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Ownership: Health Licensing Department

Applicability: This policy applies to any health professional practicing or opting to practice in a DHA licensed health facility in the Emirate of Dubai.

1. Purpose:

- 1.1. To comply with the Federal Law no. (5) Of 2019 concerning the practice of the human medicine profession and its amendments, Federal Law No. (5) Of 1984 regarding the practice of some medical professions by pharmacists and non-physicians and Cabinet Decision no. (40) of 2019 concerning UAE Federal Law concerning Medical Liability and Local Law no. (6) of 2018 concerning Dubai Health Authority.
- 1.2. To align with the Dubai plan 2021 and the corresponding Dubai Health Authority (DHA) strategic objectives.
- 1.3. To ensure that the documents submitted for licensure to the Health Licensing Department are adequate and fulfill the requirements stipulated in the Unified Healthcare Professional Qualification Requirements (PQR) and are in accordance with the applicable federal and local laws.
- 1.4. To ensure that highly skilled and competent healthcare professionals are licensed to practice and provide safe and high quality health services to the population of Dubai.

2. Scope:

- 2.1. Licensure procedures needed for obtaining a health professional license to practice any health profession in a DHA licensed health facility in the Emirate of Dubai.

3. Abbreviations and Definitions:

CME	:	Continuing Medical Education
CPD	:	Continuing Professional Development
DG	:	Director General of Dubai Health Authority
DHA	:	Dubai Health Authority
DHCC	:	Dubai Healthcare City Authority Regulatory
DOH	:	Department of Health - Abu Dhabi
GSC	:	Good Standing Certificate
HF	:	Health Facility
HP	:	Healthcare Professional
MOHAP	:	Ministry of Health and Prevention
MOU	:	Memorandum of Understanding
MPC	:	Medical Practice Committee
PQR	:	Unified Healthcare Professional Qualification Requirements
PSV	:	Primary Source Verification
UTV	:	Unable to Verify

Authorities: The Regulatory Authorities within the United Arab Emirates according to the geographical jurisdiction, Ministry of Health and Prevention (MOHAP), Department of Health - Abu Dhabi (DOH) and Dubai Health Authority (DHA).

Continuing Professional Development: A range of learning activities through which healthcare professionals maintain and develop their knowledge and skills throughout their career to ensure that they retain their capacity to practice safely, effectively and legally within their evolving scope of practice. CPD is also referred to as Continuing Medical Education (CME).

Credentials: Are the documented evidence of education/ qualifications, registration/ license, training/ experience and other documents that are required to check the eligibility of the health professional to obtain a license.

Crosscheck: is the background screening process from records obtained from law enforcement, regulatory agencies and terror watch-lists across the globe

Discontinuity in practice: An interruption of clinical practice exceeding two (2) years as per PQR.

Dubai Medical Registry: Dubai medical registry is a public database maintained by DHA, which includes details of both licensed HPs as well as registered HPs.

Experience: Hands on clinical experience gained by a licensed healthcare professional during a salaried employment/contractual period and it excludes volunteer jobs, observership, or clinical attachment.

Good Standing Certificate: A certificate showing evidence that the healthcare professional is competent to practice the profession, has not been found guilty of unprofessional conduct, and that there are no pending or previous disciplinary orders or criminal proceedings against the healthcare professional. The same licensing authority of the healthcare professional registration / license must issue the certificate.

Healthcare Professional: A person who by education, training, certification and licensure is qualified to provide healthcare services.

License: A permission granted by an authority to practice a healthcare profession.

Logbook: A typed comprehensive record from physicians and dentists with surgical specialties for the last two (2) years demonstrating clinical competence through mixed major cases, signed, and stamped by the medical director of the facility or the head of department, mentioning the name, date, and total number of procedures performed within the mentioned period.

Medical Fitness Certificate: A report issued by DHA Health Centres within the last three (3) months confirming that the applicant/ HP is medically fit to practice.

Negative Result: A verification result indicating a negative feedback of the submitted credentials.

Position: The term describing the applicant/ HP designation which consist of Category, Title, and Specialty.

Positive Result: A verification result indicating that all submitted credentials have been verified successfully.

Primary Source Verification: A process of validating documents required for licensure from the issuing organization. PSV can be referred to as Document Verification.

Qualification: An educational evidence granted by universities, colleges, academic institutes or schools that are nationally accredited or formally recognized.

Registration: First step into obtaining the license, DHA registration confirms the HP eligibility for the applied position. HP registration must be activated into a license by a hiring facility in order to start practicing a health profession.

Sheryan: is the DHA Digital gateway for registering and licensing healthcare professionals and facilities in Dubai.

Unable to Verify Result: A verification result indicating an incomplete verification process related to failure in providing all necessary credentials, and/or applicant is not responding to verification agency, and/or certain issues related to the issuing body.

Unified Healthcare Professional Qualification Requirements (PQR): a unified document developed in cooperation with The Regulatory Authorities in UAE on the 10th of October 2014, which sets the professional qualification requirements necessary to license healthcare professionals in the UAE and transfer of license requirements across the Emirates.

4. Policy Statement

- 4.1. This Policy shall be read in conjunction with the Unified Healthcare Professional Requirements (PQR).
- 4.2. All Healthcare Professionals (HP) must be licensed in order to provide healthcare services in the Emirate of Dubai.
- 4.3. Health licensing department at the Health Regulation Sector shall review the eligibility of the applicant for the applied position(s).
- 4.4. Health Professional Licensing shall be issued following the below steps:
- 4.4.1. Create a Sheryan account.
- 4.4.2. Fulfill the PQR requirements.
- 4.4.3. Obtain a Positive Primary Source Verification (PSV) result.
- 4.4.4. Fulfill the assessment requirements as per PQR and relevant policies therein.
- 4.4.5. Obtain a registration on Dubai Medical Registry.¹
- 4.4.6. Activation of the Health Professional License by the employing healthcare facility.
- 4.5. Applicant details must match his/her passport copy, which must be valid and uploaded in the system. In case of name change, supporting documents must be provided in the application (e.g. marriage certificate, etc.).
- 4.6. A valid medical fitness report shall be required for the following:
- 4.6.1. Registration applications, where there is a physical, mental or emotional condition, which may impair the applicant's ability to provide healthcare services.
- 4.6.2. License Activation and License Renewal applications where the HP is 65 years or above.

¹ In positons requiring oral assessment, conditional approval for registration will be granted till a pass result is obtained within 3 months of the approval date.

4.7. In certain circumstances, the Health Licensing Department, Medical Practice Committee (MPC), Appeal Committee or Director General (DG) reserve the right to further request additional requirements as deemed necessary.

4.8. Relevant actions shall be undertaken for the application/registration/license in the following conditions (including but not limited to):

4.8.1. Professional currently restricted to practice in any jurisdiction.

4.8.2. The license been revoked/suspended/blacklisted in any jurisdiction.

4.8.3. Professional with criminal record or has been prosecuted and/or convicted by court in any jurisdiction in which it may relate to the current clinical practice.

4.8.4. Confirmation from DHA Medical Fitness Centers of being unfit to practice.

4.8.5. Failure to declare information about pending or confirmed malpractice issued by other regulatory bodies.

5. Sheryan Health Licensing Services:

5.1. The following licensing services are available through online licensing system (Sheryan):

5.1.1. Get Registered.

5.1.2. License Card Replacement.

5.1.3. Renew/Restore Professional Registration.

5.1.4. Activate Professional License.

5.1.5. Add/ Upgrade Professional Registration.

5.1.6. Renew Professional License.

5.1.7. Update CPD points.

5.1.8. Add/ Upgrade Professional License.

5.1.9. Schedule Oral Assessment.

5.1.10. Cancel Professional License.

5.1.11. Request Good Standing Certificate.

5.1.12. Raise license cancelation issues.

5.2. Applications pending for additional documents shall be automatically cancelled after the lapse of three (3) months in the applicants Sheryan account.

5.3. Applicants will be liable for any false, untrue, misleading or misrepresented information or documents and DHA reserves the right to take the necessary action in this regard.

6. **Health Professional Licensure Process:**

6.1. Professionals Qualification Requirements (PQR):

6.1.1. Applicants shall complete the self-assessment tool and fulfill the PQR requirements for the applied licensure (certain specialties out of the scope of the PQR document are found in **Appendix 1**).

6.2. Primary Source Verification (PSV):

6.2.1. All new applicants and professionals applying for add/upgrade title, shall go through PSV of their credentials.

6.2.2. PSV is currently delegated by DHA to a third-party professional verification agency to validate the required documents.

6.2.3. The outcome of the verification could be one of the following:

- a. Positive Result.
- b. Unable to Verify (UTV) Result.
- c. Negative Result.

6.2.4. PSV process applies to the following documents:

- a. Education qualifications.

- b. Registration or license.
- c. Experience (Experience from DHA licensed health facilities shall not require verification unless requested otherwise by DHA)
- d. Any other relevant document(s) requested by DHA.

6.2.5. In case of UTV result, the applicant may seek to apply for re-verification of the same document twice.

6.2.6. For Negative result, the applicant may seek to apply for re-verification of the same document once.

6.2.7. DHA accepts verification reports issued by other authorities, which it has agreements/MOU with.

6.3. Assessment

6.3.1. Depending on the applied position, assessment may be an Oral Assessment or a Computer Based Testing (CBT).

6.3.2. All applicants shall be given three (3) attempts² to successfully pass the assessment modality. Failure to pass upon the third attempt shall result in blocking the applicant from reapplying (for the same or lower position for the period of two years).

6.3.3. Assessments do not apply on the following:

- a. Applicants exempted from assessment as per PQR and (**Appendix 2**).
- b. Applicants who passed assessment within five (5) years from the date of obtaining the registration.
- c. Professionals that are maintaining an active registration.
- d. Professionals applying within two (2) years from the professional license cancellation date.

² From the date of PQR implementation.

6.3.4. Trainees who have completed the necessary training period are required to successfully pass the DHA assessment to obtain a full registration.

6.3.5. Applicants may apply for a re-assessment for CBT with no restriction on duration between the attempts.

6.3.6. The results report shall indicate a “pass” or “fail” without details of the result of the assessment.

6.3.7. The cancellation or failure to attend CBT or oral assessment will not be considered a failed attempt in the assessment.

6.3.8. The following applies to Oral Assessment:

- a. For scheduling oral assessment, the applicant shall select an available date or select a specified desirable date at an additional cost.
- b. In cases where no dates are available in the upcoming 3 months, then the applicant shall select a 10-day date range.
- c. Applicants may reschedule the assessment within 5 working days of the set date at no additional cost.

6.4. Health Professional Registration

6.4.1. Applicant must provide legally translated versions of their documents into English or Arabic.

6.4.2. Applications shall be reviewed by the Health Licensing Department at HRS who may approve, reject or undertake the following actions:

- a. Request for additional documents/information, assessment or PSV.
- b. Change the requested position and inform the applicant accordingly.

c. Set a trainee restriction, based on lack of required experience or discontinuity of practice as per PQR criteria³

d. Add limitations to the applicant's license to practice.

6.4.3. The applicant shall be listed on the Dubai Medical Registry once the registration is issued.

6.4.4. The validity of the registration is one year from the date of issuance.

6.4.5. If the registration was not activated to a license within the validity period, the HP is responsible to renew the registration (provisionally or fully); otherwise the registration shall be cancelled and a new registration application shall be started by the applicant if required.

6.4.6. The HP can apply to renew their registration within 90 days before the expiry date of the registration or 90 days post the cancellation of the professional's license.

6.4.7. Methods to renew registration:

a. Renew as provisional registration: This service is designed for healthcare professionals who do not plan to practice in Dubai for the time-being but would like to maintain their approved registration position.

b. Renew/restore professional registration: This service is designed for healthcare professionals planning to practice in Dubai by keeping their registration records updated with recent verified qualification(s), experience(s) and other required documents.

6.5. License Activation:

6.5.1. Activation of the license is applied through the facility Sheryan account.

6.5.2. HP is required to approve the facility license request.

6.5.3. The HP can approve requests from several facilities, and their license will be activated on the facility that completes the payment first.

³ This includes physicians and dentists of surgical specialties practicing at Telehealth facilities for more than 2 years.

- 6.5.4. The HP reserves the right to withdraw their approval as long as the facility has not completed payment for the Activate Professional License service.
- 6.5.5. The validity of the HP license is 1 year unless determined otherwise on Sheryan.
- 6.5.6. Medical malpractice insurance must be maintained at all times of the HP practice and must reflect all activated positions by the hiring facility.
- 6.5.7. An Interim license (e-copy) shall be issued upon license activation which shall be deemed acceptable to commence practice until receiving the DHA license card.
- 6.5.8. The HP is not entitled to practice in a facility which falls under any of the following criteria:
- Facility license is inactive.
 - Facility or related specialty is temporarily or permanently closed.
 - Facility or related specialty license has expired.
 - Facility or related specialty license is suspended or revoked.
- 6.5.9. Health facilities must ensure the full-time supervision requirements are met as set out in **(Appendix 3)**.
- 6.5.10. A physician/dentist with surgical specialties working full-time at an outpatient facility for 2 years or more, may not be able to join a Hospital or a Day Surgical Center (DSC) as full-time or part-time without being involved in surgical practice (by providing a surgical logbook) for the last 2 years.
- 6.5.11. License types:
- Full-Time License:
 - The first DHA license is always a Full-Time License.
 - Part-Time License:

- i. All HPs require a part-time license approval by the full-time licensing facility Medical Director.
 - ii. The number of Part-Time licensures allowed for HPs are listed in (**Appendix 4**). If more than one scenario applies to the HP, then the higher number of permissions shall be considered.
 - iii. The Part –Time license(s) will be set as inactive when the Full-Time license is cancelled until expiry unless one of the following actions is undertaken:
 - A new Full-Time License is activated and the Medical Director approves the Part-Time license (Part-Time license validity remains the same).
 - The Part-Time Facility applies to convert the license to Full-Time within three (3) months from cancelation. (new license will have the same validity of the previous Part-Time license)
 - iv. A physician/dentist with surgical specialty working at an outpatient facility opting to activate a part-time license in a Hospital/Day Surgical Center (DSC) must provide a logbook for the last 2 years.
 - v. The HP can practice at branches of the Full-Time licensing facility, as selected upon license activation.
- c. Trainee License:
- i. HP not meeting PQR experience criteria shall be issued trainee restricted registration that should be activated into a license on a training facility, until the required experience is completed.
 - ii. A HP with a full-time license can have an active trainee license for a different position.

iii. Change of Clinical Supervisor must be finalized within one (1) month. Otherwise, the following shall apply:

- Trainee license shall remain active for one (1) month.
- Past the one (1) month period, the Trainee license shall be set to Inactive status for one (1) month.
- After that, the Trainee license shall be cancelled.

6.6. Add/Upgrade Professional License:

6.6.1. The updated HP's license can be updated by the full or part time licensing health facility providing the specialty is available within the facility's license.

6.6.2. Updating the HPs does not impact the validity of the license.

6.7. Renew Professional License:

6.7.1. The Health Facility shall apply for renewal of a HP license within three (3) months of its expiry.

- a. Full time license can be renewed after six (6) months of expiry with penalties.
- b. Part-time and Trainee license will be set to Expired with no penalties and without the options for renewal.

6.7.2. Trainee license cannot be renewed beyond the trainee restriction period.

6.8. Cancel Professional License:

6.8.1. If the HP resigned, the Health Facility shall cancel the HP's license.

6.8.2. The HP is not required to submit their license card to DHA following cancellation.

6.8.3. The cancellation of license will not proceed in the following scenarios:

- a. The HP is the Medical Director, where the Medical Director has to be changed prior to the cancellation.

- b. The HP has an active appeal, where the appeal must be cancelled and all fines must be paid prior to the cancellation of the license.
- c. The HP is under investigation, where the investigation outcome must be issued prior to the cancellation.

6.8.4. Following license cancellation:

- a. The registration status will be set as “Active in Transition” for ninety (90) days, where the registration can be renewed or activated into a new license.
- b. After this period the HP has to apply for a new registration.

6.8.5. In case the Health Facility refuses to cancel the HP license, the HP can escalate the issue to DHA through the ‘Raise license cancelation issues’ service with any of the following supporting documents:

- a. New employment visa under new registered health facility
- b. Confirmation of employment Visa or Labor card cancellation.
- c. Temporary permission to work in another healthcare facility from Ministry Human Resources and Emiratization.

6.9. Good Standing Certificate (GSC):

- 6.9.1. GSC shall be issued for currently and previously licensed HPs after completing three (3) months of licensure.
- 6.9.2. GSC is an electronic certificate generated by the licensing system into the HP account.
- 6.9.3. GSC can be verified via DHA website through “Verify Document” service in Sheryan portal.
- 6.9.4. The issued certificate shall include details of the HP License suspension and revocation in the past ten (10) years, (**Appendix 5**).

6.9.5. If the HP has history of suspension/revocation/warning/notice/undertaking letter issued in the past two (2) years, or is under active investigation the certificate will be titled as “Current Status”.

6.9.6. GSC information is limited to the HP medical practice and does not indicate non-medical criminal/legal cases or ethical conduct.

6.10. Revocation/suspension of license:

6.10.1. DHA - through its responsible party such as MPC, Appeal Committee or DG - may take the following decision/action on the HP license following medical malpractice, PSV result or disciplinary action taken by another health regulator/board:

- a. Precautionary suspension, until the final decision is reached, including but not limited to the following scenarios:
 - i. The HP practice may put patient safety at risk.
 - ii. Negative PSV reports (**Appendix 6**).
- b. Suspension.
- c. Revocation.

6.10.2. DHA will share the revocation/suspension decision with the respective authorities as deemed necessary or as per its agreement.

6.10.3. DHA shall review applications from applicants with a revoked professional license after completing a period of two (2) years from the date of revocation.

- a. Following two (2) years, re-applying will be subject to MPC approval and fulfilment of the PQR criteria including positive verification of new documents and assessment, if applicable.

6.10.4. HPs with revoked/suspended licenses are not permitted to do any clinical, administrative or management work at a health facility.

6.11. CPD:

6.11.1. HPs with active license(s) are obligated to complete the target CPD requirements as per the PQR.

a. If there are multiple categories under the HP license, the target CPD points shall be combined.

6.11.2. Target CPD points requirements shall not be less than 70% in the area of the professional specialty and 30% can be in the area of general professional development.

6.11.3. Only 30% of the total target CPD points can be gained through online programs.

6.11.4. If the HP overachieves their target CPD points, they are eligible to carry forward up to 10 CPD points to the following year.

a. Overachieved target CPD points cannot be transferred two years in a row.

6.11.5. If the HP underachieves their target CPD points, then the remaining CPD points must be made up in the following year.

6.11.6. HP who do not meet the yearly CPD points or have a CPD action pending will only be able to access the following online services:

- a. Update CPD.
- b. Payment of Fines.
- c. Cancel Professional License.
- d. Update Professional Registration.

6.11.7. The following are not considered activities for target CPD:

- a. Regular morning meetings, endorsements, ward rounds and case revisions.

- b. Departmental or medical society internal meetings.
- c. Community and patient awareness sessions.
- d. Public directed activities.
- e. Software skills training.
- f. Induction and orientation programs.
- g. Basic product training and product-specific knowledge.

6.11.8. CPD points will be accepted nationally and internationally providing they are recognized by the regulatory authority of the respective country.

6.11.9. Claiming fraudulent CPD will result in disciplinary actions decided by the MPC.

7. References

- 7.1. Cabinet Decision no. (40) of 2019 concerning UAE Federal Law concerning Medical Liability.
- 7.2. Federal Law no. (5) of 2019 concerning the practice of the human medicine profession and its amendments.
- 7.3. Federal Law No. (5) Of 1984 Concerning practice of Non-physicians and Pharmacists health professions.
- 7.4. Federal Law no. (7) Of 1975 Concerning the Practice of Human Medicine.
- 7.5. Cabinet Decision no. (20) of 2017 concerning Unified Healthcare Professional Qualification Requirements for licensing health professionals in the country.

Appendices:

Appendix-1

Specialty	Requirements
<p>Interventional Radiology:</p>	<ol style="list-style-type: none"> 1. Valid license or registration as Radiologist / Interventional Radiologist. 2. Recognized specialty certificate in Radiology. 3. Fulfilling the experience requirements as per the PQR. 4. Degree or Diploma Certificate in Interventional Radiology not less than 12 months in duration from an accredited training institution. <p>OR</p> <p>Transcript of a structured program in Interventional Radiology for a period of not less than 24 months in a recognized teaching facility (for countries where specialty certificate in Interventional Radiology is not issued).</p> <ol style="list-style-type: none"> 5. Recommendation letter(s) from the training supervisor indicating that the applicant can work independently as Interventional Radiologist. 6. Log book with evidence of completion of at least 300 cases as first or only operator. The logbook should be signed by the supervisor / training director
<p>Neonatology</p>	<ol style="list-style-type: none"> 1. Valid license or registration as Pediatrician/Neonatologist. 2. Recognized specialty certificate in Pediatrics (for countries where neonatology specialty certificate is not issued) 3. 5 years of experience in Neonatology in a hospital setting.

Appendix 2- Exam Exemption Criteria for Consultant/Specialist Physicians

Country	Equivalency Assessment
Austria	<ul style="list-style-type: none"> Facharzt Diplom (Diploma of medical specialist) issued by Österreichische Ärztekammer <p>OR</p> <ul style="list-style-type: none"> An Arztfür Allgemeinmedizin (Diploma of general medicine)
Belgium	<ul style="list-style-type: none"> Bijzondere Beroepstitel van geneesheer specialist/Titre professionnel particulier de médecin spécialiste awarded by the Minister bevoegd voor Volksgezondheid/Ministre de la Santé Publique (Formal evidence of having qualified as a medical specialist issued by Minister of Public Health) <p>OR</p> <ul style="list-style-type: none"> Bijzondere beroepstitel van huisarts/Titre professionnel particulier de médecin généraliste (certificate of specific training for general medical practice)
Denmark	<ul style="list-style-type: none"> Bevis for tilladelse til at betegne sig som speciallæge (Certificate concerning the title of Specialist - Issued by Authority of health services (Sundhedsstyrelsen) <p>OR</p> <ul style="list-style-type: none"> Tilladelse til at anvende betegnelsen alment praktiserende læge /Speciallæge i almen medicin (certificate of specific training for general medical practice)
Finland	<ul style="list-style-type: none"> Erikoislääkarin tutkinto/ Special läkarexamen (Certificate of degree of specialist in medicine awarded by a Finnish University) <p>OR</p> <ul style="list-style-type: none"> Todistus yleislääketieteen erityiskoulutuksesta/Bevis om särskild allmänläkarutbildning (Certificate of specific training for general medical practice)
France	<ul style="list-style-type: none"> Certificat d'études spécialisées de médecine (CES) (Certificate of Specialised Studies in Medicine issued by French University) <p>OR</p> <ul style="list-style-type: none"> Diplôme d'études spécialisées (DES) /Diplôme d'études spécialisées complémentaires qualifiant de médecine (DESC - diploma of complementary specialised studies) issued by French University <p>OR</p>

	<ul style="list-style-type: none"> Diplôme d'études spécialisées de médecine générale (qualification in general medicine)
Germany	<ul style="list-style-type: none"> Fachärztliche Anerkennung/Urkunde(Certificate of medical specialist issued by State's Chamber of Physicians (Arztekammer) <p>OR</p> <ul style="list-style-type: none"> A Zeugnis über die spezifische Ausbildung in der Allgemeinmedizin (certificate of specialist training in general medicine)
Iceland	<ul style="list-style-type: none"> Sérfræðileyfi (Certificate of specialist in medicine- issued by The Directorate of Health) <p>OR</p> <ul style="list-style-type: none"> An Almennt heimilislækningaleyfi (Evrópulækningaleyfi) (certificate of specific training for general practice)
Luxembourg	<ul style="list-style-type: none"> Certificat de médecin spécialiste issued by the Ministre de la Santé publique <p>OR</p> <ul style="list-style-type: none"> Diplôme de formation spécifique en médecine générale
Netherland	<ul style="list-style-type: none"> Bewijis van inschrijving in een Specialistenregister (Certificate of recognition AND Registration/certificate of entry in the Specialist Register as mentioned in the PQR)
Norway	<ul style="list-style-type: none"> Spesialistgodkjenning issued by the Den Norske Legeforening (Medical Association of Norway) or Norwegian Directorate of Health <p>OR</p> <ul style="list-style-type: none"> Bevis for kompetanse som allmennpraktiserende lege/Godkjenning som allmennpraktiserende lege (certificate of specific training for general medical practice) issued by Norwegian Registration Authority for Health Personnel (SAK)

<p>Sweden</p>	<ul style="list-style-type: none">• Bevis om specialistkompetens som läkare (certificate of the right to use the title of specialist) issued by the Socialstyrelsen (National Board of Health and Welfare of Sweden) <p>OR</p> <ul style="list-style-type: none">• Bevis om kompetens som allmänpraktiserande läkare (Europaläkare) (certificate of specific training for general practice) issued by the Socialstyrelsen (National Board of Health and Welfare of Sweden)
<p>Switzerland</p>	<ul style="list-style-type: none">• Diplôme de médecin spécialiste/Diplom als Facharzt/ Diploma di medico specialista (specialist qualification) issued by the Swiss Federal Department of Home Affairs (FDHA) <p>OR</p> <ul style="list-style-type: none">• Certificate of specific training for general medical practice issued by the Swiss Federal Department of Home Affairs (FDHA) AND a document from the Federal Department of Home Affairs (FDHA) confirming that the training leading to the award of your GP certificate meets the standards detailed in Article 28 of Directive 2005/36/EC

Appendix 3 – Full time supervision requirements for Health Facilities

Category	Title	Supervising full-time professional
Nursing and Midwifery	Assistant Nurse	- Registered Nurse
	Registered Midwife	- Specialist or Consultant Obstetrics and Gynecology except in home care facilities
	Assistant Midwife	- Registered Midwife except in home care facilities
Allied health	Audiology Assistant	- Audiology Technologist
	CSS Aide	- CSS Technician (to be further discussed with regulation section as it is not mentioned in the PQR)
	Dental Laboratory Aide	- Dental Lab Technician
	Hair Transplant Technician	- Specialist or Consultant Plastic Surgeon. OR - Specialist or Consultant Dermatology or General Surgery with hair transplant privilege title (regulation attached in the email – currently adding the privilege is not properly linked in the system, HP applies from a new account for hair transplant technician title)
	Laser Hair Technician	- Specialist or Consultant Dermatology. OR - Specialist or Consultant Plastic Surgery. OR - Specialist or Consultant Family Medicine or Internal Medicine with laser privilege
	Assistant Medical Physicist	- Medical Physicist Technologist.
	Occupational Therapy Technician	- Occupational Therapist.

	Ophthalmic Technician	- Specialist or consultant ophthalmologist.
	Psychometrist	- Clinical or health or Neuro psychologist.
	Assistant Psychologist	- Clinical or health or Neuro psychologist.
	Dialysis Technician	- Dialysis Technologist or Nephrologist.
	Respiratory Therapy Technician	- Respiratory Therapist or Specialist or consultant Pulmonology Diseases.

Appendix 4 – Number of Permitted Part time Licenses

Private Healthcare Professional scenario	Maximum number of Part Time Permissions
General Practitioner/ General Dentist/ Nurses & Midwives/ Allied Healthcare professionals/ Traditional Complementary and Alternative Medicine	1
Specialist (non-surgical specialties)	2
Specialist (surgical specialties)	4
Consultant	4
Specialist under-supervision/ Registrar	1
Residents and trainees	0

Appendix 5– Details of GSC and Current Status Certificate

License history	Certificate Name	Certificate details
No previous disciplinary actions during the last 10 years	Good Standing	I hereby certify that no disciplinary proceedings / actions were initiated by the Dubai Health Authority, against the practitioner listed above nor any proceeding is presently contemplated.
Warning letter or Notice letter during the last 10 years (not during the last 2 years)	Good Standing	I hereby certify that no disciplinary proceedings / actions were initiated by the Dubai Health Authority, against the practitioner listed above nor any proceeding is presently contemplated.
Notice letter (during last 2 years)	Good Standing	I further certify that the above mentioned practitioner was issued a Notice letter on ----- ------. However, no current disciplinary proceedings / actions are initiated by the Dubai Health Authority, against the practitioner listed above.
Suspended during the last 10 years (not during the last 2 years)	Good Standing	I hereby certify the professional license of the practitioner was suspended for ----- months from ----- till -----, and no current disciplinary proceedings / actions are initiated by the Dubai Health Authority, against the practitioner listed above.
Revoked during the last 10 years (not during the last 2 years) and license reinstated by the concerned committee	Good Standing	License was revoked in ----- based on Medical Practice Committee decision / Appeal Committee then reinstated in -----; and no current disciplinary proceedings / actions are initiated by the Dubai Health Authority, against the practitioner listed above.

Under investigation	Current Status	I further certify that the above mentioned practitioner is involved in a medical complaint case and the investigation is currently under process. However, no current disciplinary proceedings / actions are initiated by the Dubai Health Authority, against the practitioner listed above.
Warning letter (during last 2 years)	Current Status	I further certify that the above mentioned practitioner was issued a warning letter on ---- ----- . However, no current disciplinary proceedings / actions are initiated by the Dubai Health Authority, against the practitioner listed above.
Suspended	Current Status	The Professional license of the practitioner is Suspended for ---- months (from ----- - to -----) based on Medical Practice Committee decision / Appeal Committee on - -----.
Suspended & Warning letter	Current Status	The Healthcare professional has received the following disciplinary actions based on Medical Practice Committee decision / Appeal Committee: 1- Suspension of the professional license for -----months (from ----- to -- -----) 2- Warning letter on -----.
Revoked	Current Status	The Professional license of the practitioner is revoked based on Medical Practice Committee decision / Appeal Committee on -----.

Appendix 6– Action to be taken on licensed healthcare professionals with UTV/ Negative PSV reports.

PSV Result Document	Not genuine	Not Affiliated/ accredited	Non cooperative/ No response	Records not available/ Facility could not be located/ Ceased operation/ Unable to verify due to situation in country
Qualification	To be forwarded to the MPC	To be forwarded to the MPC*	Grant one year to obtain a positive re-verification**	Grant one year to obtain a positive re-verification**
License	To be forwarded to the MPC	NA	Grant one year to obtain a positive re-verification**	Accept the report (If licensed by DHA more than 10 years)
				Grant one year to obtain a positive re-verification* (If licensed by DHA less than 10 years)
Experience	To be forwarded to the MPC	NA	Accept the report (If the experience in Dubai fulfils PQR)	Accept the report (If the experience in Dubai fulfils PQR)
			Grant one year to obtain a positive re-verification** (If the experience in Dubai fulfils PQR)	Grant one year to obtain a positive re-verification** (If the experience in Dubai fulfils PQR)

PSV Result				
Document	Not genuine	Not Affiliated/ accredited	Non cooperative/ No response	Records not available/ Facility could not be located/ Ceased operation/ Unable to verify due to situation in country
Derogatory records/ Negative crosscheck	To be forwarded to the MPC			

* Only for Sterilization Technicians, DHA may accept report if details are genuine and a verified registration from that same country was provided along with any other evidence proving completion of training.

** The HP must complete the undertaking letter provided by the HLD. In case the result remained as UTV, rely on attestations.

- Qualification: Failure to verify the document post one year, the professional requires providing recognition by the Government of the issuing authority or attestation/ equivalency from Ministry of Education- Higher education UAE. Otherwise, the license shall be suspended precautionary.
- License :Failure to verify the document post one year, the professional requires providing additional documents which will be subject to DHA review and approval (such as : Proof from correct Regulatory Authority /governing body indicating that HP was authorized and licensed to practice at that time).

Experience: Failure to verify the document post one year, the professional requires providing additional documents which will be subject to DHA review and approval (e.g. Proof from related Regulatory Authority indicating that facility was existing during mentioned period, Bank statement, Employment contract.