

Career Talk On 2025/26 HA Resident Training Program

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



Medical Grade Department
Cluster Services Division Hospital Authority Head Office



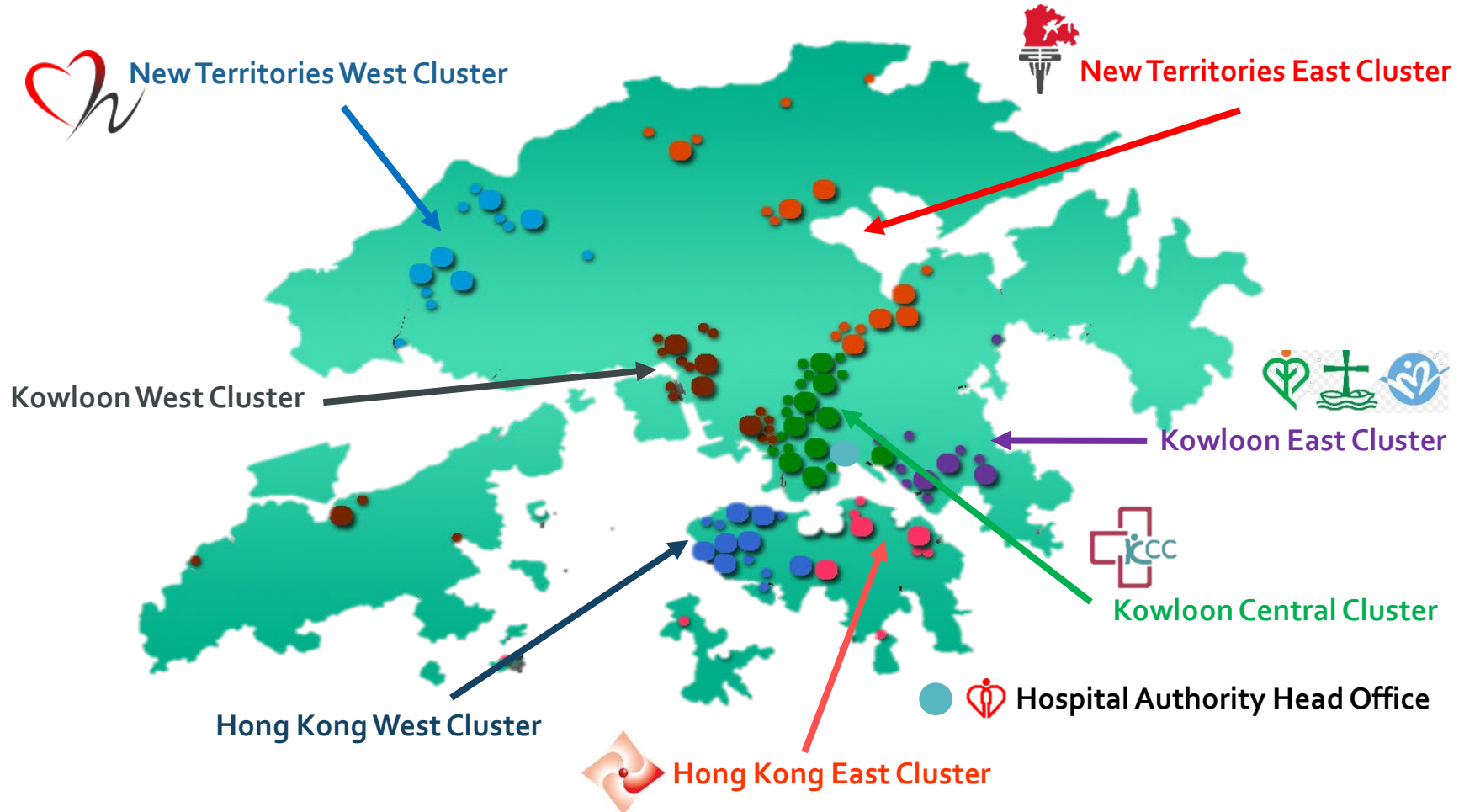


2025/26

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: _____ UNIT: _____ AFFILIATION: _____
HOSPITAL: _____ PERIOD OF INTERNSHIP: _____

	Unacceptable	Needed Help & Counseling	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 & Counseling", please specify if help and counseling 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.

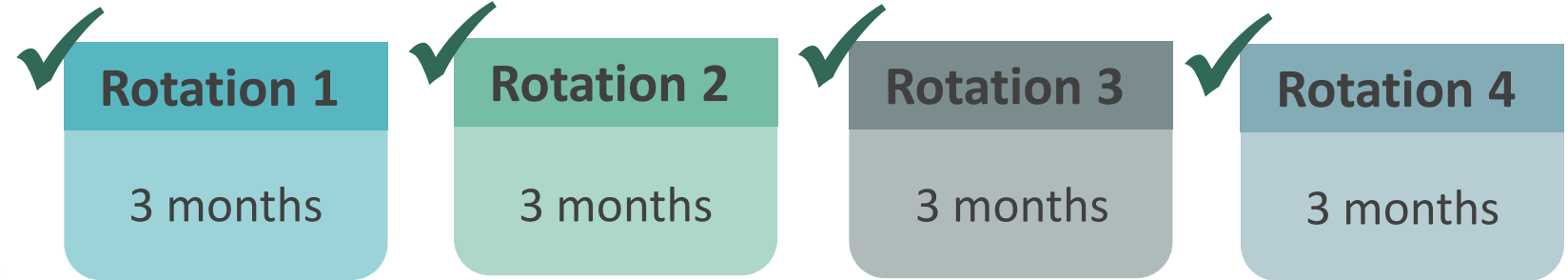
General Comments: _____

Name of Intern Coordinator: _____ Position: _____	<input type="checkbox"/> I met & discussed this report with the intern. <input type="checkbox"/> I read the Intern Logbook. Date: _____
Name of Chief of Service: _____ Signature: _____	<input type="checkbox"/> Did discuss this report with this intern. 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.

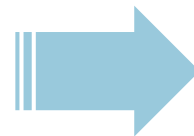
Signature: _____
Date: _____

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



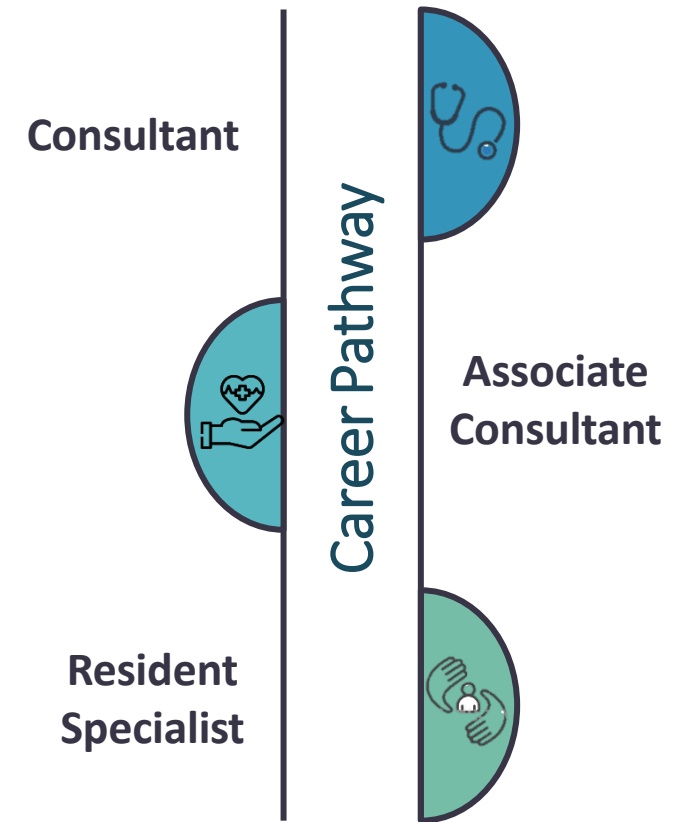
MCHK

Certificate of Experience (COE)
Full registration

Specialist Training Pathway of Doctors

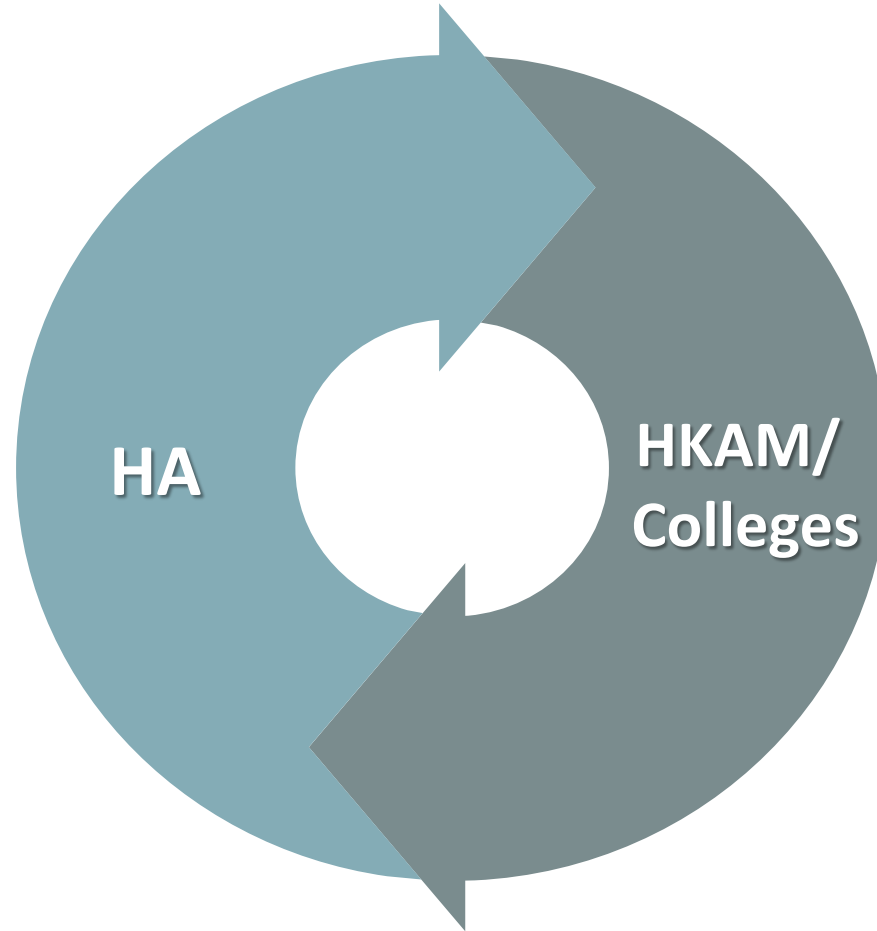


- **Resident Trainees** are offered a **9-year contract** for specialist training in HA
- Basic to Higher training
- Undergo **specialist training for 6-7 years** in accordance to the standards set out by the respective constituent Colleges of HKAM



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

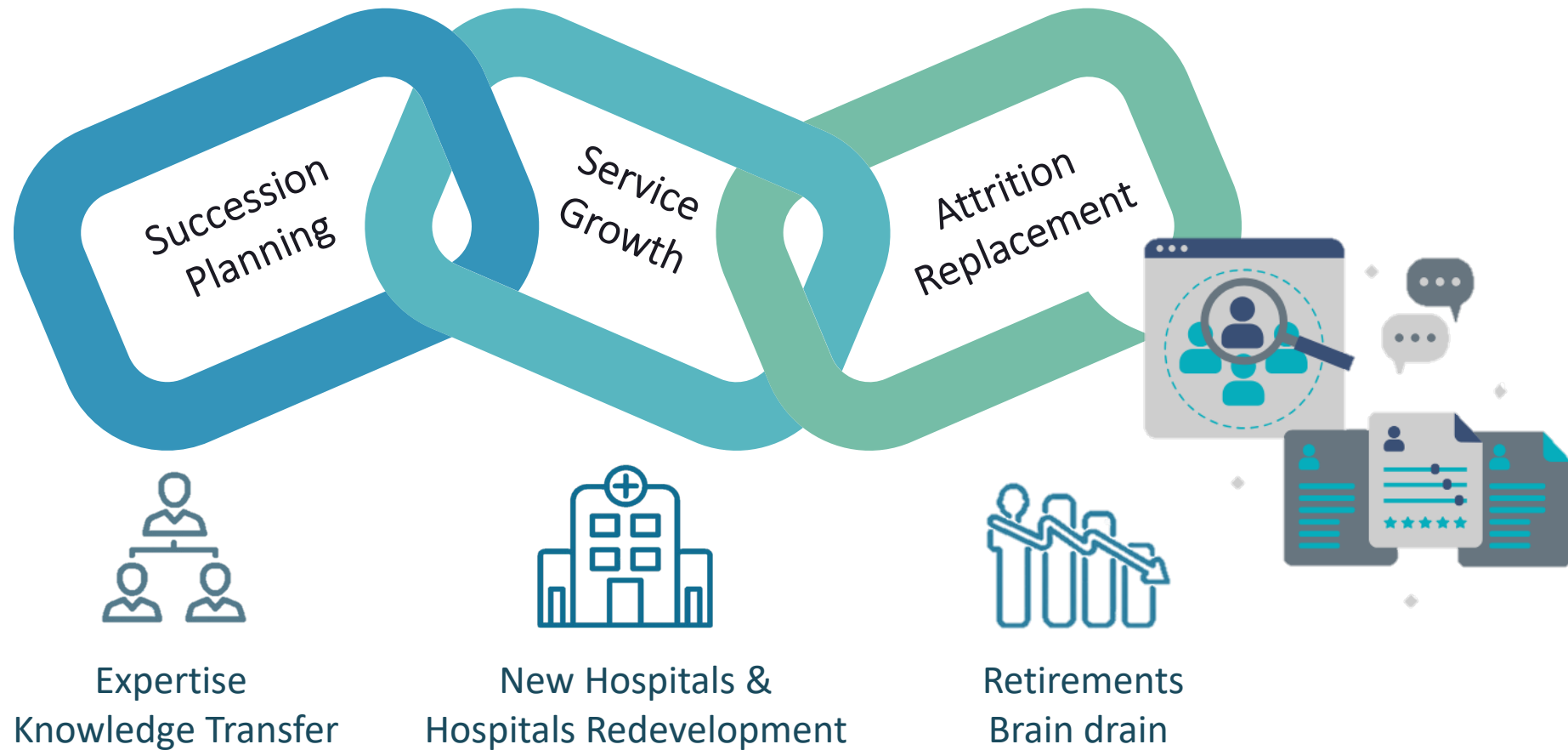
Anaesthesia 	Accident & Emergency 	Clinical Oncology 	Ear, Nose & Throat 
Family Medicine 	Intensive Care 	Medicine 	Neurosurgery 
Obstetrics & Gynaecology 	Orthopaedics & Traumatology 	Ophthalmology 	Paediatrics 
Pathology 	Psychiatry 	Radiology 	Surgery 

Resident Trainee Recruitment in HA

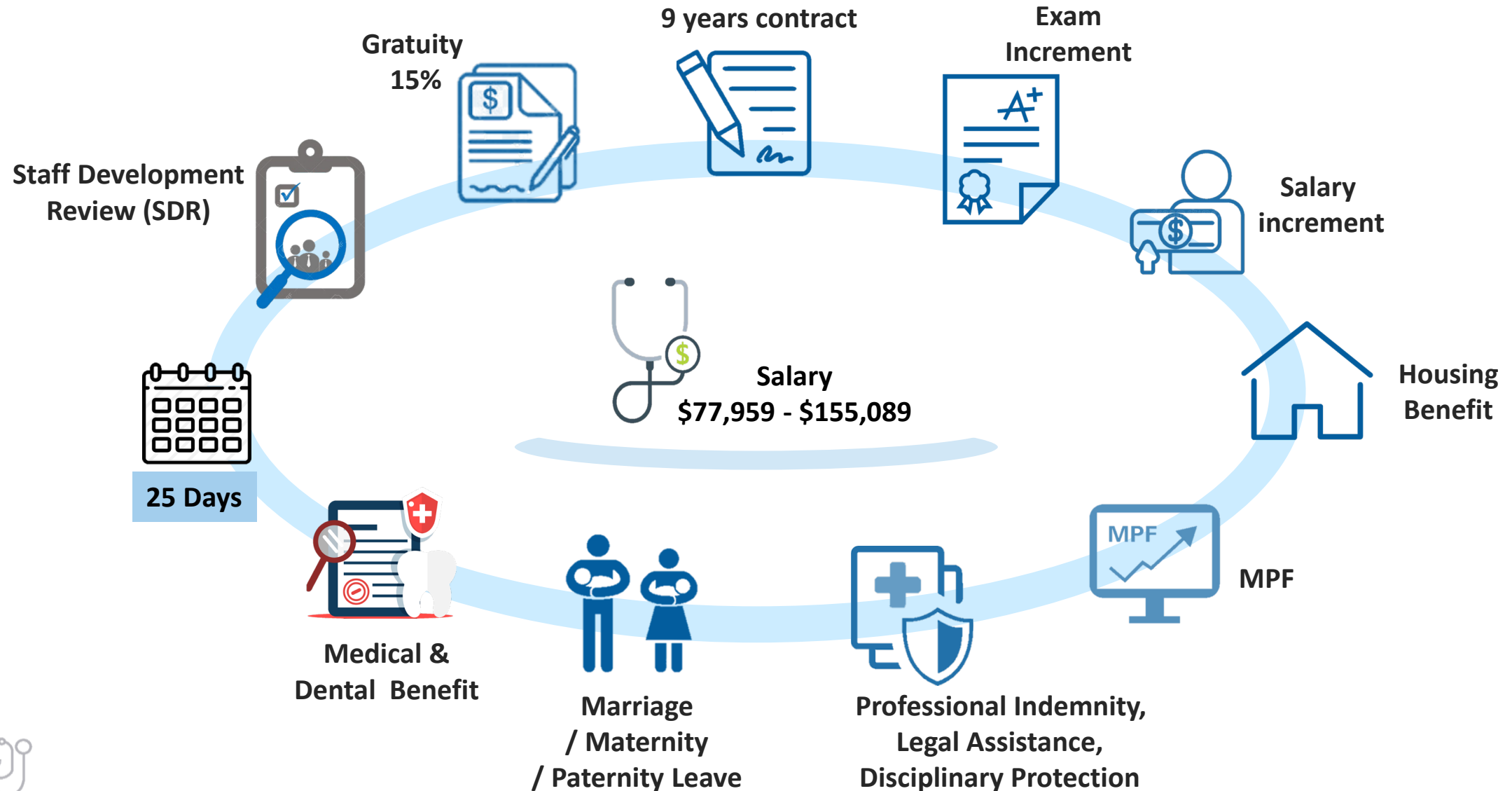
- Taking the opportunity of increasing medical graduates, HA has **increased the Resident Trainee (RT) posts to recruit ALL Qualified local medical graduates** and provide specialist training
- The 2025/26 Annual Recruitment Exercise for RT in HA is centrally coordinated by HAHO Medical Grade Department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



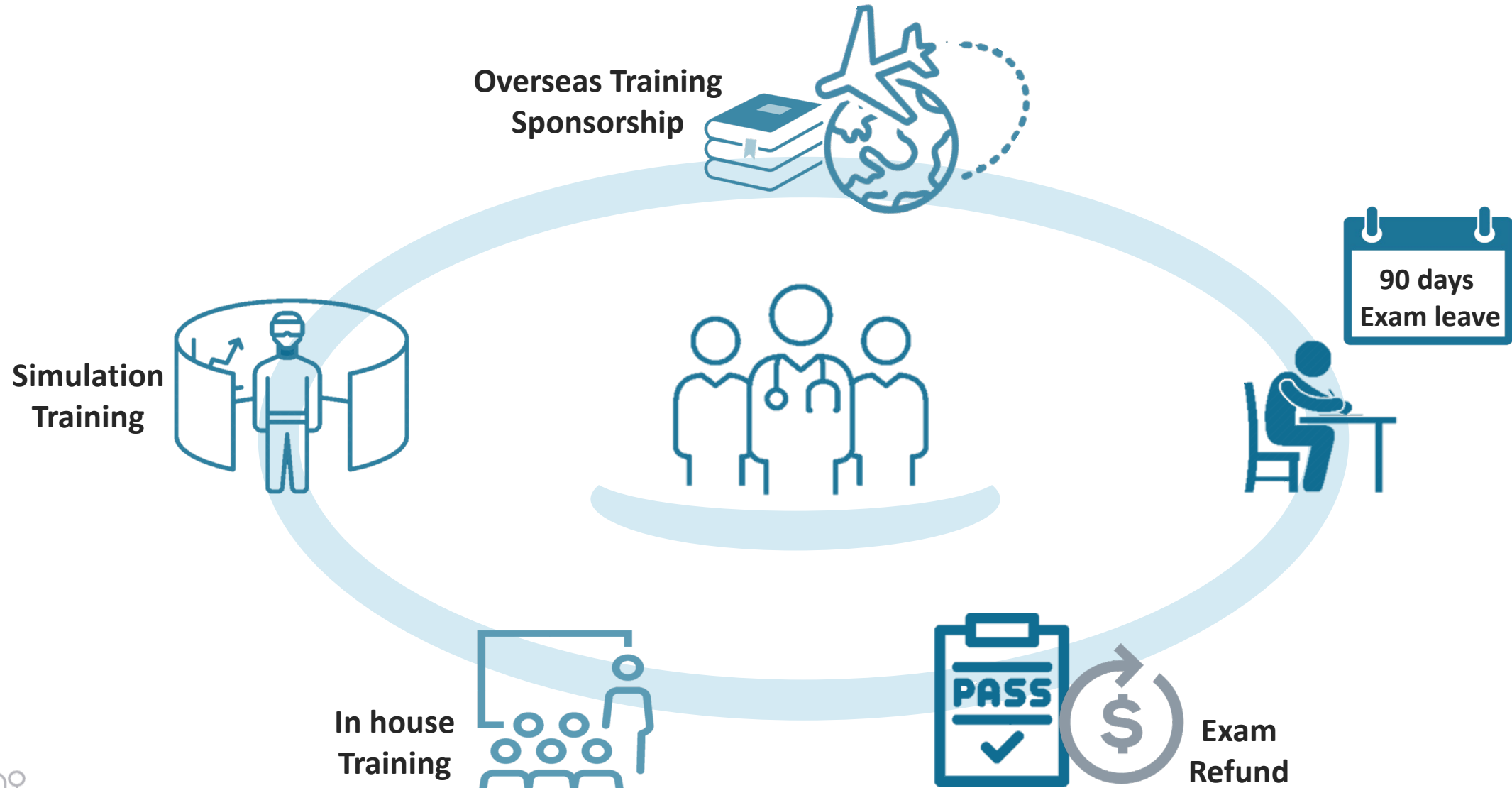
Principles of Resident Trainee Allocation



Employment Package

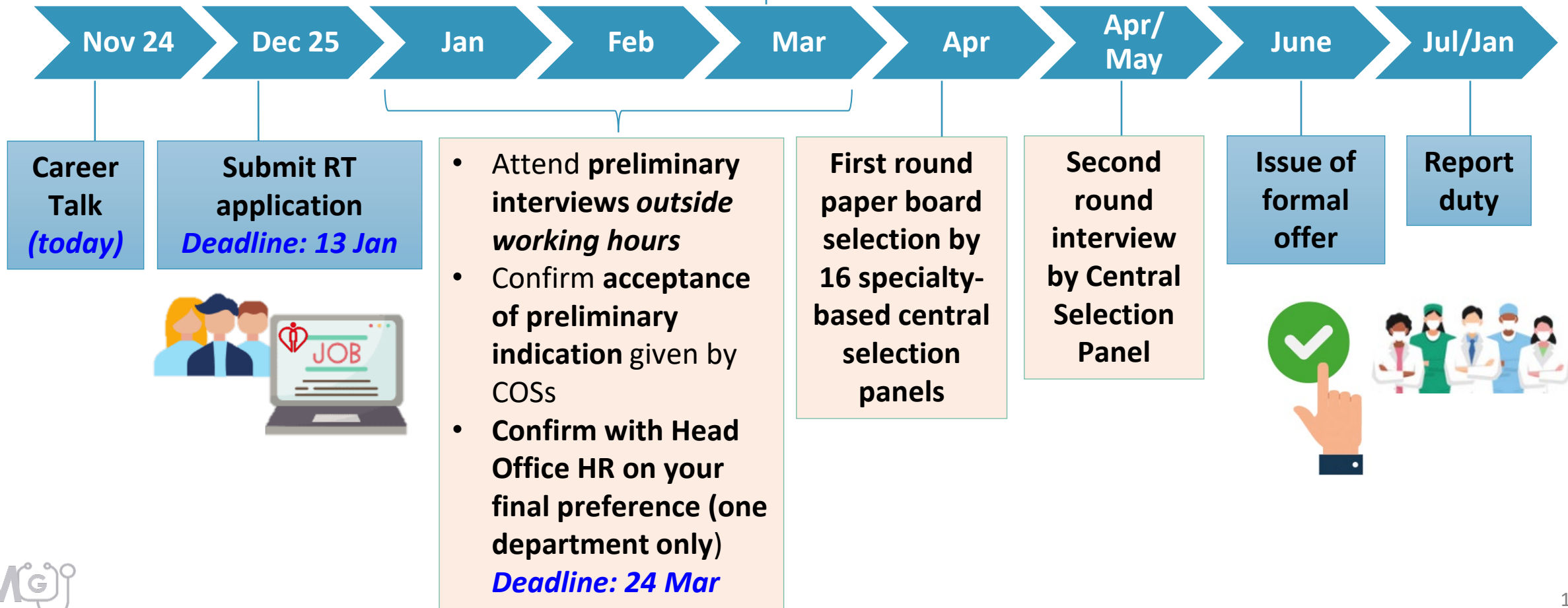


Training and Development



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**

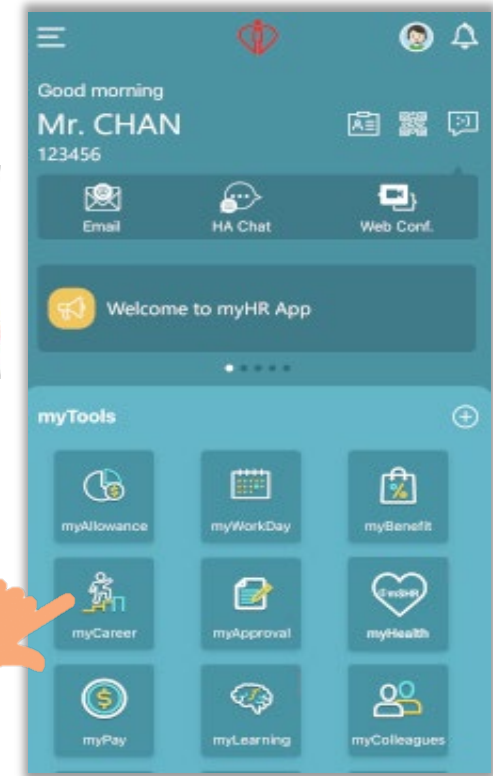
Application and Related Details

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

 醫院管理局
HOSPITAL
AUTHORITY

Application for Lateral Transfer of Serving Resident within HA

To: Medical Grade Department, Cluster Services Division, HAHO

Current Employment (Please select the appropriate box) <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	Please submit your application to: Email address: merip@ha.org.hk Telephone: 2300 6919 / 2300 7184 Email address: nitd@ha.org.hk Telephone: 2300 8389 / 2300 7757
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Post Applied For Lateral Transfer _____ & _____ Hospital Department	Reason for Transfer _____
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Personal Particulars				
Full Name in English	Employee Number	Present Hospital	Department	Date of Appointment in current position (DD/MM/YYYY)

Posting History in HA (in chronological order, not required to be filled in for Resident with Limited/Special Registration or Resident Specialist)				
Serving Period		Hospital (e.g. A&NH, 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)			

Professional Qualifications (in chronological order)	
Date Obtained (DD/MM/YYYY)	Higher qualifications, professional examinations passed, if any (please specify)

☐ 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

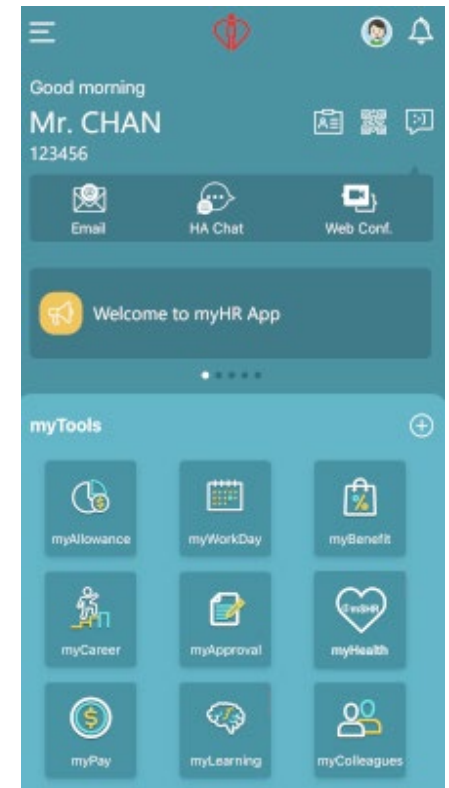
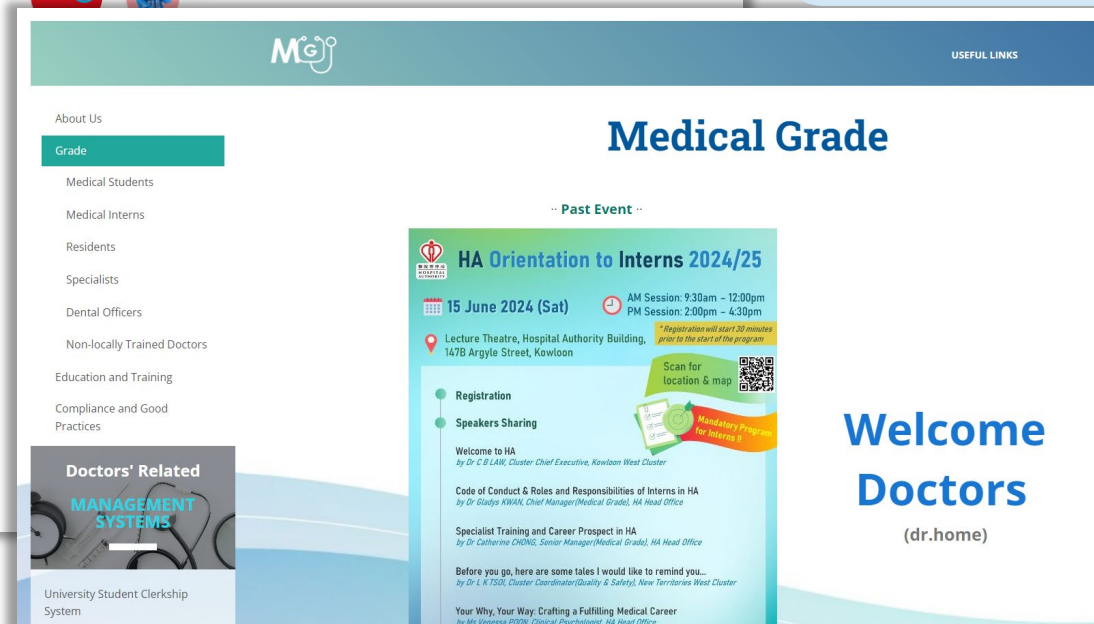
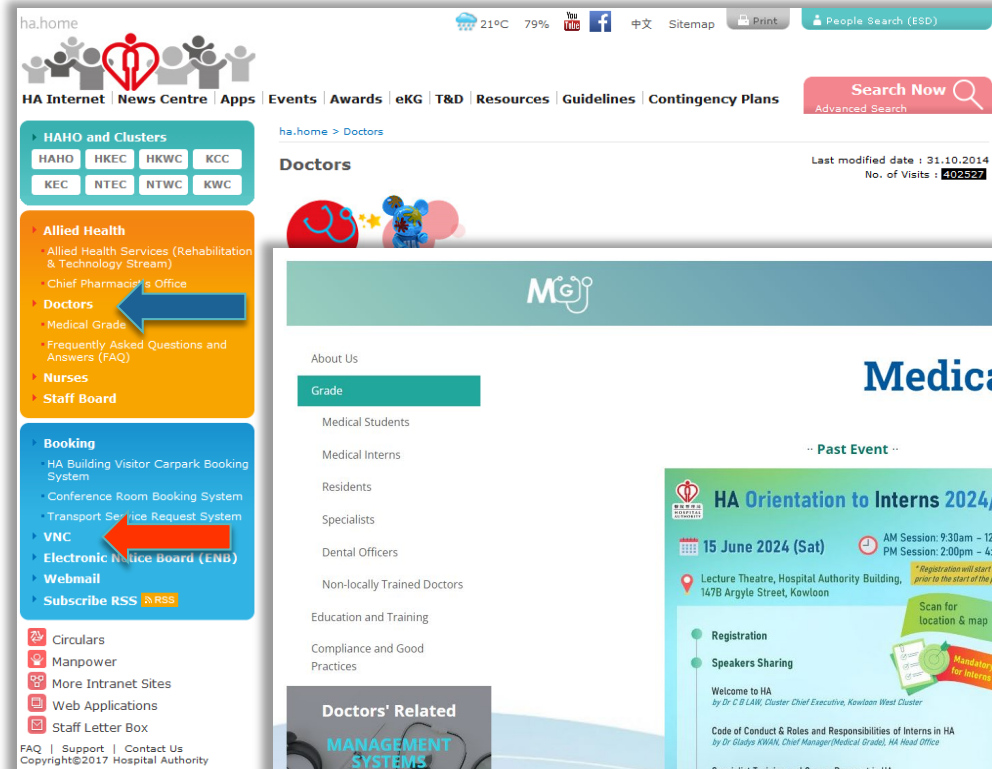
The image shows a sample of the application form. The title is "Application for Voluntary Self-arranged Visit by Intern to Hospital Authority (HA) Clinical Department/Unit". It includes instructions for use and a section for the intern to fill out. The form is divided into two main parts: A. Personal Particulars and B. Proposed Visiting Arrangement to Proposed Department/Unit. Part A includes fields for Name of Intern, Serving Department/Unit, Hospital/Institution, Contact Tel No., and Email Address. Part B includes a section for the intern to state their purpose for the visit, the proposed date and time of the visit, and the type of leave/off duty day for the visit. It also includes a section for the intern to confirm that all information provided is correct and that they have read and understood the provisions in the Notes on Application on this Form. The form is numbered 1 at the bottom.

For More Information ...



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

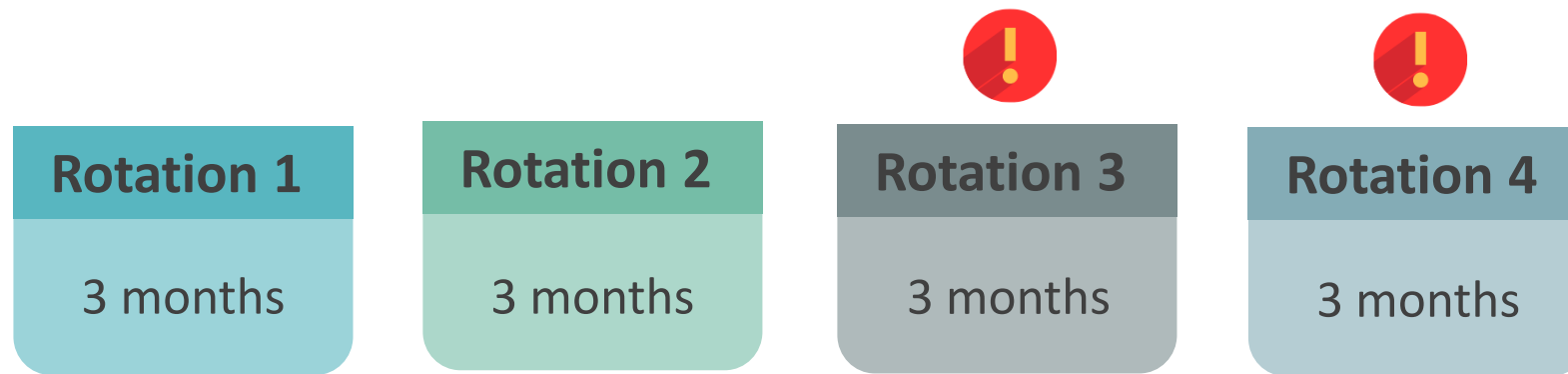
myHR Apps



Important Notes on Internship Performance

Important Notes

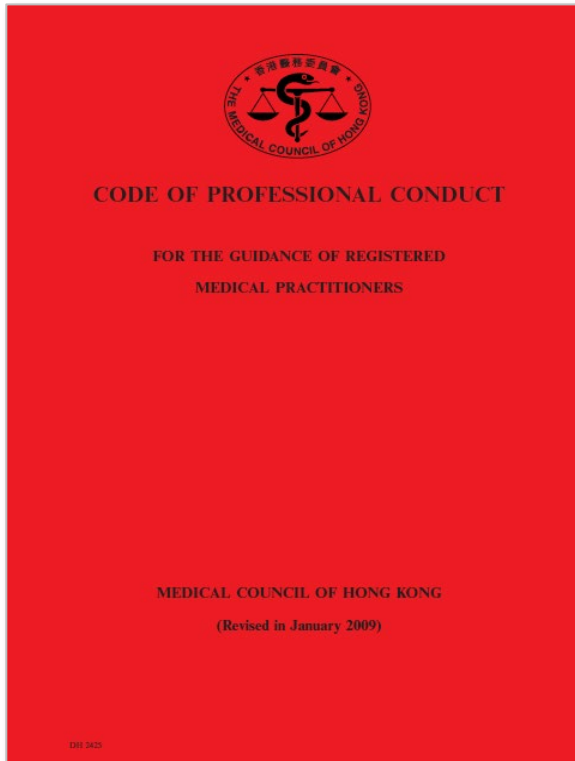
- Most Interns with performance issue and required remedial training happened during the third and fourth rotations



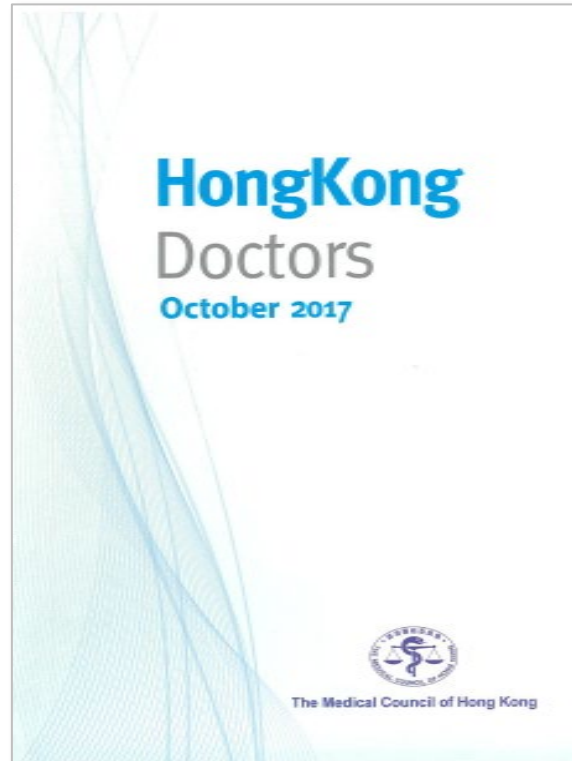
- HA will kept record of all interns with performance issue and provide input for future reference
- If you cannot obtain full registration as scheduled, your appointment as Resident Trainee may be affected, subject to case-by-case review



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

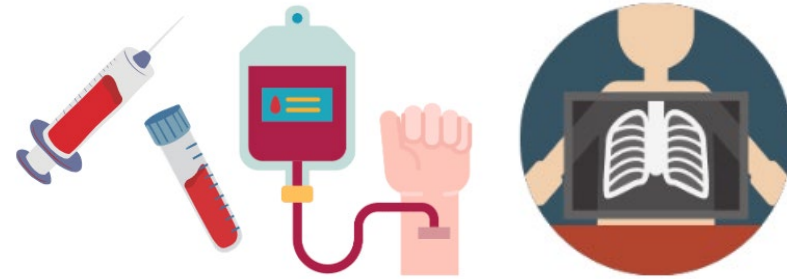
Other Important Notes

- 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