

2025/26 Annual Recruitment Exercise (ARE) for Resident Trainees (RT) Information Sheet

Overview

HA aims to maximise specialist training opportunities to eligible applicants according to service needs and availability of resources. The 2025/26 Annual Recruitment Exercise is a centrally-coordinated exercise organised for intake of both batches of Resident Trainee in July 2025 and January 2026. All doctors as well as serving interns who will be completing their internship from June to December 2025 and wish to pursue specialist training in HA are required to **submit on-line application through HA website at <http://www.ha.org.hk> [click Careers] for the post of Resident Trainee on or before 13 January 2025**. Please keep to the application deadline strictly as the recruitment advertisement and e-application form will be removed after the deadline. Late applications will NOT be considered.

Preliminary Indication

2. During the period from January to March 2025, ARE applicants can attend preliminary department-based interviews outside working hours and Chiefs of Service (COSs) can make preliminary indication. Applicants have to confirm their acceptance to the preliminary indication from only one COS.
3. Number of the RT posts in each specialty and cluster will be available at the HA internet: <http://www.ha.org.hk/ho/resident.htm> (click "Annual Recruitment Exercise for Resident Trainees 2025/26") by mid-March 2025.
4. During the period from 10 to 24 March 2025, ARE applicants will be required to confirm their final department preference (one department only) with Head Office Human Resources Division (HO HRD) via WhatsApp (5721 9797). Summary profile of ARE applicants will be updated for COSs' information daily. **No change of preference can be made after 24 March 2025.**

Selection

First round selection

5. Based on the preliminary indication returned by COSs, final preference returned by ARE applicants and performance record, first round selection will be conducted by the 16 specialty-based Central Selection Panels in April 2025 to confirm the selection result for ARE applicants with matching and good performance record (contact list in **Appendix II**).

Second round selection

6. Second round selection will be conducted by one central selection panel by May 2025.

Appointment

7. Once the matching is confirmed by Head Office, RT appointment will be offered to ARE applicants who have been successfully selected.
8. For Serving Interns who are recommended for RT appointment, a conditional appointment offer will be contingent upon their continuation to have commendable

performance in the interim, satisfactory completion of the internship training, as well as obtaining registration and valid practicing certificate with the Medical Council of Hong Kong.

9. For applicants who are not recommended for RT appointment, they will receive a written notice by late-June 2024.

Points to Note

10. If ARE applicants are reported to have accepted preliminary indications from more than one COS, the matching will be considered in the second round selection; or 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 be subject to case-by-case review.
11. Once offer is given and the ARE applicant declines the offer, other RT or SR post will normally not be offered to ARE applicants in the coming 12 months.
12. After completion of the aforesaid matching exercise, no further matching will be arranged for these remaining ARE applicants.
13. Resident Trainees who are newly appointed in 2025/26 can only be laterally transferred to another department (both within-specialty and cross-specialty) one year after appointment, subject to application and approval.
14. For those who also wish to apply for the posts of Service Resident, please note the following information:
 - All doctors applying for Service Resident posts should have at least 1 year post-internship working experience in hospital (as set out in the entry requirement).
 - Once Resident Trainee offer is given and the applicant declines the offer, Service Resident post will normally not be offered to the concerned applicants in the coming 12 months.
 - No Service Resident post will be offered to applicants who are also applying for Resident Trainee posts in the captioned Annual Recruitment Exercise.
 - Clusters will only offer Service Resident posts to doctors who apply for Service Resident posts specified in the Vacancy Notification Circular / recruitment advertisement issued. Applicants for Resident Trainee posts who also wish to apply for the posts of Service Resident are required to submit separate applications for the posts concerned.

2025/26 Annual Recruitment Exercise for Resident Trainees
Contact Support for Central Selection

1. HA Chatbot: enter “**HR Service Centre**” or “**hrsc**”
2. Email: hrsc.rt@ha.org.hk
3. Phone or WhatsApp: 5721 9797