

Career Talk On 2026/27 HA Resident Training Program

Date	22 November 2025 (Saturday)
Venue	Hospital Authority Building, 147B Argyle Street, Kowloon
2:30pm - 3pm	Highlights of the 2026/27 Centrally-coordinated Recruitment Exercise for Resident Trainees <ul style="list-style-type: none">• 2026/27 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

Introduction of HA



Hospital Authority (HA)



- Established in 1990 under the Hospital Authority Ordinance
- A statutory body tasked to manage all public hospitals and institutions



HA's Facilities & Services



- **43** public hospitals and institutions *(as at 10.11.2025)*
- **49** Specialist Outpatient Clinics *(as at 10.11.2025)*
- **75** Family Medicine Clinics (formerly known as General Outpatient Clinics) *(as at 10.11.2025)*

Service Statistics in 2024/25

- Hospital beds *(as at 31.3.2025)* over **30,800** beds
- Inpatient and day inpatient discharges and deaths about **2.02 mn**
- Accident and Emergency attendances about **2.02 mn**
- Specialist outpatient (clinical) attendances about **8.69 mn***
- Allied health (outpatient) attendances about **3.61 mn**[^]
- Primary care attendances about **6.62 mn**[#]

* Specialist outpatient (clinical) attendances also include attendances from nurse clinics in SOP setting.

[^] Allied health (outpatient) attendances exclude follow-up consultations provided by the Medical Social Services Units.

[#] Primary care attendances include general outpatient attendances, attendances from nurse clinics in GOP setting, attendances in related healthcare reform initiative programmes in primary care, and family medicine specialist clinic attendances.

HA's Manpower and Funding



- About **94,396** Staff (full-time equivalents) (*as at 31.3.2025*)
 - **Medical** **7,716**
 - **Nursing** **29,684**
 - **Allied Health** **9,855**
 - **Others** **47,141**
- 2025-26 Recurrent Government Funding*: *around \$99.0 billion*

Role of HA



- Advising the Government
 - on the needs of the public for hospital services
 - on the resources required to meet these needs
- Recommending to the Government (Secretary for Health)
 - appropriate policies on fees for the use of hospital services by the public
- Managing and developing the public hospital system
- Establishing public hospitals
- Promoting, assisting and taking part in education and training of HA staff and research relating to hospital services

Feature of Resident Trainee Programme

Completion of 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: _____ PERIOD OF INTERNSHIP: _____

	Unacceptable	Needed Help & Counselling	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 & Counselling", please specify if help and counselling 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: _____ Date: _____

Name of Chief of Service: _____ Date: _____

Signature: _____

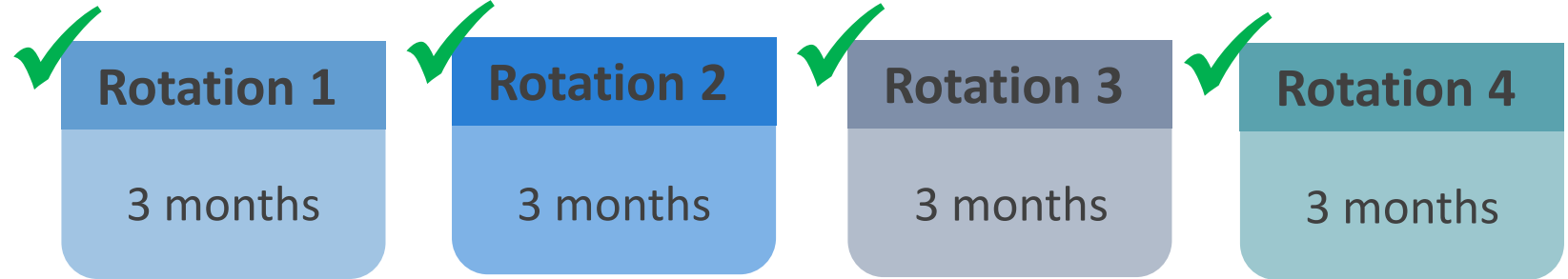
I met & discussed this report with the intern.
 I read the Intern Logbook.

Did discuss this report with this intern.

Signature: _____ Date: _____

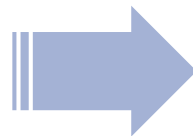
To be completed by the above-named intern:
I know that I must submit Intern Logbook and the Rotation Assessment Questionnaire per deadline specified by the University / LMC.

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



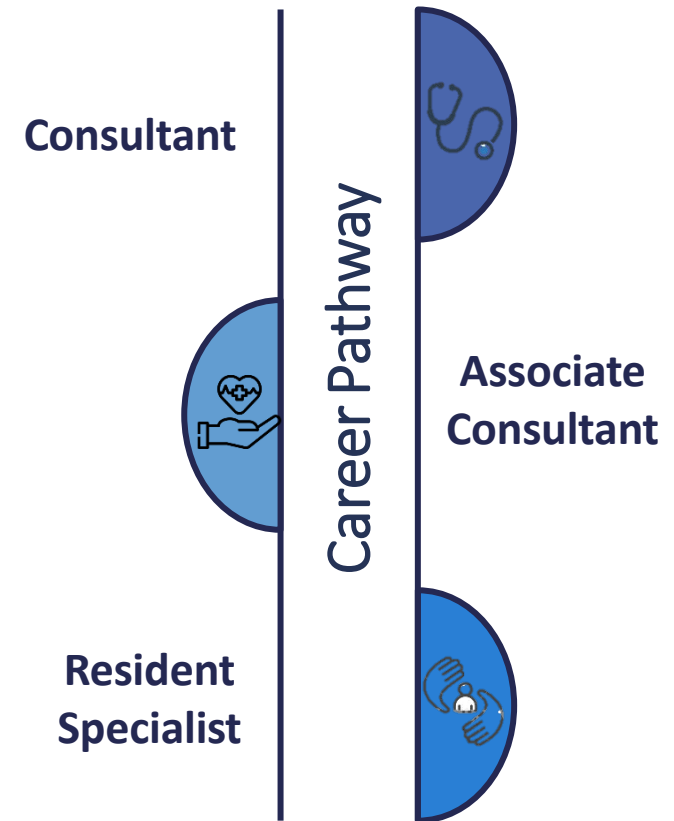
MCHK

Certificate of Experience (COE)
Full registration

Specialist Training Pathway of Doctors

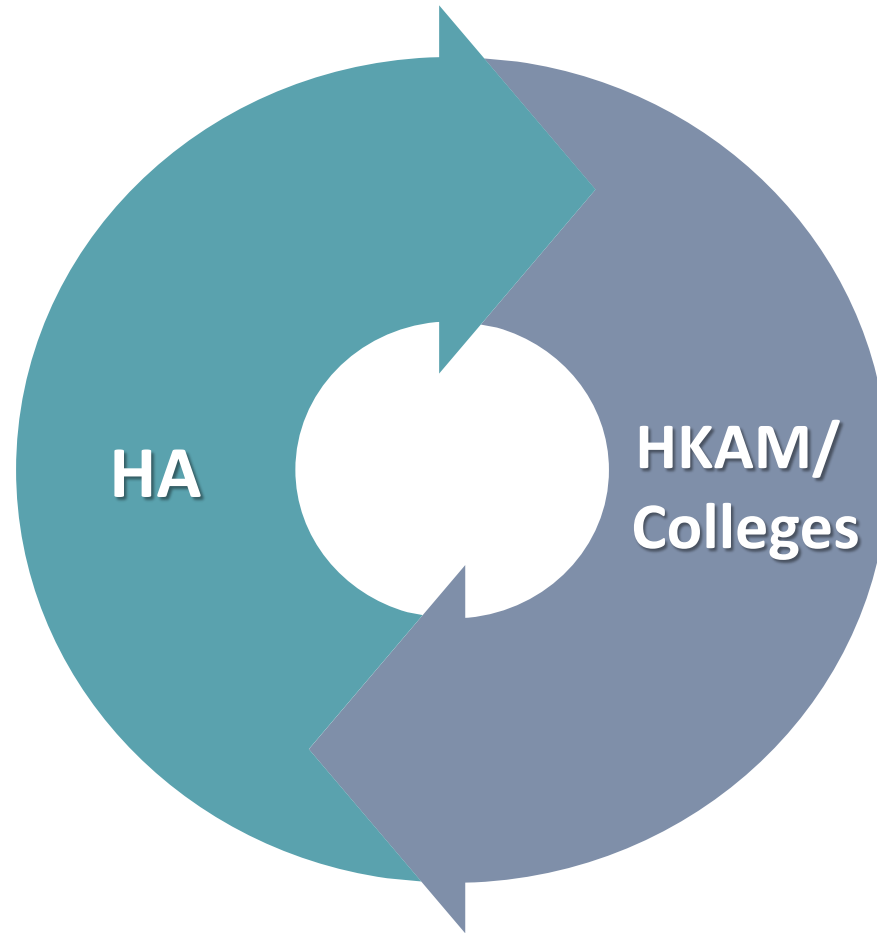


- **Resident Trainees (RT)** are offered a **9-year contract** for specialist training in HA
- Basic to Higher training
- Undergo **specialist training for 6-7 years** in accordance to the standards set out by the respective constituent Colleges of HKAM



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

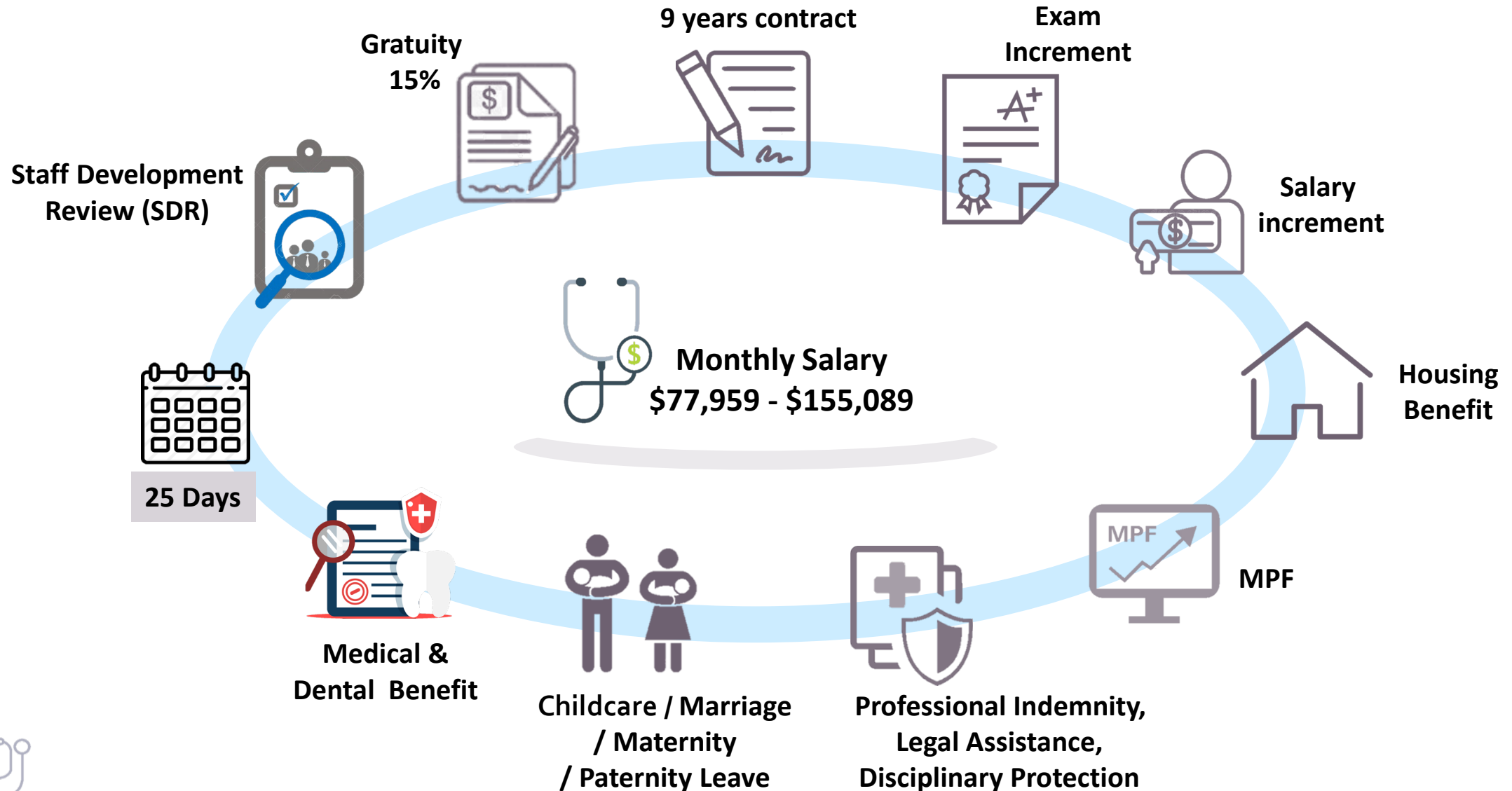


Close collaboration of HA and the HKAM

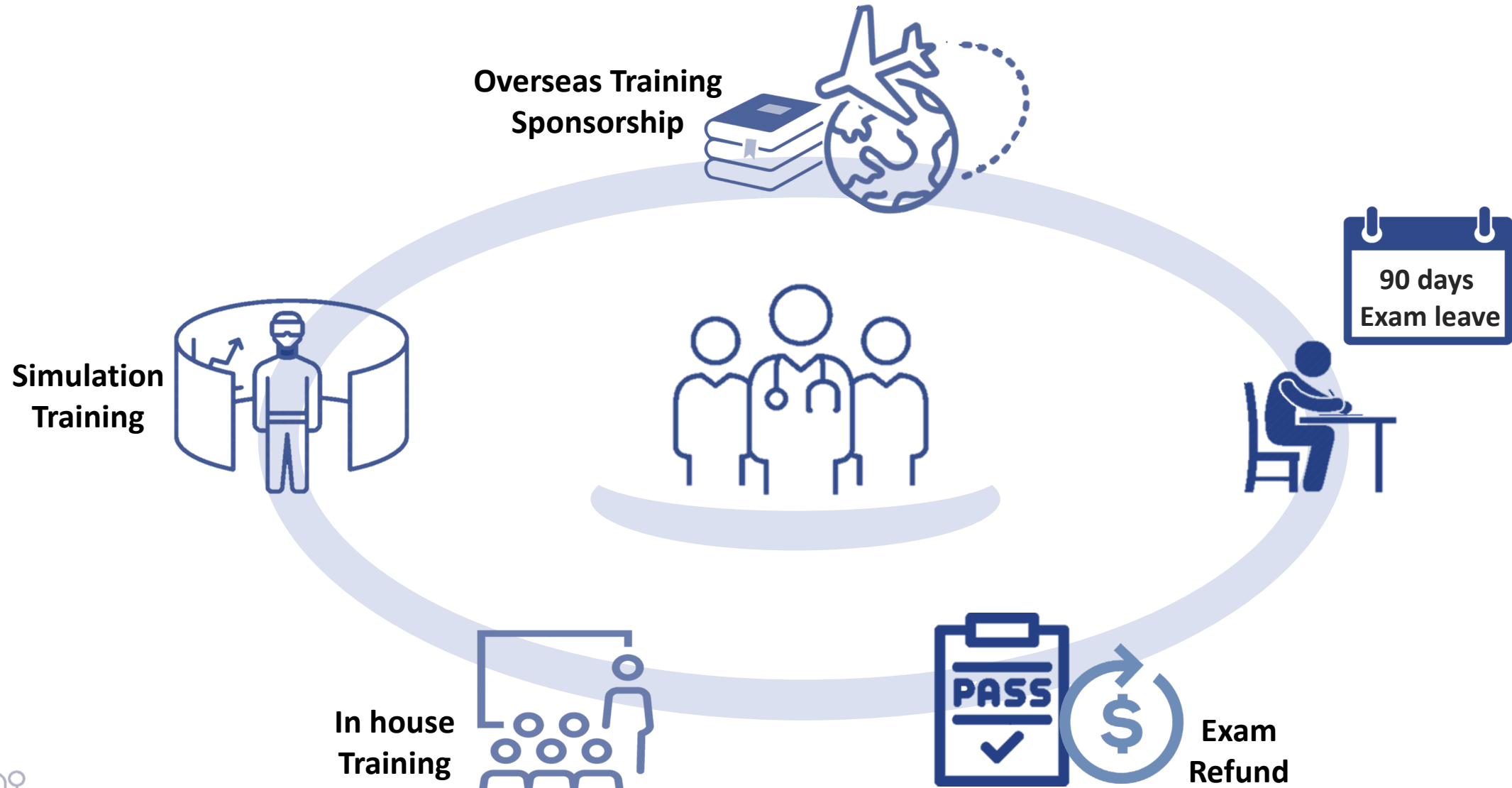
Clinical Specialties for RT Recruitment in HA

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


Employment Package



Training and Development



Lateral Transfer of Serving RTs in HA


Appendix I

Application for Lateral Transfer of Serving Resident within HA

To: Medical Grade Department, Cluster Services Division, HAHO

Current Employment <small>(Please select the appropriate box)</small>		Please submit your application to:	
<input type="radio"/> Resident Trainee with Full Registration		Email address: mgrtp@ha.org.hk	
<input type="radio"/> Resident Specialist with Full Registration		Telephone: 2300 6919 / 2300 7184	
<input type="radio"/> Resident with Limited/Special Registration		Email address: nltd@ha.org.hk	
<input type="radio"/> Resident Specialist with Limited/Special Registration		Telephone: 2300 8389 / 2300 7757	

Post Applied For Lateral Transfer	Reason for Transfer
<input type="text"/> & <input type="text"/> <small>Hospital Department</small>	<input style="width: 100%;" type="text"/>

Personal Particulars				
<input style="width: 150px;" type="text"/>	<input style="width: 100px;" type="text"/>	<input style="width: 100px;" type="text"/>	& <input style="width: 100px;" type="text"/>	<input style="width: 100px;" type="text"/>
<small>Full Name in English</small>	<small>Employee Number</small>	<small>Present Hospital</small>	<small>Department</small>	<small>Date of Appointment in current position (DD/MM/YYYY)</small>

Posting History in HA <small>(in chronological order, not required to be filled in for Resident with Limited/Special Registration or Resident Specialist)</small>				
Serving Period		Hospital <small>(e.g. AHNH, CMC)</small>	Department <small>(e.g. MED, O&G)</small>	No. of Months Recognised for specialist training in the new speciality <small>(e.g. 12 months)</small>
From <small>(DD/MM/YYYY)</small>	To <small>(DD/MM/YYYY)</small>			

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

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**



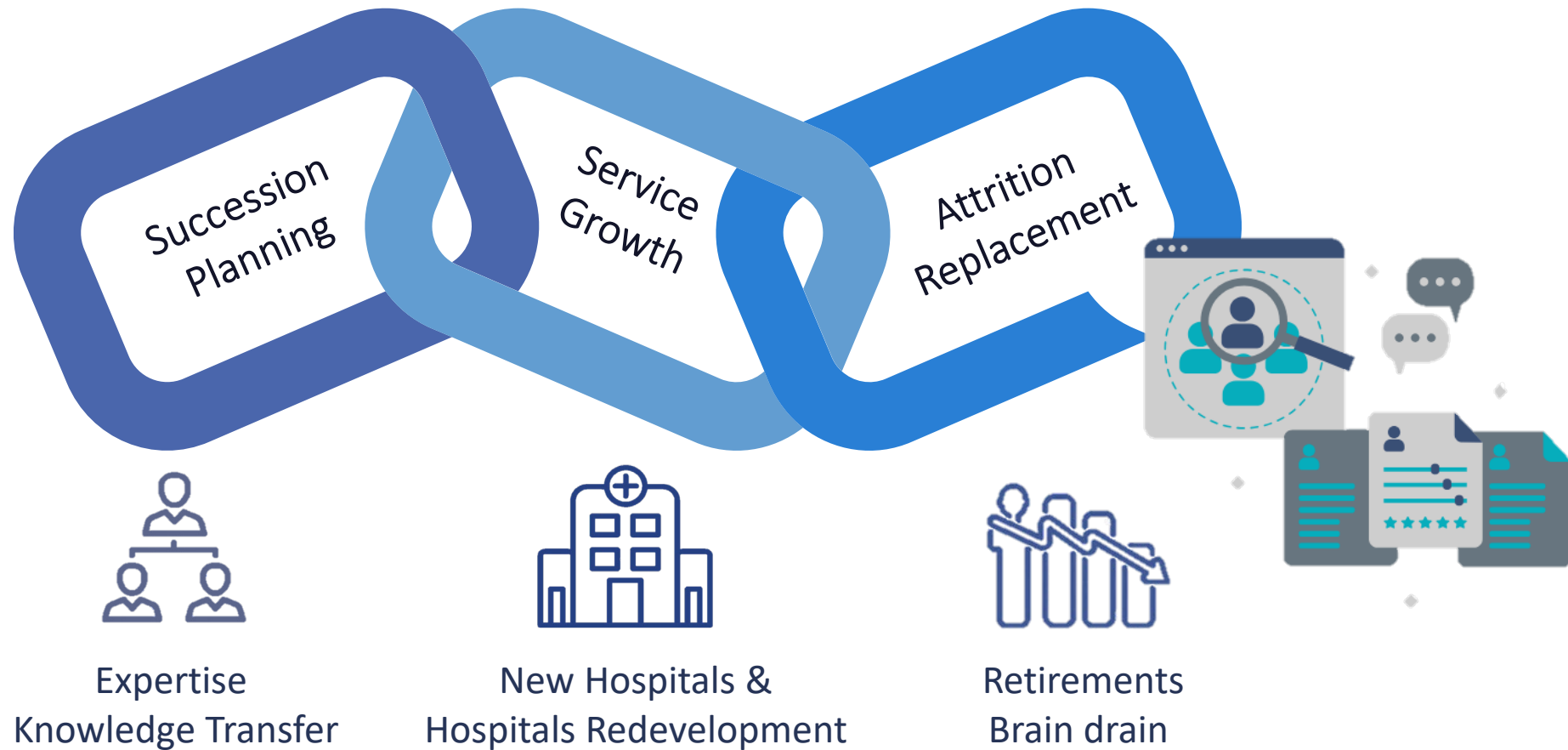
Central Resident Trainee Recruitment

RT Recruitment in HA

- Taking the opportunity of increasing medical graduates, HA has **increased the RT posts to recruit ALL Qualified local medical graduates** and provide specialist training
- The 2026/27 Annual Recruitment Exercise for RT in HA is centrally coordinated by HAHO Medical Grade Department for intake of both batches of **RT in July 2026 and January 2027**

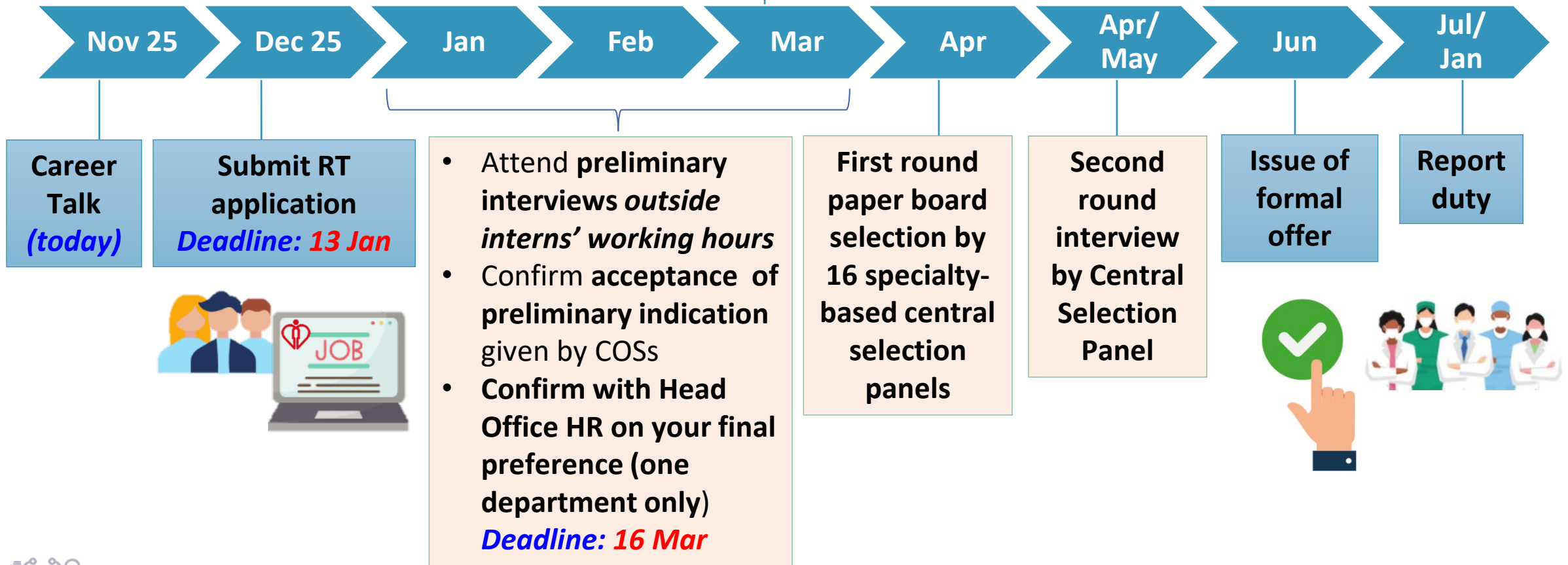


Principles of RT Allocation



2026/27 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 interns' 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 RT 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

All related information will be available at:

<http://www.ha.org.hk/ho/resident.htm>

(click Annual Recruitment Exercise for
Resident Trainees 2026/27)



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**

A photograph of a printed application form titled "Application for Voluntary Self-arranged Visit by Intern to Hospital Authority (HA) Clinical Department Unit". The form includes instructions, a declaration, and sections for personal particulars and proposed visiting arrangements. It features various input fields and checkboxes for details like name, department, dates, and leave type.

Application for Voluntary Self-arranged Visit by Intern to Hospital Authority (HA) Clinical Department Unit

During your HA internship, if you wish to voluntarily self-arrange visits to a HA clinical department/unit (which you were not assigned under your internship training programme) on off-duty days when you are not assigned due to HA job permission, please read carefully the Notes on Application below before you propose to visit Proposed Department/Unit. Proposed Department/Unit will use the information requested below to consider your application and submit the Form. HA will keep the application form for necessary future reference.

Part I (To be completed by Intern Applicant)

A. Personal Particulars

Name of Intern: (English) _____
(Chinese) _____

Serving Department/Unit, Hospital/Institution, Cluster and serving period: _____

Contact Tel No.: _____
Email Address: _____

B. Proposed Visiting Arrangement to Proposed Department/Unit

I wish to voluntarily self-arrange a visit to Proposed Department/Unit time(s) set out in (B) below. I wish to seek permission from Chief of Service of Proposed Department/Unit for such arrangement and understand that if any application is permitted, the final visiting date/time(s) will be subject to Proposed Department/Unit's decision.

I confirm that all information provided by me in this Form is correct. I have read and understand and agree to the provisions in the Notes on Application on this Form.

Proposed Department/Unit: _____
Hospital/ Institution and Cluster: _____

Proposed Date and Time of Visit:

From _____ (dd/mm/yy) to _____ (dd/mm/yy) (day(s))
From _____ (time) to _____ (time)

Type of leave / off duty day for the each day of proposed visit: Annual Leave Rest Day Statutory Public Holiday Other: _____

Signature of Intern Applicant: _____ Date: _____

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For More Information ...

Medical
Grade
Intranet
Website

HA email
address

- Medical Grade will communicate with interns via **HA email accounts** for updates on internship information and central resident trainee recruitment exercise
- Please check email and archive essential information regularly

ha.home

HA Internet | News Centre | Apps | Events | Awards | eKG | T&D | Resources | Guidelines | Contingency P

HAHO and Clusters

HAHO | HKEC | HKWC | KCC

KFC | NTEC | NTWC | KWC

Allied Health

Allied Health Services (Rehabilitation & Technology Stream)

Chief Pharmacist Office

Doctors

Medical Grade

Frequently Asked Questions and Answers (FAQ)

Nurses

Staff Board

Booking

HA Building Visitor Carpark Booking System

Conference Room Booking System

Transport Services Booking System

VNC

Electronic Notice Board (ENB)

Webmail

Subscribe RSS

Circulars

Mangpower

More Intranet Sites

Web Applications

Staff Letter Box

FAQ | Support | Contact Us

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ha.home > Doctors

Doctors

Medical Interns

About Us

Grade

Medical Students

Medical Interns

Residents

Specialists

Dental Officers

Non-locally Trained Doctors

Education and Training

Compliance and Good Practices

Governance

Guidelines /Manual

Education and Training

Useful Information

Doctors' Related

MANAGEMENT SYSTEMS

myHR
Apps and
HA Chat

myHR Apps

您好, Ms. WONG!

批核 | 工作日程 | 薪副紀錄 | 學習天地 | 更多

HA Chat

System Messages

OR Code success!

HA Chat Broadcast Message

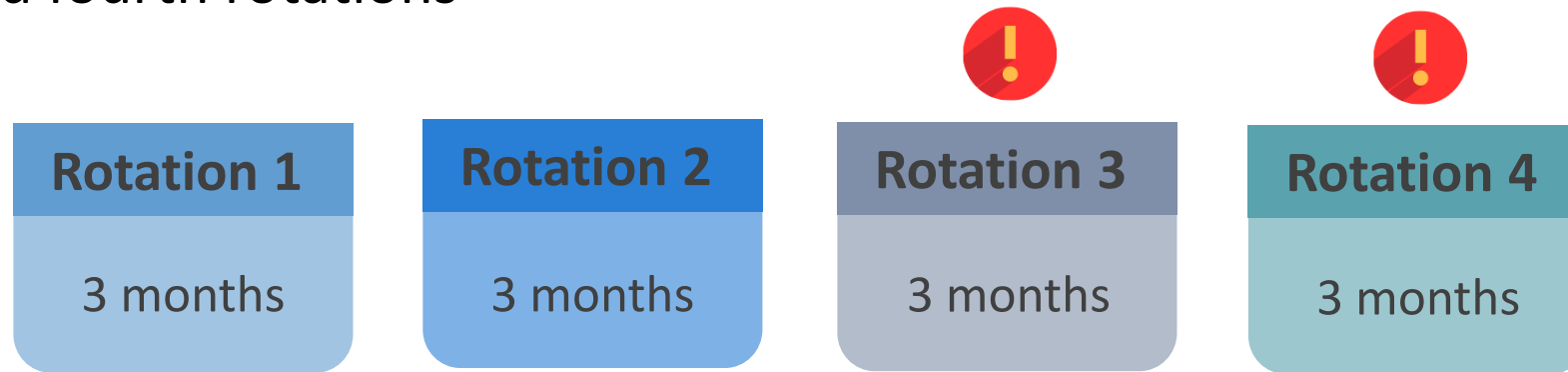
為最喜愛的 HA App 佔據地位...

<https://hateams.home/knowledge/group/MG/>

Important Notes on Internship Performance

Important Notes

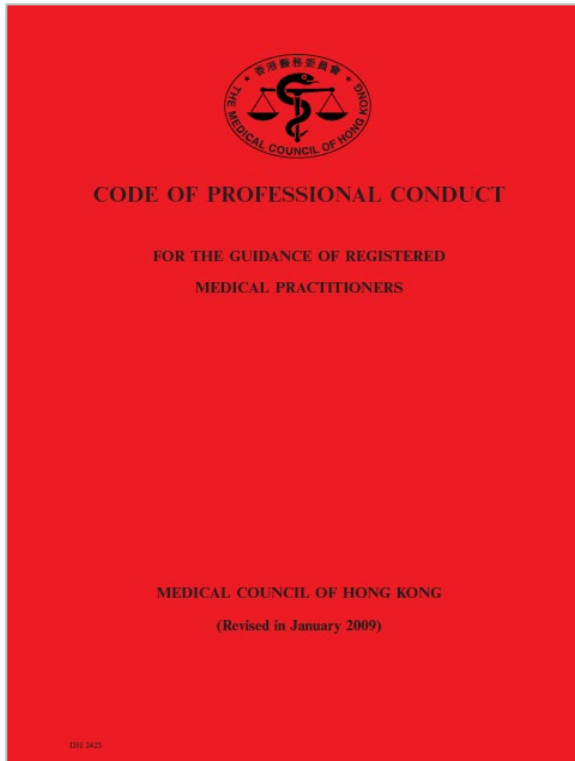
- Most Interns with performance issue and required remedial training happened during the third and fourth rotations



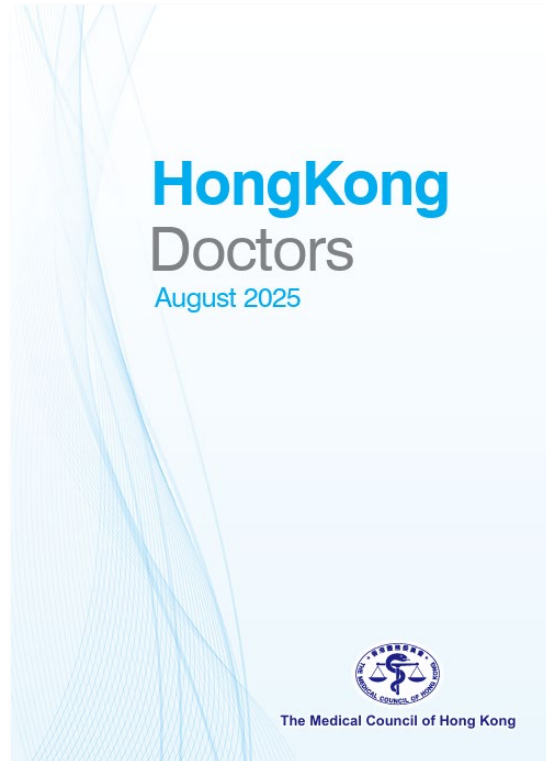
- HA will kept record of all interns with performance issue and provide input for future reference
- For RT recruitment, interns with performance issues may not be offered RT appointment
- For interns with RT offer, if you cannot obtain full registration as scheduled, your appointment as RT may be affected, 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

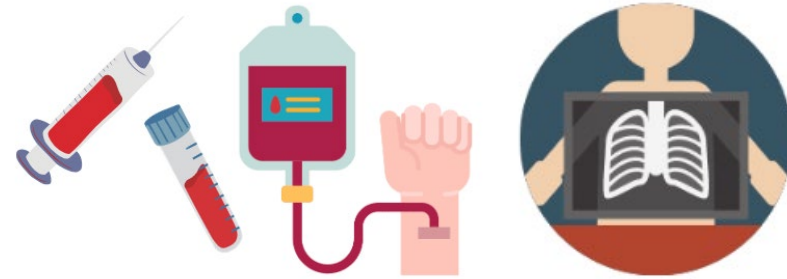
Other Important Notes

- Real Cases for Attention



- Request for less calls

- Incident on retained tourniquet/ Type and Screen/ Nasogastric tube Chest X-ray Interpretation



- Abuse of sick leave

- Use of social media and electronic dissemination of info



THANK YOU



醫院管理局
HOSPITAL
AUTHORITY

