

Remuneration Package of Newly Recruited Resident Trainees

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| 1. | Duration of Employment | One-off 9-year training contract of which continuation is conditional on satisfactory performance and achievement of specific career milestones |
| 2. | Pay | HK\$77,959 to HK\$155,089 (as at 24/25 level) per month (including Monthly Allowance). (Salary to be offered will commensurate with relevant experience and qualification, if any, of the doctors concerned.) |
| 3. | Housing Benefits | May opt for: <ul style="list-style-type: none"> Retaining eligibility to apply for staff loan (or interest subsidy if applicable) under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 3 years of service (year of service will be counted as qualifying service for HLISS); or 5% allowance in lieu of HLISS (year of service will not be counted as qualifying service for HLISS). |
| 4. | HA Mandatory Provident Fund | HA will make a monthly employer mandatory contribution for each contract employee at the statutory contribution rate (i.e. 5% of the employee's monthly relevant income or \$1,500, whichever is the less, subject to any statutory revision). Employees are responsible to make their own employee mandatory contributions at the same rate. |
| 5. | Gratuity | Contract gratuity of up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by Hospital Authority) will be released every 3 years subject to satisfactory performance. |
| 6. | Annual Leave | 25 days per year |
| 7. | Sick Leave | <ul style="list-style-type: none"> 38 days full pay sick leave for the 1st year of service 48 days full pay sick leave from the 2nd year of service onwards May accumulate up to a maximum of 182 days full pay sick leave. Further sick leave on half pay of the same order of entitlement may be granted |
| 8. | Maternity Leave | <ul style="list-style-type: none"> Employees with not less than 40 weeks of service prior to commencement of maternity leave are entitled to a maximum of 14 weeks maternity leave on a full pay basis. |
| 9. | Paternity Leave | <ul style="list-style-type: none"> Employees with not less than 40 weeks of service prior to commencement of paternity leave are entitled to a maximum of 5 days paternity leave on a full pay basis. |
| 10. | Medical Benefits | <ul style="list-style-type: none"> Free outpatient and hospitalization benefits for the employees and eligible family members. |
| 11. | Dental Benefits | <ul style="list-style-type: none"> Dental benefits provided for the employees and eligible family members depending on the band and pay scale of the employee. |
| 12. | Death Benefits | (a) 12 x monthly basic salary; or (b) amount of accrued gratuity plus HA's employer mandatory contributions during contract period, whichever is greater. |
| 13. | Disability Benefits | Payment of accrued benefits plus either : (a) monthly basic salary x (1/3 x months of total contract period)* or (b) a lump sum equal to 50% of basic salary plus monthly allowance and reduced gratuity for remaining contract period, whichever is greater. <i>* up to a maximum of 12 months</i> |
| 14. | Employees' Compensation | Compensation is generally same as Employees' Compensation Ordinance except that sick leave arising out of injuries at work is granted on a full pay basis. |
| 15. | Professional Indemnity | Provided for medical, nursing and allied health staff |
| 16. | Disciplinary Protection Insurance | Provided for clinical and non-clinical professionals |
| 17. | Marriage Leave | Maximum 3 days to cater for staff's family needs arising from his/her own marriage |
| 18. | Compassionate Leave | Maximum 3 days to cater for staff's family needs arising from bereavement of an immediate family member |