



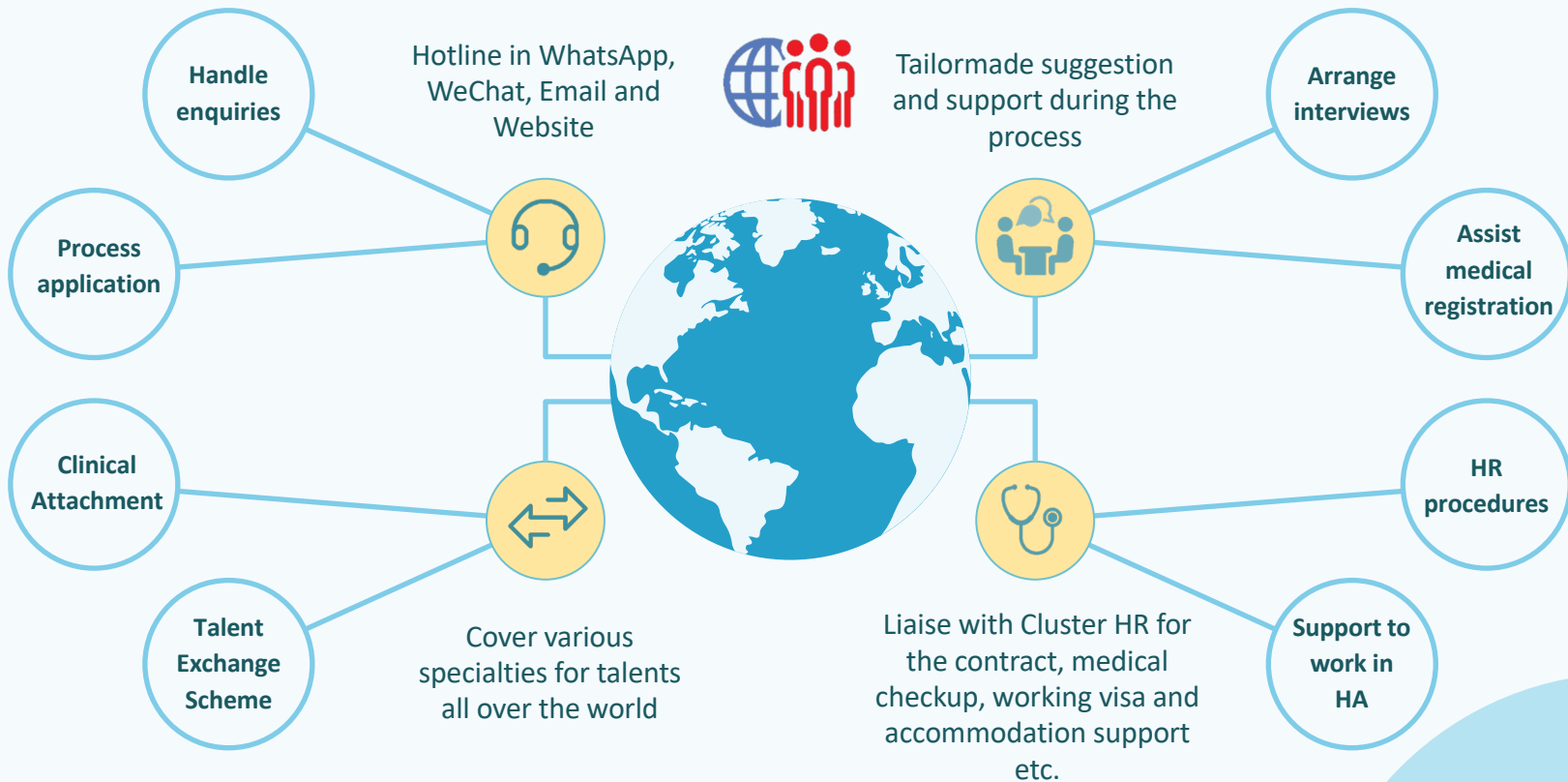
Career Opportunities for Non-locally Trained Doctors in Hospital Authority





醫管局環球醫療人才招聘中心

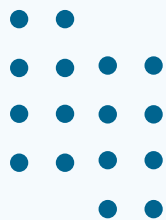
~ Provide **One-stop** Services on recruitment of non-locally trained healthcare professionals ~



Career Development Opportunities

~ To Suit the Career Development of Different NLTDs ~



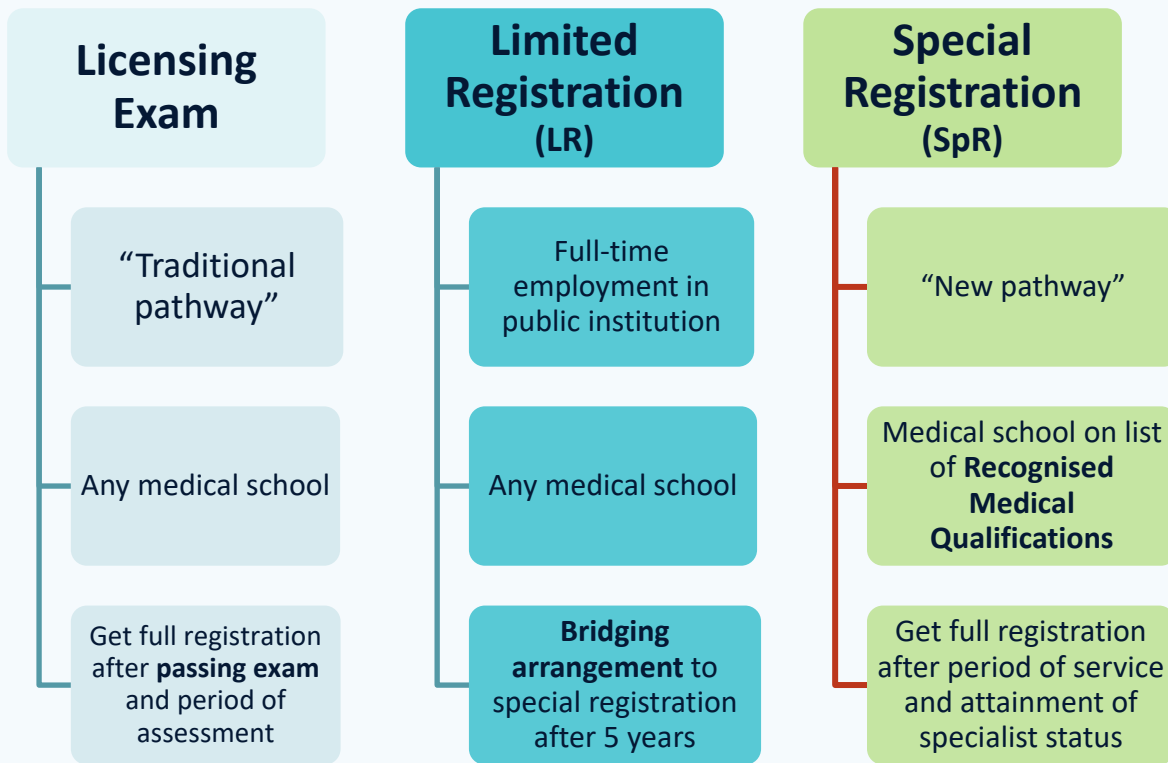


Long-term Employment





Various Registration Pathways



Recognised Medical Qualifications (RMQ)

Special Registration Committee (“SRC”) established by the Medical Council of Hong Kong (MCHK)

List of recognised medical qualifications will be determined taking into account:

- International rankings
- Medium of instruction & curriculum
- Any other aspects deemed appropriate

With effect from 20 June 2025, a total of **150 medical qualifications** were recognised and gazetted in total

Limited Registration Pathway

Non-locally Trained Doctors (Full registration outside HK)



Without RMQ and/or **not HKPR**



Work in HA under **Limited Registration**



Obtain **specialist qualification with HKAM** either with completion of specialist training under constituent colleges or CSQ/CSR



Migrate to **Special Registration**



Work in HA for at least 5 years



Certified by HA with satisfactory performance as a medical practitioner



Obtain **Full Registration** in HK

At least
5 years

At least
5 years

Special Registration Pathway



Non-locally Trained Doctors (Full registration outside HK)



HKPR with RMQ



Work in HA under **Special Registration**



Obtain **specialist qualification with HKAM** either with completion of specialist training under constituent colleges or CSQ/CSR



Work in HA for **at least 5 years** after attaining specialist qualification



Certified by HA with satisfactory performance as a medical practitioner



Obtain **Full Registration** in HK

At least
5 years



Specialist Training Pathway in HA

- Specialist training **provided by Colleges** under the Hong Kong Academy of Medicine

Anaesthesia	Emergency Medicine	Surgery	Neurosurgery
Medicine	Psychiatry	Ophthalmology	Orthopaedic & Traumatology
Pathology	Radiology	Obstetrics & Gynaecology	Otorhinolaryngology
Family Medicine	Intensive Care	Paediatrics	Clinical Oncology

- Some Colleges hold **conjoint examinations** with overseas professional bodies which are internationally recognised, e.g. MRCP
- Appropriate term of employment will be offered** to support the completion of specialist training as well as upon attaining specialist qualification with satisfactory performance

Consultant



Career Pathway



Associate Consultant

Resident Specialist



New
arrangement!



Recruitment Timeline for NLTDs

- **Selection interviews** will be conducted **bi-annually**
- Interview and expected report duty date has been clearly stated on the vacancy notification circular (VNC)
- Only applications with expected report duty date that **falls within the specified timeframe** will be **processed**

Recruitment timeline

Batch	Application deadline of the Job opening	Interview months	Expected report duty date
1	31 Mar	May – Jul	by Mar (next year)
2	30 Sep	Nov – Jan (next year)	by Sep (next year)





Key Steps of Job Application for NLTDs

(An Illustration)



Job Application

- Submit online application according to the anticipated commencement date of appointment set out in VNC
- Submit additional documents as necessary, e.g. academic transcripts for assessing eligibility for SpR, etc.



Interview

- HA to arrange eligible applicants to undergo zoom interview



LR / SpR Application & HR processes (need 3-4 months)

- Submit additional documents for LR/SpR application
 - ✓ LR/SpR Application form
 - ✓ Character References (**3-month validity**)
 - ✓ Certificate(s) of registration where you are fully registered
 - ✓ Certificate of Good Standing (**3-month validity**)
 - ✓ Proof of relevant full-time post-qualification experience
 - ✓ Recent and same photographs, etc.
- Notarise the required documents (**3-month validity**), including proof of professional qualification(s) submitted during job application, after MCHK preliminary vetting
- Complete all HR processes e.g. body check, working visa (for non-HKPR), etc.

Now – 30 Sep 2025

Oct 2025 onwards

Nov 2025 – Jan 2026

Jan 2026 – Sep 2026

Pre-interview Arrangement

- HA will contact candidates for further information and clarification



Interview Result

- Receive notification of interview result
- HR colleagues to arrange appointment formalities
 - ✓ Confirm commencement date
 - ✓ Working visa application (if required)
 - ✓ Pre-employment medical check



Report Duty

- Start your employment in HA by Sep 2026





Application for CSR/CSQ for Specialists

- Hong Kong Academy of Medicine (HKAM) issued The [“Guidance Notes for Certification for Specialist Registration \(CSR\) / Certification for Specialist Qualification \(CSQ\)”](#) for NLTDs without a Fellowship awarded by the Academy
 - To assess doctors who have received specialist training outside Hong Kong has **met the professional standard** comparable to specialist qualifications recognised by the Academy

Certification for Specialist Registration (CSR)	For registered medical practitioners who have received specialist training outside Hong Kong to apply for their names to be included in the Specialist Register or special registration
Certification for Specialist Qualification (CSQ)	For medical practitioners who would like to apply for special registration but are not Hong Kong permanent residents nor registered medical practitioners in Hong Kong

- Applications shall be **submitted directly to HKAM**, with relevant vetting assisted by relevant Academy Colleges
- Application fees for **successful CSR can be reimbursed by HA** to NLTDs



Employment Package

Stable job with attractive salary*

- **Resident :**
HKD 935,508 – 1,861,068 p.a.
- **Associate Consultant:**
HKD 1,902,624 – 2,192,028 p.a.
- **Consultant :**
HKD 2,442,610 – 3,079,500 p.a.



>£87k /
>AUD 180k p.a.



~ 15%

Simple and low tax system

Capped at 15%

25 days of annual leave

Entitlement to other leaves including:
Marriage/Study/Maternity/Paternity/
Compassionate/Examination etc.



25 Days



5%

Medical benefits and housing allowance

May opt for Home Loan Interest Subsidy Scheme (HLISS) or additional allowance in lieu of HLISS

Other Benefits

Scholarship for training outside Hong Kong and paid study leave

Designated Training Fund to support training outside Hong Kong



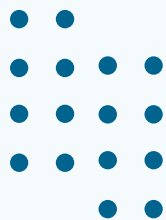
One-off Relocation Allowance of HK\$60,000 & passage arrangements

Reimbursement of fee for professional examination with successful attempt



Disciplinary Protection Scheme

Provide legal support when facing medical-legal issues



Medium-term Exchange



Global Healthcare Talent Scheme

~ To Conglomerate Global Clinical Talents at HA, Fostering Diversity and Talent Exchange ~

Have a taste of the public healthcare system of Hong Kong

Flexible duration from 6-24 months

Work exposure in the specialties you are interested

Under Limited Registration with full-time employment

Exchange and experience clinical service provision at same time

Visiting Doctors under the programme covering different specialties –

E.g. Anaesthesia, Cardiology, Cardiothoracic Surgery, Radiology, Vascular Surgery, Pathology, Paediatric, Psychiatry, etc.



Illustration

Specialists or Trainees Close to Completing Specialist Training



Submit Online Application



Assessment of eligibility by specialty experts



Selection interview

- Arrange interviews for shortlisted candidates according to the anticipated commencement date of appointment set out in HA VNC
- Receive notification of the result



LR Application

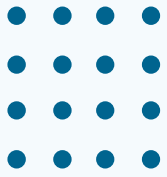
- Mutually agree on the date of reporting duty
- Submit documents for medical registration in Hong Kong under Limited Registration (LR)
- May take 2-3 months for MCHK to process after obtaining full set of documents



Report Duty

- Complete all HR processes e.g. body check, working visa (if necessary), etc.





Short-term Exposure



Clinical Attachment

~ To Observe and to Connect with Us! ~



WELCOME

Welcome medical students
and doctors at all stages of
career



All year round



Centrally coordinated by HA
Head Office to match your
preferences and duration
(at most 2 week in general)



**Submit to Clinical Attachment
Management System (CAMS)**

at least **3 months before** your
preferred period
(<https://cams.ha.org.hk/>)

Illustration



All year round

Plan ahead the areas of interest and duration **at least 3 months before** your preferred period

Plan for
Clinical
Attachment

Apply via
CAMS

Online Submission

<https://cams.ha.org.hk/>

- Duration of attachment (at most 2 weeks in general)
- Preferred specialties and clusters
- Objectives of attachment
- Required documents based on professional status

Coordination with departments

HA will handle the applications in **chronological order** based on the requested commencement date

Handle
applications
by HA

Receive
application
result

Notification

Confirm allocation **one month before** the start date subject to the **availability and arrangement** of departments

Detail Arrangement

Receiving department will inform attachment details closer to the start date

Arrange details
by receiving
department




Frequently Asked Questions



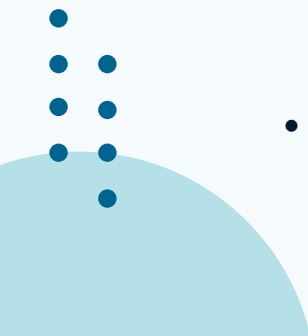
What if I have not completed internship?

- You are **recommended to complete internship** in your graduating country if possible
- If you prefer completing internship in Hong Kong, you must be
 - 1) a Hong Kong Permanent Resident
 - 2) graduating from a curriculum under the Recognised Medical Qualifications
 - 3) passing the Licensing Examination

before starting internship training in Hong Kong, then you can join the Special Registration pathway



What is the career pathway and application procedures for interns, residents undergoing training / specialists

- Flexible offers at HA for different career and life plans
 - **Different registration pathways** available
 - Basic Requirement: **Registered** under the law of a qualifying place as a medical practitioner in that place with **at least 1-year full-time post-qualification clinical experience**
 - Submit **applications according to your expected report duty date**
- 

What if I graduated from medical schools that are not on the RMQ list?

- You can join HA under the **Limited Registration pathway**
- Bridging arrangement to Special Registration and subsequently Full Registration is available –
under LR for 5 years and attained the Certificate of Specialist Registration (CSR) or passed the fellowship examination of respective Colleges under the Hong Kong Academy of Medicine



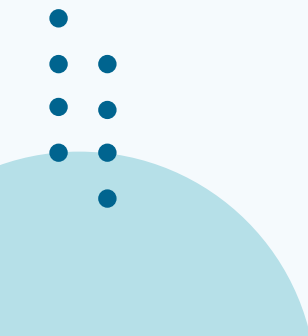
Do I have to take licensing exam and 1 year internship if my medical school is on the list of recognised medical qualification?

- Licensing examination is **not required if you would like to join HA under Limited Registration or Special Registration** after the Medical Council of Hong Kong verified that you are holding a recognised medical qualification





Does 5-year service under Limited Registration include specialty training?

- If you join HA under Limited Registration, you are required to **work in HA for at least 5 years and obtain specialist qualification with HKAM** either with completion of specialist training under constituent colleges or CSQ/CSR before progressing to Special Registration
- 

Thank You



<https://www3.ha.org.hk/haghprc/en-US/home>



nltd@ha.org.hk