

Resident Training Program in the Hospital Authority

(For 2021/22 Intake updated as at December 2021)



醫院管理局

HOSPITAL
AUTHORITY

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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 has to ensure that it is able 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 Colleges of the HKAM. The regular training period is 6 years in general, divided into 2 to 4 years for basic training and 2 to 4 years for higher training after internship.

A brief introduction of the specialist training program of individual specialties 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 the respective Colleges. 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

Anaesthesiology

Training for the Fellowship of the Hong Kong College of Anaesthesiologists (HKCA) consists of a six-year rotational program of modular training after internship. There are 3 years of basic training, 2 years of higher training and 1 year of provisional fellowship. The program includes accredited anaesthesiology training (48 months), intensive care (6 months), elective options (18 months). Other training requirements include: satisfactory completion of the Exposure to Anaesthesia Safety and Emergency (EASE) course, Effective Management of Anaesthetic Crisis (EMAC) course, Advanced and Difficult Airway Management Workshop for Anaesthetists (ADAM-A), Focused Transthoracic Echo Workshop for Anaesthetists (ECHO-A) and Ultrasound Guided Regional Anaesthesia Workshop (UGRA). It is also required to keep a logbook and satisfy the case number requirement as well as the workplace-based assessment requirements as set out by the HKCA; and completing a Formal Project. Trainees will also need to pass the Intermediate and Final Examinations, and satisfy the requirements of the Exit Assessment.

Training program for Intensive Care Medicine (ICM) Fellowship is also provided by HKCA. It consists of a six-year program included accredited ICM training (twenty four months), accredited anaesthesiology training (twelve months), Internal Medicine or Paediatric training (six months) and thirty months training in specialties of acute medicine, such as Emergency Medicine, Surgery, Internal Medicine and ICM. ICM trainees are also required to pass the Intermediate and Final Examinations, satisfactory completion of a Formal Project, and satisfy the requirements of the Exit Assessment.

Selected trainees may undertake further training for the Fellowship in Pain Medicine. More detailed information is available at the HKCA website [http://www.hkca.edu.hk/ANS/training/V Training/index.htm](http://www.hkca.edu.hk/ANS/training/V%20Training/index.htm)

Clinical Oncology

All trainees need to be fully registered with Medical Council of Hong Kong (MCHK). Specialist training in Clinical Oncology consists of 4 years of Basic Specialist Training including a minimum of 3 years of full time training in an accredited Clinical Oncology training centre, and a further 2 years of Higher Specialist Training. Post-registration clinical experience in another specialty can be considered as part of basic training up to a maximum of 12 months, with the recognized duration at the discretion of the Hong Kong College of Radiologists (HKCR). Trainees are required to enrol with the College on commencement of training and to undertake structured Part I & Part II basic training courses organized by the College. Part I training courses include Medical Physics, Medical Statistics, Clinical Pharmacology, and Cancer Biology & Radiobiology. Upon completion of the Part I courses, trainees can take Part I Fellowship Examination (held by Royal College of

Radiologists of UK in HK twice a year, in spring and autumn). Part II basic training courses include management of cancers in various sites. Comprehensive clinical and practical training in various aspects of oncology including radiotherapy, chemotherapy, hormonal therapy, biologic & targeted therapy, and palliative care will be provided. Trainees are required to satisfy a minimum attendance in the training courses before being allowed to take the examinations and exit assessment. Upon completion of basic training, trainees can undertake the Part IIA Fellowship Examination (held by Royal College of Radiologists twice a year, in spring and autumn) and then Joint Final Examination (Part IIB) (held jointly by Royal College of Radiologists and Hong Kong College of Radiologists yearly in autumn). Fellowship of Royal College of Radiologists will be conferred upon success in Joint Final Examination.

Higher specialist training is commenced after passing the Joint Final Examination. Emphasis will be put on the development of ability of independent and evidence-based practice, specialization in various types of cancer, participation in clinical research, and management skills. Upon completion of two years of higher training, trainees can apply for consideration of the Fellowship of HKCR. Exit Assessment exercises are conducted by HKCR twice a year, normally in January and July, before they could be conferred specialist in Clinical Oncology. This core program can be followed by another 24 months of subspecialty training in palliative medicine leading to specialist status in Palliative Medicine.

Emergency Medicine

Specialist training in Emergency Medicine (EM) spans over a minimum of six years and is only available in accredited training centres. At least three years must be training within accredited Accident & Emergency departments (A&E Departments), of which two years must be after passing the intermediate examination. Mandatory rotation is required for broadening perspectives in the practice of Emergency Medicine, which includes 6-months rotation to other accredited A&E Departments, and 12-months rotation to different specified specialties. The 12-months mandatory rotation includes 6 months in a surgical stream from any of the followings: anaesthesia, orthopaedic surgery, general surgery and other surgical subspecialties while another 6 months must be in a non-surgical stream from any of the followings: internal medicine, critical care, intensive care and paediatrics.

Trainees are required to register with the Hong Kong College of Emergency Medicine (HKCEM). Basic training requires at least one year training in Emergency Medicine. Basic trainees may sit for the Intermediate Examinations on Emergency Medicine (IEEM) after 24 months accredited training. The examination results of Hong Kong Intercollegiate Board of Surgical Colleges (HKICBSC), and a number of other local and overseas international higher qualifications are also accepted by the Hong Kong

College of Emergency Medicine as equivalent to the Primary (PEEM) and Intermediate (IEEM) Examinations on Emergency Medicine.

Having passed the primary and intermediate examinations (or equivalent), satisfactory completion of the mandatory training courses, specialty rotations, training experiences as well as research requirement, and six years of accredited training, trainees have to pass the exit examination before nomination as a specialist in Emergency Medicine.

Family Medicine

The vocational training program of Family Medicine (FM) in the HA is organized in collaboration with the Hong Kong College of Family Physicians (HKCFP). The program consists of (1) basic training with a 2-year hospital-based and a 2-year community-based components; and (2) higher training with another 2 years of independent family practice.

The hospital-based program consists of rotational training in 4 mandatory core specialties (Internal Medicine, General Surgery, Obstetrics and Gynaecology and Paediatrics) for 3-6 months and rotational training or clinical attachments to required specialties including Emergency Medicine, Psychiatry, Orthopaedics, Ophthalmology, Dermatology and Otorhinolaryngology. During the hospital-based training, trainees are required to attend the General Outpatient Clinics or other FM clinics on a regular basis to be arranged by the Chief of Services of the Family Medicine Departments in the Clusters. The community-based program comprises FM training in the accredited FM training centres or other community programs accredited by the HKCFP.

Apart from the on-the-job professional supervision, all FM trainees are required to attend regular Structured Educational Programs including training courses / seminars organized by the HA and the HKCFP.

At the end of each of the two aforementioned stages of the training program, the FM trainees will be eligible to sit for the Written and the Clinical Examinations of the Conjoint HKCFP/Royal Australian College of General Practitioners (RACGP) Fellowship Examination respectively (or International Conjoint HKCFP/RACGP Fellowship Examination for trainees enrolled in the training programme from 2019). FM residents passing the Clinical Examination and completing 4 years of basic training will be eligible for the enrollment into higher training.

To enhance the community-based or outpatient clinical experience and to facilitate higher training in FM, trainees will be offered a 9-year training contract (subject to regular reviews). Continuation of the 9-year training

contract is conditional upon satisfactory performance and passing of the Clinical Examination of the Conjoint (or International Conjoint, as appropriate) HKCFP/RACGP Fellowship Examination before the end of the 6th Year of the contract.

For more details relating to Family Medicine training program, please refer to the HKCFP website (<https://ww.hkcfp.org.hk/>)

Internal Medicine

Postgraduate training in Internal Medicine in Hong Kong is made up of Basic Physician Training and Higher Physician Training. Trainees are to undergo 3 years of structured Basic Physician Training program, accredited by the Hong Kong College of Physicians (HKCP). They are to undertake the Intermediate Examination of HKCP, held jointly with the MRCP(UK) Part II Clinical Examination (PACES).

Successful Basic Physician Trainees (BPTs), in general, are to undertake concurrent dual Higher Training in a broad-based medical subspecialty (which can be either Advanced Internal Medicine (AIM) or Geriatric Medicine) and one other specialty. The core program for this broad-based subspecialty is to be fulfilled over a cumulative 24-month period, with adequate exposure to patient management in acute general medical wards and management of patients attending general and specialty medical outpatient clinics, plus experience in high dependency units and extended care.

Training in the broad-based subspecialty can be undertaken concurrently with another medical specialty (dual training), which may be completed in 48 months (i.e. 24 months cumulatively in each specialty). These specialties include Cardiology; Clinical Pharmacology & Therapeutics; Critical Care Medicine; Dermatology & Venereology; Endocrinology, Diabetes & Metabolism; Gastroenterology & Hepatology; Geriatric Medicine; Haematology & Haematological Oncology; Immunology & Allergy; Infectious Disease; Medical Oncology; Nephrology; Neurology; Palliative Medicine; Rehabilitation; Respiratory Medicine; Rheumatology, except Dermatology & Venereology which needs 3 years training. Higher Physician Trainees (HPTs) have to undergo interim and exit assessments before they can receive certified specialist status.

Dual higher training can also be sequential in a broad-based specialty and one other specialty over a 5 year period. Single specialty training can only be allowed for a broad-based specialty (AIM or Geriatric Medicine) or Dermatology and Venereology. For details, please refer to the HKCP website at <http://www.hkcp.org/> .

Obstetrics and Gynaecology

Postgraduate training in Obstetrics and Gynaecology is undertaken in recognized training units, and comprises 4 years of basic training and 2 years of higher specialist training. All the 6 years of training may be in obstetrics and gynaecology, or there may be a 6-month or 12-month elective training in another clinical specialty. Alternatively a 12-month training period in research may be undertaken.

Training in obstetrics and gynaecology may be in one or more training units. During the period of training, the trainee should participate in clinical duties, teaching and educational activities, quality assurance programs, and take up administrative and management responsibilities.

After completion of the training program and success at the exit assessment, the trainee would be accredited as specialist in Obstetrics and Gynaecology.

Ophthalmology

Clinical Service

The main bulk of ophthalmic service is on an ambulatory basis. At the primary level, trainees need to deal with referrals and give advice on the further management of minor ailments. At the secondary level, trainees need to treat patients with common ocular problem such as cataract, glaucoma and retinal diseases. At the tertiary level, trainees need to handle complicated sight threatening diseases that enter into the territory of sub-specialty such as cornea, glaucoma, paediatric eye diseases, vitreoretinal surgery, medical retina, oculoplastic surgery and neuro-ophthalmology, etc. Attending in-patients, emergency consultations and surgery is also an integral and essential part of ophthalmology service provision.

Service provision of the HA Ophthalmic Service is cluster based. Each cluster is an independent and self-supportive unit headed by the Cluster Chief of Service. The academic departments of the two universities also provide collaborative clinical services at HKW, KCC and NTE clusters.

Training

The format is a supervised in-service training structured at two levels - Basic and Higher Training - with appropriate and staged delegation of clinical and surgical responsibilities, depending on individual and professional progress. There is a mandatory simulation-based ophthalmic microsurgical training at basic training level and cross cluster intra-specialty rotation at higher training level. The training programs provided meet the requirement on provision of training opportunities, supervision and facilities and are accredited by the College of Ophthalmologists of Hong Kong.

Scope

The scope of training includes diagnosis, examination and management of common eye conditions, surgical management of common eye diseases including cataract operation, basic ophthalmic investigations including ophthalmic ultrasonography, electrodiagnostic tests and fundus angiography, rotation and exposure in various subspecialty clinics, rotation and exposure in various subspecialty operations, academic meetings (during or outside office hours) and grand rounds, clinical audit, research and publications projects, core competency, communication and teamwork.

Examination system

		<u>Format</u>	<u>Time to be taken</u>
1. Intermediate exam.-	Part A)	Basic Sciences related to ophthalmology, optics, ophthalmic investigative techniques and generic issues of medical practice (MCQ)	- Possession of a medical qualification acceptable by the MCHK - Completed at least 12 months of basic ophthalmic training
	Part B)	Clinical refraction clinical examination, and written (MCQ)	- Completed at least 20 months of basic ophthalmic training

After failure for 4 times in Part A or Part B examination after entering into recognized ophthalmic training post, the candidate may not be allowed to sit for the examination unless with special permission of the Education Committee. Trainees are required to submit 3 completed active assessment forms with overall pass for cataract extraction before higher surgical training may commence.

2. Intermediate exam.-	Part C)	written, oral and clinical	- completed after at least 3 years of Higher Training
	Part D)	log book inspection & assessment	- completed after at least 4 years of Higher Training and all required active assessment forms "with satisfaction" submitted.

Active assessment of trainee's competency is carried out throughout the training period. Trainee is required to complete active assessment with satisfaction and submit the completed active assessment forms.

Paediatrics

The structured training program for a prospective paediatrician consists of 3 years basic training, an intermediate examination, followed by 3 years of higher training and an exit assessment. When all these have been completed, subject to approval by the College, the trainee will become a Fellow of the Hong Kong College of Paediatricians. He or she will then be eligible for recommendation to be a Fellow of the Hong Kong Academy of Medicine, and will be eligible for listing in the Specialist Register. *Subspecialty training requires additional 3 years training in that subspecialty, of which one year may overlap with the higher training.* Presently the College has accredited specialist training in general paediatrics and also 4 subspecialties (*Paediatric Immunology & Infectious Disease, Developmental & Behavioural Paediatrics, Paediatric Neurology, Paediatric Respiratory Medicine*). *Preparation for accreditation of other subspecialty training is on-going.*

The basic training program consists of a core program of 2 years (eighteen months in general paediatrics and 6 months in neonatology) and Mandatory 6 months community paediatric training (3 months in maternal and child health and 3 months in child assessment centre), and another flexible 6 months in general paediatrics or paediatric subspecialty.

There are some guidelines on higher training that all trainees should adhere to. During the 3 years of higher training, one should not spend more than 12 months in any one paediatric subspecialty and not more than 6 months in any single child-health related specialty. There should be at least 2 years training in hospital-based paediatrics, of which at least one year in acute paediatrics taking emergency admission not limited to any age group or subspecialty. Finally, during these 3 years there should be 6 months obligatory rotation to work in another training unit either locally or overseas.

A trainee should apply and become an Associate of the College and collect a log book. After completion of three years basic training and having passed the Intermediate Examination, he/she should apply and become a Member in order to enter into higher training. Fellowship is only granted to Members who have completed the higher training and who have passed the exit assessment.

Pathology

The Hong Kong College of Pathologists (HKCPATH) offers seven training programs, including Anatomical Pathology, Chemical Pathology, Haematology, Clinical Microbiology & Infection, Immunology, Forensic Pathology (under Department of Health), and Combined Anatomical / Clinical Pathology. A full program covers six years of post-internship training in recognized training institutes. The training consists of 3 years of basic training and 3 years of higher training. Completion of the basic

training is marked by the Membership Examination which is to be taken after 36 months of recognized training. The Fellowship Assessment is conducted either upon completion of 6 years of training or in the final year of training. The training program of each specialty is divergent at the beginning of the training. Trainees are required to do at least one year of rotational training during the training period and the detailed requirement is different amongst pathology specialties.

Psychiatry

The total duration of accredited training for Fellowship in Psychiatry is at least six years. General professional training should last for at least three years and higher professional training should last for at least three years counting from the date the trainee has passed the Intermediate Examination or its equivalent and has completed three years of general training.

For general professional training, training in General Adult Psychiatry for a minimum of 18 months is required, including six months' experience of management of patients admitted under Part III of the Mental Health Ordinance (1989) Hong Kong. Trainees are also required to go through six month-rotations in subspecialties such as Child and Adolescent Psychiatry, Consultation Liaison Psychiatry, Learning Disability, Forensic Psychiatry, Old age Psychiatry, Psychotherapy, Rehabilitation Psychiatry and Substance Misuse.

Each rotation in a subspecialty in psychiatry in general should be of at least six month duration. Equivalent part-time experience may also be recognized. All trainees should have experience in working with community psychiatric colleagues (case managers), clinical psychologists and other professionals involved in the care of the patient and his or her family. All trainees should also have experience in administering electro-convulsive therapy under approved conditions.

For higher professional training, one of the training rotations in a subspecialty should be of at least 18 months in the capacity of a senior trainee.

Radiology and Nuclear Medicine

Radiology

The Radiology Training Program is divided into Basic and Higher Training.

At least one year of post-registration clinical experience outside radiology is required. This can be in clinical specialties like Medicine, Surgery, Paediatrics, Emergency Medicine, Obstetrics & Gynaecology, Orthopaedics, etc. Experience in Anaesthesiology, Pathology, Rehabilitative Medicine and Psychiatry shall only count up to a maximum of six months. For clinical exposure in Family Medicine, Intensive Care Unit and other clinical settings, the recognition of training duration shall be considered on individual basis.

Trainees are then to undergo 3 years of structured Basic Training program, accredited by the Hong Kong College of Radiologists (HKCR). Yearly Basic & Intermediate Training Courses are organized by HKCR. Taking the courses with satisfactory attendance is mandatory. Trainees have to pass the Part I and Part II examinations before proceeding to Higher Training. The examinations are jointly organized by HKCR and Royal College of Radiologists for Radiology.

Higher Training comprises of 2 years of training. Emphasis will be put on providing the trainee with opportunities for more independent practice with increased responsibility and judgment. Other important attributes to build up include management skills, clinical audit and quality assurance procedures, research methodology, medico-legal knowledge as well as communication skills.

The overall arrangement of Higher Training is divided into General and Subspecialty training. Typical training portfolio would be as below:

	Radiology Higher Training
Higher General Radiology Training	Minimum 9 months
Higher Subspecialty Training	Minimum of 2 Category A subspecialties – Minimum of 6 months, in one Category A subspecialty and minimum of 3 months for each one of the other subspecialties The rest of the Higher Training can be in subspecialty training of any category or General Radiology training
Accredited Subspecialties	Category A <ul style="list-style-type: none"> ● Breast Radiology ● Cardiovascular Imaging ● GI and Hepatobiliary Radiology ● Head & Neck Radiology ● Musculoskeletal Radiology ● Neuroradiology ● O&G Radiology ● Paediatric Radiology

	<ul style="list-style-type: none"> ● Thoracic Radiology ● Vascular and Interventional Radiology <p>Category B</p> <ul style="list-style-type: none"> ● Ultrasonography ● CT ● MRI ● Radionuclide Imaging <p>Category C</p> <ul style="list-style-type: none"> ● Subspecialties related to clinical subspecialties such as Transplantation Radiology, Intensive Care Imaging and Oncologic Imaging
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After completion of the required period of Higher Training, a trainee can apply for Fellowship of HKCR. Exit Assessment exercises are conducted by HKCR twice a year, normally in January and July.

Nuclear Medicine

Nuclear Medicine is a medical specialty that involves the use of radioactive substances in the diagnosis and treatment of diseases. Specialist training in Nuclear Medicine requires a minimum of six years training in recognized centres and it comprises Basic Training and Higher Training accredited by the Hong Kong College of Radiologists (HKCR).

The Basic Training consists of a minimum of four years of training including at least 6-month full-time post-registration recognized clinical experience (Clinical Oncology, Emergency Medicine, Internal Medicine, Neurosurgery, Obstetrics and Gynaecology, Orthopaedics and Traumatology, Paediatrics, Psychiatry and Surgery) and 9-month equivalent of rotation to an accredited Radiology training centre. During the training period, trainees are required to attend the Basic and Advanced training courses organized by HKCR. Upon the end of the period, trainees have to undertake the First and Final Fellowship Examinations. The successful trainees will be eligible for the enrollment of Higher Training.

The Higher Training consists of at least two years of training. The 2 years of training should consist of minimum of 9 months General Nuclear Medicine, minimum of 6 months in subspecialty training in PET-CT, 3-month equivalent of Radiology Training, and in the remaining period: minimum of 6 months in another subspecialty subject or minimum of 3 months for each of other two subspecialty subjects in nuclear medicine. Trainees who have completed Higher Training will be qualified to sit for the Exit Assessment.

Surgical Specialties

Trainees aspiring to pursue their specialist training in the specialties of General Surgery, Cardiothoracic Surgery, Urology, Paediatric Surgery, Plastic Surgery, Neurosurgery, Otorhinolaryngology and Orthopaedics & Traumatology will need to undergo a structured two-year cross-specialty basic surgical training program. The rotation of basic surgical training is largely organized on a cluster basis. Cross cluster rotation may be arranged if necessary.

After passing the intermediate examination, trainees will need to apply for entry into the higher surgical training program in one of the above specialties, subject to fulfillment of the prevailing selection criteria for higher training of individual specialties. The selection exercises are conducted two times a year. They will be convened by a conjoint selection panel. The main assessment criteria guiding the selection will be as follows:

- Training progress as assessed by trainers under the Hong Kong Intercollegiate Board of Surgical Colleges, number of attempts of examination, & participation in research projects
- HA Staff Development Reviews

- Referee Assessment
- Interview Performance
- Completion of the Mandatory courses for Basic Surgical Trainee

The higher training generally lasts for four years.

For more details, please visit websites of the respective surgical colleges:

- The College of Surgeons of Hong Kong
<http://www.cshk.org/>
- Hong Kong College of Otorhinolaryngologists
<http://www.hkcorl.org.hk/main.php>
- Hong Kong College of Orthopaedic Surgeons
<http://www.hkcos.org.hk/>

Program Directors

To enhance the training programs in the various clinical specialties and Family Medicine, Program Directors (PDs) are appointed for each specialty in the HA to co-ordinate training matters and rotations and act as mentors for the trainees to provide counseling and advice to trainees as required.

The core responsibilities of PDs are to : -

- a) advise on the placement of trainees into training programs;
- b) advise trainees on training matters and offer career counseling to trainees on their training progress and career pursuit and obtain trainees' feedbacks to specialty / cluster training programs;
- c) advise the HA Head Office (HAHO) on corporate-wide training matters e.g on requirements for training programs in HA based on the discussions in respective clusters / COCs / Colleges;
- d) advise the HAHO on individual training matters related to individual trainees on progress of their training and the need for cross-cluster posting; and
- e) liaise with respective Colleges on training matters for ensuring quality and standard of specialist training and play an enhancing role in training matters for respective Colleges and HA.

The PDs for various specialties are listed in Appendix I. Trainees are encouraged to approach the PDs for advice and assistance in relation to the training matters if required.

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.home.

Residents who fail to achieve the above milestones or whose performance has been rated as “Marginal” or “Below standard” in their Staff Development Review (SDR) reports for any two years 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 Resident Trainees

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

- 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 January to June of the year for intakes in July and the following January. Recruitment advertisement setting out the application procedures will be posted on HA internet and intranet website in around January to February 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. 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.

Applicants will be informed of the selection results in around 4-6 weeks' time after the interview. 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 2021/22 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 at the early stage of 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.

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. Staff should have completed at least 18 months' service in a particular office / hospital before being eligible for consideration for a transfer subject to mutual agreement between the departments or hospitals concerned.

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 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 send a copy to the hospital management for record 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 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 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 for College examinations if the examination days fall within working hours, subject to operational need and manpower availability of concerned departments.

Head Office Medical Grade Department would work with HKAM and send the list of Examiners appointed by the Colleges and the schedule of examinations to Cluster Human Resources Departments for Cluster Chief Executives (CCE)’s blanket approval so as to facilitate the granting of official release by respective Department heads. Standard letter template has also been developed with HKAM for deployment by all Constituent Colleges in inviting HA specialist doctors as Examiners. Based on the invitation letter issued by Colleges to the HA specialist doctors, official release could be granted by Department head subject to CCE’s prior blanket approval. The

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.

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.

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. 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.

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.

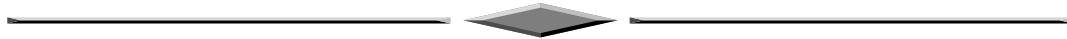
Enquiries

Please contact the following : -

Ms M L FONG on appointment procedures
Tel : 2300 6950 Fax : 2199 9605

Ms Winnie LAU
Tel : 2300 7263 Fax : 2199 9618

Program Directors (at Appendix I) for various clinical specialties on training matters.



Hospital Authority
December 2020

Program Directors (PDs) in Various Clinical Specialties

Specialties	Program Directors				E-mail Address
	For Cluster/ Training Centre	Name	Title	Telephone	
A&E	All clusters	Dr Jeffery FUNG	CONS(A&E), TMH	2468 5200	funght@ha.org.hk
Administrative Medicine	All clusters	Dr K H LEE	Assistant Medical Superintendent, Hong Kong Sanatorium & Hospital	2835 8800	KoonHung.Lee@hksh.com
Anaesthesia	PYNEH/RH/TWEH QMH/GH TWH DCA, QMH DKCH KWH QE/HKBH/OLMH HKEH UCH TKOH PMH/NLTH YCH CMC PWH AHNH/NDH TMH POH	Dr CHU Ming Chi Dr Yip Hong (Deputy) Dr Vincent SO Dr Silky WONG (Deputy) Dr MAK Jocelyn Dr TANG Yee Kwan Dr CHAN Hing Tsuen Dr KONG Hang Sze Amy Dr WONG Tsz Kin (Assistant) Dr KWOK Ching Yee Dr WONG Siu Man Dr CHO Wallace Wing Keung Dr CHONG Ka Hei Clara (Deputy) Dr SZETO Ling Dione Dr TSE Kin Chung (Deputy) Dr LEUNG Wing Yan Doris Dr Phoebe LAM (Assistant) Dr FONG Cheuk Ying Cherry Dr KAM Hau Tsz Onyx Dr Allison KOO Dr WAN Alex (Assistant) Dr Henry WONG (Assistant) Dr CHAN Kam Ming Albert (Assistant) Dr YU Lin Yau Andrea Dr CHEUNG Chuen Ho Victor Dr KHU Kin Fai	CONS(ANA), PYNEH AC(ANA), PYNEH AC(ANA), QMH AC(ANA), QMH AC(ANA), QMH AC(ANA), QMH CONS(ANA), DKCH AC(ANA), KWH AC(ANA), KWH AC(ANA), QEH CONS(ANA), HKEH AC(ANA), UCH AC(ANA), UCH CONS(ANA), TKOH AC(ANA), TKOH AC(ANA), PMH AC(ANA), PMH AC(ANA), YCH AC(ANA), CMC AC(ANA), PWH AC(ANA), PWH AC(ANA), PWH AC(ANA), PWH AC(ANA), AHNH AC(A&IC), TMH AC(A&IC), TMH	2595 6120 2595 7143 2255 3495 2255 4696 2255 5878 2974 0283 3517 5053 3517 5053 3506 6023 2762 3059 3949 6680 3949 6287 2208 0630 2208 0635 2990 1272 2990 1273 2417 8472 3408 7844 3505 3325 3505 1104 3505 1909 3505 1104 2689 2730 2468 5400 2468 5400	cmc651@ha.org.hk yh843@ha.org.hk ws484@ha.org.hk tangyk2@ha.org.hk chanht2@ha.org.hk konghsa@ha.org.hk wtkzh2@ha.org.hk kwokcy2@ha.org.hk smwong@ha.org.hk cwk468@ha.org.hk ckh545@ha.org.hk szetol@ha.org.hk tkcz03@ha.org.hk lwy908@ha.org.hk ly311@ha.org.hk fongcyc@ha.org.hk kht765@ha.org.hk kgp010@ha.org.hk cmawan@gmail.com mkw118@gmail.com ckm192@ha.org.hk yly491@ha.org.hk cheungch1@ha.org.hk kkf854@ha.org.hk
Intensive Care Medicine (ICM)	PYNEH QMH QE/H PMH/YCH NDH PWH TMH	Dr K B TANG Dr Karl YOUNG Dr K W AU YEUNG Dr Darshana Hewa KANDAMBY Dr CHAU Chin Man Dr Gordon CHOI Dr YIP Hing Wah	AC(ICU), PYNEH CONS(ICU), QMH CONS(ICU), QE/H AC(ICU), PMH AC(ICU), NDH CONS(ICU), PWH CONS(A&IC), TMH	2595 6488 2255 5824 3506 6363 2990 2866 2683 8112 3505 2735 2468 5400	tkb553@ha.org.hk youngkk@ha.org.hk aueungkw@ha.org.hk kandambydh@ha.org.hk ccm751@ha.org.hk cys699@ha.org.hk yhw160@ha.org.hk
Clinical Oncology	All clusters	Dr K H WONG	COS(CLIN ONC), QE/H	3506 6255	wongkh@ha.org.hk
Family Medicine	HKEC HKWC KCC KEC KWC NTEC NTWC	Dr Michelle WONG Dr Welchie KO Dr LI Yim Chu Dr David CHAO Dr Wan LUK Dr Maria LEUNG Dr Jun LIANG	COS COS COS COS COS COS COS	3553 3201 2589 2339 3506 8608 3949 3087 2417 5874 3505 1595 2468 6090	wongmy5@ha.org.hk kowk@ha.org.hk cmc07601@ha.org.hk chaovk@ha.org.hk lukw@ha.org.hk lkw271@ha.org.hk liangj@ha.org.hk

Specialties	Program Directors						
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address		
Medicine	AIM	<i>(A: Assistant; D: Deputy)</i>					
		HKEC	Dr CHEUNG Chun Ming Dr LAU Yuen Fun Emmy (A)	CONS(MED), PYNEH AC(MED), PYNEH	2595 6411 2595 6411 / 6460 0171	chengcm1@ha.org.hk lauyfe@ha.org.hk	
		HKWC	Dr WONG Siu Yin Dr MOK Wing Yee Winnie (A)	CONS(MED), QMH AC(MED), QMH / AC(Geriatrics), FYKH	2255 4768 2255 6739	wsy504@ha.org.hk mokwy@ha.org.hk	
		KCC (QEH, KH, BH)	Dr NG Chiu Ming Jason	AC(MED), QEH	3506 6004	ngcm2@ha.org.hk	
		(KWH, WTSH, OLMH)	Dr KAN Yee Man (A)	AC(MED), KWH	3517 5057	kanyam@ha.org.hk	
			Dr Saliangi WU	AC(MED), QEH	3506 6004	ws980@ha.org.hk	
		KEC	Dr SHA Kwok Yiu Dr LUI Hiu Tung Colin (A)	CONS(M&G), UCH AC(MED), TKOH	3949 6113 2208 0591	shaky@ha.org.hk colinlui@ha.org.hk	
		KWC (PMH, YCH)	Dr TSUI Ping Tim Dr MO Ka Keung (A) Dr NG Kam Hung (D)	CONS(M&G), PMH CONS(MED), YCH CONS(M&G), CMC	2990 3329 2417 8358 3408 7162	tsuip@ha.org.hk mokk@ha.org.hk ngkh3@ha.org.hk	
		NTEC (NDH)	Dr CHOW Kai Ming Dr LAM Wai Kei	COS, PWH AC(MED), NDH	3505 3131 2683 8505 / 5928 6702	ckm818@ha.org.hk lamwk3@ha.org.hk	
		(AHNH, TPH)	Dr CHENG Yuk Lun (D) Dr YUNG Chun Yu Dr LEE Hoi Kan Achilles (A)	CONS(MED), AHNH COS, POH AC(MED), TMH	2689 3462 2486 8985 2468 5111	chengyl1@ha.org.hk yungcy1@ha.org.hk leehk@ha.org.hk	
	Basic Physician Training	HKEC	Dr CHAN Ching Kit	AC(MED), PYNEH	2595 6411	ckk441@ha.org.hk	
		HKWC	Dr WOO Yu Cho	CONS(MED), QMH	2255 4775	wooyc1@ha.org.hk	
		KCC	Dr CHAN Lung Tat Andrew Dr WONG Kwok Keung (D)	AC(MED), QEH AC, M&G(IMS), KWH	3506 6004 3517 7897	cltz01@ha.org.hk wongkkw@ha.org.hk	
		KEC	Dr CHAN Ka Hing Jacky Dr CHEUNG Wai Yin	AC(MED), TKOH AC(MED), UCH	2208 0588 3949 3099	ckhj01@ha.org.hk cheungwy3@ha.org.hk	
		KWC	Dr KWONG Kai Yan	AC(M&G), PMH	2990 3329	kky438@pmh.ha.org.hk	
		NTEC	Dr LI Siu Hung Dr LUI Chung Yan Grace	AC(MED), NDH Asso Prof, PWH	2683 8529 3505 1420	lsh039@ha.org.hk gracelui@cuhk.edu.hk	
		NTWC	Dr NG Man Fai	AC(MED), TMH	2468 5389	ngmf@ha.org.hk	
		Palliative Medicine	All clusters	Dr KWOK Oi Ling	CONS(M&G), CMC	3408 7454 / 5240 7287	kwokol@ha.org.hk
		O&G	All clusters	Dr K W LEE	COS(O&G), CMC/PMH/YCH	2990 3430	
		Ophthalmology	All clusters	Dr P F YIU	CONS(OPH), TMH	3511 1112	yiupf@ha.org.hk
Paediatrics	HKEC	Dr K P LEE	COS(PAED), PYNEH	2595 6409			
	HKWC	Dr S L LEE	COS(PAED), QMH	2255 4485			
	KCC	Dr Betty BUT	COS(PAED), QEH	3506 6741			
	KEC	Dr W K CHIU	COS(P&AM), UCH	3949 4861			
	KWC	Dr C C SHEK	COS(Paed&AM), PMH/YCH	2990 3102 / 2990 3601			
	NTEC NTWC	Dr Alan K W SO Dr Karen KWONG	COS(PAED), PWH COS(P&AM), TMH	3505 2862 2468 5392			

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
Pathology					
Anatomical Pathology	HKEC	Dr Yun Hoi LUI	SD(Path), HKEC / COS, PYNCPA	2595 5255	
	HKWC	Dr Gavin CHAN	CONS(AP), QMH	2255 2273	
	KCC	Dr W CHEUK	CONS(PATH), QEH	3506 5739	
	KEC	Dr Wing Sun LAM	COS(PATH), TKOH & HHH	2208 0888	
	KWC	Dr M C TO	CONS(PATH), PMH	2990 1966	
	NTEC	Prof Ka Fai TO	Chairman(ACP), PWH	3505 3335	
	NTWC	Dr S M MAK	CONS(PI), TMH	3767 1722	
Haematology	All clusters	Dr Eudora CHOW	SD(PATH), KEC/ COS(PATH), UCH	3949 4336	
Clinical Microbiology and Infection	All clusters	Dr W K TO	COS (Path), PMH/NLTH & ICO, KWC/PMH POH & TSWH	2990 1897	
Chemical Pathology	All clusters	Dr Michael CHAN	CC(PATH), NTEC / CONS(CP), PWH	3505 2326	
Immunology	All clusters	Dr Elaine AU	CONS(IMM), QMH	2255 2337	
Psychiatry					
Program Director	All clusters	Dr Roger Man Kin NG	CSC(Mental Health), KCC & COS(Psy), KH	3129 6432	
Tutors' Committee Chairman	All clusters	Dr Michael WONG	CONS(Psy), QMH	2255 3066	
Education Appointments Committee Chairman	All clusters	Dr K M CHENG	Deputy SD(Q&S) NTWC / CONS GAP, CPH	2456 7121	
Radiology	HKEC (PYNEH)	Dr Warren LEUNG	CONS(DR), PYNEH	2595 6169	lkw062@ha.org.hk
	HKEC (RH)	Dr Raymond T M CHAN	CONS(DDR), RH	2291 1168	chantmr@ha.org.hk
	HKWC (QMH)	Dr Stephen CHEUNG	CONS(DR), QMH	2255 3285	cheungcw@ha.org.hk
	KCC (QEH)	Dr W L POON	CONS(DR), QEH	3506 7273	poonwl@ha.org.hk
	KCC (HKCH)	Dr K C WONG	CONS(RAD), HKCH	3513 6080	wkc059@ha.org.hk
	KCC (KWH)	Dr K K CHENG	CONS(RAD)KWH	3517 7090	ckk653@ha.org.hk
	KEC (UCH)	Dr Y W HON	CONS(RAD), UCH	3949 4162	hyw766@ha.org.hk
	KEC (TKOH)	Dr Thomas LAI	CONS(RADI), TKOH/HHH	2208 0167	laikkt@ha.org.hk
	KWC (PMH)	Dr L F CHENG	CONS(RAD), PMH	2990 1344	chenglf@ha.org.hk
	KWC (CMC)	Dr N Y PAN	CONS(RAD), CMC/NLTH/PMH/YCH	3408 7402	pony136@ha.org.hk
	NTEC (AHNH)	Dr Mabel TONG	CONS(DR), AHNH	2683 2937	tmp678@ha.org.hk
	NTEC (NDH)	Dr K F TAM	CONS(RAD), NDH	2683 7376	tamkfg@ha.org.hk
	NTEC (PWH)	Prof Winnie C W CHU	Professor (DIIR), PWH	3505 2299	winniechu@cuhk.edu.hk
	NTWC (TMH, POH)	Dr H Y LAU	CONS(DR), TMH	2468 5175	lhy460@ha.org.hk
Nuclear Medicine	PYNEH	Dr Frankie CHOI	CONS i/c (NM)	2595 4120	choipt@ha.org.hk
	QMH	Dr W Y HO	CONS(NM), QMH	2255 3864	waiyho@ha.org.hk
	QEH	Dr B T KUNG	CONS(NM)	3506 6700	kbt325@ha.org.hk
	TMH	Dr W H MA	CONS(DR&NM), TMH	2468 5062	mwh466@ha.org.hk

Specialties	Program Directors				
	For Cluster/ Training Centre	Name	Title	Telephone	E-mail Address
Surgical specialties (including CTS, ENT, GS, NS, O&T, Paed S, Plastic S and Urology)					
a) Basic Surgical Training (BST)	HKEC HKWC KCC KEC KWC NTEC NTWC	Dr C Y CHOI Dr C W TING Dr C H LAU Dr T L CHOW Dr T W LAI Dr Frances CHEUNG Dr S K LEUNG	CONS(SURG), PYNEH CONS(SURG), QMH CONS(SURG), QEH COS(SURG), UCH COS(SURG), PMH/NLTH CONS(SURG), NDH CC(Q&S), NTWC/ COS(SURG), TMH/POH	2595 6403 2255 4964 3506 6602 3949 4869 2990 3718 5928 6725 2468 5409	choicy2@ha.org.hk tingcw@ha.org.hk lch816@ha.org.hk chowtl@ha.org.hk laitw@ha.org.hk cky351@ha.org.hk leungsk1@ha.org.hk
b) Higher Surgical Training (HST)					
Cardiothoracic Surgery		Dr Timmy AU	COS(CTS), QMH	2255 5877	auwkt@ha.org.hk
General Surgery		Dr W K CHICK	CONS(SURG), QEH	3506 6994	chickwk@ha.org.hk
Neurosurgery		Dr W M LUI	COS(NS), QMH	2255 3368	luiwm1@ha.org.hk
Otorhinolaryngology		Dr C M NGAI	COS(ENT), KWC	2417 8359	ngaicm@ha.org.hk
Orthopaedic Surgery		Dr Albert HSU	CONS(O&T), UCH	3949 6324	hyc643@ha.org.hk
Paediatric Surgery		Dr Michael LEUNG	COS(SURG), HKCH	3513 6512	leungwym@ha.org.hk
Plastic Surgery		Dr Joseph CHUNG	COS(SURG), TWH	2589 8241	chunghp@ha.org.hk
Urology		Dr James TSU	CONS(SURG), QMH	2255 3899	thl589@ha.org.hk
Emergency Medicine		Dr H F HO	COS(A&E), QEH	3506 6473	hofh@ha.org.hk

**Examinations / Training Levels to be attained for Continuation of the 9-Year Contract
under the Resident Training Program (as at 1.12.2020)**

Notes

- 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.
- 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.
- 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 <u>before the end of Year 3</u>	Examinations / Training Levels to be attained <u>before the end of Year 6</u>
A&E	MHKICBSC Part 1 & 2 / PEEM / Joint MRCS Part I / MCEM Part A / MRCEM Part A / FRCEM Primary / Primary Examination of Australasian College for Emergency Medicine / MMed (Part A) (National University of Singapore)	IEEM / MHKCEM / MRCS / MRCP PACES / MHKICBSC Part 3 / MCEM Part B&C / MRCEM / MMed (Emerg Med) Part B&C (NUS)
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 / Intercollegiate MRCS Part 1 Exam taken in UK in or before April 2008	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 PACES / MRCP (UK)
Medicine	MRCP Part I	MRCP Part II PACES
Neurosurgery	MHKICBSC Part 1	MHKICBSC Part 3 and selected for Higher Training
Obstetrics & Gynaecology	MRCOG Part I	HKCOG SOE
Ophthalmology	AFCOphthHK Part A / ICO Part A&B(Eng) / FRCO Part 1	AFCOphthHK 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)	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 / DABPscNeur(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

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\$71,219 to HK\$144,604 (as at 20/21 level) per month (including Monthly Allowance). (Salary to be offered will commensurate with relevant experience and qualification, if any, of the doctors concerned.)
3.	Housing Benefits	May opt for : <ul style="list-style-type: none"> Retaining eligibility to apply for interest subsidy under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 3 years 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Free outpatient and hospitalization benefits for the employees and eligible family members.
11.	Dental Benefits	<ul style="list-style-type: none"> 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. <i>* up to a maximum of 12 months</i>
15.	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.
16.	Professional Indemnity	Provided for medical, nursing and allied health staff
17.	Disciplinary Protection Insurance	Provided for clinical and non-clinical professionals