
 <b>GOVERNMENT OF DUBAI</b>	Policy	سلطة مدينة دبي الطبية Dubai Healthcare City Authority Regulatory - القطاع التنظيمي 
	<b>DHCA Policy for a Gap in Clinical Practice</b>	
Document #: PP/HCP/001/01		Review Date: 27 May 2020
Issue Date: 28 May 2017		Related Forms: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

## 1 **INTRODUCTION:**



This policy is set as a reference to standardize the practice of healthcare professionals (HCPs) who wish to work with clinical operators within Dubai Healthcare City (DHCC) after absence from clinical practice for up to five (5) years. It aims to reduce practice variation and ensure proper quality of care at all times.

## 2 **PURPOSE:**

- 2.1 The purpose of this policy is to define the requirements for HCPs pursuing licensure and employment with a clinical operator within DHCC following a gap in clinical practice of up to five (5) years.
- 2.2 The Policy will ensure that the relevant standards of Healthcare Services delivery are maintained and that safe and best quality outcomes are achieved.

## 3 **APPLICABILITY:**



- 3.1 Applicable to the following categories regardless of the country of qualification:
  - 3.1.1 Medical
  - 3.1.2 Dental
  - 3.1.3 Complementary and Alternative Medicine (CAM) Professional
  - 3.1.4 Nursing
  - 3.1.5 Allied Healthcare Professionals (AH)
- 3.2 All applicants must fulfill DHCR licensing requirements as outlined in the general requirements for licensure as a healthcare professional and the

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specific profession's minimum requirements including DHCA exams where applicable.

#### **4 DEFINITIONS / ABBREVIATIONS:**

- 4.1 **AH:** Allied Healthcare
- 4.2 **CAM:** Complementary and Alternative Medicine
- 4.3 **Continuing Professional Development (CPD):** educational activities which serve to maintain, develop, or increase the knowledge, skills, and performance that a healthcare professional uses to provide services for patients, the public, or the profession.
- 4.4 **DHCC:** Dubai Healthcare City established in the Emirate of Dubai under Resolution No. (9) of 2003
- 4.5 **Dubai Healthcare City Authority – Regulatory (DHCR):** an independent regulatory arm of Dubai Healthcare City Authority (DHCA), the governing body of Dubai Healthcare City (DHCC) free zone - a health and wellness destination.
- 4.6 **Gap in Practice:** Absence from clinical practice from three (3) to five (5) years at the time of DHCA application submission.
- 4.7 **HCP:** Healthcare Professional(s)
- 4.8 **Healthcare Services:** the healthcare and medical services provided by Licensed Healthcare Professionals, Licensed Complementary and Alternative Medicine Professionals and Licensed Healthcare Operators, and includes, but



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is not limited to, diagnosis, treatment, advice, service or goods provided in respect of the physical or mental health of a person



- 4.9 **Licensed Healthcare Operator:** a hospital, clinic, laboratory, pharmacy or other entity providing Healthcare Services in DHCC in accordance with the Healthcare Operators Regulation and the applicable Rules, Standards and Policies
- 4.10 **Licensed Healthcare Professional:** a natural person engaged in a Healthcare Profession holding a License duly issued by the Licensing Board in accordance with the Healthcare Professionals Regulation and the applicable Rules, Standards and Policies
- 4.11 **Policy:** a defined course of action determined by the DHCA and adopted in accordance with the provisions of the Governing Regulation, on the position, strategy or standing on a subject that shall be followed by those identified within the policy
- 4.12 **Training:** Hands on training in a clinical setting relating to the applicant's licensed specialty

## 5 POLICY:

- 5.1 DHCR wish to encourage flexible employment for physicians, nurses and other allied and complementary health professionals as identified in the Policy to ensure that patients have access to the Healthcare Services that they require.
- 5.2 DHCR will monitor the outcomes of the implementation of this Policy and may review and revise the Policy at any time.
- 5.3 DHCR reserves the right to refuse granting a DHCA license following review of license application.

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- 5.4 DHCA Licensed Healthcare Operators shall evaluate effectiveness of Licensed Healthcare Professionals in their employment in order to promote safety and quality.
- 5.5 DHCR require all those within the scope of this Policy to fulfill the requirements mentioned herein for returning to work following a gap in clinical practice to ensure that quality care is delivered and that patient safety is a first priority.
- 5.6 The majority of the CPD points acquired must relate to the applicant's primary area of practice. The Continuous Professional Development (CPD) requirements are outlined in the table below.
- 5.7 No more than 50% of the total number of CPD points required may be obtained through online CPD programs.
- 5.8 Refer to the DHCA CPD Requirements outlined in the DHCA Licensure Renewal and CPD Guidelines for further information regarding DHCA-accepted CPD activities.
- 5.9 HCPs with a gap in practice of more than five (5) years, at the time of DHCA application submission, shall not be considered for DHCA license.
- 5.10 HCPs with a gap in practice of one (1) year to less than three (3) years, at the time of DHCA application submission, must provide:
- a- A letter of explanation outlining the reasons for absence from clinical practice.
  - b- Two recommendation letters, of which one is from a clinical supervisor. Both should be provided by professionals (excluding relatives) who have worked with the applicant. These references should address moral and ethical character and competencies to practice healthcare.
- 5.11 Evidence of completion of clinical training must be provided as below:
- a- Certificate of completion of training signed by the direct clinical supervisor or Medical Director of the training facility
  - b- Logbook outlining clinical activities and procedures carried out during the training period

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Professional Category	3-4 years	4-5 years
<b>Physicians</b>	<ul style="list-style-type: none"> <li>▪ 40 CPD points obtained in the last year</li> <li>▪ 6 months of hands on clinical training in their specialty in the last year</li> </ul>	<ul style="list-style-type: none"> <li>▪ 80 CPD points obtained in the last 2 years</li> <li>▪ 6 months of hands on clinical training in their specialty in the last year</li> </ul>
<b>Dentists</b>	<ul style="list-style-type: none"> <li>▪ 25 CPD points obtained in the last year</li> <li>▪ 6 months of hands on clinical training in their specialty in the last year</li> </ul>	<ul style="list-style-type: none"> <li>▪ 50 CPD points obtained in the last 2 years</li> <li>▪ 6 months of hands on clinical training in their specialty in the last year</li> </ul>
<b>Nurses</b>	<ul style="list-style-type: none"> <li>▪ 15 CPD points obtained in the last year</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>	<ul style="list-style-type: none"> <li>▪ 30 CPD points obtained in the last 2 years</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>
<b>Allied Healthcare Professionals</b>	<ul style="list-style-type: none"> <li>▪ 15 CPD points obtained in the last year</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>	<ul style="list-style-type: none"> <li>▪ 30 CPD points obtained in the last 2 years</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>
<b>CAM Professionals</b>	<ul style="list-style-type: none"> <li>▪ 15 CPD points obtained in the last year</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>	<ul style="list-style-type: none"> <li>▪ 30 CPD points obtained in the last 2 years</li> <li>▪ 3 months of hands on clinical training in their specialty in the last year</li> </ul>

### References

[https://www.jointcommission.org/assets/1/18/PSC\\_for\\_Web.pdf](https://www.jointcommission.org/assets/1/18/PSC_for_Web.pdf)

<http://www.rcoa.ac.uk/document-store/career-breaks-and-returning-work>

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	Document #: PP/HCP/001/01	Issue Date: 28 May 2017	

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<http://dhcr.gov.ae/en/AboutDHCR>

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**HEALTHCARE PROFESSIONALS REGULATION - REGULATION NUMBER (2) OF 2013**