

14 February 2025

Dear Colleague,

**Conjoint Selection Exercise for  
Admission to Higher Surgical Training (May 2025)**

We would like to invite your application for the Conjoint Selection Exercise (CSE) for admission to higher surgical training in May 2025.

To be eligible for the CSE in May 2025, you need to:

1. Have completed 2 years of BST and fulfilled all the training requirements set out by HKICBSC and the respective Colleges by 30 June 2025; and
2. Have passed the HKICBSC Membership Examinations Part 3 or will have passed the HKICBSC Membership Examinations Part 3 by 30 June 2025.

In addition, your eligibility to the selection interview will also be confirmed by respective College/ Program Director of higher surgical training. It is a candidate's responsibility to confirm the accreditation status of rotations.

CSE aims to match eligible basic surgical trainees (BSTs), who are registered with the Hong Kong Intercollegiate Board of Surgical Colleges (HKICBSC) and respective colleges, with appropriate potential and aptitude, to various surgical specialties of higher training. The Central CSE Interview will be convened by a conjoint selection panel with main assessment criteria as listed:-

- ❑ Training progress as shown by the Hong Kong Intercollegiate Board of Surgical Colleges (HKICBSC) assessment forms (25%)
- ❑ Referee Assessment (20%)
- ❑ Interview (20%)
- ❑ Application and Structured CV Form (15%)
- ❑ HA Staff Development Reviews (SDR) (10%)

On top of the above, there will be an additional score (up to 10%) awarded by the respective Program Director of higher surgical training.

Application form, together with the required documents, should be submitted online by 16 March 2025 through the e-recruitment system by clicking the Vacancy Notification Circular (VNC) of "Conjoint Selection Exercise for admission to Higher Surgical Training (May 2025) (For eligible Basic Surgical Trainees only)" on HA website. The Application and Structured CV Form (application form), Information Sheet on HKICBSC Assessment Scores, Information Sheet on SDR Rating and Referee Assessment Form are enclosed.

The application form and other information relating to the coming CSE, including the list of Program Directors for higher surgical training in various specialties and the latest distribution of available accredited posts, are also available at the HA website <http://www.ha.org.hk/ho/resident.htm>.



Trainees who wish to participate in the coming CSE please make sure to:

- (1) submit the completed e-application form online and upload the required documents to the e-recruitment system, including (i) Application and Structured CV Form; (ii) Information Sheet on HKICBSC Assessment Scores; (iii) Information Sheet on SDR Rating; (iv) full set of the HKICBSC assessment forms; (v) all SDR reports; (vi) Supporting documents (if any); and (vii) Supplementary information (if any) by 16 March 2025. Please also note that you are responsible for the accuracy and completeness of information provided;
- (2) complete SDR reports since your first appointment as basic surgical trainee (BST) till the end of the latest SDR cycle. For HA BST the completed SDR reports should reach Cluster/Hospital Human Resources Department by 16 March 2025. For inputting SDR rating in the Information Sheet and uploading the SDR reports to the e-recruitment system, you can obtain the required SDR reports from relevant Human Resources Department, if necessary. For non-HA BST, individual submission of at least 1 completed SDR report (SDR format for HA staff) through the e-recruitment system is required by 16 March 2025;
- (3) personally confirm with the three referees you nominate on their agreement to and availability for returning a standardized assessment form to the panel by 16 March 2025. You are required to forward the Referee Assessment Form (in excel format) that you received from HAHO to your referees for their completion and return to Secretariat, HA Conjoint Selection Exercise at [hacse@ha.org.hk](mailto:hacse@ha.org.hk). Please note that the Referee Assessment Form should be sent to HACSE Secretariat directly from the referees, instead of routing through the applicants;
- (4) keep a copy of the application form for your own reference.

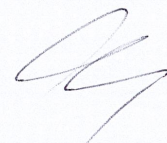
If you solely aim at pursuing higher training in Emergency Medicine (EM) and your department has prospectively confirmed the acceptance into EM higher training upon your passing the intermediate examination, you do not need to apply for the CSE.

Please be reminded that applications received after the deadline will not be accepted. Please also note that no change of choices will be allowed after application deadline.

Please feel free to email the Secretariat at [hacse@ha.org.hk](mailto:hacse@ha.org.hk) for any enquiries.

Thank you for your attention.

Yours sincerely,



(Dr. Catherine CHONG)  
Chief Manager, Medical Grade  
Hospital Authority