



**HKSH Institute for Innovation  
& Professional Development**

# IIPD



**Annual Report**  
2024/25

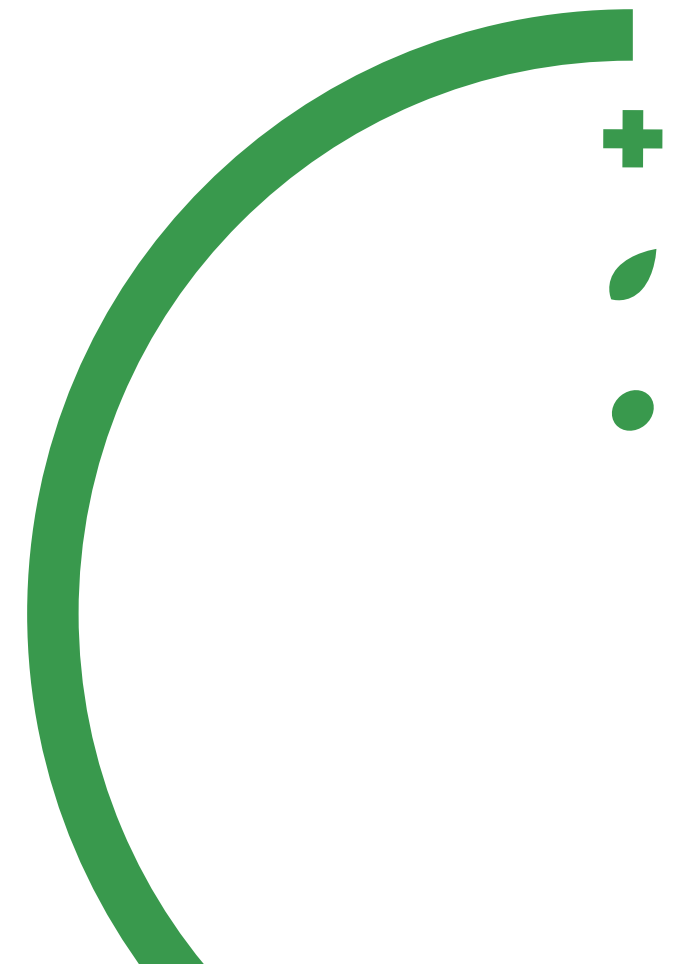
# ABOUT IIPD



The establishment of HKSH Institute for Innovation & Professional Development (IIPD) is a significant milestone in the ongoing commitment of the HKSH Medical Group (HKSH) to advancing medical education and research. It addresses the need for improving healthcare practices and fostering innovation within the medical community.

HKSH recognises the importance of providing healthcare professionals with ongoing training and professional development. In 2009, HKSH founded the Continuing Nursing Education Division, offering various training programmes for nurses and allied health professionals. We also formed partnerships with renowned institutions, such as the University of California, Los Angeles (UCLA) Health, Johns Hopkins University, University of California, San Francisco (UCSF) and University of Toronto, to provide overseas on-the-job professional development.

To further enhance HKSH's efforts in continuing education for nurses and allied health professionals, IIPD was established on 1 May 2024. It serves as a dedicated platform for lifelong learning, knowledge exchange, and skill enhancement among healthcare professionals. IIPD aligns with the vision and objectives of The Li Shu Fan Medical Foundation, which was established in 1963 by Dr. LI Shu Fan, to advance medical education and research.



# MISSION, VISION AND VALUES

## MISSION

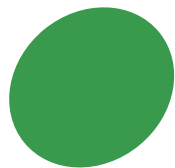
- To cultivate excellence in practice through structured training and research
- To promote evidence-based innovative practice for staff development
- To prepare healthcare providers to be the professional leaders through training and development
- To provide a platform for innovative training for the community and our surrounding regions

## VISION

Become a globally recognised and preferred innovative healthcare training institute for people development

## VALUES

- Excellence
- Collaborations
- Innovation
- Professionalism and Integrity
- Impact
- Care for Our Community



# CONTENTS



|                                                 |    |
|-------------------------------------------------|----|
| Messages                                        | 5  |
| People                                          | 8  |
| Accreditation Organisations                     | 10 |
| Highlights of the Year                          | 11 |
| Programme Highlights                            | 12 |
| Participants' Sharing                           | 28 |
| Facts & Figures                                 | 34 |
| Acknowledgement of Invited Lecturers & Partners | 38 |
| Support IIPD                                    | 43 |

# MESSAGES



Dr. LI Wai Tat, Walton  
Chief Executive Officer  
**HKSH Medical Group**  
Medical Superintendent  
**Hong Kong Sanatorium & Hospital**

The establishment of HKSH Institute for Innovation & Professional Development (IIPD) in 2024 marks our latest step in fulfilling the objectives of The Li Shu Fan Medical Foundation, i.e. to achieve clinical excellence through medical education and professional training. As the culmination of our continuing support for training of medical students, doctors, nurses and allied health professionals over the past decades, this institution serves as a dedicated platform to improve healthcare practices, foster medical innovations and promote professional development through custom-designed programmes, clinical research and academic exchanges. Building on our successes with world-renowned institutions and other staff-initiated projects, IIPD is also committed to strengthening frontline leadership and clinical partnership in care within HKSH as well as promoting professional excellence and advancement of medicine in the region.

The growth of IIPD goes hand in hand with that of HKSH Medical Group. From critical care nursing to clinical MR imaging, IIPD is crucial to our development through ongoing and new collaborations with our longtime partners, such as UCLA, UCSF and other local specialty colleges. As it continues to consolidate the existing initiatives, the recent launch of proton therapy (PT) and comprehensive cancer genomic testing has paved the way for more specialty training in the near future, including the joint PT training course with the National Cancer Center in Beijing, and our own HKSH Cancer Centre Proton Therapy Training Programme.

As exemplified by recent MOU signings with the First Affiliated Hospital and Zhongshan Ophthalmic Center of Sun Yat-sen University, Peking Union Medical College Hospital and more, HKSH is well-recognised for its brand and service model by top mainland medical institutions. Through exchanges and collaborations with these strategic partners, IIPD is set to contribute to improved clinical outcomes, greater patient support and better patient experience by promoting professional development of healthcare professionals, strengthening frontline leadership and consolidating clinical partnership in care.

IIPD is also unique in offering certificate courses to the local community and healthcare professionals. While the public can receive basic training in, among others, CPR and AED during emergency from our accredited trainers, healthcare professionals are given opportunities to enrol in different courses and pursue further qualifications at IIPD.

With IIPD as a platform for continuing professional education, we strive to scale up clinical education and elevate the whole healthcare profession to new heights in the ever-changing medical arena. Your support is crucial to our endeavours in promoting lifelong learning and professional empowerment.

# MESSAGES



Dr. CHAN Woon Tong, Joseph  
Chief Medical Officer  
**HKSH Medical Group**  
Deputy Medical Superintendent  
**Hong Kong Sanatorium & Hospital**  
Director  
**HKSH Institute for Innovation & Professional Development**  
Convenor  
**IIPD Management Committee**

Drawing on decades of HKSH’s achievements in professional training, IIPD was established in 2024 as a dynamic hub for advancing healthcare education. With innovative programmes tailored to the evolving needs of the healthcare sector, we set out to keep abreast of latest medical advancements and foster cross-border collaboration.

Over the years, HKSH has been sending staff members to some of the world’s leading institutions for overseas on-the-job professional development, such as UCLA Health of University of California, Los Angeles, Johns Hopkins University, University of California, San Francisco (UCSF) and University of Toronto. These initiatives have enabled us to integrate the international best practices into our operations, elevating the standard of patient care. IIPD further strengthens this tradition of knowledge sharing and collaboration by centralising and expanding opportunities for lifelong learning, knowledge exchange, and skill enhancement for all healthcare professionals in the region.

To address the growing demand for specialised skills, HKSH will continue to enhance and diversify training programmes through IIPD’s umbrella, ranging from oncology training to proton therapy training. Through IIPD, we reaffirm our pledge to nurture a culture of collaboration, innovation, and lifelong learning as key pillars for shaping future healthcare.

# MESSAGES



Dr. CHOW Shew Ping  
Deputy Medical Superintendent  
**Hong Kong Sanatorium & Hospital**  
Member  
**IIPD Management Committee**

HKSH Medical Group has always upheld the vision of Dr. LI Shu Fan, the late Medical Superintendent and one of the founders of Hong Kong Sanatorium & Hospital, by actively investing in the training of healthcare professionals. The establishment of IIPD in 2024 has reinforced our commitment to nurturing talents while advancing cutting-edge medical research and practice.

IIPD has institutionalised our dedication to structured professional development, offering accredited courses for nurses, allied health professionals, and specialists. It serves as a dynamic platform for collaboration and knowledge exchange with counterparts in Mainland China and overseas, fostering excellence in advanced medical care. These experiences not only enhance professional expertise but also broaden perspectives, immerse participants in diverse medical cultures, and align our practices with global standards.

Beyond expertise training, IIPD is dedicated to empowering our community through accessible health education initiatives by offering accredited courses to the public, bringing healthcare knowledge into the community.

As a private healthcare service provider, HKSH takes pride in investment in education, perpetuating Dr. LI Shu Fan’s legacy in medical training and research. True medical education goes beyond technical skills; it nurtures a caring spirit, rooted in compassion and empathy. We are dedicated to cultivating a culture of lifelong learning and genuine human connection, ensuring that all members of the healthcare sector can grow as both skilled professionals and compassionate advocates for patients in the ever-evolving field of healthcare.

# PEOPLE

## IIPD GOVERNANCE COMMITTEE

The IIPD Governance Committee, comprising external and internal members, is dedicated to providing guidance on IIPD's strategic direction and activities. The Committee actively seeks opportunities and resources to support sustainable growth of IIPD, and also promote innovation and professional development across the HKSH Medical Group.

### Committee Members:

#### Chairperson

Dr. Gabriel LEUNG

#### External Members

Prof. CHAN Siu Chee, Sophia

Dr. CHENG Mo Chi, Moses

Mr. CHENG Wai Sun, Edward

Dr. LAM Ching Choi

Prof. David SHUM

Prof. TANG Wai King, Grace

#### Internal Members

Dr. LI Wai Tat, Walton

Mr. Wyman LI

Dr. CHAN Woon Tong, Joseph

Dr. CHOW Shew Ping

Dr. LIN Wai Chi, Ada

## IIPD MANAGEMENT COMMITTEE

The IIPD Management Committee plays a pivotal role in shaping the institute's strategic direction. The Committee is dedicated to fostering excellence in healthcare education through collaborative decision-making in alignment with the objectives of HKSH Medical Group. It spearheads strategic planning by developing long-term goals, establishing key performance indicators, and defining the vision, mission, values, and guiding principles of IIPD. The Committee regularly reviews and updates strategic plans, monitors organisational progress, and evaluates the effectiveness of implemented strategies to ensure sustained impact. By setting a clear direction and scope, the Committee drives IIPD's mission to deliver innovative and high-quality professional development programmes.

### Committee Members:

Dr. CHAN Woon Tong, Joseph

Dr. CHOW Shew Ping

## IIPD STRUCTURE

Under the leadership and strategic direction of Dr. CHAN Woon Tong, Joseph, and Dr. LIN Wai Chi, Ada, IIPD is dedicated to delivering innovative, professional development training programmes and nurturing healthcare providers as professional leaders in the industry.

The day-to-day operation of IIPD is run by a team of professionals with extensive clinical experience and high managerial competence. Through strong teamwork and trust, the team is committed to advancing IIPD's mission by effective, seamless delivery of high-quality professional programmes and innovative health education under visionary leadership and strong strategic oversight. Drawing on corporate training expertise, all initiatives are designed to keep abreast of industry demands and medical advances, with the ultimate aim of fostering innovation, enhancing professional competencies, and advancing the mission of HKSH Medical Group.

### Director

Dr. CHAN Woon Tong, Joseph

### Deputy Director

Dr. LIN Wai Chi, Ada

### IIPD Working Staff

Ms. HUNG Tao Ying, Gloria

Ms. YEUNG Nga Man\*

Ms. TSANG Yuen Lam, Eunice

Ms. CHAN Po Chu\*

Ms. CHOW Uen Yi, Tracy

Mr. MUI Ka Kuen, Gary

Ms. KWAN Wing Ki, Kathy

Ms. FONG Lok San, Carrie

\*Left service

# ACCREDITATION ORGANISATIONS

IIPD's adherence to rigorous quality standards and expertise in delivering professional healthcare training is well-recognised by esteemed professional institutions through accreditations.

By demonstrating IIPD's reliability and capability in advancing professional standards with comprehensive evaluations, accreditations by the following institutions reinforce our pivotal role in promoting high-quality healthcare education and nurturing highly-skilled professionals in line with HKSH's vision:

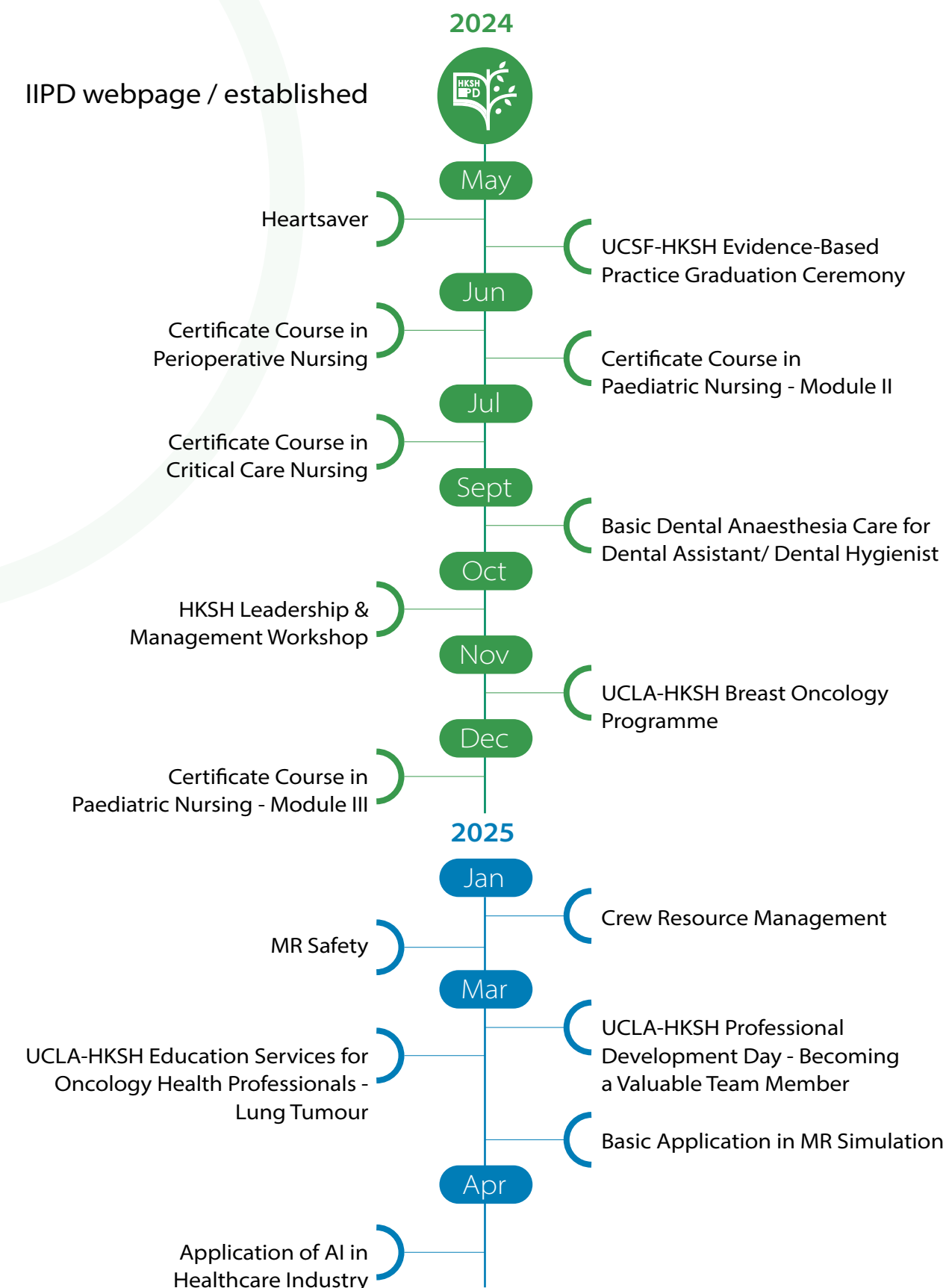
## INSTITUTION

## ACCREDITED AREA

|                                                             |                                                                                                                                                                                                                    |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| American Heart Association - International Training Center  | Basic Life Support (BLS)<br>Advanced Cardiovascular Life Support (ACLS)<br>Pediatric Advanced Life Support (PALS)                                                                                                  |
| Nursing Council of Hong Kong                                | Continuing Nursing Education (CNE) provider                                                                                                                                                                        |
| Midwives Council of Hong Kong                               | Continuing Education in Midwifery (CEM) provider                                                                                                                                                                   |
| Hong Kong Academy of Nursing & Midwifery (HKANM)            |                                                                                                                                                                                                                    |
| HKANM – Hong Kong College of Cardiac Nursing (HKCCN)        | Training Site: Intensive Care Unit, Cardiac Catheterization & Intervention Centre, Cardiology Centre                                                                                                               |
| HKANM – Hong Kong College of Critical Care Nursing (HKCCCN) | Training Site                                                                                                                                                                                                      |
| HKANM – Hong Kong College of Medical Nursing                | Training Site:<br>1. Diabetes Nursing<br>2. Haematology Nursing<br>3. Infection Control Nursing<br>4. Medical Nursing<br>5. Neurology Nursing<br>6. Oncology Nursing<br>7. Renal Nursing<br>8. Respiratory Nursing |
| HKANM – Hong Kong College of Midwives                       | Training Site                                                                                                                                                                                                      |
| HKANM – Hong Kong College of Perioperative Nursing          | Training Hospital                                                                                                                                                                                                  |
| HKANM – Hong Kong College of Surgical Nursing               | Training Site:<br>1. Surgical Nursing<br>2. Enterostomal Therapy Nursing<br>3. Ophthalmological Nursing<br>4. Urological Nursing                                                                                   |
| Allied Health Professionals                                 |                                                                                                                                                                                                                    |
| Medical Laboratory Technologists Board                      | CPD (Continuing Professional Development) Provider                                                                                                                                                                 |

# HIGHLIGHTS OF THE YEAR

IIPD webpage / established



# PROGRAMME HIGHLIGHTS

## PROGRAMME FOR CONTINUING PROFESSIONAL DEVELOPMENT

### Certificate Course in Perioperative Nursing

The Certificate Course in Perioperative Nursing was jointly organised by IIPD and the Hong Kong College of Perioperative Nursing (HKCPON) from June 2024 to January 2025. Upon completion of three modules, candidates received the Certificate of Completion in Perioperative Nursing issued by IIPD and HKCPON.



#### Objectives

To enable participants to practise as competent perioperative nurses with:

- a comprehensive understanding of perioperative nursing specialisation.
- knowledge of fundamental and advanced perioperative care, surgical and anaesthesia update, scope and standards of practice, and risk management in operating theatre.
- major concepts and theoretical knowledge of guiding specialty practice.

#### Structure

| Module | Topic                                                            | No. of Hours     |
|--------|------------------------------------------------------------------|------------------|
| I      | Anaesthesia and Fundamental Perioperative Practice               | Theoretical: 100 |
| II     | Surgical and Anaesthesia Update, Advanced Perioperative Practice | Practicum: 210   |
| III    | Operational and Risk Management                                  |                  |

#### Attendance

| Module   | No. of Participants (June 2024 – January 2025) |
|----------|------------------------------------------------|
| I        | 43                                             |
| II & III | 20                                             |

## PROGRAMME FOR CONTINUING PROFESSIONAL DEVELOPMENT

### Certificate Course in Paediatric Nursing

The Certificate Course in Paediatric Nursing is designed to equip nurses with advanced knowledge and skills to deliver exceptional care to paediatric patients and their families. The course comprises three modules, i.e.

(I) Fundamentals of Paediatric Nursing, (II) Management of Common Medical Problems in Children for Nurses, and (III) Management of Common Surgical Problems in Children for Nurses. It features a 7-day clinical attachment to provide in-depth learning in diverse paediatric healthcare settings.

By addressing the practical and educational needs of nurses, this programme sets out to foster evidence-based practice and clinical competence for safe and compassionate care. It is designed to enhance critical thinking, communication, and reflective practice in line with HKSH's mission, thereby cultivating excellence in nursing care for infants, children, and adolescents.

#### Objectives

- To synthesise foundational and specialised knowledge of child development, common paediatric ailments, and family-centred care to inform evidence-based clinical practice.
- To demonstrate advanced clinical proficiency in essential paediatric nursing procedures, including patient assessment, IV cannulation, sample collection, and pre- and post-operative care.
- To exemplify professional leadership, ethical practice, and commitment to lifelong learning within the paediatric nursing specialty.
- To apply critical thinking and clinical reasoning to analyse complex health situations and manage the comprehensive care of children with medical, surgical, and special needs.
- To implement effective communication and educational strategies to support children, adolescents, and their families throughout the care continuum.

#### Structure

| Module | Topic                                                         | No. of Hours       |
|--------|---------------------------------------------------------------|--------------------|
| I      | Fundamentals of Paediatric Nursing                            | Theoretical: 111.5 |
| II     | Management of Common Medical Problems in Children for Nurses  | Practicum: 24.5    |
| III    | Management of Common Surgical Problems in Children for Nurses |                    |

#### Attendance

| Module | No. of Participants |
|--------|---------------------|
| I      | 13                  |
| II     | 16                  |
| III    | 10                  |

Some online sessions for Module II and III were made available to external healthcare professionals, with each session accommodating about 40 to 50 participants.

## PROGRAMME FOR CONTINUING PROFESSIONAL DEVELOPMENT

### Certificate Course in Critical Care Nursing

The Certificate Course in Critical Care Nursing was jointly organised by IIPD and the Hong Kong College of Critical Care Nursing (HKCCCN) from July 2024 to August 2025. Upon completion of two modules, candidates received the Certificate of Completion in Critical Care Nursing issued by IIPD and HKCCCN.



#### Objectives

To encompass broader and comprehensive contents on intensive care nursing and provide opportunities for nurses to:

- critically examine major issues, and trends in intensive care nursing.
- enhance the knowledge, skill and practice in intensive care nursing.
- practise as competent and safe critical care nurses.

#### Structure

| Module | Topic                                 | No. of Hours |
|--------|---------------------------------------|--------------|
| I      | Fundamentals of Critical Care Nursing | 122          |
| II     | Advanced Critical Care Nursing        |              |

#### Attendance

| Module | No. of Participants |
|--------|---------------------|
| I      | 43                  |
| II     | 26                  |

PROGRAMME FOR CONTINUING PROFESSIONAL DEVELOPMENT

MR-related Training (MR Safety, Clinical Imaging, MR Simulation)

IIPD is dedicated to advancing the professional development of allied health professionals through specialised training programmes. The training scope was expanded in 2025 with “Basic and Advanced Magnetic Resonance Imaging (MRI) Safety Training” and “Basic Application in MR Simulation”, both open to HKSH staff members and outside participants. Co-organised with the Hong Kong College of Radiographers and Radiation Therapists (HKCRRT), these courses set out to advance the critical skills of participants in patient management and occupation safety.



Objectives

- To enhance participants’ understanding of MRI principles, including physics, safety guidelines, and clinical applications for radiotherapy and imaging.
- To develop proficiency in routine MR simulation workflows and patient management for radiation therapy planning across various anatomical sites.
- To foster advanced safety and emergency management competencies to uphold patient safety in MRI environments.

| Course                                                  | No. of Participants |
|---------------------------------------------------------|---------------------|
| Basic MRI Safety Training for Level I MRI Personnel     | 4                   |
| Advanced MRI Safety Training for Level II MRI Personnel | 14                  |
| Basic Application in MR Simulation                      | 16                  |

PROGRAMME FOR VOCATIONAL TRAINING

Nurse Residency Programme (NRP)

This structured initiative is designed to foster excellence in nursing practice by supporting newly joined nurses to adapt to the culture and practice of HKSH. It provides a supportive framework that bridges theoretical knowledge with the demands of clinical practice, and aligns with HKSH’s motto “Quality in Service • Excellence in Care”. Under the mentorship of experienced nurses, participants are equipped with the necessary skills, confidence, and professional identity to achieve excellence.

All participants are required to complete NRP within the first five months after joining HKSH, ensuring readiness to deliver safe, high-quality patient care.



Objectives

- To support newly joined nurses to adapt to the clinical environment and HKSH’s culture.
- To foster confidence and professional identity through structured training and mentorship.
- To develop core nursing competencies, including clinical judgment, critical thinking, communication, and decision-making skills.
- To equip nurses with the knowledge and skills to manage critical areas such as emergency nursing, infection control, fall prevention, and adverse event management, all in alignment with industry standards.
- To cultivate positive thinking, ethical decision-making, and stress management techniques.
- To build a resilient nursing workforce that is capable of thriving in dynamic healthcare settings.

| No. of Lecture Hours | No. of Participants |
|----------------------|---------------------|
| 69.5                 | 137                 |

PROGRAMME FOR VOCATIONAL TRAINING

Basic Dental Anaesthesia Care for Dental Assistant/ Dental Hygienist

In view of enhancing HKSH's dental services, the course was launched in 2024 to empower dental assistants and hygienists with a wide understanding of knowledge and skills on peri-procedural anaesthesia and sedation care. It enables participants to render effective support to dental surgeons by mastering patient preparation, equipment handling, and vital sign monitoring during dental procedures.

The course also ensures safe and efficient anaesthesia experiences for patients by fostering competence in local anaesthesia care, with a particular emphasis on clear communication and preparedness for emergency. A "Certificate of Attendance" is issued to participants with full attendance.



Objectives

- To equip participants with foundational knowledge of local anaesthesia principles and techniques to support dental procedures effectively.
- To train dental assistants and hygienists in patient preparation, including verification of patient identity, procedure details, and treatment sites.
- To develop skills for preparing treatment rooms, handling instruments, and operating equipment like suction tools to ensure procedural efficiency.
- To enable continuous monitoring of patients' vital signs, such as heart rate and oxygen saturation, to maintain safety during anaesthesia.
- To prepare participants to assist in emergencies by administering medications under supervision of dental surgeons and fostering effective team communication.

| Structure            |                     |
|----------------------|---------------------|
| No. of Lecture Hours | No. of Participants |
| 7                    | 11                  |

PROGRAMME FOR QUALITY IMPROVEMENT

HKSH Leadership & Management Workshop

The HKSH Leadership & Management Workshop is meticulously designed to enhance the management capabilities of professionals within HKSH Medical Group. It aims to cultivate leadership excellence by enable participants to navigate complex healthcare environments. By fostering a deeper alignment with HKSH's vision, the workshop also sets out to drive participants towards success, and enable them to contribute to a collaborative and engaged workplace culture.



Objectives

- To deepen participants' understanding of HKSH's corporate vision, mission, and culture to align leadership practices with organisational goals.
- To develop effective human resources management skills to foster a collaborative and engaged workplace environment.
- To enhance advanced executive communication strategies tailored for healthcare settings to improve leadership impact.
- To equip participants with practical, data-driven management principles through case studies and interactive activities for immediate application in daily operations.
- To cultivate leadership excellence to drive organisational efficiency and support the development of well-rounded healthcare leaders.

| Structure |              |                     |
|-----------|--------------|---------------------|
| Batch     | No. of Hours | No. of Participants |
| I         | 24           | 33                  |
| II        | 24           | 33                  |

PROGRAMME FOR QUALITY IMPROVEMENT

Crew Resource Management

First launched in the first quarter of 2025, the Crew Resource Management (CRM) training was joined by 89 staff members across all three sessions. This comprehensive programme sets out to cultivate essential skills in teamwork, effective communication, leadership, situational awareness and decision-making, all being critical components to minimise human errors and enhance patient safety.



Objectives

- To enhance teamwork dynamics among nursing and healthcare staff to foster effective collaboration in high-acuity clinical environments.
- To develop effective communication skills to improve information exchanges and reduce human errors.
- To strengthen leadership and assertiveness skills to promote confident decision-making and accountability.
- To build situational awareness to enhance risk mitigation and ensure patient safety as the highest priority.
- To transform theoretical CRM principles into practical competencies through immersive workshops and scenario-based learning for immediate operational application.

| Structure |              |                     |
|-----------|--------------|---------------------|
| Session   | No. of Hours | No. of Participants |
| I         | 4.5          | 30                  |
| II        | 4.5          | 30                  |
| III       | 4.5          | 29                  |

PROGRAMME FOR QUALITY IMPROVEMENT

Hospital-wide CPR Drills

These large-scale, in-situ simulation were meticulously designed to evaluate and enhance our readiness for cardiac arrest events across every department. The exercise encompassed all clinical centres, wards, and key non-clinical areas, ensuring that every staff member, from clinical to support teams, was prepared to respond with competence and speed. Through these realistic drills, we reinforced a culture of perpetual preparedness, testing not only individual knowledge but also the effectiveness of our protocols, the functionality of our equipment, and the critical dynamics of interdisciplinary teamwork under pressure.



Objectives

- To evaluate and enhance the readiness and coordinated response to cardiac arrest emergencies across all clinical and non-clinical areas of the hospital.
- To identify systemic opportunities for improvement in CPR protocols, equipment accessibility, and emergency procedures to strengthen our response framework.
- To foster a culture of continuous learning through immediate, constructive debriefing sessions that reinforce strengths and address performance gaps.
- To strengthen interdisciplinary teamwork and communication, highlighting the vital role of every staff member in a successful resuscitation effort.
- To conduct a comprehensive needs assessment to inform targeted training strategies and systems improvements, ultimately elevating our standard of emergency care.

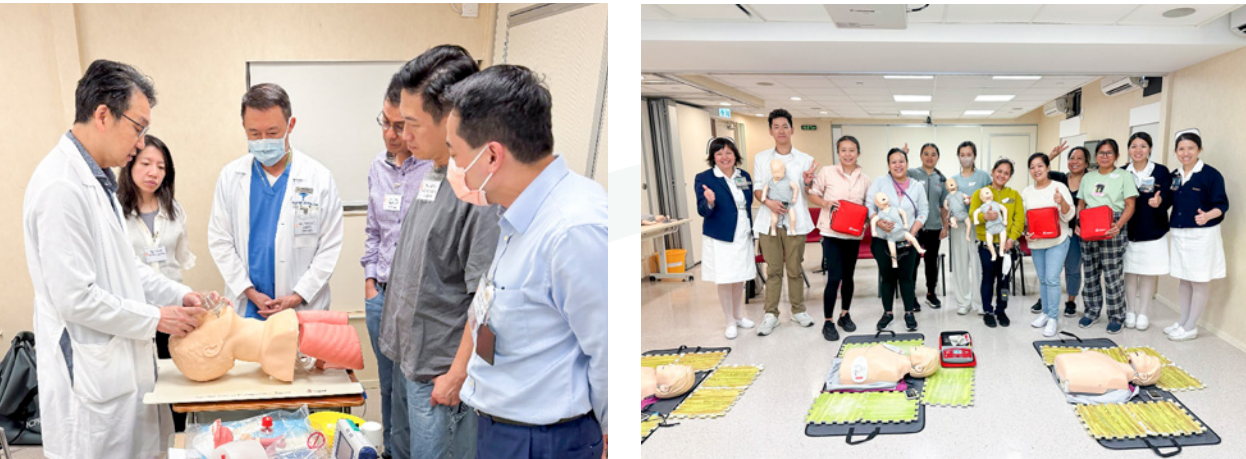
| Involved Units                                                                                         | No. of Drills |
|--------------------------------------------------------------------------------------------------------|---------------|
| Wards at Hong Kong Sanatorium & Hospital                                                               | 24            |
| Clinical Centres at Hong Kong Sanatorium & Hospital                                                    | 15            |
| Critical Care Area                                                                                     | 7             |
| Procedure Rooms                                                                                        | 6             |
| Allied Health Units                                                                                    | 8             |
| HKSH Healthcare Medical Centre (Admiralty)                                                             | 9             |
| HKSH Eastern Medical Centre (Tsao Yin Kai Block), HKSH Li Shu Fong Building, HKSH Li Shu Fong Building | 13            |
| Total                                                                                                  | 83            |

PROGRAMME FOR QUALITY IMPROVEMENT

American Heart Association Resuscitation Training

Accredited by the American Heart Association as an International Training Centre, IIPD delivers a suite of resuscitation training programmes, including Basic Life Support (BLS), Advanced Cardiovascular Life Support (ACLS), Pediatric Advanced Life Support (PALS). These accredited programmes ensure that clinical colleagues and frontline staff at HKSH are qualified to render emergency support whenever necessary. By developing staff competence in life-saving interventions, IIPD strengthens HKSH's safety culture and preparedness, ensuring a robust emergency framework that upholds the highest standards of patient care.

Introduced in May 2024, the HeartSaver course was designed to empower the general public with limited or no medical training in effective Cardiopulmonary Resuscitation (CPR).



Objectives

- To equip participants, both HKSH staff members and the general public, with skills to recognise life-threatening emergencies and deliver high-quality CPR, ventilations, and AED use in diverse settings.
- To enhance healthcare providers' proficiency in advanced resuscitation techniques, including ECG interpretation and pharmacology for ACLS and PALS.
- To strengthen team dynamics and individual skills to improve outcomes in adult, paediatric, and emergency scenarios.
- To foster a culture of safety and preparedness through targeted training aligned with American Heart Association guidelines.
- To promote community and staff readiness to deliver life-saving interventions, supporting HKSH's commitment to patient care excellence.

| Course     | No. of Participants |
|------------|---------------------|
| BLS        | 758                 |
| ACLS       | 270                 |
| PALS       | 76                  |
| Heartsaver | 137                 |

PROGRAMMES FOR COMMUNITY

Hospital Visits

IIPD proudly coordinates Visits to Hong Kong Sanatorium & Hospital and the HKSH Eastern Medical Centre, embracing corporate social responsibility in its engagement with and education for diverse community groups, including secondary students, welfare organisations, local university students, and exchange students. These programmes offer the public a unique opportunity to explore the healthcare professions and gain insights into the operations of a leading medical institution.

Through visits to specialised units such as the Comprehensive Oncology Centre, Ward, Department of Diagnostic & Interventional Radiology, and Pharmacy, IIPD provides participants with a comprehensive understanding of various hospital roles and functions. These programmes also highlight career prospects, entry requirements, and professional training opportunities within HKSH, including HKSH School of Nursing, providing those interested in joining the healthcare professions with the knowledge and inspiration to pursue careers as Enrolled Nurses or Registered Nurses (General) accredited by the Nursing Council of Hong Kong.



Objectives

- To enhance awareness of healthcare professions: provide participants with exposure to diverse healthcare roles through guided hospital visits, fostering interest in multiple healthcare professions.
- To offer insights into hospital operations: facilitate interactive tours of specialised hospital departments to deepen the understanding of their functions and contributions to patient care.
- To promote career development opportunities: educate participants on career prospects, entry requirements, and professional pathways in nursing and allied health.
- To inspire future healthcare professionals: provide hands-on learning experiences and engagement with healthcare professionals to motivate participants to pursue careers in healthcare.
- To strengthen community engagement: build partnerships with local and regional organisations, including universities and welfare groups, to promote healthcare education in alignment with HKSH's mission of community service and professional excellence.

No. of Participants: 317

COLLABORATION PROGRAMME

Overseas

IIPD is dedicated to advancing healthcare excellence through its Overseas Exchange Programme.

HKSH has a robust collaboration with University of California, Los Angeles (UCLA) Health and University of California, San Francisco (UCSF). In 2024/25, the UCLA organised a series of training related to Oncology. The UCSF continues to provide Evidence-Based Practice Programme for HKSH healthcare professionals. Both programmes aim to enhance our clinical services with evidence support.

These initiatives provide nursing staff and allied healthcare professionals with unparalleled opportunities for clinical placements, research, and cultural immersion at world-renowned institutions. Designed to enhance clinical expertise, foster professional development, and cultivate a global perspective on healthcare, the programmes equip participants with cutting-edge knowledge and skills through specialised attachments, workshops, and evidence-based practice (EBP) courses. By facilitating collaborations with leading international institutions, HKSH ensures its staff members are at the forefront of innovative healthcare practices, reinforcing the organisation’s commitment to delivering high-quality, patient-centred care.



Objectives

- To provide healthcare professionals with exposure to advanced clinical practices and cutting-edge technologies through specialised training and international visits.
- To strengthen participants’ ability to integrate evidence-based findings into clinical practice through collaborative courses and training.
- To encourage cultural immersion and engagement with diverse healthcare systems to broaden participants’ understanding of global healthcare challenges and solutions.
- To support staff in building professional networks and skills through workshops, clinical attachments, and research opportunities at prestigious institutions.
- To equip participants with the latest knowledge and innovative practices to enhance the quality and safety of patient care at HKSH Medical Group.

| Course                                                                               | No. of Participants |
|--------------------------------------------------------------------------------------|---------------------|
| Education Services for Oncology Health Professionals - Breast Oncology Programme     | 71                  |
| Education Services for Oncology Health Professionals - Colorectal Oncology Programme | 70                  |
| Professional Development Day - Becoming a Valuable Team Member                       | 42                  |

CLINICAL OBSERVERSHIP PROGRAMME

Mainland

In March 2025, IIPD launched the Clinical Observership Programme for nurses from Mainland China to foster exchanges on clinical knowledge in appreciation of the different healthcare systems in Mainland China and Hong Kong.

By strengthening partnerships with Mainland healthcare institutions, HKSH is dedicated to healthcare education through a collaborative framework for excellence in patient care across the region.



Objectives

- To enable participants to understand the patient journey and service workflow at HKSH, emphasising clinical partnerships between doctors and nurses.
- To enhance participants’ clinical knowledge through engagement in Continuing Nursing Education (CNE) activities during the Clinical Observership.
- To promote the HKSH service model and IIPD training activities to elevate our service brand and reputation in Mainland China.
- To strengthen collaboration with Mainland healthcare institutions to foster mutual professional development and alignment with international nursing standards.

Structure

| No. of Batches | No. of Participants |
|----------------|---------------------|
| 4              | 8                   |

INNOVATION PROGRAMME

Lean Six Sigma

The Lean Six Sigma Green Belt training programme focuses on process improvement by reducing waste and variations as well as enhancing efficiency and quality. Designed for professionals across both clinical and non-clinical departments, the programme empowers participants to lead or contribute to process improvement projects, fostering operational excellence in alignment with HKSH's commitment to delivering quality healthcare services.



Objectives

- To equip participants with process improvement techniques to reduce waste and variations, enhancing operational efficiency and quality.
- To develop skills in data-driven decision-making to address operational challenges effectively within clinical and non-clinical settings.
- To foster collaboration across diverse hospital functions through group projects, promoting teamwork and synergy in implementing solutions.
- To enhance employee engagement and professional growth by cultivating expertise.
- To align process improvement initiatives with HKSH's mission to deliver superior, innovative healthcare services.

No. of Participants: 28

INNOVATION PROGRAMME

Evidence-Based Practice Programme

IIPD has partnered with the University of California, San Francisco (UCSF) to launch the UCSF-HKSH Evidence-Based Practice (EBP) International Fellowship Programme since 2014. This 12-month programme empowers clinical staff to integrate evidence-based practice principles into daily operations by developing, implementing, and evaluating clinically relevant initiatives within their units or departments. Through a structured curriculum of 15 workshops, participants combine clinical expertise, scientific evidence, and patient perspectives to drive informed decision-making, enhance service quality, and align with HKSH's commitment to delivering high-quality, patient-centred care.



Objectives

- To equip clinical staff with skills to integrate clinical expertise, scientific evidence, and patient perspectives into evidence-based practice for informed decision-making.
- To enable participants to develop and implement a clinically relevant initiative to improve practices within their units or departments.
- To enhance participants' ability to evaluate and disseminate outcomes of EBP initiatives through professional poster creation and podium presentations.
- To foster a culture of evidence-based, patient-centered care that reflects the values, needs, and expectations of patients and caregivers.
- To strengthen professional development by equipping staff with tools to deliver high-quality, evidence-based services aligned with HKSH's mission.

| Structure |                  |
|-----------|------------------|
| Year      | No. of Graduates |
| 2024/25   | 12               |

# PARTICIPANTS' SHARING

## INTERNAL PROGRAMME

### Crew Resource Management (CRM) Workshop



The CRM Workshop was exceptional, with teamwork and communication standing out as the most valuable aspects.



The interactive sessions helped me understand how to collaborate more effectively with colleagues, directly improving our ability to deliver high-quality patient care.



This workshop deepened my understanding of CRM concepts and their practical application in daily work. Learning how to integrate these principles into my practice has enhanced my ability to contribute to a cohesive and efficient healthcare team.



The CRM Workshop emphasised the importance of teamwork, leadership, effective communication, and decision-making, providing tools to drive workplace change. These skills are invaluable for fostering a collaborative environment and ensuring patient safety.



The interactive games in the CRM Workshop were highly impressive and engaging. They made learning about complex communication strategies enjoyable and memorable.



The hands-on group activity, where we tackled a common communication myth, was the highlight of the CRM Workshop. It allowed participants to apply CRM concepts practically.



## INTERNAL PROGRAMME

## HKSH Leadership &amp; Management Workshop 2024/25

SS

The workshop taught me how to negotiate with HR for staff promotions and headcount requests effectively. Preparing thoroughly and considering senior management's perspectives allow me to craft successful proposals with confidence.

SS

SS

The guest speaker from Cathay Pacific Airways shared innovative team-building ideas and strategies for handling successful and unsuccessful projects. These insights inspired me to adopt creative approaches to leadership challenges.

SS

SS

The workshop introduced me to the "GROW" model, which was invaluable for assessing problem staff. By identifying obstacles they faced, I gained practical tools to support my team effectively and foster a positive work environment.

SS

SS

The workshop highlighted the link between happy staff, happy clients, and organisational success.

SS

SS

Learning negotiation skills and the feedback sandwich technique was a highlight of the workshop. Emphasising empathy when communicating with subordinates has transformed my leadership style, making interactions more constructive and supportive.

SS

SS

The workshop reinforced that practice makes perfect, with leadership skills directly applicable to daily practice. The hands-on exercises helped me refine my approach to managing nursing teams, enhancing efficiency and patient care.

SS

SS

The workshop revealed leadership as a fascinating, multi-layered concept blending psychology, strategy, and human connection.

SS

SS

The role plays and discussions on complaint management and negotiation were incredibly inspiring. The exercises encouraged me to refine my leadership techniques, fostering greater collaboration and confidence among my peers.

SS

## INTERNAL PROGRAMME

## UCSF-HKSH Evidence-Based Practice (EBP) Programme

SS

EBP is the cornerstone of our profession as registered dietitians. The programme not only deepened my understanding and application of clinical evidence but also brought valuable opportunities for my professional development.

SS

SS

EBP has not only enhanced my professional growth but also encouraged continuous learning, ensuring that my professional knowledge remains up to date. Through overseas exchanges with UCSF, I can broaden my perspective and apply theoretical knowledge and the best evidence-based practices to my clinical work.

SS

SS

The programme has made me realise that, when putting forward new policies or changes, I should first refer to relevant publications and gather information for their effectiveness, and then encourage my colleagues to adopt and make changes.

SS

SS

My horizon was broadened as I joined the EBP course and visited UCSF, where I could learn about different laboratory equipment, understand the workflows, and engage directly with their supervisors. I believe that the adoption of ACMG/AMP international assessment guidelines will enhance our colleagues' ability to handle daily tasks related to genetic variants, and most importantly, benefit patients.

SS

## EXTERNAL PROGRAMME

### Heartsaver

SS

I enrolled in the Heartsaver Course so that I can apply CPR in case a family member experiences a cardiac arrest. The training gave me clear, practical skills, and also confidence to act decisively and effectively in an emergency.

SS

SS

The most valuable aspect of the course was learning adult and infant resuscitation skills.

SS

SS

The instructors were professional and engaging, making the course highly effective. Thanks to the in-depth knowledge of CPR and AED use, I can now assist others in need with confidence.

SS

SS

The detailed instructions during the practical sessions were incredibly helpful and made the Heartsaver Course stand out. As I am interested in pursuing a nursing programme at university, this course has given me with essential skills and knowledge for my future studies.

SS

SS

The Heartsaver Course prepared me to help others in emergency situations. Its comprehensive approach to life-saving techniques has empowered me to respond effectively and calmly in critical moments.

SS

SS

The instructor's friendly and supportive approach made the course engaging and accessible.

SS

SS

It was highly practical, teaching life-saving techniques that I can apply in emergency situations.

SS

## EXTERNAL PROGRAMME

### Hospital Visits

SS

Thank you so much for providing this valuable opportunity to let us know more about different parts in the hospital. It is very useful for those who are interested in this field. It is fun to see the machines, and how they work there too ! Thank you!

SS

SS

Thank you for your fruitful workshop, which gave us a better understanding of the internal workings of the hospital.

SS

### Shadowing Programme

SS

Thank you HKSH for giving us the opportunity to have clinical attachment. We were assigned to follow two doctors in the morning. They shared their experiences and work life with us. Through the interactions, we realise that doctors are not only curing the patient with their knowledge and techniques, but also understand the human side of empathy and communication with the patients. In the later part, the mentor from the laboratory introduced the equipment for tests and analysis. He was really enthusiastic and willing to answer our questions. Thank you all mentors for getting us more insights and inspirations which reinforce our interest in the field.

SS

SS

Thank you for the opportunities to give us more ideas about our future career paths. Also, we learnt a lot about the operations of different departments in the hospital and the importance of team spirit. Thanks to all mentors for getting us more insights and inspirations which enhance our interest in the field.

SS

# FACTS & FIGURES

| Category                     | Training Programme                                                                                                  | No. of Participants |
|------------------------------|---------------------------------------------------------------------------------------------------------------------|---------------------|
| I. Nurse Residency Programme |                                                                                                                     |                     |
| 1                            | "Induction Programme for Newly Joined Nursing Staff - Introduction of Patient Journey: from Admission to Discharge" | 137                 |
| 2                            | Emergency Nursing Management                                                                                        | 133                 |
| 3                            | Recognising & Responding to Clinical Deterioration                                                                  | 133                 |
| 4                            | Basic ECG                                                                                                           | 127                 |
| 5                            | Advanced Infusion Therapy & Safe Venipuncture Techniques                                                            | 74                  |
| 6                            | Nursing Management for Infusion Therapy                                                                             | 74                  |
| 7                            | Patient Safety - Fall Prevention & Management                                                                       | 133                 |
| 8                            | Patient Safety - Pressure Injury Prevention & Management                                                            | 133                 |
| 9                            | Patient Safety - Application of Common Medical Devices                                                              | 133                 |
| 10                           | Introduction to Quality & Safety                                                                                    | 137                 |
| 11                           | Quality & Safety - Risk Management                                                                                  | 137                 |
| 12                           | Incident / Accident / Adverse Event Management                                                                      | 137                 |
| 13                           | Blood Transfusion Safety                                                                                            | 137                 |
| 14                           | Quality & Safety - Infection Control                                                                                | 137                 |
| 15                           | Quality & Safety - OSH                                                                                              | 155                 |
| 16                           | Medical Records Documentation                                                                                       | 165                 |
| 17                           | Legal Aspects of Nursing                                                                                            | 165                 |
| 18                           | Making Ethical Decision                                                                                             | 155                 |
| 19                           | Conflict and Stress Management                                                                                      | 165                 |
| 20                           | How to Win the Affections and Trust of Others at Work Place                                                         | 139                 |
| 21                           | Positive Thinking                                                                                                   | 139                 |
| 22                           | Debriefing Session                                                                                                  | 265                 |

| Category             | Training Programme                                | No. of Participants |
|----------------------|---------------------------------------------------|---------------------|
| II. Clinical Updates |                                                   |                     |
| 1                    | Clinical Updates in Clinical Genetics             | 57                  |
| 2                    | Clinical Updates in Cardiology                    | 181                 |
| 3                    | Clinical Updates in Critical Care                 | 88                  |
| 4                    | Clinical Updates in Gerontology                   | 122                 |
| 5                    | Clinical Updates in General Surgery               | 371                 |
| 6                    | Clinical Updates in Mental Health                 | 244                 |
| 7                    | Clinical Updates in Nephrology                    | 118                 |
| 8                    | Clinical Updates in Neurology                     | 140                 |
| 9                    | Clinical Updates in Obstetrics & Gynaecology Care | 262                 |
| 10                   | Clinical Updates in Oncology                      | 431                 |
| 11                   | Clinical Updates in Ophthalmology                 | 302                 |
| 12                   | Clinical Updates in Orthopaedic & Traumatology    | 76                  |
| 13                   | Clinical Updates in Otorhinolaryngology           | 62                  |
| 14                   | Clinical Updates in Paediatric Care               | 153                 |
| 15                   | Clinical Updates in Perioperative Care            | 207                 |
| 16                   | Clinical Updates in Rehabilitation                | 31                  |

| Category                                             | Training Programme                                                        | No. of Participants |
|------------------------------------------------------|---------------------------------------------------------------------------|---------------------|
| III. Management, Quality & Safety                    |                                                                           |                     |
| 1                                                    | Crew Resource Management                                                  | 89                  |
| 2                                                    | HKSH Leadership & Management Workshop                                     | 66                  |
| 3                                                    | Medical Equipment                                                         | 179                 |
| 4                                                    | Medication Safety                                                         | 452                 |
| 5                                                    | New Policy                                                                | 300                 |
| 6                                                    | Occupational Health & Safety                                              | 568                 |
| 7                                                    | Quality Forum                                                             | 171                 |
| 8                                                    | Risk Management                                                           | 587                 |
| IV. American Heart Association Programme             |                                                                           |                     |
| 1                                                    | Basic Life Support for Healthcare Provider Course (BLS)                   | 758                 |
| 2                                                    | Advanced Cardiovascular Life Support Provider (ACLS)                      | 270                 |
| 3                                                    | Paediatric Advanced Cardiovascular Life Support Provider (PALS)           | 76                  |
| 4                                                    | Heartsaver CPR AED                                                        | 137                 |
| V. Collaboration Programme with Overseas Institution |                                                                           |                     |
| 1                                                    | Collaboration Programmes with UCLA - Oncology Nursing                     | 183                 |
| 2                                                    | Collaboration Programmes with UCSF - Evidence-Based Practice / Leadership | 88                  |
| 3                                                    | Post Professional Visit Sharing                                           | 186                 |
|                                                      | <b>Total</b>                                                              | <b>10,065</b>       |

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