# 2027/28 Annual Recruitment Exercise (ARE) for Resident Trainees (RT) Information Sheet

## Overview

HA aims to maximise specialist training opportunities to eligible applicants according to service needs and availability of resources. The 2027/28 Annual Recruitment Exercise is a centrally-coordinated exercise organised for intake of both batches of Resident Trainee in July 2027 and January 2028. All doctors as well as serving interns who will be completing their internship from June to December 2027 and wish to pursue specialist training in HA are required to **submit on-line application through HA website at http://www.ha.org.hk** [click Careers] for the post of "Resident Trainee (Full Registration)" or "Resident Trainee Positions for Non-locally Trained Doctors (Limited/Special Registration)" **on or before 12 January 2027**. Please keep to the application deadline strictly as the recruitment advertisement and e-application form will be removed after the deadline. Late applications will NOT be considered.

## Preliminary Indication and First Round Selection

2. ARE applicants include serving interns, serving Service Residents (SR), external doctors with full registration and non-locally trained doctors eligible for limited / special registration. First round selection will be conducted for all serving interns and serving SR without performance issue.

3. During the period from January to March 2027, Chiefs of Service (COSs) can make preliminary indication of acceptance. Serving interns can attend preliminary department-based interviews outside their working hours. Applicants have to confirm their acceptance to the preliminary indication from only one COS.

4. During the period from 1 to 15 March 2027, applicants under the VNC "Resident Trainees (Full Registration)" are required to confirm their final department preference (one department only) with HO HRD via WhatsApp (5721 9799), while applicants under "Resident Trainees Positions for Non-locally Trained Doctors (Limited/Special Registration)" are required to confirm their final department preference with HO MG by email. Summary profile of ARE applicants will be updated for COSs' information daily. **No change of preference can be made after 15 March 2027**.

5. Number of the RT posts in each specialty and cluster will be available at the HA internet: http://www.ha.org.hk/ho/resident.htm (click "Annual Recruitment Exercise for Resident Trainees 2027/28") by mid-March 2027.

6. Based on the number of RT posts available, preliminary indication returned by COSs, final preference returned by ARE applicants and their performance record, first round selection will be conducted by the 16 specialty-based Central Selection Panels in April 2027 to confirm the selection result for the ARE applicants without performance issue.

## Second Round Selection

7. Second round selection will be conducted by one central selection panel in May 2027. Shortlisted ARE applicants will be invited for interview in May 2027.

## Appointment

8. Once the matching is confirmed by Head Office, RT appointment will be offered to ARE applicants who have been successfully selected.

9. For Serving Interns who are recommended for RT appointment, a conditional appointment offer will be contingent upon their continuation to have commendable performance in the interim, satisfactory completion of the internship training, as well as obtaining registration and valid practicing certificate with the Medical Council of Hong Kong.

10. For applicants who are not recommended for RT appointment, they will receive a written notice by June 2027.

## Points to Note

11. If ARE applicants are reported to have accepted preliminary indications from more than one COS, the matching will be considered in the second round selection; or 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 be subject to case-by-case review.

12. Once offer is given and the ARE applicant declines the offer, other RT or SR post will normally not be offered to ARE applicants in the coming 12 months.

13. After completion of the aforesaid matching exercise, no further matching will be arranged for those remaining ARE applicants.

14. Resident Trainees who are newly appointed in 2027/28 can only be laterally transferred to another department (both within-specialty and cross-specialty) one year after appointment, subject to application and approval.

## Enquiry

15. For enquiries, please contact Ms Gilly HO, Human Resources Manager, HAHO, at 2300 7877 or Ms Stephanie HUI, Human Resources Manager, HAHO, at 2300 7648 or email to hrsc.rt@ha.org.hk.