

CAREER TALK ON 2024/25 HA RESIDENT TRAINING PROGRAM

Date	11 November 2023 (Saturday)
Venue	Hong Kong Academy of Medicine Jockey Club Building, 99 Wong Chuk Hang Road, Hong Kong
2:30pm - 2:50pm	Highlights of the 2024/25 Centrally-coordinated Recruitment Exercise for Resident Trainees
2:50pm - 3:10pm	Introduction on Postgraduate Specialist Training
<i>5 minutes break</i>	
3:15pm - 4:15pm	Session A: 9 specialties
<i>15 minutes break</i>	
4:30pm - 5:30pm	Session B: 8 specialties

**Medical Grade Department
Cluster Services Division Hospital Authority Head Office**



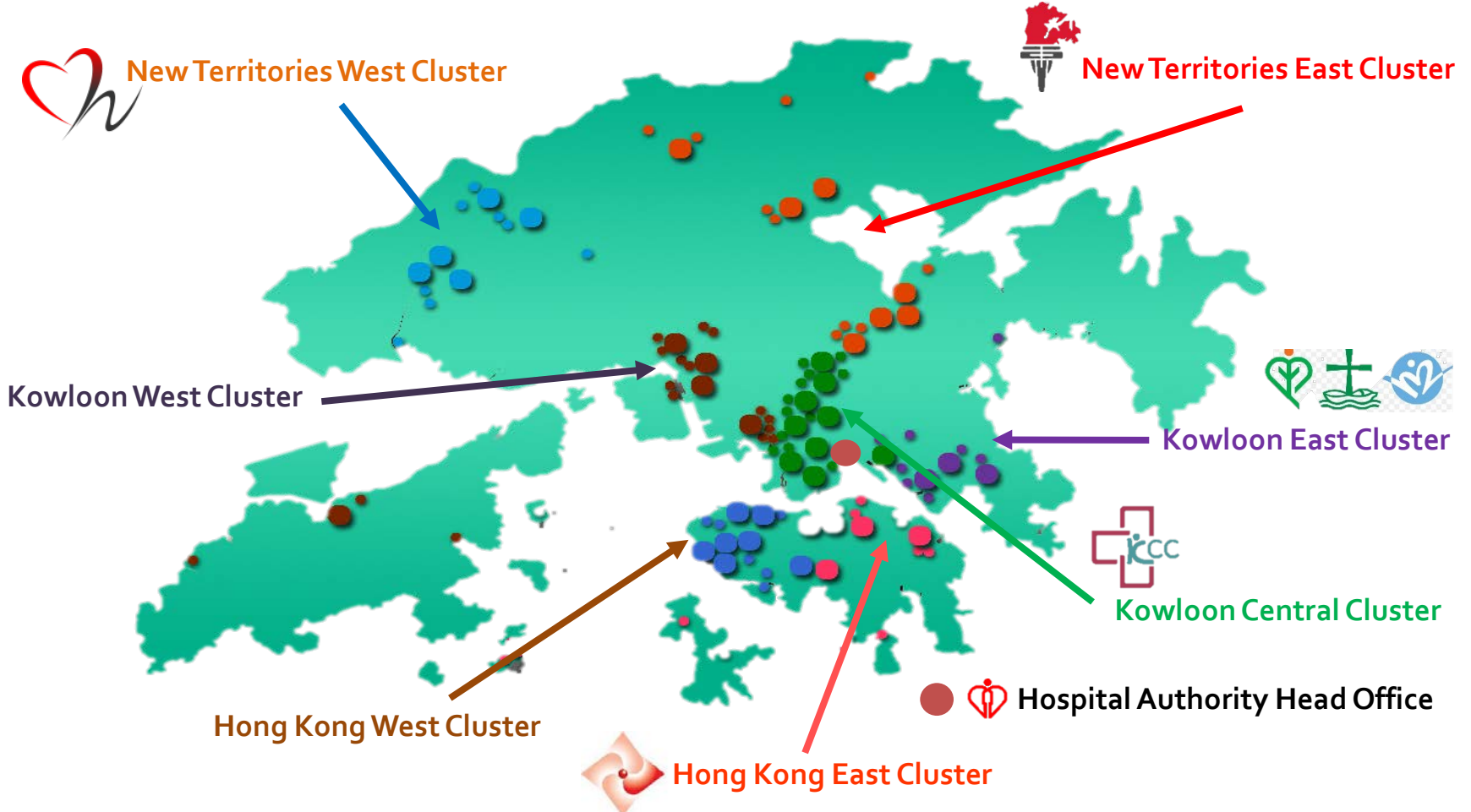


Congratulations





Hong Kong Hospital Authority



Major Service & Training Provider
7 Clusters and **43** Public Hospitals



Internship Training

INTERN ASSESSMENT REPORT

Note to Chief of Service/Constitutional Intern Coordinator filling in this form: This report is essential for your intern's future. It will be used by the University's Institute Committee as evidence that registration criteria have been fulfilled. Please see the Guidelines for Intern Assessment in the Intern Logbook System for details.

At the request of the intern, the hospital may provide a copy of this signed report to the intern if the request is made immediately following its completion.

NAME & ID: _____ UNIT: RED AFFILIATION: HSU
 HOSPITAL: CMG PERIOD OF INTERSHIP: 1/7/2014 - 30/9/2014

	Unacceptable	Needed Help & Counseling	Average	Good	Excellent
Professional knowledge				✓	✓
Clinical skill				✓	✓
Attitude to patients				✓	✓
Attitude to staff				✓	✓
Willingness to learn				✓	✓
Organizational ability				✓	✓
Clinical judgment				✓	✓
Attendance at educational activities				✓	✓
Use of medical language				✓	✓
Communication skills				✓	✓
Sense of responsibility				✓	✓

If an intern was assessed the rating of "Needed Help & Counseling", please specify if help and counseling is also requested by members in the Institute of Medical and Health Sciences Education (IHU)/Office of Educational Services (OES)/Institute Committee. If follow-up by the University Institute Committee is recommended, please specify the specific points that should be addressed.

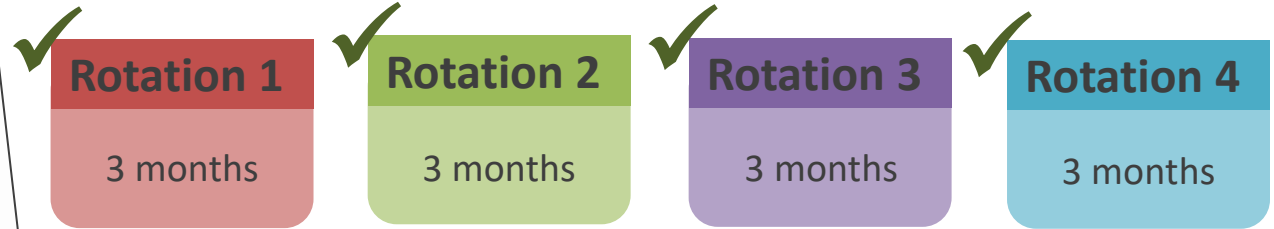
General Comments:

Name of Intern Coordinator: _____ I met & discussed this report with the intern.
 Position: _____ I read the Intern Logbook. Date: _____

Name of Chief of Service: _____ Did discuss this report with this intern. Date: _____

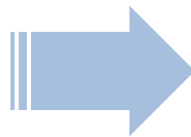
Signature: _____
 To be completed by the above-named intern:
 I know that I read the Intern Logbook and the Rotation Assessment Questionnaire per deadline specified by the University / LMC. Signature: _____ Date: _____

Intern Assessment Report



Total 6 months in medical stream and 6 months in surgical stream

- Satisfactory performance and timely completion of Intern Assessment Report for all rotations



MCHK

Certificate of Experience (COE)
Full registration

Specialist Training Pathway of Doctors



Intern Resident Training Specialist

- **Resident Trainees** are offered a **9-year contract** for specialist training in HA
- Basic to Higher training
- Undergo **specialist training for 6-7 years** in accordance to the standards set out by the respective constituent Colleges of HKAM

Consultant

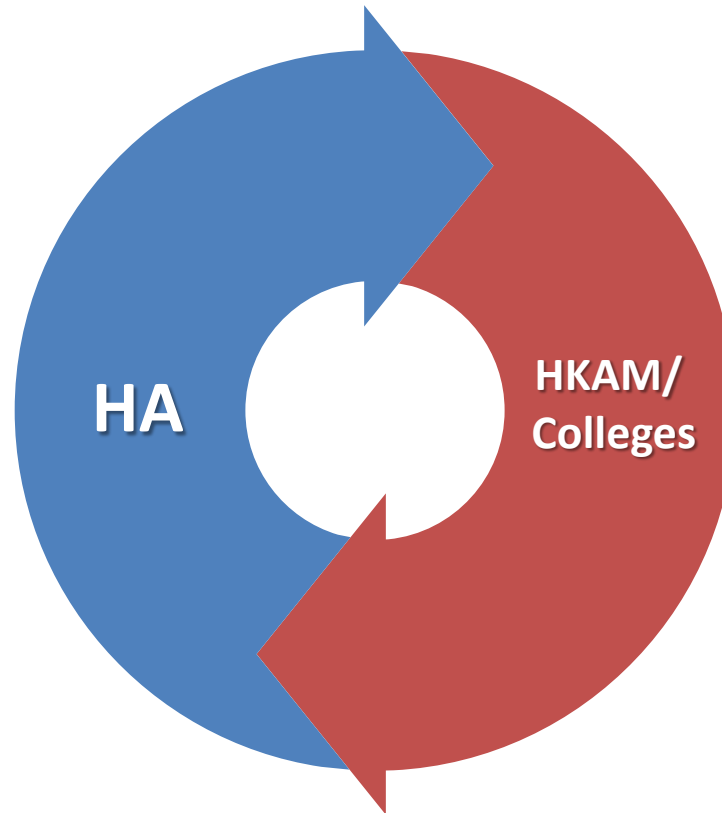
Resident
Specialist

Career Pathway

Associate
Consultant

Specialist Training

- Provide on-the-job training
- Coordinate training according to professional requirements & service needs
- Conduct manpower planning
- Develop related policies



- Accreditation of training centres / posts
- Maintain training standards and monitor training progress



Close collaboration of HA and the HKAM

Clinical Specialties for Resident Trainee Recruitment in HA

Anaesthesia



Accident & Emergency



Clinical Oncology



Ear, Nose & Throat



Family Medicine



Intensive Care



Medicine



Neurosurgery



Obstetrics & Gynaecology



Orthopaedics & Traumatology



Ophthalmology



Paediatrics



Pathology



Psychiatry



Radiology



Surgery

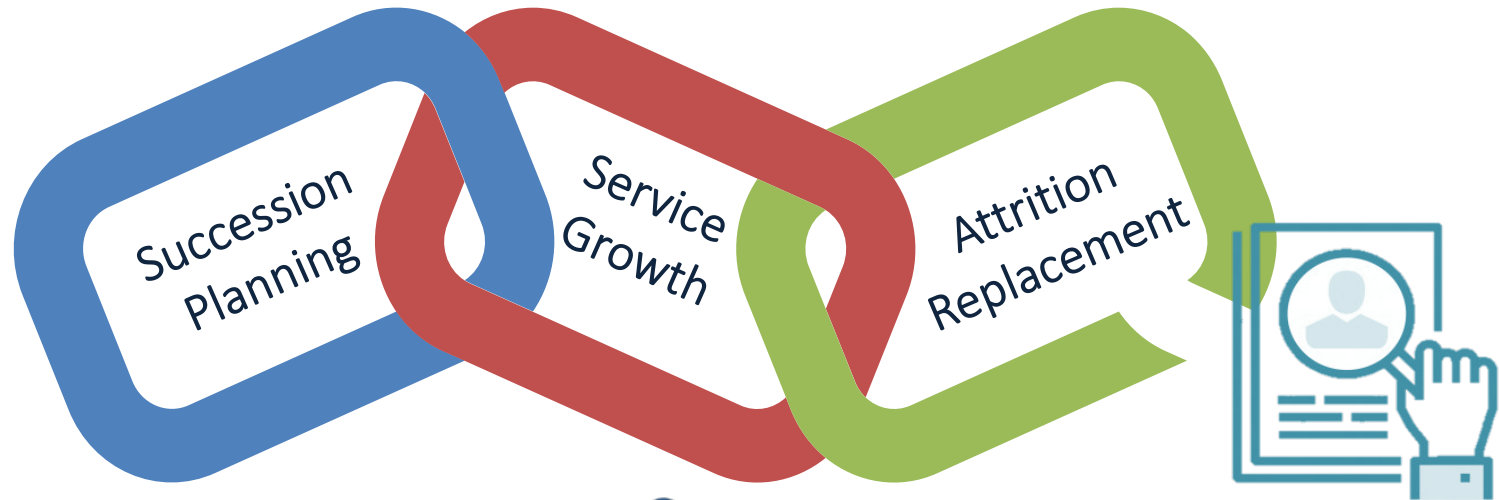


Resident Trainee Recruitment in HA

Taking the opportunity of increasing medical graduates, HA has **increased the Resident Trainee posts** to **recruit ALL Qualified local medical graduates** and provide specialist training



Principles of Resident Trainee Allocation



Expertise
Knowledge Transfer



New Hospitals &
Hospitals Redevelopment



Retirements
Brain drain

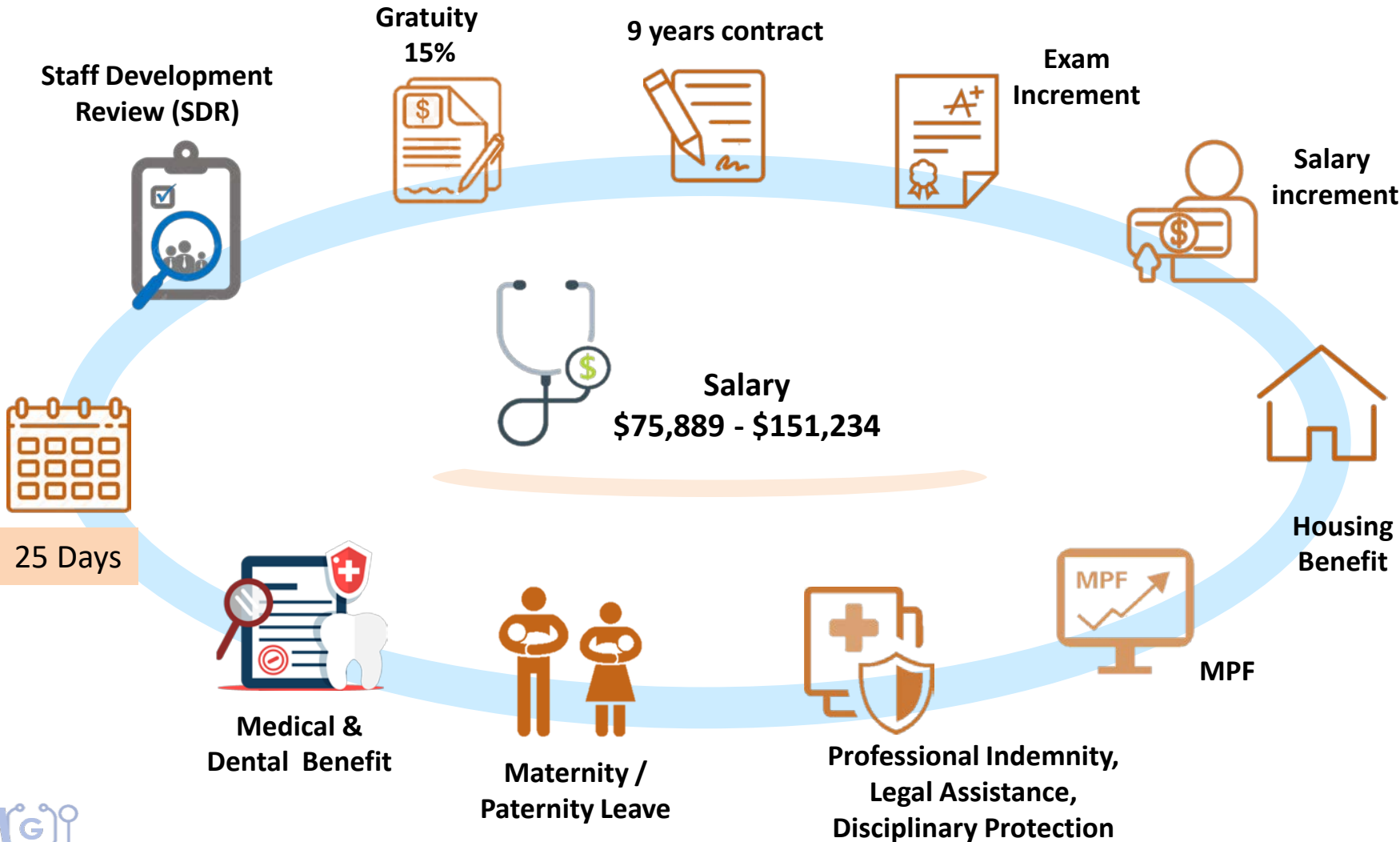
2024/25 Annual Recruitment Exercise for Resident Trainees in HA

Centrally coordinated exercise by HAHO Medical
Grade Department for intake of both batches of
Resident Trainees in

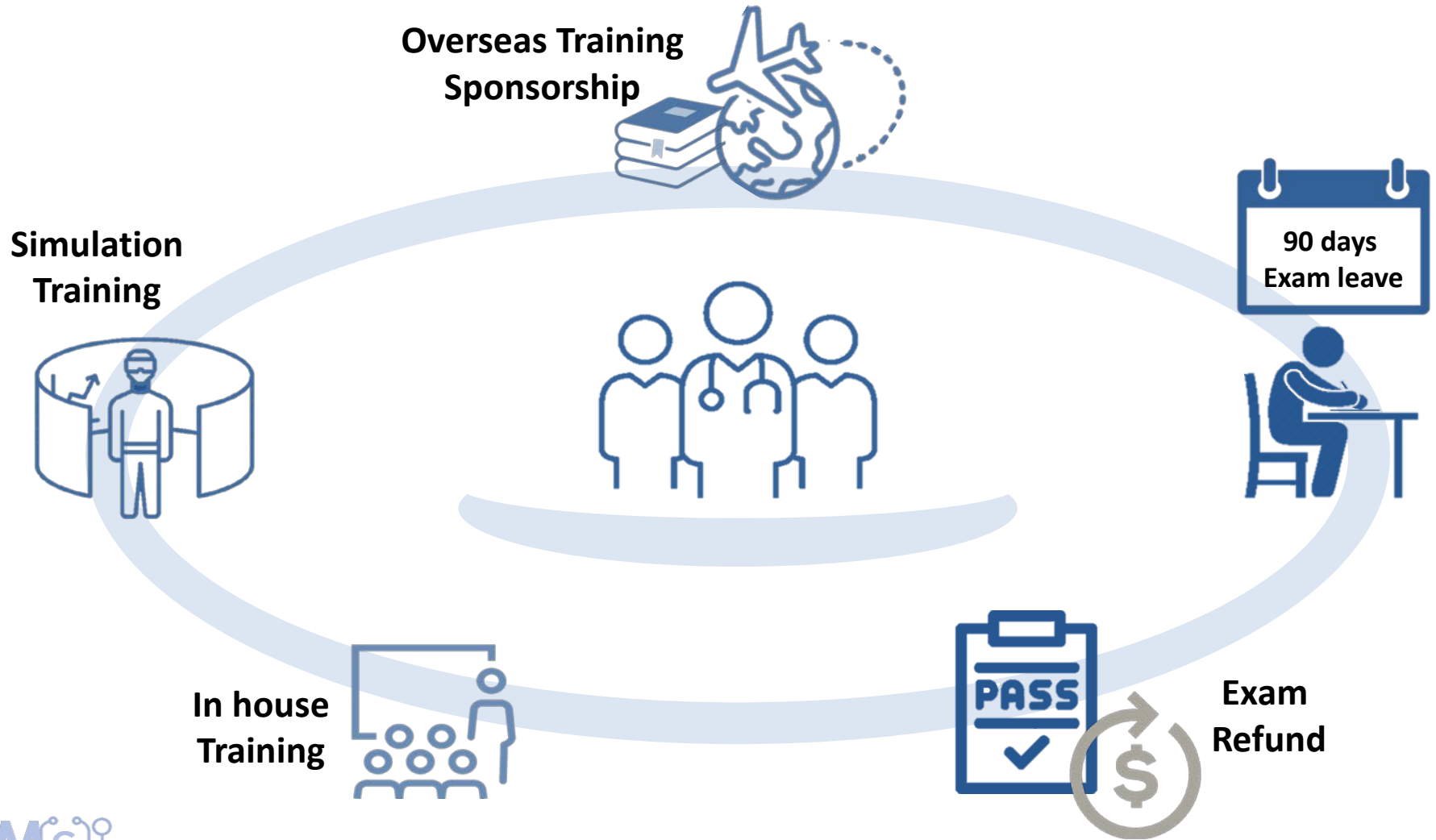
July 2024 and January 2025



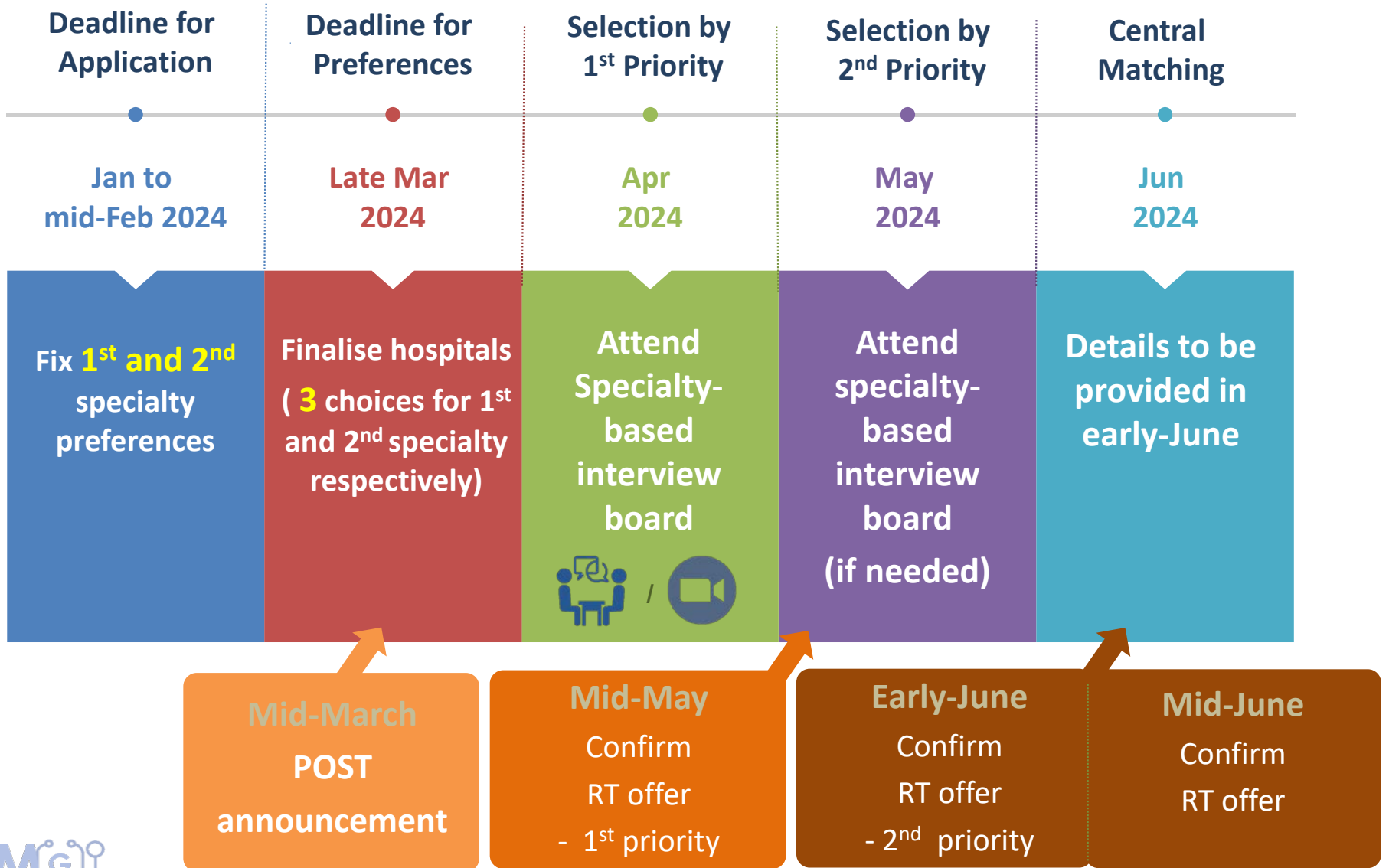
Employment Package



Training and Development



Recruitment Timeline



Application and Related Details

Submit the Application at:

<http://www.ha.org.hk>

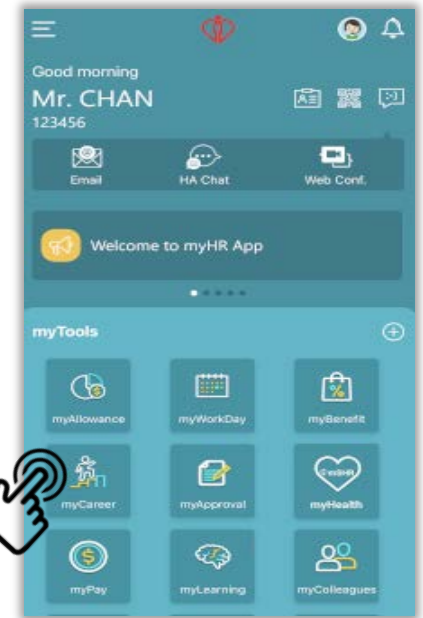
(Click Careers → Medical → Resident Trainees)

All related information will be available at:

<http://www.ha.org.hk/ho/resident.htm>

(click Annual Recruitment Exercise for Resident
Trainees 2024/25)

myHR Apps






Important Notes

Once offer is given and the applicant **declines** the offer, other Resident Trainee or Service Resident post will normally **NOT** be offered to applicants in the coming **12 months**



Lateral Transfer of Serving Resident Trainees in HA



Application for Lateral Transfer of Serving Resident Trainee within HA

To: Medical Grade Department, Cluster Services Division, HAHO
Email address: mgrtp@ha.org.hk Telephone: 2300 6919 / 2300 7184

Post Applied For Lateral Transfer			
Resident Trainee	in		
Position		Name of Hospital	Department

Personal Particulars		Reason for Transfer
Full Name in English	Employee Number	
Present Hospital & Department	Date of Appointment as Resident Trainee in HA (DD/MM/YYYY)	

Posting History as Resident Trainee in HA (in chronological order)				
Serving Period		Hospital (e.g. AHHH, CMCC)	Department (e.g. MED, O&G)	No. of Months Recognised for specialist training in the new speciality (e.g. 12 months)
From (DD/MM/YYYY)	To (DD/MM/YYYY)			

Professional Qualifications (in chronological order)	
Date Obtained (DD/MM/YYYY)	Higher qualifications, professional examinations passed, if any (please specific)
	<input type="radio"/> MB BS(HKU) <input type="radio"/> MB ChB (CUHK) <input type="radio"/> LMCHK <small>(Please select the appropriate box)</small>

Notes: Applicant should send a copy of this application to his/her Head of Department before submitting to Head Office Medical Grade Department.

Applicant's Signature : _____ Contact Tel : _____ Date: _____

- Mechanism in place for application of lateral transfer
- Both within-specialty and cross-specialty
- RT who are newly appointed can be laterally transferred to another department **ONE YEAR after appointment**



Lateral Transfer of Serving Resident Trainees in HA



Enhancement implemented since 2019/20

1. **Provide access to information on the number of RT posts**
 - Information of unfilled RT posts after the Annual RT Recruitment Exercise will be posted at the Medical Grade website in HA Intranet
2. **Designated contact points at Clusters and Head Office for advice and support**
 - ***Aims to enhance opportunities and facilitate serving RTs to approach COS for lateral transfer opportunity for continuation of specialist training***

Self-Arranged Clinical Visit during internship training

- Self-initiated arrangement on **voluntary basis**
- As **observer** only for familiarization, **without** assignment of **duties**
- For **visit to departments** that they are not assigned during their internship training rotation
- For **short duration** during the **annual leave** period of around 1-2 days in general
- Need **approval by COS** of department to be visited with standardised **application form**



Application for Voluntary Self-arranged Visit by Intern to Hospital Authority (HA) Clinical Department/Unit

During your HA internship, if you wish to voluntarily self-arrange visits to a HA clinical department/unit (which you were not assigned under your internship training programme) on off-duty day(s) where you are not assigned duty in HA, you may use this Form to directly apply to the clinical department/unit you propose to visit (Proposed Department/Unit) for permission. Please read carefully the Notes on Application below before you complete and submit this Form. Proposed Department/Unit will use the information requested below to consider your application and the receiving cluster HR will keep the application form for necessary future reference.

Part I (To be completed by Intern Applicant)

A. Personal Particulars

Name of Intern: (English) _____
(Chinese) _____

Serving Department/Unit, Hospital/Institution, Cluster and serving period: _____
Department/Unit Hospital/Institution Cluster Serving period

Contact Tel No.: _____
Email Address: _____

B. Proposed Visiting Arrangement to Proposed Department/Unit

I wish to voluntarily self-arrange a visit to Proposed Department/Unit on each day(s) and at such time(s) set out in (B) below. I wish to seek permission from Chief of Service of Proposed Department/Unit for such arrangement and understand that if any application is permitted, the final visiting date/time(s) will be subject to Proposed Department/Unit's decision.

I confirm that all information provided by me in this Form is correct. I have read and understand and agree to the provisions in the Notes on Application on this Form.

Proposed Department/Unit: _____
Hospital/ Institution and Cluster: _____
Department/Unit Hospital/Institution Cluster

Proposed Date and Time of Visit: From _____ to _____ (___ day(s))
(dd/mm/yy) (dd/mm/yy)
From _____ to _____
(time) (time)

Type of leave / off duty day for the each day of proposed visit Annual Leave Bank Day Statutory Public Holiday Others _____

Signature of Intern Applicant: _____ Date: _____

1

For More Information ...

ha.home 21°C 79% YouTube Facebook 中文 Sitemap Print People Search (ESD)

HA Internet | News Centre | Apps | Events | Awards | eKG | T&D | Resources | Guidelines | Contingency Plans

Search Now
Advanced Search

ha.home > Doctors

Doctors
Last modified date : 31.10.2014
No. of Visits : 402522

Medical Grade

Home | Our Work | Message from MGHK | Message from Colleges of HKAM | SiteMap | Photo Gallery | FAQ | Useful Links

Central Doctor Work Hour Monitoring System | Medical Intern Logbook and Assessment | Annual Recruitment Exercise for Resident Trainee | HA Corporate Scholarship Program for Doctors | Conjoint Selection Exercise for Admission to HST | University Student Clerkship System |

Medical Students
Medical Interns
Residents
Specialists
Dental Officers
Grade Functions
Education and Training
Compliance and Good Practices
Doctors' Related Management Systems

Highlights...

Lateral Transfer of Serving Resident Trainees
Conjoint Selection Exercise for Admission to Higher Surgical Training

Navigation menus on the left include: HAHO and Clusters (HAHO, HKEC, HKWC, KCC, KEC, NTEC, NTWC, KWC), Allied Health, Doctors, Nurses, Staff Board, Booking, Electronic Notice Board, Webmail, and Staff Letter Box.

M&G Medical Grade Intranet Website
(Doctors column in ha. home) or
HA internet
(<http://www.ha.org.hk/ho/resident.htm>)

myHR Apps



Join HA Apps



Welcome Doctors (dr.home)

Good morning
Mr. CHAN
123456

Email HA Chat Web Conf.

Welcome to myHR App

myTools

- myAllowance
- myWorkDay
- myBenefit
- myCareer
- myApproval
- myHealth
- myPay
- myLearning
- myColleagues

Resident Trainee Recruitment

Selection of preferences

Choice 1 2

Specialty

SUR (Surgery/Neurosurgery/ Cardiothoracic Surgery)

Please indicate maximum 3 hospitals of 1st and 2nd preferences (maximum 5 clusters for FM) on or before. For details of the Resident Training Program and information about application for Resident Trainee post, please refer to our website at <http://www.ha.org.hk/ho/resident.htm>

Cluster

HKEC HKWC KCC KEC KWC

NTEC NTWC

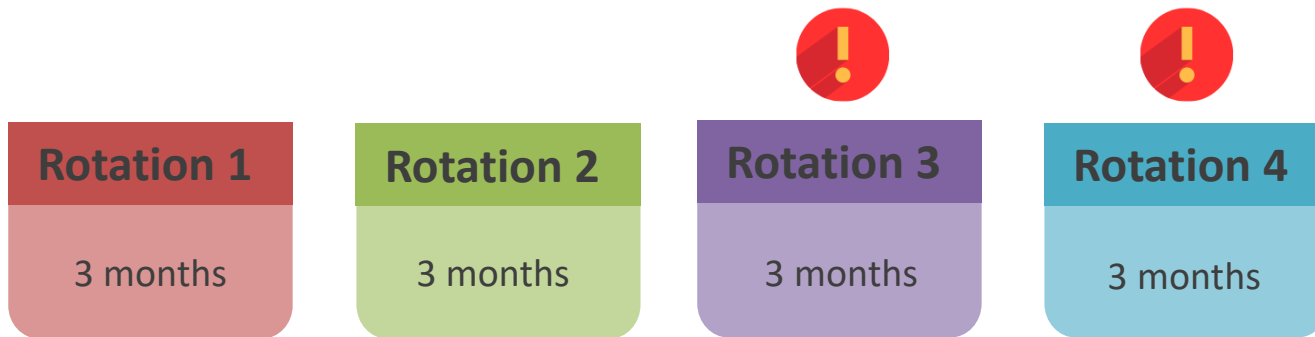
Hospital

TMH/POH



Other Important Notes

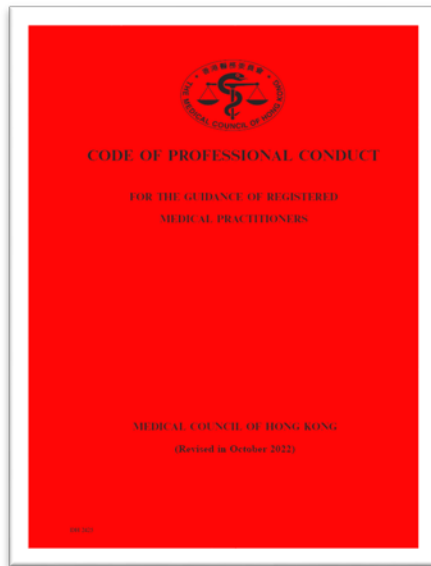
- Most Interns with performance issue and required remedial training happened during the third and fourth rotations



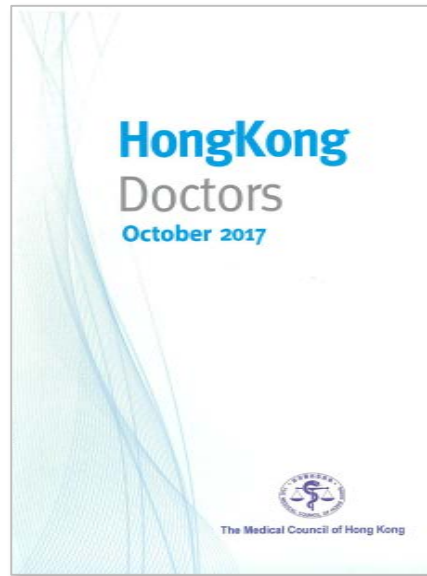
- HA will kept record of all interns with performance issue and provide input for future reference
- If you cannot obtain full registration as scheduled, your appointment as Resident Trainee may be affected, subject to case-by-case review



Uphold Professional Conduct



**CODE OF PROFESSIONAL
CONDUCT (MCHK)**



**Hong Kong Doctors
(MCHK)**



**CODE OF CONDUCT
(HA)**

Hospital Authority Bylaws



Hospital Authority Bylaws

Section 7: Prohibition of certain acts

(1) No person shall, in a hospital—

...

- (f) take any photograph or film or video picture whereby the likeness of a patient in the hospital is thereby depicted without the consent of such patient; or (L.N. 436 of 1991)
- (g) take any photograph or film or video picture whereby any ward in a hospital is thereby depicted without the consent of a member of the staff whose consent shall not be withheld unless annoyance or disturbance to a patient, or prejudice to medical treatment of a patient, is thereby caused or likely to be caused. (L.N. 436 of 1991)

Other Important Notes



- Potential Arrangement for Interns with unsatisfactory performance



Counselling & Coaching

Disciplinary Procedures

- According to prevailing HR policies in HA

Remedial Training

- Subject to case-by-case assessment

Fitness to Practice (FTP)

- All provisions governing the professional conduct of registered medical practitioners equally apply to intern
- Both HA and universities could initiate the procedure in respect an intern who has FTP concern
- For Intern undergoing Fitness to Practice procedures, HA may suspend the intern's duty until the conclusion of the proceedings

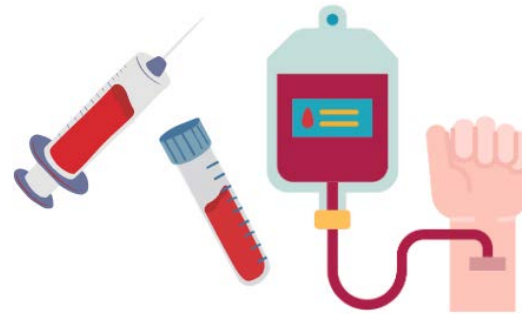
Other Important Notes

- Real Cases for Attention



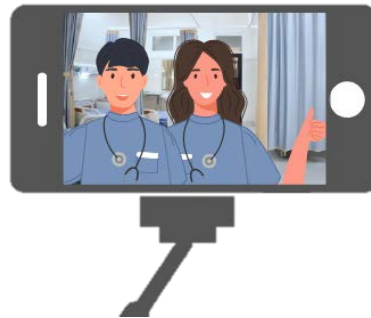
- Request for less calls

- Incident on Type and Screen



- Abuse the privilege of taking sick leave

- Use of social media and electronic dissemination of info



Q&A



THANK YOU



醫院管理局
HOSPITAL
AUTHORITY