

# Career Talk On 2025/26 HA Resident Training Program

<b>Date</b>	30 November 2024 (Saturday)
<b>Venue</b>	Hospital Authority Building, 147B Argyle Street, Kowloon
<b>2:30pm - 3pm</b>	<b>Highlights of the 2025/26 Centrally-coordinated Recruitment Exercise for Resident Trainees</b> <ul style="list-style-type: none"><li>• 2025/26 Annual Recruitment Exercise for Resident Trainees</li><li>• Important Notes on Internship Performance</li></ul>
<b>3pm - 3:20pm</b>	Introduction on Postgraduate Specialist Training
<i>10 minutes break</i>	
<b>3:30pm to 5pm</b>	Booths for all specialties (total 17)

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



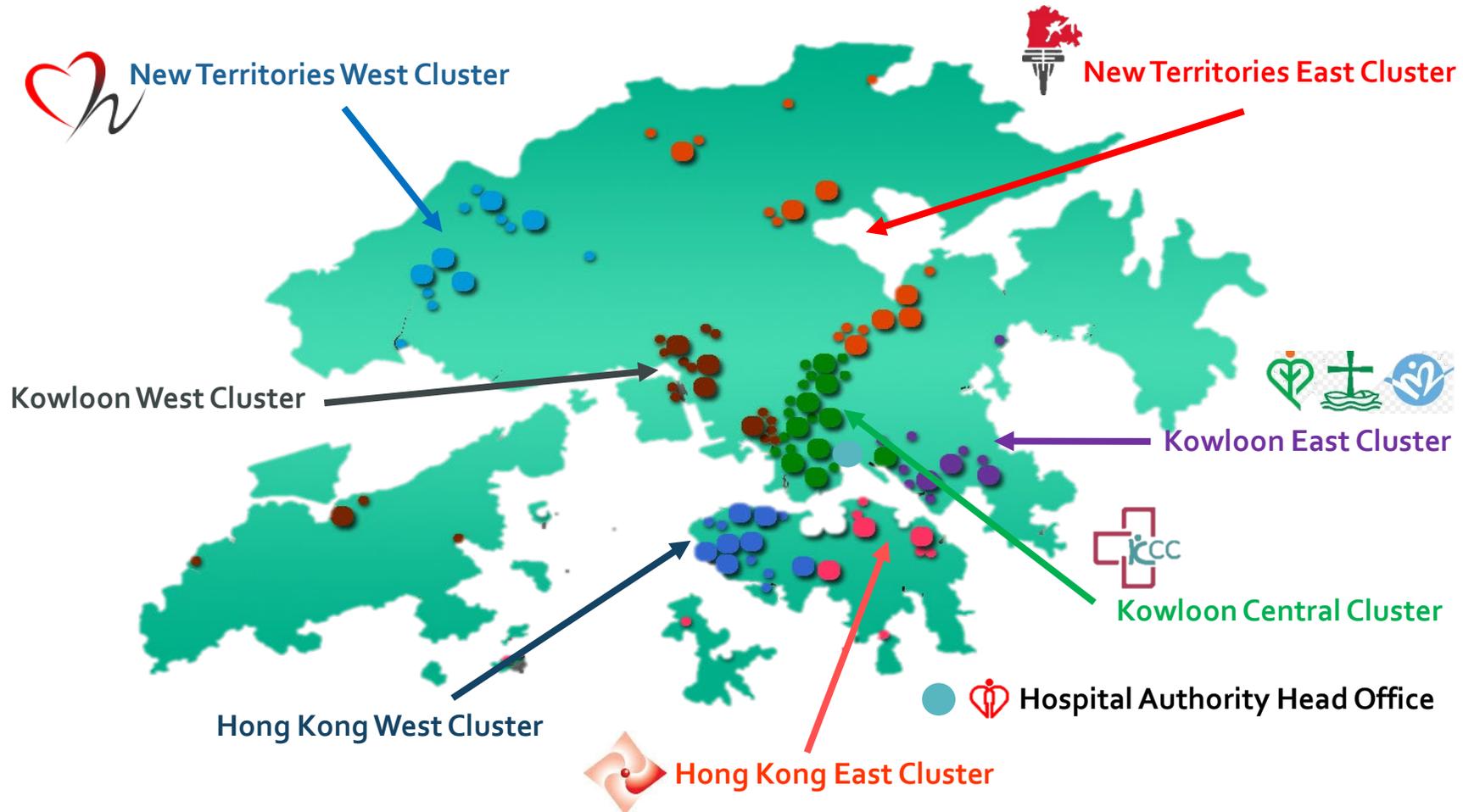
CONGRATULATIONS

The word 'CONGRATULATIONS' is written in a bold, bubbly, teal-colored font. The text is centered and flanked by two party hats, one on the left and one on the right. Each party hat is decorated with stripes and surrounded by small stars and plus signs. Above and below the word are several starburst patterns consisting of radiating lines and small stars. A long, thin, teal-colored wavy line arches over the word, starting from the left and ending on the right.

**2025/26**

**Annual Recruitment Exercise for  
Resident Trainees**

# Hong Kong Hospital Authority



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

# Internship Training

**INTERN ASSESSMENT REPORT**

Note to Chief of Service/Departmental Intern Coordinator filling in this form: This report is essential for your intern's future. It will be used by the Universities/Licentiate 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: \_\_\_\_\_ AFFILIATION: \_\_\_\_\_  
HOSPITAL: \_\_\_\_\_ UNIT: \_\_\_\_\_ PERIOD OF INTERNSHIP: \_\_\_\_\_

	Unacceptable	Needed Help & Counselling	Average	Good	Excellent
Professional knowledge					
Clinical skill					
Attitude to patients					
Attitude to staff					
Willingness to learn					
Organization 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 & Counselling", please specify if help and counselling is also required by members in the Institute of the School of Clinical Medicine (HKU)/Faculty and Planning Office (CUHK)/Licentiate Committee. If follow-up by the University/Licentiate Committee is recommended, please specify the specific points that should be addressed.

General Comments: \_\_\_\_\_

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

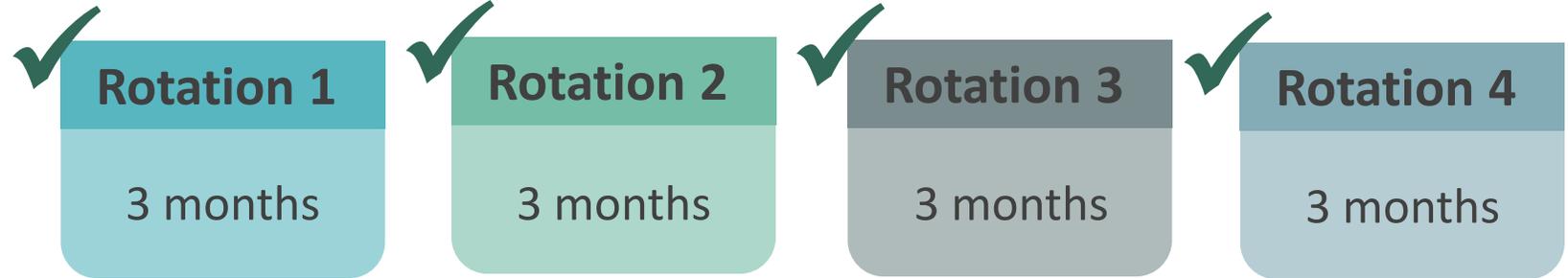
Name of Chief of Service: \_\_\_\_\_  
Date: \_\_\_\_\_  
 Did discuss this report with this intern.

Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

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

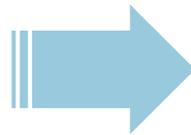
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

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**

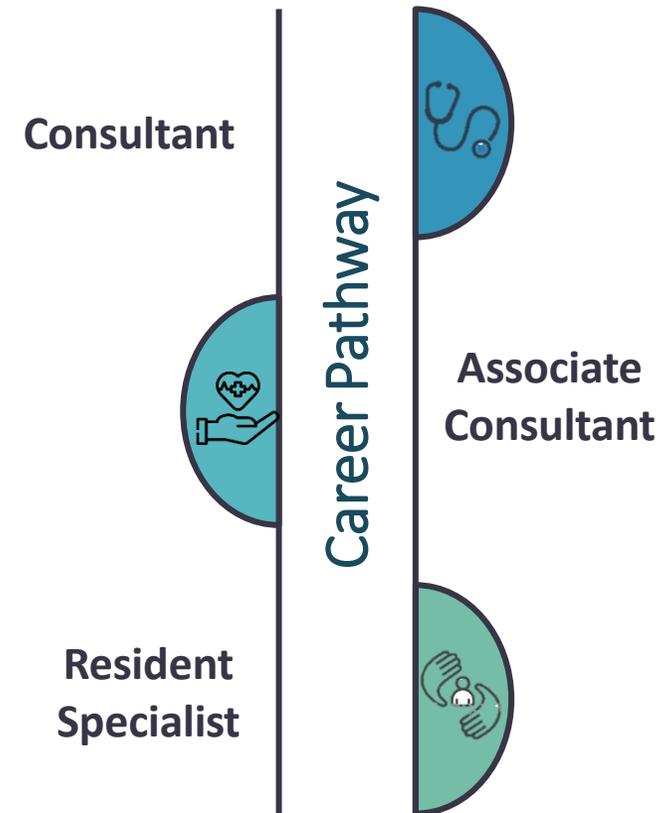


**MCHK**  
**Certificate of Experience (COE)**  
**Full registration**

# Specialist Training Pathway of Doctors

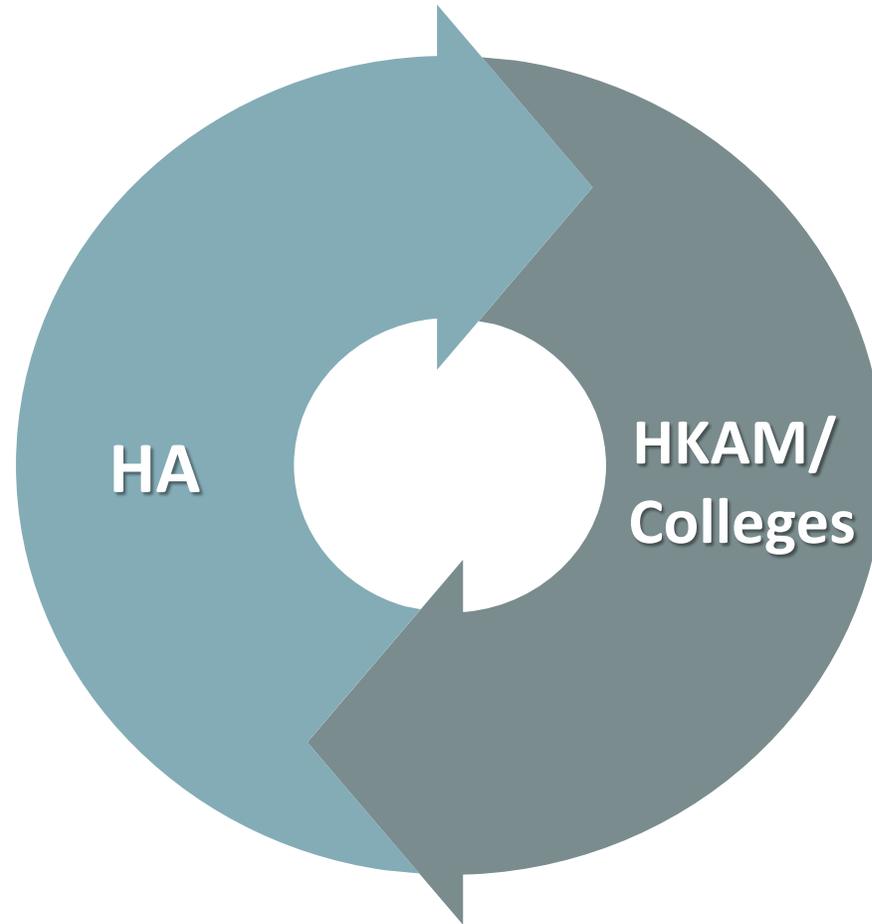


- **Resident Trainees** are offered a **9-year contract** for specialist training in HA
- Basic to Higher training
- Undergo **specialist training for 6-7 years** in accordance to the standards set out by the respective constituent Colleges of HKAM



# 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

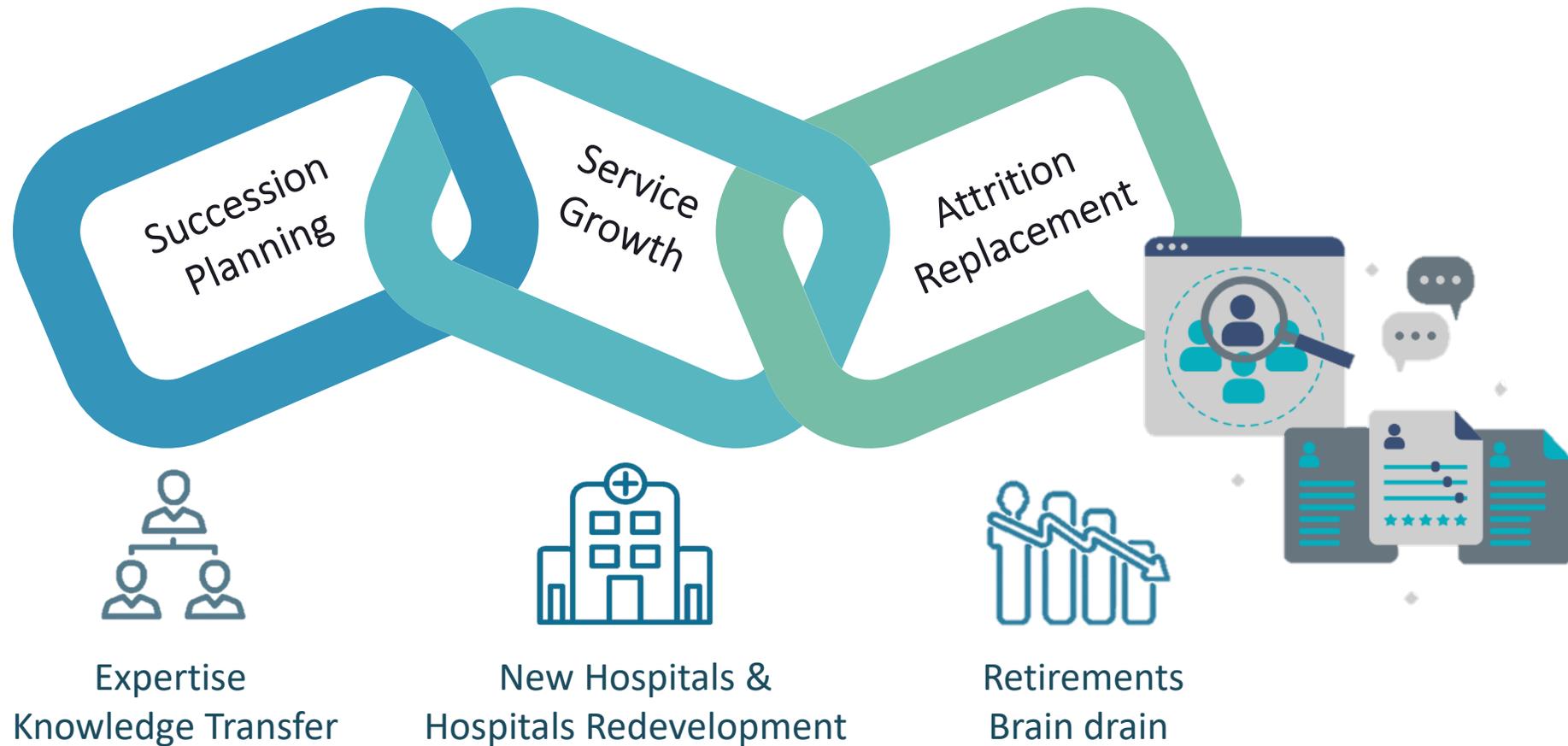
Anaesthesia 	Accident & Emergency 	Clinical Oncology 	Ear, Nose & Throat 
Family Medicine 	Intensive Care 	Medicine 	Neurosurgery 
Obstetrics & Gynaecology 	Orthopaedics & Traumatology 	Ophthalmology 	Paediatrics 
Pathology 	Psychiatry 	Radiology 	Surgery 

# Resident Trainee Recruitment in HA

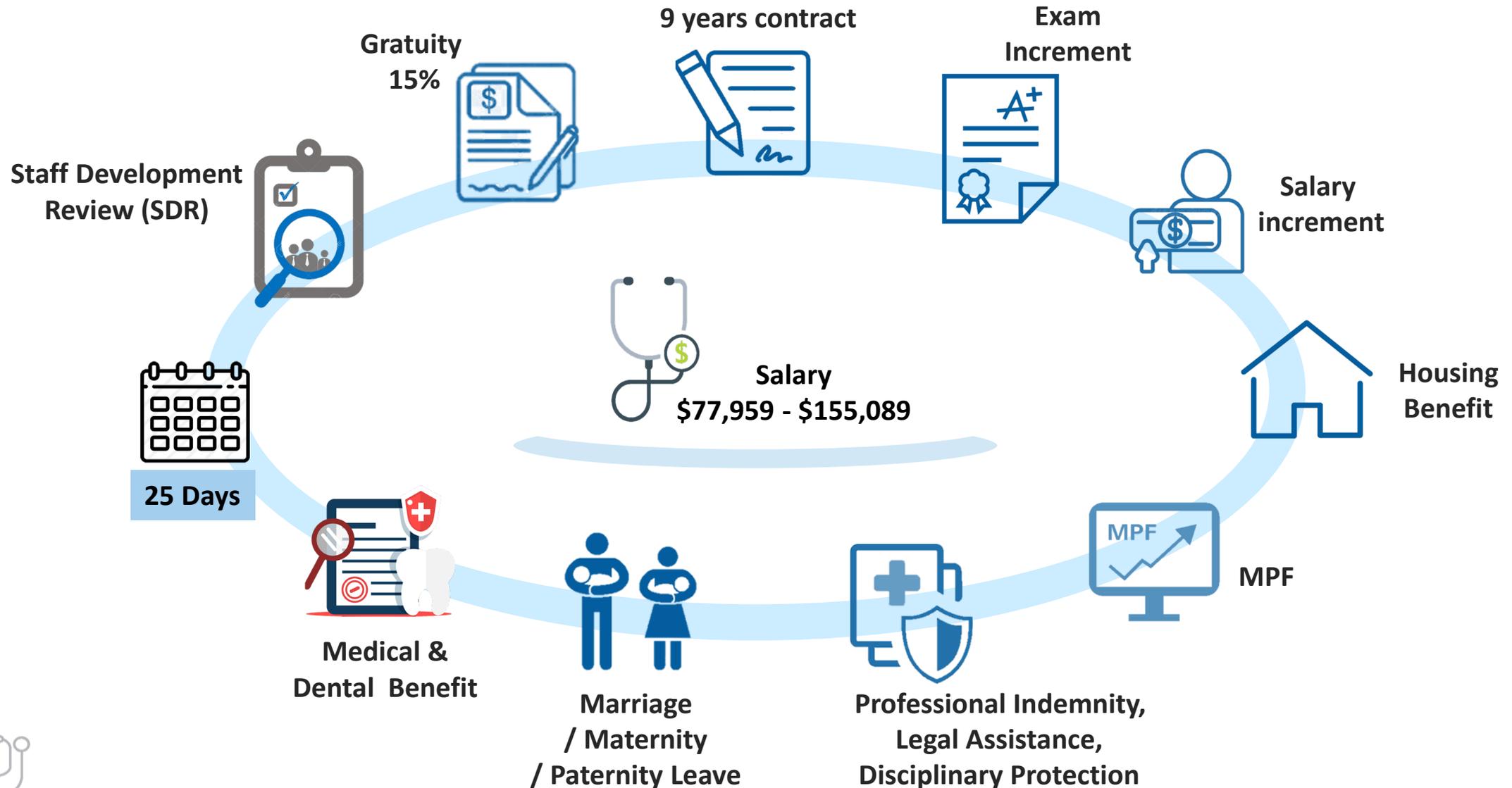
- Taking the opportunity of increasing medical graduates, HA has **increased the Resident Trainee (RT) posts to recruit ALL Qualified local medical graduates** and provide specialist training
- The 2025/26 Annual Recruitment Exercise for RT in HA is centrally coordinated by HAHO Medical Grade Department for intake of both batches of **RT in July 2025 and January 2026**



# Principles of Resident Trainee Allocation



# Employment Package

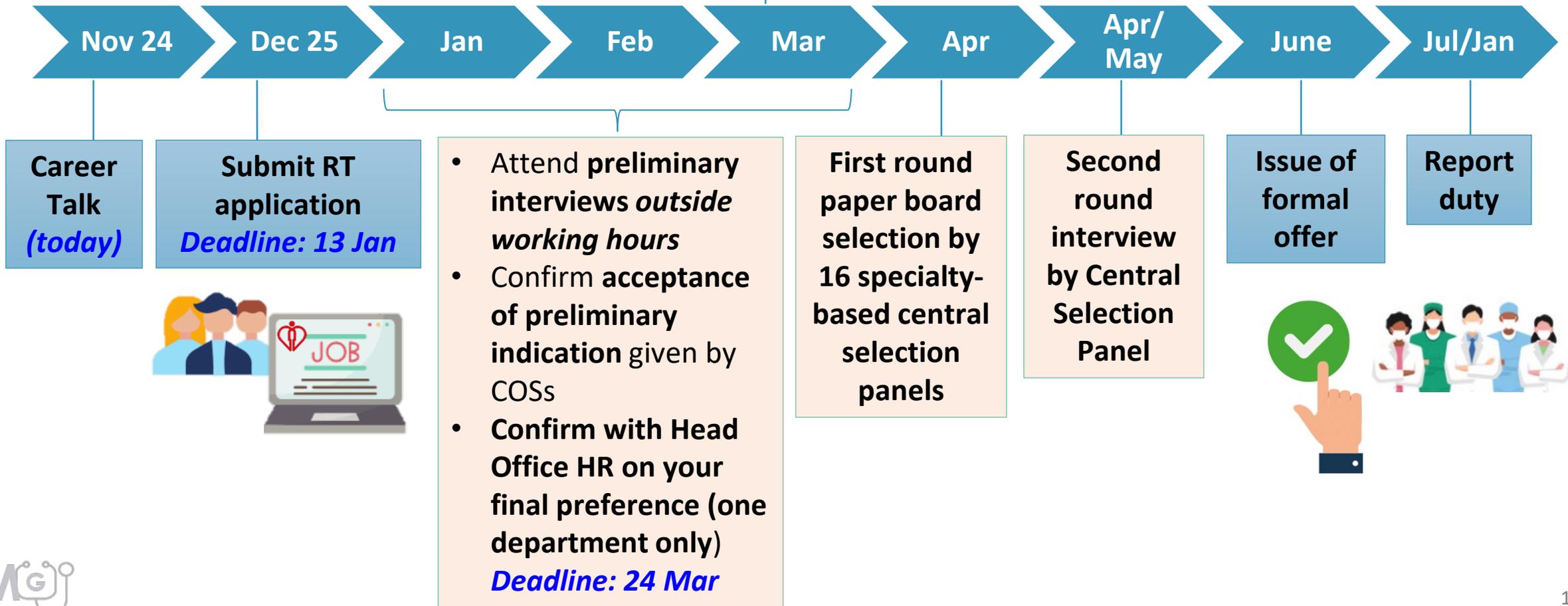


# Training and Development



# 2025/26 Recruitment Timeline

Details of the new RT posts available in each specialty and cluster will be available at the HA internet **by mid-Mar**





# Important Notes

- The **preliminary indication** is **indicative** only, and final matching of RT posts will be subject to your **performance throughout the whole internship period** and **manpower needs** of different specialties in HA
- All Interns need to **complete and submit the intern assessment reports in a timely manner**. **Interns with performance issues will be required to attend second round interview**
- If Interns are reported to have **accepted preliminary indications from more than one COS**, the **matching will be considered invalid** and **second round interview will also be required**
- If departments are reported with **deviation of practice** such as making preliminary indication to Interns before January or arranging preliminary interviews during working hours, the **matching may also be considered invalid, subject to case-by-case review by the Medical Grade Department**
- 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**

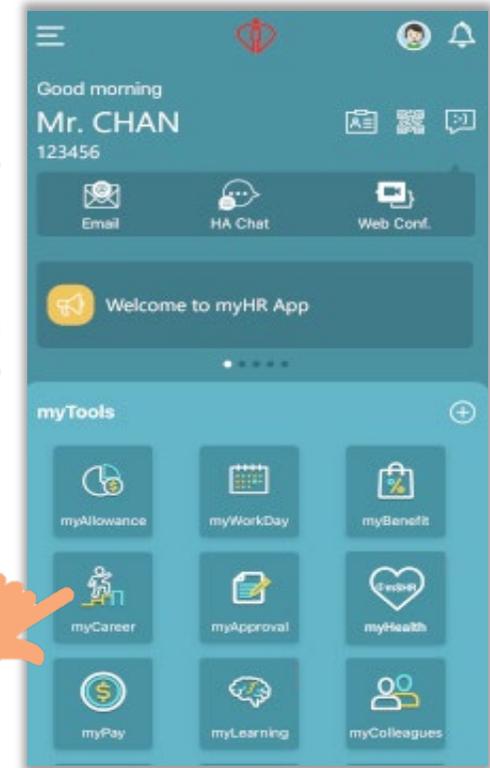
# Application and Related Details

Submit the Application at:

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

(Click Careers → Medical → Resident Trainees)

myHR Apps



All related information will be available at:

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

(click Annual Recruitment Exercise for Resident Trainees 2025/26)



# Lateral Transfer of Serving RTs in HA


  
**Application for Lateral Transfer of Serving Resident within HA**
  
To: Medical Grade Department, Cluster Services Division, HAHO

<b>Current Employment</b> <small>(Please select the appropriate box)</small> <input type="radio"/> Resident Trainee with Full Registration <input type="radio"/> Resident Specialist with Full Registration <input type="radio"/> Resident with Limited/Special Registration <input checked="" type="radio"/> Resident Specialist with Limited/Special Registration	<b>Please submit your application to:</b> Email address: <a href="mailto:merip@ha.org.hk">merip@ha.org.hk</a> Telephone: 2300 6919 / 2300 7184 Email address: <a href="mailto:nitd@ha.org.hk">nitd@ha.org.hk</a> Telephone: 2300 8389 / 2300 7757																																										
<b>Post Applied For Lateral Transfer</b> _____ & _____ Hospital Department	<b>Reason for Transfer</b>  																																										
<b>Personal Particulars</b> _____ & _____ Full Name in English Employee Number Present Hospital Department Date of Appointment in current position (DD/MM/YYYY)																																											
<b>Posting History in HA (in chronological order, not required to be filled in for Resident with Limited/Special Registration or Resident Specialist)</b> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="2">Serving Period</th> <th rowspan="2">Hospital (e.g. AHNH, CMC)</th> <th rowspan="2">Department (e.g. MED, O&amp;G)</th> <th rowspan="2">No. of Months Recognised for specialist training in the new specialty (e.g. 12 months)</th> </tr> <tr> <th>From (DD/MM/YYYY)</th> <th>To (DD/MM/YYYY)</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td><td> </td><td> </td></tr> </tbody> </table>		Serving Period		Hospital (e.g. AHNH, CMC)	Department (e.g. MED, O&G)	No. of Months Recognised for specialist training in the new specialty (e.g. 12 months)	From (DD/MM/YYYY)	To (DD/MM/YYYY)																																			
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<b>Professional Qualifications (in chronological order)</b> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Date Obtained (DD/MM/YYYY)</th> <th>Higher qualifications, professional examinations passed, if any (please specify)</th> </tr> </thead> <tbody> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </tbody> </table>		Date Obtained (DD/MM/YYYY)	Higher qualifications, professional examinations passed, if any (please specify)																																								
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<input type="checkbox"/> I confirm that I have sent a copy of this application to my 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**



# 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

The image shows a sample of the application form. The title is "Application for Voluntary Self-arranged Visit by Intern to Hospital Authority (HA) Clinical Department Unit". It includes instructions for use and a section for personal particulars. The form has several fields for text entry, some with horizontal lines indicating where to write. There are also checkboxes for "Annual Leave", "Rest Day", "Statutory Public Holiday", and "Other". The form is numbered "1" at the bottom.

# For More Information ...

ha.home

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

Search Now  
Advanced Search

HAHO and Clusters  
HAHO HKEC HKWC KCC  
KEC NTEC NTWC KWC

Allied Health  
Allied Health Services (Rehabilitation & Technology Stream)  
Chief Pharmacist's Office  
Doctors  
Medical Grade  
Frequently Asked Questions and Answers (FAQ)  
Nurses  
Staff Board

Booking  
HA Building Visitor Carpark Booking System  
Conference Room Booking System  
Transport Service Request System  
VNC  
Electronic Notice Board (ENB)  
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Manpower  
More Intranet Sites  
Web Applications  
Staff Letter Box

FAQ | Support | Contact Us  
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 **Medical Grade Intranet Website**  
(Doctors column in ha. home) or  
HA internet  
(<http://www.ha.org.hk/ho/resident.htm>)

**Medical Grade**

USEFUL LINKS

About Us

Grade

- Medical Students
- Medical Interns
- Residents
- Specialists
- Dental Officers
- Non-locally Trained Doctors
- Education and Training
- Compliance and Good Practices

Doctors' Related

MANAGEMENT SYSTEMS

University Student Clerkship System

**Medical Grade**

.. Past Event ..

**HA Orientation to Interns 2024/25**

15 June 2024 (Sat)

AM Session: 9:30am - 12:00pm  
PM Session: 2:00pm - 4:30pm

Lecture Theatre, Hospital Authority Building,  
147B Argyle Street, Kowloon

Registration  
Speakers Sharing

Welcome to HA  
by Dr C B LAM, Cluster Chief Executive, Kowloon West Cluster

Code of Conduct & Roles and Responsibilities of Interns in HA  
by Dr Catherine CHING, Senior Manager(Medical Grade), HA Head Office

Specialist Training and Career Prospect in HA  
by Dr Catherine CHING, Senior Manager(Medical Grade), HA Head Office

Before you go, here are some tales I would like to remind you...  
by Dr L K TSOI, Cluster Coordinator(Quality & Safety), New Territories West Cluster

Your Why, Your Way. Crafting a Fulfilling Medical Career  
by Ms Vanessa PIDDIN, Clinical Psychologist, HA Head Office

Scan for location & map

Mandatory Programme for Interns

**Welcome Doctors**  
(dr.home)



Good morning  
Mr. CHAN  
123456

Email HA Chat Web Conf.

Welcome to myHR App

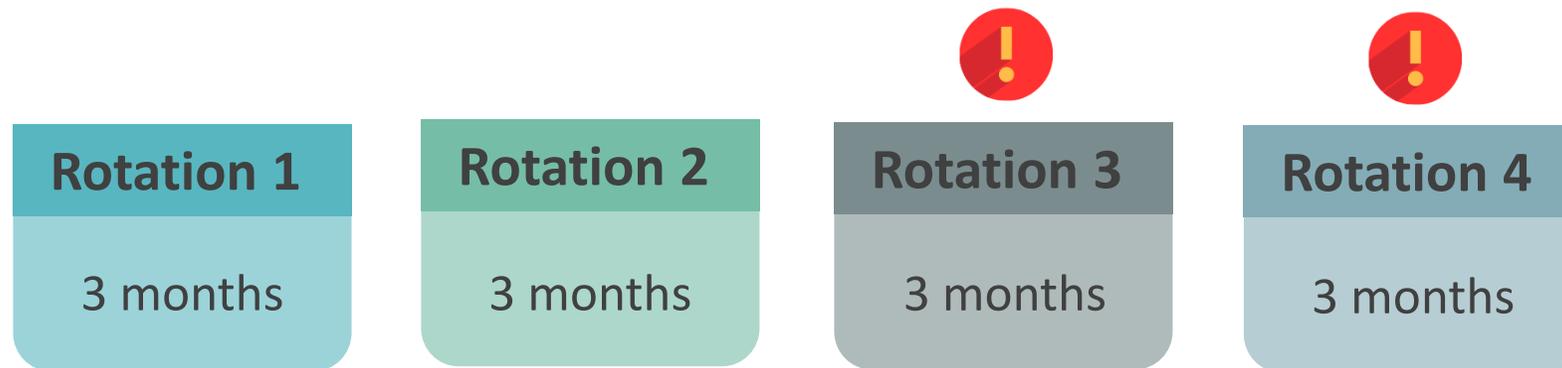
myTools

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

# Important Notes on Internship Performance

# Important Notes

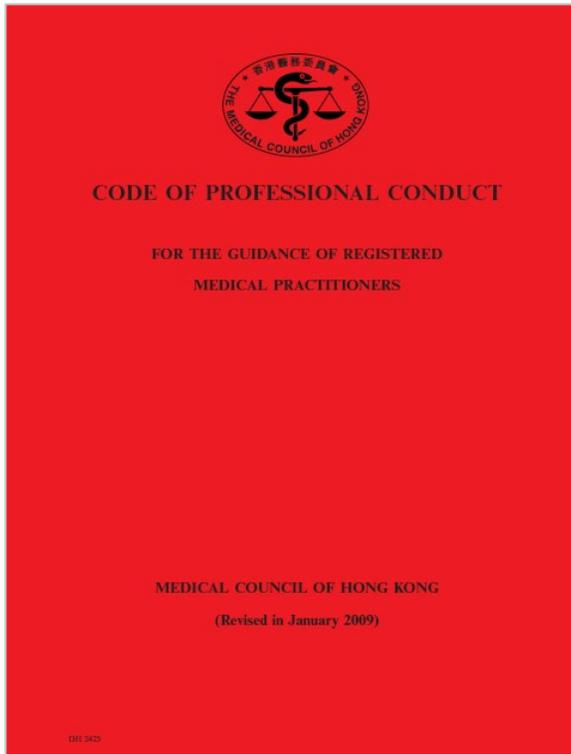
- Most Interns with performance issue and required remedial training happened during the third and fourth rotations



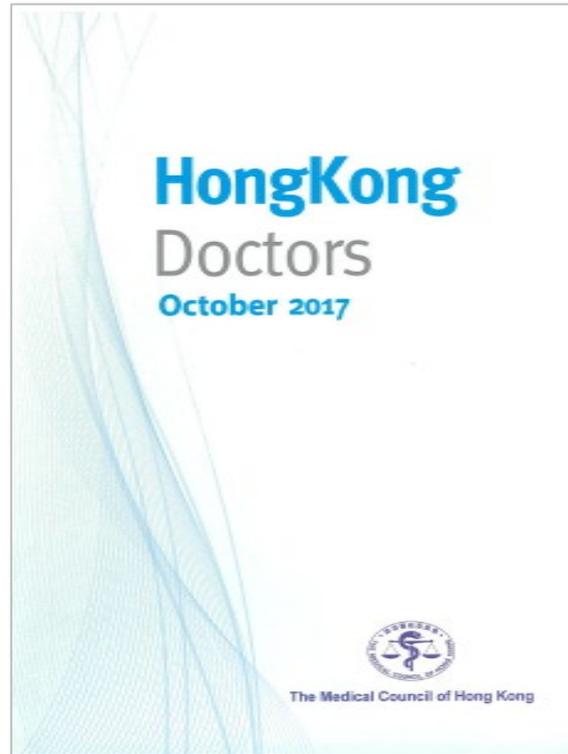
- HA will kept record of all interns with performance issue and provide input for future reference
- If you cannot obtain full registration as scheduled, your appointment as Resident Trainee may be affected, subject to case-by-case review



# 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

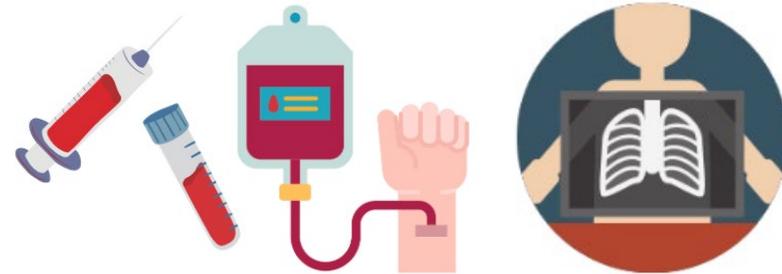
# Other Important Notes

## - Real Cases for Attention



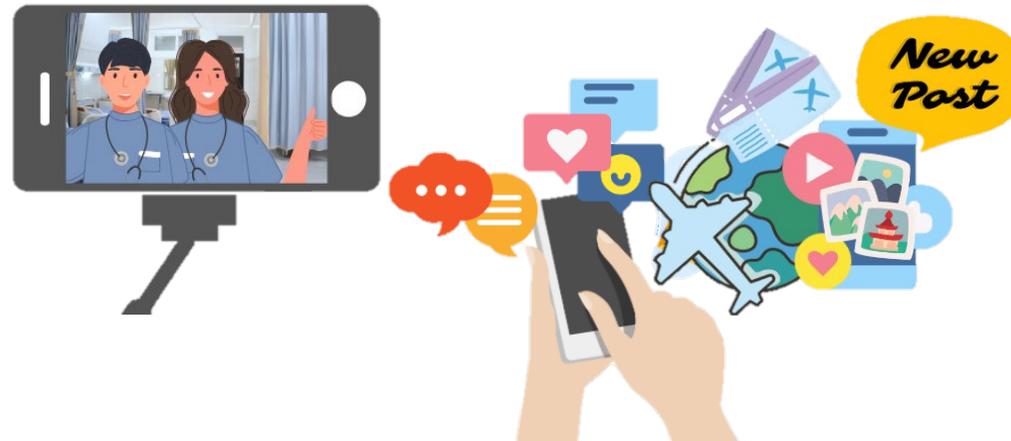
- Request for less calls

- Incident on Type and Screen / Nasogastric tube Chest X-ray Interpretation



- 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

