



HONG KONG ACADEMY OF MEDICINE

香港醫學專科學院

Policy Statement on Supporting Fellows and Specialist Trainees with Disability or Special Educational Needs (SEN)

The Hong Kong Academy of Medicine (HKAM) and its 15 constituent Colleges are committed to providing support to Fellows and specialist trainees with disabilities and Special Educational Needs (SEN), while maintaining professional standards required for medical and dental specialists in Hong Kong.

Interpretation

“Disability” has the same meaning as in the Disability Discrimination Ordinance (Cap 487 of Laws of Hong Kong).

“Special Accommodation” means measures or actions taken in order to fulfill the educational and training needs of Fellows / specialist trainees with disabilities or SEN, such as the provision of aids, facilities or services to meet his or her individual needs.

“Special Educational Needs (SEN)” applies to Fellows / specialist trainees who have significantly greater difficulty in learning or receiving training than most others undergoing specialist training. They are not able to benefit from the ordinary provision of specialist training made generally available for their counterparts without additional support or adaptations in the training. SEN can cover a wide range of needs including physical or mental disabilities and cognition or educational impairments. (Ref: “Guidelines for Handling of Specialist Trainees with Disability or Special Educational Needs”)

Key Messages

1. The Academy believes that individuals with disabilities or SEN should be welcomed to the medical and dental professions and valued for their contributions to patient care.
2. Fellows and trainees may experience difficulty in learning or receiving training at any point in their lives or during their professional career. Having a health condition or disability alone should not be a factor prohibiting an individual from receiving training or continuing medical education / continuous professional development.
3. As a statutory body and responsible organization, the Academy will allow reasonable adjustments or special accommodation according to the set of “Guidelines for Handling of Specialist Trainees with Disability or Special Educational Needs”, provided that professional standards and requirements expected in the training of medical / dental specialists should not be compromised for the interest of the community.
4. The Academy advocates the prevention and management of stress and burnout through an “ASAP” approach - Awareness, Self-care, Ask for help, Promotion of well-being. Like all other Fellows and trainees, those with disability or SEN are encouraged to watch out for early signs of stress / burnout, practice self-care, reach out for professional support where necessary and build resilience. They are also welcome to use resources dedicated to doctors’ wellbeing, such as joining activities like the mindfulness workshops that could be helpful for coping with any anxiety or help people navigate their way through life’s ups and downs.