Resident Training Program

in the Hospital Authority

(For 2027/28 Intake updated as at October 2026)

醫院管理局
HOSPITAL AUTHORITY

Background

The practice of medicine in the Hospital Authority (HA) is organized on a specialty basis and requires the services of competent and qualified specialists. The HA provides the training ground with an aim to train sufficient specialists for the organization, while recognizing the need to meet the demand for specialists in the community.

The Hong Kong Academy of Medicine (HKAM) has set out the specialist qualification examination requirements for the medical profession in Hong Kong. Most of the Resident positions in the HA are accredited as being able to provide the specialist trainee with the required training and experience.

The Resident Training Program in the HA has been drawn up to provide continuing postgraduate training opportunities for medical graduates with respect to the needs of the community and the interests of the medical profession. To achieve this end, the contract arrangements for specialist trainees are devised with a view to facilitating the completion of training requirements set by the specialty college concerned, allowing reasonable time required for the majority of trainees to attain the specialist qualification and at the same time balancing against the chance of jeopardizing training opportunities for new medical graduates.

Specialist Training Programs of Various Specialties

Specialist training programs of the various specialties are designed by the respective Constituent Colleges of the HKAM. The regular training period consists of 6 or more years, divided into 2 to 4 years for basic training and 2 to 5 years for higher training after internship.

A brief introduction of the specialist training program is given below. Some specialties, e.g. Pathology, Radiology, Anaesthesiology, Emergency Medicine and Obstetrics & Gynaecology, etc. recognize and require their trainees to take up elective training in other specialties. Period of elective training is catered for during the training contract.

For details of the specialist training program structure and recognition of elective training for each specialty, please visit the websites of the HKAM and its Constituent Colleges at Appendix I. Enquiries on the training programs could be addressed to the HKAM and the respective Colleges direct.

Website : http://www.hkam.org.hk/
E-mail : hkam@hkam.org.hk
Telephone : 2871 8888

Contract Arrangements of Resident Trainees

With a view to extending the maximum period allowable for trainees to attain intermediate qualification for entry into higher training and to attain specialist qualification, all trainees will be offered a 9-year training contract with contract gratuity to be released normally every 3 years subject to satisfactory performance. Continuation of the 9-year training contract is conditional on satisfactory performance and achievement of the following training milestones : -

(a) Pass Part I examination (or "Part A" for some specialties) before end of Year 3 (see Note 1 below); and
(b) Pass Intermediate examination before end of Year 6 (see Note 2 below).

Notes

1. *Except Family Medicine, Pathology and Anaesthesiology, in which trainees who may not be able to complete Part I exam after completion of 36 month's training owing to the training structure will have their contracts renewed without Part I.*
2. *Except : -*
   - *Clinical Oncology, Radiology and Nuclear Medicine for which "end of Year 7" applies; and*
   - *Surgery (including Neurosurgery and Cardiothoracic Surgery), Orthopaedics & Traumatology and Otorhinolaryngology for which selection to higher surgical training is also required.*

The list of examinations / training levels qualifying the trainees for continuation of the 9-year contract is given at Appendix II. The concerned list is subject to update from time to time and the updated version will be posted at the Doctors' Column at HA intranet site ha.home.

Residents who fail to achieve the above milestones during the 9-year contract will have to exit from the Resident Training Program. They may however be considered for Service Resident posts, if such vacancy arises, ranging from 1 to 3 years.

Conversion to Permanent Employment of Residents

Residents who fulfill the following criteria may apply for conversion to permanent employment:

a) have 3 years or more continuous full-time service in the rank;
b) attained satisfactory performance with two "effective" and one "good" or higher Staff Development Review (SDR) ratings in the preceding three years' service, amongst which the "good" or higher SDR rating is immediately before the conversion; and
c) attained specialist registration.

Appointment Procedures of Resident Trainees

New Residents are recruited openly on an annual basis. The HAHO will normally conduct joint recruitment exercises for Residents from December to June for intakes in July and the following January. Recruitment advertisement setting out the application procedures will be posted on HA internet and intranet website from December to January and training posts available will be posted in March tentatively. Applicants are required to submit applications on-line.

Shortlisted applicants will be invited for an interview or be assessed via paper board based on their provided documents. Key elements to be considered in selecting candidates for appointment include :

a) performance as revealed during internship. Aspects of assessment include professional knowledge, clinical skill, attitude, willingness to learn, etc.;
b) potential for specialist training;
c) career objective of candidate;
d) commitment to patient care; and
e) communication skill.

Selected applicants will be issued an appointment letter setting out the employment terms and conditions offered. Applicants are required to confirm their acceptance to the offer of employment before they commence employment with the HA.

For details about the 2026/27 Annual Recruitment Exercise for Resident Trainees, please visit HA website: http://www.ha.org.hk/ho/resident.htm

Terms and Conditions of Employment of Resident Trainees

Residents under the Resident Training Program are employed on prevailing terms and conditions of employment of the HA applicable to Residents. The remuneration package of a newly recruited trainee is given at Appendix III. Such terms and conditions may be amended in individual circumstances by agreement between the Resident and HA.

Residents are expected to perform on-call duties depending on the exigencies of the work and the operational requirements of individual specialty. The Head of Department/Unit/Section will advise on the work schedule and details of on-call arrangements. In addition, Residents may also be required to work shifts to provide 24-hour coverage or work on statutory holidays. Alternative holidays for work on statutory holidays and /or rest days would be provided as governed by the Employment Ordinance of Hong Kong.

Lateral Transfer of Resident Trainees to Other Hospitals / Specialties

A lateral transfer mechanism is put in place to cater for the career aspiration of individual Residents under the Resident Training Program to change their specialties during their specialist training while upholding fairness in access to training opportunities among Residents in different specialties and intakes. To enable new Residents under the Resident Training Program to have deeper hands-on understanding of the specialist training provided by the serving department before making major career decisions, Residents can laterally transfer to another department (both within-specialty and cross-specialty) one year after appointment in general.

Note:
Residents transferring from Resident Trainee post to Service Resident post would exit the HA's Resident Training Program and the prevailing HR transfer policies and practices should be followed.

Professional Registration and Annual Practising Certificate

It is a requirement and a condition of HA's offer of employment that Resident Trainee should obtain full registration with the MCHK whilst practicing medicine in HA hospitals or institutions. A copy of the registration certificate and valid annual practising certificate should be submitted to the Human Resources Department of the hospital concerned via HA Chatbot as soon as possible and in any case no later than 2 months after commencement of employment. During the period of employment with HA, all medical staff are also required to renew the annual practising certificate as required by law and submit a copy to Human Resources Department via HA Chatbot for record updating after renewal.

Enquiries on professional registration matters can be directed to MCHK.

Telephone : 2961 8648
Fax : 2891 7946

Staff Arrangements for HA Specialist Doctors Participating in College Examinations and Specialist Training Activities

HA has all along been closely collaborating with the HKAM and its Constituent Colleges in the provision of specialist training. While HKAM and its 15 Constituent Colleges set the standards and curriculum for specialist training and conduct assessments and examinations, HA supports and facilitates specialist training through provision of training sites and materials, as well as contribution of Examiners and Trainers.

Under prevailing practice, HA specialist doctors participating in College examinations as Examiners or other exam-related duties or as Trainers in training activities organized by HKAM and its Constituent Colleges (e.g. training courses / workshops / seminars) both during and outside working hours are considered as undertaking outside work under "Public Interest"[1].

To facilitate HA specialist doctors participating in College examinations and specialist training activities organized by HKAM and its Constituent Colleges, the following staff arrangements have been put in place and would be reviewed regularly.

HA Specialist Doctors as Examiners or other exam-related duties in College Examinations

Passing the College examinations is one of the key milestones in specialist training for doctors in Hong Kong and is linked to the career development of doctors working in HA as appointment to Associate Consultant and Consultant posts in HA requires Fellowship of the HKAM and registration in the Specialist Register of the Medical Council of Hong Kong.
Official release would be granted to HA specialist doctors who serve as Examiners or other exam-related duties for College examinations if the examination days fall within working hours, subject to operational need and manpower availability of concerned departments.

Based on the invitation letter issued by Colleges to the HA specialist doctors, official release could be granted by Department Head. The invitation letter should be copied to Cluster Human Resources Department for record purpose. Granted official release should also be documented in the departmental scheduled duty and no honorarium could be accepted by the HA specialist doctors who were granted official release. Cluster Human Resources Departments would keep record of the HA specialist doctors who were granted official release for quarterly reporting to hospital management and annual reporting to Head Office Human Resources/Medical Grade Departments, if needed.

[1] According to the Human Resource Policies Manual (Section H7), full-time employees will be allowed to undertake paid outside work for teaching work in connection with the profession including serving as examiners for professional examinations, or where the work is clearly in the public interest and with the approval of the Hospital Chief Executive or Chief Executive, as appropriate.

For HA specialist doctors receiving honorarium from College and under any circumstances that official release could not be granted during working hours, outside work under “Public Interest” should be applied via Department Head and Cluster Human Resources Department for approval by the Hospital Chief Executive according to prevailing outside work policy.

Individual departments as examination site may also arrange other staff to support running of exams during working hours, subject to operational need and manpower availability of concerned departments.

HA Specialist Doctors as Trainers in Training Activities organized by HKAM and its Constituent Colleges

In addition to the day-to-day on-the-job training provided to RTs, HA specialist doctors participating as Trainers in other training activities organized by HKAM and its Constituent Colleges (e.g. training courses/workshops/seminars) both during and outside working hours are also considered as undertaking outside work under “Public Interest” under prevailing practice.

In view of the wide range of training activities organized for both internal and external participants which involves HA staff from various grades as Trainers, HA specialist doctors participating as Trainers in other training activities organized by HKAM and its Constituent Colleges would continue to be supported according to the prevailing outside work policy under “Public Interest”, subject to operational need and manpower availability of concerned departments. For more details on the prevailing outside work policy, please contact Cluster Human Resources Department.

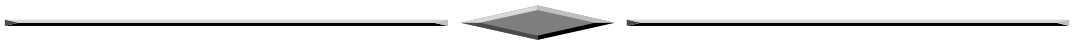
Enquiries

Please contact the following : -

HR Service Centre on appointment procedures
Tel : 2300 7877
Email: hrsc.rt@ha.org.hk

Medical Grade Department on post arrangement

Email: mgrtp@ha.org.hk



Hospital Authority
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Appendix I

Websites of the Constituent Colleges of Hong Kong Academy of Medicine

College	Website
Hong Kong College of Anaesthesiologists	http://www.hkca.edu.hk
The Hong Kong College of Community Medicine	https://www.hkccm.org.hk
Hong Kong College of Emergency Medicine	https://hkcem.org.hk
Hong Kong College of Family Physicians	https://www.hkcfp.org.hk
Hong Kong College of Obstetrics & Gynaecology	http://www.hkcog.org.hk
The College of Ophthalmologists of Hong Kong	https://www.cohk.org.hk
Hong Kong College of Orthopaedic Surgeons	http://www.hkcos.org.hk
Hong Kong College of Otorhinolaryngologists	http://www.hkcorl.org.hk
Hong Kong College of Paediatricians	https://www.paediatrician.org.hk
Hong Kong College of Pathologists	http://www.hkcpath.org
Hong Kong College of Physicians	http://www.hkcp.org
Hong Kong College of Psychiatrists	https://www.hkcpsych.org.hk
Hong Kong College of Radiologists	https://www.hkcr.org
The College of Surgeons of Hong Kong	http://www.cshk.org

Appendix II

Examinations / Training Levels to be attained for Continuation of the 9-Year Contract under the Resident Training Program (as at 1.6.2026)

Notes

1. The following list shows the typical examinations / training levels required for respective specialty training programs laid down by the constituent Colleges of the HKAM. Equivalent qualifications / examinations / training level recognised by the respective Colleges also apply
2. The following list is subject to change from time to time without prior notice as per the specialist training requirements laid down by the constituent Colleges of the HKAM. The updated version will be posted at the Doctors' Column at ha.home.
3. Residents are advised to clarify with their supervisor or Cluster HR office in case of doubts regarding the recognition of higher qualifications by their respective College.

For various specialties except Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	**Examinations / Training Levels to be attained *before the end of Year 3***	**Examinations / Training Levels to be attained *before the end of Year 6***
A&E	MHKICBSC Part 1 & 2 / PEEM / Joint MRCS Part I / Intercollegiate MRCS Part A / MCEM Part A (before 2015) / MRCEM Part A (before 2021) / FRCEM Primary (before 2021) / MRCEM Primary SBA / Primary Examination of Australasian College for Emergency Medicine / MMed (Part A) (National University of Singapore)	MHKICBSC Part 3 / IEEM / MCEM / MRCEM / MMed (Emerg Med) Part B&C / MRCS / RCSEd / FRCS (Eng) / FRCS (Glasg) / FRCSI / aFRCS / FRACS / MRCP (UK) / MRCP (London, Edin, Glas or Ire) / FRCP (London, Edin, Glas or Ire) / FRACP / FRCS (Edin) / MRCSEd(A&E) / MFAEM / FFAEM / FACEM / ABEM / FRCEM / FRCPC (Emergency Medicine)
ANA	Complete 3 years' training	IFE / FANZCA Primary Examination / Primary FRCA Examination / MCAI (Obtained before 31 December 2019) / Primary M.Med (Anaesthesiology) Examination (Obtained before 31 December 2019)
ENT	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Family Medicine	Complete 3 years' training	Clinical Examination of the Conjoint (or International Conjoint) HKCFP / RACGP Fellowship

		Examination
Intensive Care (Ana) / (Med)	Complete 3 years' training / MRCP Part I	<u>ANA</u> IFE / Part I / CICM Primary Examination / FANZCA Primary Examination / Primary FRCA Examination / MCAI (Obtained before 31 December 2019) / Primary M.Med (Anaesthesiology) Examination (Obtained before 31 December 2019)
		<u>MED</u> MRCP Part II (Written) and PACES
Medicine	MRCP Part I	MRCP Part II (Written) and PACES
Neurosurgery	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Obstetrics & Gynaecology	MRCOG Part I	HKCOG SOE
Ophthalmology	FCOphthHK Part A	FCOphthHK Part B
Orthopaedics & Traumatology	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Paediatrics	MRCPCH Foundation of Practice Examination / MRCPCH Theory and Science Examination / MRCPCH Applied knowledge in Practice Examination (passing one out of the three written papers)	Intermediate examination of Hong Kong College of Paediatricians / MRCPCH Clinical Exam / MRCP (Ireland) (Medicine of Childhood)
Pathology	Complete 3 years' training	MHKCPath
Psychiatry	HKCPsych Part I	HKCPsych Part II Exam / FRANZCP / CCT in Psychiatry UK / DABPsycNeur(Psyc) / FRCPC(Psychiatry)
Surgery	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
For Clinical Oncology, Radiology and Nuclear Medicine		
Specialties	**Examinations / Training Levels to be attained *<u>before the end of Year 3</u>***	**Examinations / Training Levels to be attained *<u>before the end of Year 7</u>***
Clinical Oncology	First FRCR	Joint Final FRCR / FHKCR Part B
Radiology and Nuclear Medicine	<u>Radiology</u> First FRCR	Joint Final FRCR / FHKCR Part B
	<u>Nuclear Medicine</u> First FHKCR	Final FHKCR

Appendix III

Remuneration Package of Newly Recruited Resident Trainees

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$79,379 to HK$157,734 (as at 26/27 level) per month (including Monthly Allowance). (Selected candidates normally enter at the first point of an incremental pay scale. Entry at higher points of the scale and incremental jump of salary would be subject to the prevailing HR policies.)
3.	Housing Benefits	May opt for: • Retaining eligibility to apply for staff loan (or interest subsidy if applicable) under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 1 year 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	• 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	• 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	• 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	• Free outpatient and hospitalization benefits for the employees and eligible family members.
11.	Dental Benefits	• 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. ** up to a maximum of 12 months*
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