer
Service**

**Compas-
sionate
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**



Allowances

Monthly Allowance package

Housing Allowance[#]

Fixed-rate Honorarium for doctors[#]

For AC, a one-off “Relocation Allowance” of HKD\$40,000[#]
(~£3,978)

[#] subject to meeting specific criteria

Staff Engagement & Activities

Day Tours



Interest Classes



Gatherings



Sports Activities



Staff Recognition



Special Offers for HA Staff



醫院管理局
HOSPITAL
AUTHORITY
HA Staff e-Co-Op
Shop



Crabtree & Evelyn
LONDON



稅務貸款優惠
Tax Loan Offer

Welcome to HA



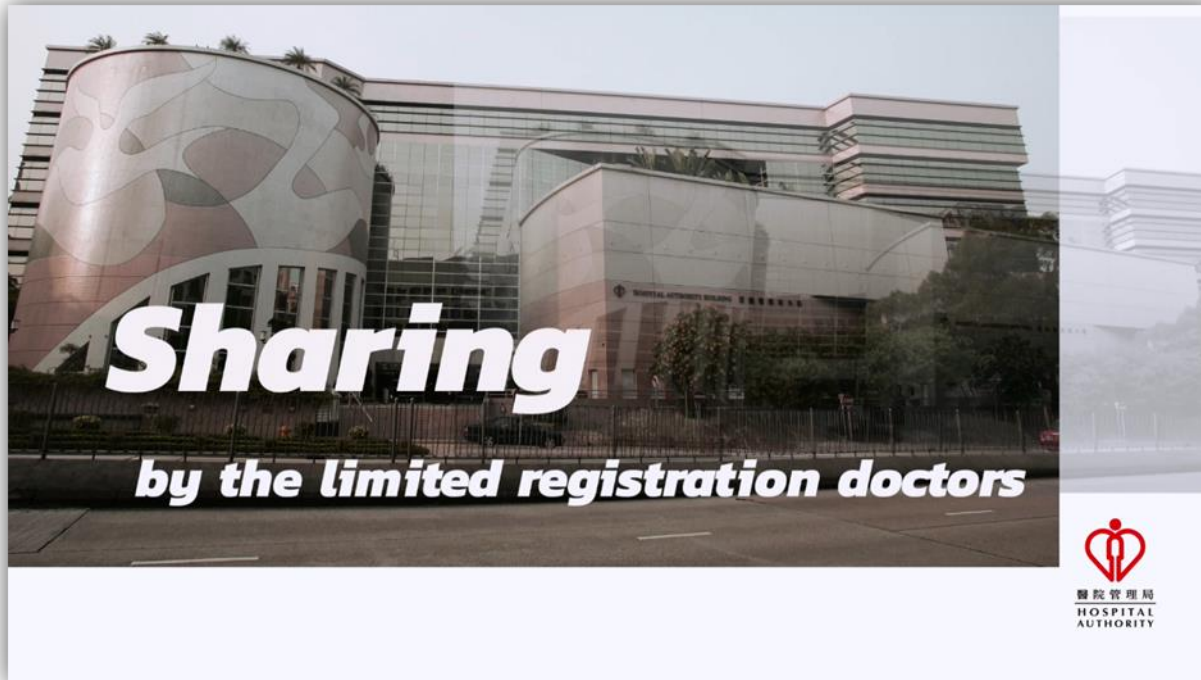
**Work as
members of our
professional
teams
committed to
quality patient
care**

**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**

Opportunities ...

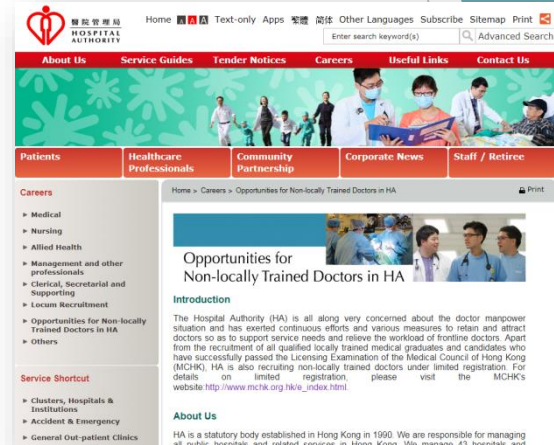


Sharing by non-locally trained doctors in HA

Join us !



Year-round recruitment



Welcome to visit our
website to know more at
[http://www.ha.org.hk/goto/
limited_registration](http://www.ha.org.hk/goto/limited_registration)



Thank you



醫院管理局
HOSPITAL
AUTHORITY