



متطلبات ترخيص المهنيين الصحيين
**HEALTHCARE PROFESSIONALS
QUALIFICATION
REQUIREMENTS 2014**

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Definitions

Accreditation: A formal system to evaluate the quality of services and competency of organizations, systems, training programs or healthcare facilities.

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

Continuing Professional Development (CPD): 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).

Credentialing: A process whereby specific licensing title is assigned to a healthcare professional based on qualifications, training, experience and current practice.

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.

Fitness to practice: A status where the healthcare professional is able to consistently demonstrate appropriate professional conduct and behavior, and has the required skills and knowledge to practice without any impediments i.e. physical or others.

Gap of Practice: A defined period of discontinuation of clinical experience/ practice.

Good Standing Certificate (GSC): 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.

Healthcare Profession: A field of healthcare recognized by the Authority.

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

Internship: A period of supervised clinical practice pursued by graduates of healthcare programs to consolidate the knowledge gained during their study.

License: A permission granted by the Authority to practice a healthcare profession.

Licensing: A process of granting a legally protected professional title by the Authority.

Licensing Authority: A body in charge of granting, suspending, revoking or limiting healthcare licenses and privileges.

Primary Source Verification: A process of validating documents required for licensure from the issuing organization.

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

Tier: A term used to indicate a category of post graduate qualifications for physicians and dentists based on the level and the presence of the following:

- Structure of the academic program
- Training governance

- Training curriculum
- Quality assurance and audit of program
- Entry level examination
- Defined program competency framework
- Competency based assessment during training
- Hands-on training and independent practice
- Progression of responsibility during training and measurable outcomes at each level
- Final certifying exam (national level)
- Independence to practice post qualification
- Cross recognition of the qualification by other Authorities to practice independently
- Requirement to maintain the licensing/ qualification

Acronyms

ACGME:	Accreditation Council for Graduate Medical Education
ACLS:	Advanced Cardiac Life Support
AIMS:	Australian Institute of Medical laboratory Sciences
ARRT:	American Registry of Radiological Technologists
ASAR:	Australian Sonography Accreditation Registry
ASCP:	American Society for Clinical Pathology
BLS:	Basic Life Support
BDS	Bachelor of Dental Surgery
BSc:	Bachelor of Science
CME:	Continuing Medical Education
CPD:	Continuing Professional Development
CSMLS:	Canadian Society for Medical laboratory Sciences
CSRT:	Canadian Society of Respiratory Therapists
CSS:	Central Sterile Services
DDS:	Doctor of Dental Surgery
DHA:	Dubai Health Authority
DMD:	Doctor of Medical Dentistry

ECG:	Electrocardiogram
EEG:	Electroencephalogram
EMG:	Electromyogram
FAIMER:	Foundation for the Advancement International Medical Education and Research
GP:	General Practitioner
GSC:	Good Standing Certificate
HAAD:	Health Authority - Abu Dhabi
HCPC:	Health and Care Professions Council - United Kingdom
ICU:	Intensive Care Unit
IMED:	International Medical Education Directory
IVF:	In Vitro Fertilization
MBBS:	Bachelor of Medicine and Bachelor of Surgery
MBChB:	Medicinae Baccalaureus, Baccalaureus Chirurgiae
MLT:	Medical Laboratory Technologist
MOH:	Ministry of Health-UAE
MOHESR:	Ministry Of Higher Education and Scientific Research
MRI:	Magnetic Resonance Imaging

NBRC:	National Board of Respiratory Care
NCLEX:	National council licensure examination
NRP:	Neonatal Resuscitation Program
PALS:	Pediatric Advanced Life Support
PHARM. D:	Doctor of Pharmacy
PHD:	Doctor of philosophy
PHTLS:	Pre Hospital Trauma Life Support
RRT:	Registered Respiratory Therapist
UAE:	United Arab Emirates
UK:	United Kingdom
USA:	United State of America
WHO:	World Health Organization

INTRODUCTION

Preface

The Health Regulatory Authorities in the United Arab Emirates (UAE) represented by: the Ministry of Health (MOH), Health Authority - Abu Dhabi (HAAD) and Dubai Health Authority (DHA), are pleased to present the unified Healthcare professionals Qualification Requirements (PQR) which represents a milestone towards fulfilling the UAE strategic objectives to improve the healthcare service provision across the country. For the purpose of this document these Health Regulatory Authorities in the UAE shall be referred to as the Authorities.

This document provides a base for the Authorities to assess the documents submitted by applicants within their geographical jurisdiction to ensure safe and competent delivery of services. Moreover, it places an emphasis on educational standards, experience and licensure requirements for healthcare professionals to be licensed to practice safely in the UAE and in accordance with the UAE federal laws and benchmarked international best practices.

The Authorities would like to acknowledge the efforts of all individuals who have contributed towards compilation of this document and would like to thank them for their dedicated efforts and assistance.

1. Licensure General Requirements

Applicants must fulfill all the following requirements in order to qualify for licensure:

1.1. Educational Qualifications

- Educational programs must be nationally accredited.
- Qualifications must be issued by institutions/ colleges recognized in home country.
- At the entry level, minimum qualification requirement is high school certificate as per country specific education.
- Qualifications are evaluated in accordance to the following criteria:
 - The country and institution from which the qualification was awarded
 - The level of national /international recognition of the qualification
 - The duration and content of study, and the presence of clinical practice/ practical training.
 - Qualifications acquired through honorary nature, correspondence or distance learning are not counted towards the PQR requirements.
- Qualifications not mentioned in this document may be evaluated and reviewed by the Authorities joint committee who may grant the applicant with the appropriate title.

1.2. Professional Experience

- **Internship**
 - All Physicians and dentists are required to successfully complete **one (1) year** internship post- graduation.
 - For physicians and dentists with no evidence of completion of internship; an additional **two (2) years'** experience is required.
 - Certain programs with the internship being part of the undergraduate training. No internship post-graduation is required.

- Nurses and allied health:
 - **UAE Nationals** are not required to do internship post- graduation.
 - **Non UAE nationals:** Graduates from the UAE universities are required to complete **six (6)** months internship post-graduation approved practice settings.
- **Experience:**
 - The applicant’s experience must be relevant to the title applied for, and must have been accomplished in an appropriate setting licensed by the Health Regulatory Authority in the country of practice.
 - **UAE nationals: are exempted from experience requirements for the basic entry level.**
 - **Non UAE nationals:**
 - Graduates from UAE universities: exempt from experience post internship
 - Graduates from non UAE universities: are required to fulfill experience as per their relevant titles according to the PQR.

1.3. Professional License and Good Standing Status

- The applicant must have a valid professional license to practice, or registration (where applicable) from home country and/or country of last employment.
- The validity of the license/registration (where applicable) should cover the minimum required experiences for the applied title.
- Good Standing Certificate (GSC) must meet the following requirements:
 - Valid and not older than **six (6) months** at the time of application for licensure

- Issued by the Health Regulatory Authority in the country(s) of last employment. In countries that lack regulatory bodies GSC may be accepted if issued officially from last employer.
- The Authority may request more evidence or conduct investigations if deemed necessary to prove the status of good conduct of the healthcare professional.
- The applicant must declare that he/she has never been convicted with any legal cases, medical malpractice during his/her practice of the healthcare profession or he/she is currently under investigation.

1.4. Primary Source Verification

- The documents required for licensing shall be verified directly from the original or primary source
- These documents include but not limited to: educational qualification(s), experience certificate(s), professional license(s) and/or any other documents deemed necessary by the Authorities

1.5. Assessment

- Healthcare Professionals are required to pass the Authority's assessment in order to obtain the professional license in the UAE.
- The mode of assessment shall depend on the healthcare professional's title and may include but not limited to: written, oral, OSCE, etc.
- While applying for the assessment, applicant needs to consider the following:
 - All assessments will be conducted in English language and no translator is allowed to attend the oral assessment
 - Oral assessment consist of minimum **five (5) different scenarios/questions** in areas related to the specialty or as deemed necessary by the examining panel

- Pharmacist assessment: pharmacists opting to be licensed in the UAE must consider the variation in assessment requirements by the Authorities as follows:
 - MOH: Evaluation of pharmacist includes law and Arabic exam as mandatory requirements
 - HAAD and DHA: evaluation of pharmacists does not require passing the law and Arabic exam
 - Any Pharmacist opting to be licensed by MOH and holds a valid license from HAAD or DHA must pass the Arabic language and Law exams.
- The applicant is granted a total of three (3) attempts to pass the assessment across the Authorities.
- The applicant is allowed to reapply if additional Recognized Certificate/qualification as per the published unified PQR stipulated herein is obtained.
- After the third attempt the applicant is not allowed to apply for a lower or equivalent title.
- The applicant must declare the number of assessment attempts he/she has undertaken across the Authorities.
- A list of the failed candidates after three (3) attempts shall be shared among the Authorities on regular basis.

1.6. Assessment Exemption Policy

- Healthcare professionals who successfully completed certain international examinations and/or hold an active registration/license to practice with certain regulatory bodies will be exempted from the assessment required to obtain the professional license.
- In case of assessment exemption, the scope of exemption is limited to assessment requirements and does not apply to any other requirements for licensure such as credentialing, experience, PSV, ...etc
- Assessment exemption policy does not apply to healthcare professionals exceeding **two (2) years** of gap of practice

1.7. Discontinuity of Practice

- Healthcare professionals who have an interruption of clinical practice exceeding **two (2) years** and opting to be licensed in the UAE must follow the CME/CPD requirements below.
- All CME/CPD credits must be related to practice specialty of the healthcare professional, and according to the CME/CPD specific requirements of the Authorities.
- All applicants are required to complete a clinical training program which shall be determined by the relevant Regulatory Authority in the specialty field.
- All clinical training programs shall be carried out in an approved practice setting by the Authorities.
- All applicants after completion of CME/CPD credits and clinical training program are required to pass the Authorities licensure assessment to obtain the license to practice.

Gap of Practice	Physicians/Dentists	Nurses	Allied Health	TCAM
From two to less than three years	<ul style="list-style-type: none"> •40 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> • 20 CME/CPD credits • 6 months of training 	<ul style="list-style-type: none"> •10 CME/CPD credits • 6 months of training 	<ul style="list-style-type: none"> • 10 CME/CPD credits • 6 months of training
From three to less than four years	<ul style="list-style-type: none"> •80 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •40 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •20 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •20 CME/CPD credits •6 months of training
From Four to less than Five years	<ul style="list-style-type: none"> •120 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •60 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •30 CME/CPD credits •6 months of training 	<ul style="list-style-type: none"> •30 CME/CPD credits •6 months of training
From Five to Ten years (UAE nationals only)	<ul style="list-style-type: none"> •200 CME/CPD credits •12 months of training 	<ul style="list-style-type: none"> •100 CME/CPD credits •12 months of training 	<ul style="list-style-type: none"> •50 CME/CPD credits •12 months of training 	<ul style="list-style-type: none"> •50 CME/CPD credits •12 months of training

2. Renewal of Licenses

2.1 CME/CPD Requirements

The following minimum annual CME/CPD requirements must be fulfilled. CME/CPD must be relevant to the field of the specialty:

Licensing Category	Minimum CME/CPD Required
Physicians and Dentists	40
Nurses	20
Pharmacists	20
Allied Health	10
Traditional Complementary and Alternative Medicine (TCAM)	10

3. Licensure Recognition among the Authorities

License recognition applies to healthcare professionals holding valid license by any of the Authorities and opting to be licensed by another, he/she must meet the following:

- Fulfill the Authorities licensure requirements stipulated in this PQR to be exempted from the assessment irrespective of his/her exam history
- Hold a valid license and practice the healthcare profession for a minimum period of **six (6) months** within the jurisdiction of the first authority.
- Present a valid GSC as well as full PSV report as requested by the Authority.
- The applicant shall be granted the same title if it is listed in this PQR. He/she cannot apply for a higher or lower title unless the requirements of the PQR are fulfilled
- In case the license is expired/cancelled it must not exceed **six (6) months** of expiry at the time of application
- Internal licensing processes are subject to local policies and procedures for each Authority.

**CHAPTER ONE:
PHYSICIANS**

4. Requirements and Considerations

4.1. Physicians Licensure Requirements

Physicians Applying for licensure must fulfill the following requirements:

- Must be graduates from an allopathic Medical School/College listed in the Avicenna Directory of Medical schools published by the World Health Organization (WHO) or the International Medical Education Directory (IMED) of the Foundation for the Advancement of International Medical Education and Research (FAIMER).
- For graduates from the UAE universities, the program and university must be accredited by the Ministry of Higher Education and Scientific Research (MOHESR).
- Graduates with basic degree in **Osteopathy** opting for licensure as specialists or consultants will be accepted if their specialization is obtained from **one** of the following:
 - American Board of Medical Specialties
 - Certificates of Specializations of the Royal College of Physicians and Surgeons of Canada
- All Physicians are required to successfully complete one year i.e 12 months internship post- graduation.
- Applicants must hold a valid License/Registration to practice in their home country and/or country of last employment (where applicable).
- Applicants accepted into the Authorities' Approved Residency Programs will be granted the licensure title "Resident".
- Specialty certificates will be accepted with the following conditions:
 - Must be obtained after a full-time structured clinical residency program of minimum **three (3) years** course duration.
 - Clinical Master degree of minimum **two (2) years** of full time course duration.

- Clinical PhD of minimum **three (3) years** course duration.
- Specialization certificates with stated validity period will not be considered if invalid at the time of application.
- Specialists with Tier 1 or 2 qualifications are not required to have experience post qualification in the specialty field.
- New qualifications not motioned in this document should be studied and approved by the Authorities joint committee.

4.2.Special Considerations

- Experience:
 - **Non UAE nationals:**
 - Graduates from the UAE universities: exempt from experience post internship.
 - Graduates from non UAE universities: are required to fulfill experience as per their relevant titles according to the PQR.
 - **UAE nationals:**
 - Are not required to have clinical experience post internship.
 - Specialists with Tier 3 qualifications require at least **one (1) years’ experience** post qualification in the specialty field.

4.3.Credentialing

The following standard will apply to the UAE national physicians who started post graduate training prior to the publication of this PQR:

- If the qualification obtained is moved to a lower tier in the new PQR, then the previous credentialing criteria will apply.
- If the experience required is reduced in this current PQR, then the new criteria will be applied. as per the example shown in the example below:

Example	Old licensing criteria	New PQR	Applied criteria
Physician applying for consultant holding Arab Board	Tier 2 And 8 years experiences	Tier 2 And 5 years experiences	Will be considered as Tier 2 And 5 years experiences

5. Qualification and Experience Requirements for Physicians Licensure

Special consideration for experience will be applied for UAE nationals and UAE universities' graduates (please see special considerations above).

Category	Qualifications	Experience and Other Requirements		
Intern	MBBS or MBChB or equivalent qualification from an accredited institution	No experience required		
Resident	MBBS or MBChB or equivalent qualification from an accredited institution	Successful completion of internship program, And Additional requirements as per the relevant Authority's residency standards		
General Practitioner	MBBS or MBChB or equivalent qualification from an accredited institution	Successful completion of internship program, And Two (2) years Clinical Experience		
Specialist	MBBS or MBChB or equivalent qualification from an accredited institution And Completion of specialty qualification as per the Recognized Specialty Certificate table	Tier 1	Tier 2	Tier 3
		No Experience Required	No Experience Required	<u>UAE nationals:</u> one (1) years' experience post qualification <u>Non UAE nationals:</u> Three (3) years' experience post qualification

Category	Qualifications	Experience and Other Requirements		
Consultant	MBBS or MBChB or equivalent qualification from an accredited institution And Completion of specialty qualification as per the Recognized Specialty Certificate table	Tier 1	Tier 2	Tier 3
		Two (2) years Experience Post Qualification*	Five (5) Years Experience Post Qualification	Cannot attain the title

*Note:

1. Physicians with an accredited American Board of Medical Specialty (ABMS) Certification, Specialization Certificate of the RCPSC, Certification by the College of Family Physicians Canada (CFPC), Certificate of Completion of Specialist Training (CCST) or Certificate of Completion of Training (CCT) from the UK will attain the title of Consultant without the experience requirements. This does not apply to surgical and interventional specialties.
2. Physicians holding ABMS, RCPSC, CCST or CCT in Surgical or Interventional specialties, who do not meet the experience requirements, are required to pass the Authorities' assessments for licensure as consultants. However, they shall be reassessed 6 months post licensure for their surgical skills.

6. Recognized Specialty Certificates

Country	Tier 1	Tier 2	Tier 3
Algeria			Certificate of Specialization
Arab Countries		Arab Board for Medical Specialties	
Argentina			Specialisation Certificate issued by the Ministerio de Desarrollo Social y Salud
Austria		Facharztdiplom (Diploma of medical specialist) issued by Österreichische Ärztekammer	
		An ArztfürAllgemeinmedizin (Diploma of general medicine)	
Australia	<p>Fellowship of the Royal College/Colleges</p> <p>Note: fellowship should be by Exam and not by endorsement or election.</p>		
Bangladesh			Fellow of the Bangladesh College of Physicians and Surgeons
			<p>Note: fellowship should be by Exam and not by endorsement or election</p>
			Master of Surgery (MS)
			Doctor of Medicine (MD)

Country	Tier 1	Tier 2	Tier 3
Belarus			Kandidat Nauk
			First Degree of Specialization
Belgium		Bijzondereberoepstittel van geneesheerspecialist/Titre professionnel particulier de médecin spécialiste awarded by the Minister bevoegdvoor Volksgezondheid/Ministre de la Santé Publique (Formal evidence of having qualified as a medical specialist issued by the Minister of Public Health)	
		Bijzondereberoepstittel van huisarts/Titre professionnel particulier de médecin généraliste (certificate of specific training for general medical practice)	
Bosnia and Herzegovina			Certificate of successful completion of the specialist exam
Brazil			"Titulo De Especialista" Issued by Brazilian Medical Association and the Brazilian College of Surgeons And Registered with the Regional Councils or Federal Medical Council as a Specialists
Bulgaria			Свидетелство за призната Специалност (Evidence of Recognized Specialty) awarded by the Университет (University)

Country	Tier 1	Tier 2	Tier 3
			Свидетелство за призната специалност по Обща медицина (certificate recognised specialty in General Medicine)
Canada	Specialization Certificate of the Royal College of Physicians and Surgeons of Canada (RCPSC)		Evidence of successful completion of university-based clinical residency program accredited by the Royal College of Physicians and Surgeons of Canada (for UAE national only)
	Certification by the College of Family Physicians of Canada (CFPC)		
Chile			Evidence of successful completion of an accredited residency program and specialty certificate issued by the Medical School in which residency was done
China			Evidence of clinical training (minimum two (2) years) program accredited by the National Committee of Academic Degree leading to a Master's Degree
Croatia			Diploma o specijalističkom usavršavanju in specijalist obiteljske medicine issued by the Ministarstvo nadležno za zdravstvo
			Diploma o specijalističkom usavršavanju issued by the Specijalist obiteljske medicine
Cuba			First Degree of Specialization

Country	Tier 1	Tier 2	Tier 3
Cyprus			Πιστοποιητικό Αναγνώρισης Ειδικότητας (certificate of medical specialisation) awarded by Medical Council of Cyprus.
			Τίτλος Ειδικότητας Γενικής Ιατρικής (title of specialisation in General Medicine)
Czech Republic		Diplom o Specializaci (specialist medical degree) awarded by the Czech Ministry of Health	
		Diplom o specializaci "Všeobecné lékařství" (certificate of specific training for general medical practice awarded by the Czech Ministry of Health).	
Denmark		Bevis for tilladelse til at betynde sig som speciallæge (Certificate concerning the title of Specialist -Issued by Authority of health services (Sundhedsstyrelsen).	
		Tilladelse til at anvende betegnelse alment praktiserende læge / Speciallæge i almen medicin (certificate of specific training for general medical practice)	
Egypt		Doctor of Medicine (MD)	Fellowship of Egyptian Board
			Clinical Master Degree or PhD
Estonia			Residentuuri lõputunnistus eriarstiabi erialal awarded by Tartu University

Country	Tier 1	Tier 2	Tier 3
			Diplom peremeditsiini erialal (Diploma of family medicine)
Finland		Erikoislääkarin tutkinto/ Special läkarexamen (Certificate of degree of specialist in medicine awarded by a Finnish University).	
		Todistus yleislääketieteen erityiskoulutuksesta/Bevis om särskild allmänläkarutbildning (Certificate of specific training for general medical practice)	
France		Certificat d'études spécialisées de médecine (CES) (Certificate of Specialised Studies in Medicine issued by French University with Full license issued by Conseil National de l'ordre des médecins)	Diplôme Interuniversitaire de Spécialité (DIS) (Interuniversity Diploma of medical specialty)
		Diplôme d'études spécialisées/Diplôme d'études spécialisées complémentaires qualifiant de médecine (DESC - diploma of complementary specialised studies) issued by French University	
		Diplôme d'études spécialisées de médecine générale (qualification in general medicine)	

Country	Tier 1	Tier 2	Tier 3
Germany		Fachärztliche Anerkennung/Urkunde (Certificate of medical specialist issued by State's Medical Council (Arztekammer))	
		Zeugnisüber die	
		Spezifische Ausbildung in der Allgemeinmedizin (Certificate of specialist training in general medicine)	
Greece			Τίτλος ΙατρικήςΕιδικότητας (Certificate of medical specialisation -awarded by Greek region of medical specialization)
			Τίτλος ιατρικήςειδικότητας γενικής ιατρικής (certificate of specific training for general medical practice)
Hong Kong		Specialist training from a recognized post-graduate training program in Hong Kong And Fellowship of Hong Kong Academy of Medicine (HKAM)	
Hungary		Háziorvostan Szakorvosi bizonyítvány issued by <i>Nemzeti Vizsgabizottság</i> (Hungarian specialist certificate awarded by National Board of Examination) Before 28 August 2004 awarded by	

Country	Tier 1	Tier 2	Tier 3
		the Hungarian Ministry of Health.	
Iceland			Sérfræðileyfi (Certificate of specialist in medicine- issued by The Directorate of Health).
			An Almennt heimilislækningaleyfi (Evrópulækningaleyfi) (certificate of specific training for general practice)
India		Doctorate of Medicine (DM)	Diplomate of National Board (DNB)
		Magister Chirurgiae (MCH)	Doctor of Medicine (MD)
			Master of Surgery (MS)
Iran			Specialization certificate minimum three (3) years
Iraq			Iraqi Board issued by the Iraqi Commission of Medical Specialties
Ireland	Certificate of Satisfactory Completion of Specialist Training (CSCST)		Membership/Fellowship of the Royal Colleges in the specialty: MRCP, MRCPed, MRCOG, MRCOph, MRCOrth, MRCGP
	Certificate of Satisfactory Completion of Training in General Practice (CSCST)		

Country	Tier 1	Tier 2	Tier 3
			Intercollegiate Specialty Board in: <ul style="list-style-type: none"> ○ Cardiothoracic Surgery ○ General Surgery ○ Neurosurgery ○ Oral maxillofacial Surgery ○ ENT ○ Pediatric Surgery ○ Plastic Surgery ○ Trauma and Orthopedic Surgery ○ Urology ○ Vascular surgeries
Italy		Diploma of specialized doctor granted by a rector of an Italian university (A Diploma di (medico) specialista, rilasciati dal rettore di una universita)	
		An Attesto di formazione specifica in medicina generale (certificate of specific training for general medical practice).	
Japan			Clinical PhD Note: and minimum two (2) years course duration
Jordan		Jordanian Board issued by the Jordanian Medical Council	Certificate of Higher Specialization
Kingdom of Saudi Arabia		Saudi Specialty Certificate issued by the Saudi Commission for Health Specialties And License as a specialist awarded by the Ministry for Health, Welfare and Family Affairs	

Country	Tier 1	Tier 2	Tier 3
Kuwait		Board Certification by the Kuwait Board under the Kuwait Institute for Medical Specialization/Ministry of Health	
Latvia			'Sertifikāts'—kompetentu iestāžu izsniegts dokuments, kas apliecina, ka persona ir nokārtojusi sertifikācijas eksāmenu specialitātē (specialist certificate) awarded by the Latvian Medical Association
			Ģimenes Ārsta Sertifikāts (certificate of specialist training) awarded by the Latvian Medical Association
Lebanon		Certificate of completion of residency and exit exam from St Joseph University, Lebanese University, or American University of Beirut	Certificate of Completion of residency and exit exam from all other Lebanese Universities. The residency program should not be less than three (3) years course duration
Libya			The Libyan Board of Medical Specialty
Lithuania			Rezidentūros pažymėjimas, nurodantis suteiktą gydytojo specialisto profesinę kvalifikaciją (Certificate of resident studies, which shows the qualification as a specialized medical doctor) awarded by a Lithuanian University

Country	Tier 1	Tier 2	Tier 3
			Šeimos gydytojo rezidentūros pažymėjimas (certificate of family medicine) awarded by a Lithuanian University
Luxembourg			Certificat de médecin spécialiste issued by the Ministre de la Santé publique
			Diplôme de formation spécifique en médecine générale
Macedonia			Potrdilo o opravljennem specialisticnem izpitu (Certificate of successful completion of the specialist exam) issued by the Medical Chamber of Macedonia/university
Malaysia			Master Degree minimum 4 years course duration
Malta			Ċertifikat ta' Speċjalista Mediku (Medical Specialist Certificate) awarded by the Kumitat ta' Approvazzjoni dwar Speċjalisti (Specialist Accreditation Committee)
			Tabib tal-Familja awarded by the Kumitat ta' Approvazzjoni dwar Speċjalisti
Mexico			Evidence of minimum three (3) years residency program with a Specialist degree
Moldova			Kandidat Nauk
			Magista PhD

Country	Tier 1	Tier 2	Tier 3
Montenegro			Certificate of successful completion of the specialist exam
Morocco			Diplome de Specialite Medicale (specialty degree issued by National Doctor Authority)
Netherland		<p>Bewijs van inschrijving in een Specialistenregister (Certificate of recognition)</p> <p>And</p> <p>Registration/certificate of entry in the Specialist Register)</p> <ul style="list-style-type: none"> ○ Medisch Specialisten Registratie Commissie (MRSC) ○ Sociaal-Geneskundigen Registratie Commissie ○ Huisarts en Verpleeghuisarts Registratie Commissie (HVRC) van de Koninklike Nederlandsche Maatschappij tot Bevordering der Geneeskunst – note that only certificates issued before 19 July 2007 are accepted from this awarding body ○ Registratie Commissie Geneeskundig Specialisten (RGS) <p>Certificaat van inschrijving in een specialistenregister van huisartsen awarded by any of the following:</p> <ul style="list-style-type: none"> ○ Huisarts en Verpleeghuisarts Registratie Commissie (HVRC) ○ Registratie Commissie Geneeskundig Specialisten (RGS) 	

Country	Tier 1	Tier 2	Tier 3
New Zealand	Fellowship of the Royal College/Colleges (the fellowship should be by Exam and not an endorsed or elected fellowship)		
Nigeria			Fellowship of the west African College of Physicians or Surgeons
Norway		Spesialistgodkjenning issued by the Den Norske Legeforening (Medical Association of Norway) or Norwegian Directorate of Health	
		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)	
Oman		Oman Medical Specialty Board Certificate issued by the Ministry of Health	
Pakistan			MD in Clinical Medicine
			Fellowship of College of Physicians and Surgeons in Pakistan (FCPS)
Philippines			Diplomate of the Philippine Board

Country	Tier 1	Tier 2	Tier 3
Poland		(Specialist Diploma) Dyplom uzyskania tytułu specjalisty issued by the Centrum Egzaminow Medycznych	First Degree of Specialization
		Dyplom uzyskania tytułu specjalisty w dziedzinie medycyny rodzinnej (specialist in family medicine) issued by the Centrum Egzaminow Medycznych	
Portugal		Título de Especialista (professional award of specialist) issued by the Ordem dos Medicos	
		Título de especialista em medicina geral e familiar (certificate of specific training for general medical practice) issued by Ministerio da Saude or Ordem dos Medicos	
Romania			Certificat de medic specialist issued by Ministerul Sănătății Publici (the Ministry of Public Health)
			Certificat de medic specialist medicină de familie issued by Ministerul Sănătății Publici (the Ministry of Public Health)
Russia			Kandidat Nauk
			Magista PhD
Serbia			Specialty certificate issued by a Serbian university

Country	Tier 1	Tier 2	Tier 3
		And Certificate of Specialist Accreditation from the Specialist Accreditation Board	
Slovakia		Diplom o špecializácii (Diploma of specialization) issued by Slovak universities	
		Diplom o špecializácii v odbore všeobecné lekárstvo issued by Slovak universities	
Slovenia			Potrdilo o opravljenem specialističnem izpitu (Certificate of successful completion of the specialist exam) issued by Medical Chamber of Slovenia
			Potrdilo o opravljeni specializaciji iz družinske medicine (Certificate of completion of specialist training in family medicine) issued by Medical Chamber of Slovenia
South Africa	Masters of Medicine (M. Med) Degree		
	Fellowship Certificate approved by the Colleges of Medicine of South Africa (CMSA)		
Spain		Título de Especialista (professional qualification of a specialist) issued by the Spanish Ministry of Health and Consumer Affairs or the Spanish Ministry of Education and Culture	

Country	Tier 1	Tier 2	Tier 3
		Título de especialista en medicina familiar y comunitaria (specialist certificate in family and community medicine) issued by the Spanish Ministry of Health and Consumer Affairs or the Spanish Ministry of Education and Culture	
Sri Lanka			MD issued by the Postgraduate Institute of Medicine of Sri Lanka, University of Colombo
Sudan		MD in Clinical Medicine issued by the Council for Postgraduate Studies or University	
		Sudan Medical Specialization Board	
Sweden		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)	
		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)	
Switzerland		Diplôme de médecin spécialiste/Diplom als Facharzt/ Diploma di medico specialista (specialist qualification) issued by the Swiss Federal Department of Home Affairs (FDHA)	

Country	Tier 1	Tier 2	Tier 3
		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	
Syria			Certificate of higher study (شهادة الدراسات العليا) issued by Ministry of Higher Education
			Syrian specialization certificate (شهادة اختصاص) issued by Ministry of Health
Tunisia			Specialty Certificate issued by the National Physicians Authority
Turkey			Turkish Higher Specialty Medical Board certificate issued by a Turkish University
Ukraine			Kandidat Nauk
			Magista PhD
United Arab Emirates		Arab Board	Clinical Master program accredited by MOHESR and recognized by Authorities in the UAE

Country	Tier 1	Tier 2	Tier 3
United Kingdom	Certificate of Completion of Specialist Training (CCST)		Membership/Fellowship of the Royal Colleges in the specialty: MRCP, MRCPCh, MRCPed, MRCOG, MRCOph, MRCPPath, MRCOrth, MRCPGP
	Certificate of Completion of Training (CCT)		
	Certificate of Completion of Training in General Practice		Intercollegiate Specialty Board
United States of America	American Board Certificates issued by the American Board of Medical Specialties (ABMS)		Certificate of Completion of residency program accredited by the Accreditation Council of Graduate Medical Education (ACGME) for UAE national only
Venezuela			Completion of at least three (3) years university specialization program and registration as Specialist issued by the Colegio de Medicos
West Africa			Fellowship of the West African College of Physicians
West Indies			Doctor of Medicine issued by University of West Indies
Yemen			Clinical Master degree or residency program of minimum three (3) years course duration issued by Yemeni university
Others			Full time Masters or PhD Degrees of minimum two (2) years course duration with evidence of clinical practice and a current registration.

*Note: New qualifications not motioned in this document should be studied and approved by the Authorities

7. Recognized Specialty Titles for Licensing

Specialty Titles	مسمى التخصص
Addiction Psychiatry	طب الأمراض النفسية- الإدمان
Adolescence Medicine	طب المراهقة
Anatomic and Clinical Pathology	طب الأمراض السريرية والأنسجة
Anatomic Pathology	طب أمراض الأنسجة
Anesthesia	طب التخدير
Aviation and Aerospace Medicine	طب الطيران والفضاء
Blood Banking and Transfusion	علم بنك الدم و نقل الدم
Cardiac Anesthesia	طب التخدير- القلب
Cardiac Electrophysiology	طب كهرباء القلب
Cardiac Surgery	جراحة القلب
Cardiology	أمراض القلب
Cardio - Thoracic Surgery	جراحة القلب والصدر
Cardio-Vascular Surgery	جراحة القلب و الأوعية الدموية
Chemical Pathology (Clinical Biochemistry)	طب الأمراض -الكيمياء الحيوية
Child and Adolescent Psychiatry	طب الأمراض النفسية - الأطفال و المراهقين
Clinical Cytogenetics	طب الوراثة الخلوية السريرية
Clinical Genetics (MD)	طب الوراثة السريرية
Clinical Hematology	طب علم أمراض الدم
Clinical Immunology	طب المناعة السريرية

Specialty Titles	مسمى التخصص
Clinical Immunology and Allergy	طب المناعة السريرية والحساسية
Clinical Neurophysiology	طب وظائف الأعضاء العصبي السريري
Clinical Pathology	طب علم الأمراض السريرية
Clinical Pharmacology and Toxicology	طب السموم والصيدلة السريرية
Critical Care Medicine	طب العناية المركزة
Cytogenetics	طب علم الوراثة الخلوية
Cytopathology	طب علم أمراض الخلايا
Dermatology	طب الأمراض الجلدية
Dermatopathology	طب علم الأمراض الجلدية
Development - Behavioral Pediatrics	طب الأطفال - التطور والنمو السلوكي
Diagnostic Radiology	طب الأشعة التشخيصية
Emergency Medicine	طب الطوارئ
Endocrinology	طب الغدد الصماء
Family Medicine	طب الأسرة
Female Pelvic and Reconstructive Surgery	جراحة الحوض والجراحات الترميمية - نساء
Forensic Medicine	الطب الشرعي
Forensic Pathology	طب علم الأمراض- الشرعي
Forensic Psychiatry	طب الأمراض النفسية- الشرعي
Gastroenterology	أمراض الجهاز الهضمي
Gastrointestinal Surgery	جراحة الجهاز الهضمي

Specialty Titles	مسمى التخصص
General Surgery	جراحة عامة
Genito Urinary Medicine	طب الأمراض التناسلية البولية
Geriatric Medicine	طب الشيخوخة
Geriatric Psychiatry	الطب النفسي-الشيخوخة
Gynecological Oncology	طب الأورام النسائية
Haematology and Transfusion Medicine	طب أمراض الدم و نقل الدم
Hematopathology	طب علم الأمراض - الدم
Hepatology	طب أمراض الكبد
Hospice and Palliative Medicine	طب العلاج التلطيفي
Immunology	طب علم الأمراض- المناعة
Infectious Diseases	طب الأمراض المعدية
Internal Medicine	طب الأمراض الباطنية
Interventional Cardiology	طب القلب التداخلي
Interventional Radiology	طب الأشعة التداخلي
Maternal and Fetal Medicine	طب الأم والجنين
Medical Microbiology	طب علم الأحياء الدقيقة
Medical Oncology	طب الأورام
Medical Physics	الفيزياء الطبية
Medical Toxicology	طب علم السموم الطبية
Molecular Genetic Pathology	طب علم الأمراض- الوراثة الجزيئية

Specialty Titles	مسمى التخصص
Molecular Genetics	طب علم الوراثة الجزيئية
Molecular Pathology	طب علم الأمراض- الجزيئية
Neonatology	طب الخدج
Nephrology	طب أمراض الكلى
Neurodevelopmental Disabilities	طب إعاقة النمو العصبي
Neurodevelopmental Psychiatry	طب الأمراض النفسية - النمو العصبي
Neurology	طب الأمراض العصبية
Neuropathology	طب علم أمراض الأعصاب
Neuroradiology	التصوير الإشعاعي العصبي
Neurosurgery	جراحة الأعصاب
Neurotology	طب علم أعصاب الأذن
Nuclear Medicine	الطب النووي
Nuclear Radiology	طب الأشعة النووية
Obstetrics and Gynecology	طب أمراض النساء والولادة
Occupational Medicine	الطب المهني
Ophthalmology	طب وجراحة العيون
Oral Maxillofacial Surgery	جراحة الوجه والفكين
Orthopedic Surgery	جراحة العظام
Otolaryngology	جراحة الأنف والذن والحنجرة
Pain Medicine	طب الألم

Specialty Titles	مسمى التخصص
Pediatric	طب الأطفال
Pediatric Immunology and Allergy	أمراض المناعة السريرية والحساسية - أطفال
Pediatric Anesthesia	طب أطفال - طب التخدير
Pediatric Cardiac Surgery	جراحة القلب - الأطفال
Pediatric Cardiology	طب الأطفال - أمراض القلب
Pediatric Critical Care	طب الأطفال - العناية المركزة
Pediatric Dermatology	طب الأمراض الجلدية - أطفال
Pediatric Development and Behavioral medicine	طب الأطفال - طب التطور و النمو السلوكي
Pediatric Emergency Medicine	طب الأطفال - الطوارئ
Pediatric Endocrinology	طب الأطفال - الغدد الصماء
Pediatric Gastroenterology	طب الأطفال - أمراض الجهاز الهضمي
Pediatric Hematology	طب الأطفال - أمراض الدم
Pediatric Hematology - Oncology	طب الأطفال - أمراض الدم والأورام
Pediatric Hepatology	طب الأطفال - أمراض الكبد
Pediatric Infectious Disease	طب الأطفال - الأمراض المعدية
Pediatric Nephrology	طب الأطفال - أمراض الكلى
Pediatric Neurology	طب الأطفال - أمراض الجهاز العصبي
Pediatric Oncology	طب الأطفال - الأورام
Pediatric Otolaryngology	جراحة الانف والأذن والحنجرة - الأطفال
Pediatric Pathology	طب علم الأمراض - الأطفال

Specialty Titles	مسمى التخصص
Pediatric Pulmonology	طب الأطفال - الجهاز التنفسي
Pediatric Radiology	طب الأشعة التشخيصية - الأطفال
Pediatric Rehabilitation Medicine	طب إعادة تأهيل - الأطفال
Pediatric Rheumatology	طب الأطفال - الروماتيزم
Pediatric Sleep Medicine	طب أمراض النوم - الأطفال
Pediatric Sports Medicine	الطب الرياضي - الأطفال
Pediatric Surgery	جراحة الأطفال
Pediatric Transfusion Medicine	طب نقل الدم - الأطفال
Pediatric Urology	جراحة المسالك البولية - الأطفال
Physical Medicine and Rehabilitation	الطب الفيزيائي وإعادة التأهيل
Plastic Surgery	الجراحة التجميلية
Psychiatry	طب الأمراض النفسية
Public Health Medicine	طب الصحة العامة
Pulmonary Disease	أمراض الجهاز التنفسي
Radiation Oncology	طب الأورام - العلاج الإشعاعي
Radiology	طب الأشعة
Reproductive Endocrinology and Infertility	طب الغدد الصماء التناسلية والعقم
Reproductive Health	طب الصحة الإنجابية
Rheumatology	طب الروماتيزم
Sexual and Reproductive Health	طب الصحة الجنسية والإنجابية

Specialty Titles	مسمى التخصص
Sleep Medicine	طب أمراض النوم
Sports Medicine	الطب الرياضي
Surgery of the Hand	جراحة اليد
Surgical Critical Care	العناية المركزة الجراحية
Surgical Oncology	جراحة الأورام
Thoracic Surgery	جراحة الصدر
Transfusion Medicine	طب نقل الدم
Undersea and Hyperbaric Oxygen Medicine	طب الأعماق والعلاج بالأكسجين المضغوط
Urogynecology.	طب الأمراض النسائية و المسالك البولية
Urology	جراحة المسالك البولية
Vascular Surgery	جراحة الأوعية الدموية

**CHAPTER TWO:
DENTISTS**

8. Requirements and Considerations

8.1. Dentists Licensure Requirements

Dentists applying for licensure must fulfill the following requirements must hold **one** of the following degrees:

1. BDS (Bachelor of Dental Surgery)
 2. DMD (Doctor of Dental Medicine)
 3. DDS (Doctor of Dental Surgery)
 4. Equivalent from a nationally accredited dental school/college
- For graduates from UAE dental colleges/universities, the program and university must be accredited by the Ministry of Higher Education and Scientific Research (MOHESR).
 - All dentists are required to successfully complete **one (1) year i.e. 12 months** internship post- graduation.
 - Applicants must hold a valid License/ Registration to practice in their home country and/or country of last employment (where applicable).
 - Applicants accepted into the Authorities' Approved Residency Programs will be granted the licensure title "Resident".
 - Dental Specialty certificates will be accepted with the following conditions:
 - Must be obtained after a full-time structured clinical residency program of minimum **three (3) years** course duration.
 - Clinical Master degree of minimum **two (2) years** of full time course duration.
 - Clinical PhD of minimum **three (3) years** course duration
 - Specialization certificates with stated validity period will not be considered if invalid at the time of application.
 - Specialists with Tier 1 or 2 qualifications are not required to have experience post qualification in the specialty field.

8.2.Special Considerations

- Experience:
 - **Non UAE Nationals:**
 - Graduates from UAE universities: exempt from experience post internship.
 - Graduates from non UAE universities: are required to fulfill experience as per their relevant titles according to the PQR.
 - **UAE nationals:**
 - Are not required to have clinical experience post internship.
 - Specialists with Tier 3 qualifications require at least **one (1) years' experience** post qualification in the specialty field.

8.3.Credentialing

The following standard will apply to the UAE national physicians who started post graduate training prior to the publication of this PQR:

- If the qualification obtained is moved to a lower tier in the new PQR, then the previous credentialing criteria will apply.
- If the experience required is reduced in this current PQR, then the new criteria will be applied.

9. Qualification and Experience Requirements for Dentist Licensure

Special consideration for experience will be applied for UAE nationals and UAE universities' graduates as above.

Category	Qualifications	Experience		
Intern	Successful completion of five (5) years course duration dental program (BDS/DMD/DDS) Or Equivalent recognized by MOHESR	No experience required		
Resident	Successful completion of five (5) years course duration dental program (BDS/DMD/DDS) Or equivalent recognized by MOHESR	Successful completion of internship program, And Additional requirements as per the relevant Authority's residency standards		
General Dentist	BDS, DMD, DDS, or equivalent	Successful completion of internship program, And Two (2) years Clinical Experience		
Specialist	BDS, DMD, DDS, or equivalent And Completion of specialty qualification as per the Recognized Specialty Certificate table	Tier 1	Tier 2	Tier 3
		No Experience Required	No Experience Required	<u>UAE nationals:</u> One (1) year experience post qualification <u>Non UAE nationals:</u> Three (3) years' experience post qualification

Category	Qualifications	Experience		
Consultant	BDS, DMD, DDS, or equivalent And Completion of specialty qualification as per the Recognized Specialty Certificate table	Tier 1	Tier 2	Tier 3
		Two (2) years' Experience Post Qualification	Five (5) Years' Experience Post Qualification	Cannot attain the title

10. Recognized Dental Specialty Certificates

Country	Tier 1	Tier 2	Tier 3
Australia	Fellowship of the Royal College/Colleges Note: fellowship should be by Exam and not by endorsement or election.		Master of Dental Surgery
			Doctor of Clinical Dentistry
			Membership of the Royal Australasian College of Dental Surgeons
Arab Countries		Arab Board	
Belgium		Specialization certificate issued by a Belgian university in Orthodontics and Periodontics	
Bulgaria			Evidence of successful completion of the State Exam in Orthodontics/Oral Surgery/Pediatric Dentistry/Periodontics/ Prosthodontics/ Endodontic
Canada	Evidence of passing the National Dental Specialist Examination (NDSE).		Evidence of successful completion of university-based clinical residency program accredited by the Commission of Dental Accreditation of Canada (for UAE nationals only)
Croatia			Certificate from Zagreb or Rijeka University in Orthodontics/Oral Surgery/Pediatric Dentistry/Periodontics/Prosthodontics/ Restorative Dentistry And Registration from Croatian Dental Chamber with Specialist Title issued by the Ministry of Health

Country	Tier 1	Tier 2	Tier 3
Czech Republic			Orthodontics: Attestation in Maxillo-facial orthopedics Diplom o specializaci (v oboru ortodontie) And Registration in the Czech Republic Dental Chamber
			Oral Surgery: Attestation in oral and maxillofacial surgery Diplom Specializaci (v oruoralni a maxilofacialni Chirurgie) And Registration in the Czech Republic Dental Chamber
Denmark		Specialist Certificate in Maxillofacial Oral Surgery issued by the State Board of Health (only for five (5) years course duration)	Master degree and Certificate awarding the right to use the specialty title issued by Sundhedsstyrelsen (State Board of Health)
		Specialist Certificate in Orthodontics issued by the State Board of Health (only for three (3) years course duration)	
Egypt			Master in one of the dental specialties
Estonia			Degree of Specialist in Orthodontics

Country	Tier 1	Tier 2	Tier 3
			Specialist in Oral Maxillofacial Surgery issued by a University and registration with Healthcare Board or Dental Council
Finland		Specialist Certificate in Orthodontics or Oral Surgery	
France		Diplôme D'Etudes Spécialisées En Chirurgie Buccale (D.E.S.C.B) (Certificate of Specialised Studies in Oral Surgery)	Diploma d'Universitees (DU) (Title of specialist issued by the National Council of the College of Dental Surgeons)
		Chirurgien-dentiste specialist qualifie en orthopedie dento-faciale” (CECSMO) (Certificate in Orthodontics)	Diplôme Interuniversitaire de Spécialité (DIS) (Interuniversity Diploma of Dental specialty)
Germany		Fachzahnärztliche anerkennung issued by Landes Zahnärztekammern	
		Periodontics: Certificate of Periodontics issued by Zahnärztekammer Westfalen-Lippe	
Hong Kong			Master of Dental Surgery
Hungary			University Certificate in: <u>Orthodontics</u> , with the title: Fogszabalyozo szakorovs <u>Periodontology</u> , with the title: Parodontologus <u>Pediatric Dentistry</u> , with the title: Gyermekfogorvos

Country	Tier 1	Tier 2	Tier 3
India			Master of Dental Surgery (MDS)
Iran			Iranian Specialty Certificate issued by the Iranian Ministry of Health
Iraq			Master Degree in one of the dental specialties
Ireland	Certificate of Completion Specialist Training by the Dental Council And Inclusion on the Irish GDC Specialist Register		Fellowship of the Faculty of Dental Surgery of the Royal College of Surgeons in Ireland
Italy			University Certificate : “ <u>Orthodontics</u> : Diploma di Specializzazione in “Ortognatodonzia”
			<u>Oral Surgery</u> : Diploma di Specializzazione in “Chirurgia Odontostomatologica”
Jordan			Jordan Medical Board And Registration at Jordan Dental Association
			Master in one of the dental specialties
Lebanon			Dental Master degree with minimum of two (2) years course duration

Country	Tier 1	Tier 2	Tier 3
			Diploma d'Universites (DUs) – with three (3) years specialist training under supervision
Latvia			Certificate Issued by “The Riga Stradins University’s Faculty of Stomatology
Lithuania			Certificate Issued by “ The Kaunas University of Medicine” or “The University of Vilnius”
Netherlands		Specialization Certificate issued by the Specialist Registration Board (SRC) in: <u>Orthodontics</u> : Getuigschrift van erkenning en inschrijving als orthodontis in het specialistenregister	
		<u>Oral and Maxillo-Facial Surgery</u> : Getuigschrift van erkenning en inschrijving als Kaakchirurg in het specialistenregister	
New Zealand	Fellowship of the Royal Australasian College of Dental Surgeons		Master of Dental Surgery
			Doctor of Clinical Dentistry
			Membership of the Royal Australasian College of Dental Surgeons

Country	Tier 1	Tier 2	Tier 3
Norway			Certificate Issued by “Oslo” or “Bergen” University And Registration in the Specialist Registration Committee of the Norwegian Dental Association
Pakistan			Fellowship of the College of Physicians and Surgeons (F.C.P.S.)
Philippines			Philippine Board
Poland			Evidence of registration as a Specialist by the Medical Centre for postgraduate Training And Voivodeship centres for postgraduate training
Portugal			University Certificate in: Orthodontics: EspecialistaemOrtodontia And Must be registered with the Ordem dos Medicos Dentistas
			Oral Surgery: EspecialistaemCirurgia Oral (Oral Surgery) And must be registered with the Ordem dos Medicos Dentistas Faculty And Must be registered with The Romanian Collegiums of Dental Physicians

Country	Tier 1	Tier 2	Tier 3
Russia			Kandidata Nauk Magista PhD
Slovakia			Certificate of specialization in: Orthodontics (CelustynOrtoped)
			Maxillofacial Surgeon (Maxilofacialny Chirurg)
			Paediatric dentistry (Pedostomatolog)
Singapore		Master of Dental Surgery issued by the Dental Specialist Accreditation Board	
South Africa	MChD Degree (Master of Dentistry) And Registration with the Healthcare professions Council of South Africa (HPCSA)		
Sudan			Clinical MD in any dental specialty issued by Sudan Medical Specialization Board
Sweden		Certificate issued by the Swedish Board of National Health and Welfare (Training program must be conducted in Sweden).	
Switzerland		Fachzahnarzt anerkennung	

Country	Tier 1	Tier 2	Tier 3
Syria			Higher Study Certificate issued by Ministry of Higher Education شهادة الدراسات العليا
			Syrian Specialization Certificate issued by the Specialist Training and Rehabilitation Authority شهادة الاختصاص
			Master Degree in one of the dental specialties.
Tunisia			Specialty Certificate issued by the National Authority
Turkey			Doctor of science in one of the recognized specialties from a Doctorate Program
United Arab Emirates			Clinical Master program accredited by MOHESR and recognized by Authorities in the UAE
United Kingdom	Certificate of Completion of Specialist Training (CCST) And Inclusion in the Specialist Registry of the General Dental Council (for UAE nationals certificate of completion of training only)		Membership/Fellowship of the Royal College of Surgeons
			Intercollegiate Specialty fellowship
United States of America	American Board issued by the American Dental Association		Evidence of successful completion of university-based clinical residency program accredited by the American Dental Association (for UAE national only)

Country	Tier 1	Tier 2	Tier 3
Venezuela			Completion of a university specialization degree “Título de Master” in a dental specialty with at least Two (2) years course duration
Others			Full time Masters or PhD Degrees of minimum Two (2) years course duration with evidence of clinical practice and a current registration.

*Note: New qualifications not motioned in this document should be studied and approved by the Authorities

11. Recognized Specialties Titles for Licensing

Specialty Licensing Titles	مسمى التخصص
Endodontics	المعالجة اللبية
Dental Radiology	أشعة الاسنان
Oral and Maxillofacial Surgery	جراحة الفم والوجه والفكين
Oral Medicine	طب الفم
Oral Surgery	جراحة الفم
Orthodontics	تقويم الأسنان
Pediatric Dentistry	طب أسنان الأطفال
Primary Care Dentistry	طب الرعاية الأولية للأسنان
Periodontics	أمراض اللثة
Prosthodontics	التعويضات السنية
Restorative Dentistry	طب الأسنان الترميمي
Forensic Dentistry	طب الاسنان الشرعي

*Note: Conservative Dentistry is not recognized a dental specialty. Any applicant holding Conservative specialty degree may apply as General Dentist.

12. Implant Dentistry Privileging Requirements

- Implantology: is not a recognised dental specialty but it is a branch of dental practice pertaining to the restoration and maintenance of oral function. Implantology privileges will be granted to the licensed dentists in accordance to each Authorities' standards.

CHAPTER THREE:
NURSES AND MIDWIVES

13. Requirements and Considerations

13.1. Nurses Licensure Requirements

Nurses applying for licensure must fulfill the following requirements:

- Must be graduates from National and/ or International recognized Nursing college/University.
- For graduates from the UAE universities, the program and university must be accredited by the Ministry of Higher Education and Scientific Research (MOHESR).
- Qualifications acquired through honorary nature, correspondence or distance learning are not counted towards the PQR requirements.
- All non-UAE national graduate nurses from UAE universities are required to successfully complete 6 months internship post- graduation.
- UAE National nurses are exempted from the experience and internship requirements for the basic entry level.
- Applicants must hold a valid License/ Registration to practice in their home country and/or country of last employment (where applicable).
- Assistant Nurses and Assistant Midwives cannot work independently and shall work under a registered nurse or midwife.
- All Nurses must hold a minimum of current Basic Life Support (BLS) Certification or others according to scope of practice.

14. Qualification and Experience Requirements for Nursing Licensure

Title	Qualifications	Experience
Registered Nurse ممرض مسجل	Bachelor degree in Nursing	Minimum two (2) years clinical experience post qualification
	Associate degree in Nursing from Canada or USA with minimum two (2) years course duration And Successful completion of the National exam: USA: NCLEX - RN Canada: Licensing Exam.	
	Diploma in Nursing and Midwifery of minimum three and half (3 ½) years course duration	
	Diploma in Nursing of minimum three (3) years course duration	
Assistant Nurse مساعد ممرض	Diploma of Nursing with less than three (3) years course duration	Minimum One (1) year clinical experience post qualification
	Assistant nurse program with minimum 18 months course duration	
	Diploma in Nursing and Midwifery of 18 months to three (3) years course duration.	
Specialty Nurse ممرض مختص	Qualification as Registered Nurse And Post graduate certificate in one (1) of the nursing specialties with minimum one (1) year fulltime course duration	Minimum of One (1) year experience in the related specialty field post qualification.

Title	Qualifications	Experience
Nurse Practitioner* ممرض ممارس	Fulfill the requirements of Registered Nurse And Completion of a Clinical Master/ Doctoral degree in nursing (or equivalent qualification) in: <ul style="list-style-type: none"> ○ Pharmacology for prescribing drugs as a nurse practitioner ○ Differential diagnosis, ordering and interpretation of diagnostic tests (radiological and pathological tests) ○ Advanced Health Assessment 	Two (2) years' experience post qualification as a Nurse Practitioner
	Fulfill the requirements of Registered Nurse And National Certification or license as a Nurse Practitioner.	
<p>* The Nurse Practitioner will be licensed only by Health Authority – Abu Dhabi for one year starting from the publication of this document. The licensing of this healthcare professional will be reviewed after evaluation by the Authorities.</p>		

15. Qualification and Experience Requirements for Midwifery Licensure

Title	Qualifications	Experience
Registered Midwife قابلة مسجلة	Bachelor degree in Midwifery or equivalent qualification with minimum of three (3) years course duration in “Midwifery”	Two (2) years’ experience as a Midwife in maternity hospital or appropriate setting.
	BSc in Nursing, or equivalent with minimum three (3) years course duration And Midwifery Certificate with minimum one (1) year course duration	
	Associate degree in Nursing from Canada or USA with minimum two (2) years course duration And Successful completion of the National exam and Midwifery Certificate with minimum one (1) year course duration.	
Assistant Midwife مساعد قابلة	Assistant midwife degree with minimum two (2) years course duration	One (1) year experience as Assistant Midwife
	Assistant nurse degree with one year Midwifery program	

16. Recognized Specialty Titles for Nursing Licensure

Nursing Specialty Titles	مسمى التخصص
Community Nurse	ممرض رعاية صحة المجتمع
Pediatric Nurse	ممرض أطفال
Mental Health Nurse	ممرض صحة عقلية
Critical Care Nurse	ممرض عناية مركزة
Neonatal Nurse	ممرض عناية مركزة حديثي الولادة
Home care Nurse	ممرض الرعاية المنزلية
School Nurse Additional requirements: One (1) year experience in pediatrics from the total of two (2) years required experience for licensure. And Valid “Pediatric Advanced Life Support “(PALS)	ممرض مدرسي

**CHAPTER FOUR:
ALLIED HEALTHCARE
PROFESSIONALS**

17. Requirements and Considerations

17.1. Allied Healthcare Professionals Requirements

Allied Healthcare professionals applying for licensure must fulfill the following requirements:

- Must be graduates from National and/ or International recognized college/University.
- For graduates from the UAE universities, the program and university must be accredited by the Ministry of Higher Education and Scientific Research (MOHESR).
- Higher diploma certificates from The Higher Colleges of Technology in the UAE will be equivalent to Bachelor degree as per MOHESR standard
- Master degree or PhD (in the area of specialty) will reduce **one (1) year** from the required experience for licensing provided that the Master's/ PhD degree is not mandatory to obtain the selected title.
- Qualifications acquired through honorary nature, correspondence or distance learning are not counted towards the PQR requirements.
- All non-UAE national graduate allied healthcare professionals from UAE universities are required to successfully complete **Six (6) months** internship post- graduation.
- UAE National allied healthcare professionals are exempted from the experience and internship requirements for the basic entry level.
- Applicants must hold a valid License/ Registration to practice in their home country and/or country of last employment (where applicable).
- Assistant allied healthcare professionals cannot work independently and shall work under a licensed Allied Healthcare professional.

18. Qualification and Experience Requirements for Allied Healthcare professional

18.1. Anesthesia

Title	Qualifications	Experience
Anesthesia Technologist تقني تخدير	Bachelor degree or equivalent in Anesthesia technology Registered Nurse or Respiratory therapist And Completion of post graduate anesthesia certification from a nationally recognized program.	Minimum of two (2) years' experience post qualification in related field.
Anesthesia Technician فني تخدير	Anesthesia Technician Program with minimum two (2) years course duration from nationally recognized institution/college.	Minimum of two (2) years' experience post qualification in related field.

18.2. Assisted Reproductive Technology (ART)

Title	Qualifications	Experience
Embryologist تقني علم الأجنة <i>Also Known as IVF Technologist</i>	Bachelor's degree in Medical laboratory science or Applied Science* with emphasis in Human Embryology from a recognized university	Minimum of five (5) years' experience post qualification in related field

*Note: Applied Science includes the following:

- Cell Biology
- Developmental Biology
- Embryology
- Human Reproductive Biology
- Medical Laboratory Technology

18.3. Audiology

Title	Qualifications	Experience
Audiologist تقني سمعيات	Bachelor of Science (BSc) in Audiology	Two (2) years' experience post qualification in the field of Audiology Sciences in a hospital, clinic or rehabilitation setting
	Bachelor of Science (BSc) in Audiology And Master Degree in Speech and Hearing, or Speech Language Pathology, Speech Sciences or Communications or Audiology Disorders/Sciences	Two (2) years' experience post qualification in the field of Audiology Sciences in a hospital, clinic or rehabilitation setting
Audiology Assistant مساعد تقني سمعيات	Two (2) years diploma in Audiology	Two (2) years' experience post qualification in the field of Audiology Sciences in a hospital, clinic or rehabilitation setting

18.4. Beauty Therapy

Title	Qualifications	Experience
Beauty Therapist فني تجميل	Diploma in beauty therapy or cosmetics from a nationally accredited institute with minimum one (1) year course duration	One (1) year experience post qualification as a beauty therapist

18.5. Cardiac Perfusion

Title	Qualifications	Experience
Cardiac Perfusionist تقني عمليات القلب	Bachelor degree or diploma from an accredited institution in one (1) of the health Sciences And Post graduate diploma or certificate in perfusion technology with minimum one (1) year duration	Two (2) years' practical experience post certification as Per fusionist in hospital setting And Proof of performing hundred (100) clinical perfusions' procedures independently

18.6. Cardiovascular Technology

Title	Qualifications	Experience
Cardiovascular Technologist تقني تخطيط القلب	BSc degree in Cardiovascular program	Two (2) years' experience post certification in the related field
Cardiovascular Technician	Cardiovascular program of minimum two (2) years course duration	Two (2) years' experience post certification in the related field
ECG Technician فني تخطيط القلب	Successful completion of one (1) year certificate in ECG program or diploma program in Medical Sciences or allied health with evidence of formal ECG training	Two (2) years' experience post certification in the related field.

Cardiovascular Technologist/Technicians Licensing Titles

Licensing Titles	مسمى الترخيص
Catheterization Laboratory	تقني قسطرة القلب
ECG	تقني تخطيط القلب
Echo cardiographer	تقني تصوير القلب
Vascular	تقني الأوعية الدموية

18.7. Cast Technician

Title	Qualifications	Experience
Cast Technician فني تجبيس	Higher Secondary School or its equivalent And Certificate of completion of relevant training course	Two (2) years' experience post certification in the related field

18.8. Central Sterile Services (CSS)

Title	Qualifications	Experience
CSS Technician فني تعقيم	Associate Degree in CSS technology of minimum Two (2) years' course duration Certificate in any health related field with Certification as a member with one of the following: <ul style="list-style-type: none"> ○ Certification by the Board of Sterile Processing and Distribution (CBSPD) USA http://www.sterileprocessing.org/ ○ International Association of Healthcare Central Services Material management (IAHCSMM) http://www.iahcsmm.org/ 	Two (2) years' experience in the related field
CSS Aide مساعد فني تعقيم	Completion of Higher Secondary School And Certificate confirming on job practical training	Four (4) years' experience in related field

18.9. Clinical Dietetics and Nutrition

Title	Qualifications	Experience
Dietician تقني تغذية سريرية	Bachelor of Science in Dietetics	Two (2) years' experience as clinical dietician in a health facility
	Bachelor degree in a health Science with a major in Nutrition(Please see table below) And Post-graduate diploma or master in Dietetics.	
Nutritionist تقني تغذية	Bachelor of Science in Nutrition/Public Health Nutrition	Two (2) years' experience post certification in the field of Nutrition

Examples of Equivalent Qualifications in Clinical Dietetics and Nutrition

Qualification	Clinical Dietetics	Nutrition
Bachelor of Science in Dietetics	√	
Bachelor of Science in Nutrition and Dietetics	√	
Bachelor of Science in Clinical Nutrition and Dietetics	√	
Bachelor of Science in Food and Nutrition		√
Bachelor of Science in Nutrition		√
Bachelor of Science in Nutrition and Food Technology		√
Bachelor of Health Science (Major Nutrition)		√
Bachelor of Arid land agriculture/ Food Nutrition from the UAE University (Faculty of Food Systems).		√
Bachelor in Food Science/ Food Service Systems Management		√
Bachelor in Home Science (Major Nutrition)		√

18.10. Dental Clinical Support

Title	Qualifications	Experience
Dental Assistant مساعد طبيب الاسنان	Qualification of Doctor of Dental Surgery (DDS), Doctor of Dental Medicine (DMD), OR Bachelor of Dental Surgery (BDS)	No experience required after internship
	Diploma in Dental Assistant or Dental Nursing (course duration minimum two (2) years) or its equivalent certification	Minimum of one (1) year experience post certification in related field
	Registered Nurse or Assistant Nurse meeting licensure criteria	Minimum two (2) years' experience in the related Field
Dental Hygienist فني صحة الأسنان	Completion of bachelor degree in dental hygiene	Minimum of two (2) years' experience post certification in related field
	Completion of diploma in dental hygiene (course duration minimum two (2) years)	Minimum of four (4) years' experience post certification in related field
Dental Lab Technician فني معمل أسنان	BSc in Dental Laboratory Technology	Minimum of two (2) years' experience post certification in related field
	Completion of an accredited program in Dental Laboratory Technology (minimum of two (2) years course duration)	Minimum of four (4) years' experience post certification in related field

Title	Qualifications	Experience
Dental Laboratory Aide* معاون فني أسنان	Completion of Secondary School or its equivalent And Certificate confirming on job training	Minimum of two (2) years' experience in related field

*Note: Dental Laboratory Aide cannot work independently in a dental laboratory and cannot assist the dentist

18.11. Electro-Neurodiagnostics

Title	Qualifications	Experience
<p>Electro-Neurodiagnostics Technologist تقني التشخيص الكهرو عصبي</p>	<p>Bachelor Degree in the field of Applied Sciences Majoring in Neurophysiology or Neurophysiology or Biophysics/Physiology or equivalent with minimum three (3) years diploma</p> <p>Associate Degree (minimum 2 year curriculum) from an accredited training program as Neurophysiology Technologist And Registration from one of the following bodies:</p> <ul style="list-style-type: none"> ○ American Board of Registration of Electroencephalographic Technologists or equivalent. ○ American Board of Registration of Evoked Potential Technologists or equivalent. ○ American Association of Polysomnographic Technologist or equivalent. ○ The UK Registration Council for Clinical Neurophysiology ○ The Clinical Physiologist Registration Board of New Zealand ○ South African Registration as a Clinical Technologist 	<p>Two (2) years' experience post certification in relevant experience in hospital setting.</p>
<p>EEG Technician فني تخطيط كهربائية الدماغ</p>	<p>Completion of Secondary School or its equivalent And One year accredited certification program</p>	<p>Two (2) years' experience post certification in relevant experience in hospital setting.</p>

Electro-Neurodiagnostics Technologist Titles:

Licensing Titles	مسمى الترخيص
Electro- Neurodiagnostics	تقني التشخيص الكهرو عصبي
EEG	تقني تخطيط الدماغ
EMG	تقني تخطيط العضلات
Evoked Potential	تقني فحوصات الاستجابات المثارة
Polysomnographic	تقني دراسة اعتلال النوم

18.12. Emergency Medical Services

Title	Qualifications	Experience
Ambulance Nurse ممرض مسعف	Qualification for Registered Nurse And Valid PHTL, ACLS and PALS Certification	One (1) year experience in the Emergency department or as an Emergency Medical Technician.
Emergency Medical Technician - Advanced (Paramedic) EMT-P* مسعف متقدم	Internationally recognized EMT-P course or equivalent with minimum two (2) years course duration, or minimum of two (2) years Associate degree in EMT And hold a valid ACLS ,PALS, PHTLS Certification Bachelor's degree or equivalent in emergency medical technology or Emergency applied science or UK paramedic Science And Valid ACLS ,PALS, PHTLS Certification	Two (2) year experience post registration/certification
Emergency Medical Technician- Intermediate (EMT-I) مسعف متوسط	Internationally recognized EMT-I course or equivalent, minimum eight weeks duration And Valid ACLS , PALS, PHTLS Certification	One (1) year experience post registration/ certification. Current ACLS, PALS, and PHTLS
Emergency Medical Technician – Basic (EMT-B) مسعف مبتدئ	Internationally recognized EMT-Basic course or equivalent with minimum four (4) weeks duration And Valid BLS and BTLS Certification	Minimum of one (1) year experience post registration/certification

*Note: In the Emirate of Dubai EMTs /Paramedics have to apply to Dubai Corporation for Ambulance Services (DCAS) as DHA doesn't license this title.

18.13. Genetic Counselor

Title	Qualifications	Experience
Genetic Counselor مرشد الأمراض الوراثية	BSc in medical sciences, psychology or healthcare related field And MSc in Genetic Counseling	Two (2) years' experience post MSC certification in related field.

18.14.Hair Transplant Technician

Title	Qualifications	Experience
Hair Transplant Technician فني زراعة شعر	<p>BSc or diploma (minimum three (3) years course duration) in allied health with emphasis in hair transplant</p> <p>BSc degree in nursing</p> <p>And</p> <p>Certificate confirming on job training and indicates the following:</p> <ul style="list-style-type: none"> ○ Training is conducted in a licensed hair transplant center ○ Training performed by licensed surgeon ○ Number of cases performed per year (minimum of 20 procedures/year) 	<p>Two (2) years' experience post certification in related field</p>

Note: Hair Transplant Technician can only work under direct supervision of a plastic surgeon

18.15.Laser Hair Removal Technician

Title	Qualifications	Experience
Laser Hair Technician فني ليزر	Academic qualification as Registered Nurse or Beauty Therapist And Successful completion of a recognized Laser training course for hair reduction with evidence of ten (10) hands on training cases.	One (1) year experience post certification in related field
	Academic qualification as Registered Nurse or Beauty Therapist And Hair reduction certification from one of the following bodies if attained from outside UAE: <ul style="list-style-type: none"> ○ The Society for Clinical and Medical Hair Removal (SCHMR) ○ National Council on Laser Certification (NCLC) 	

18.16. Medical Imaging

Title	Qualifications	Experience
Radiographer/ Radiography Technologist أشعة تقني	Bachelor degree from an accredited university in a Radiography, Radiology Technology or Medical/Diagnostic Imaging program	Two (2) years' experience post certification in general radiology field
	Diploma in Radiology minimum of three (3) years course duration.	
	Associate degree in Radiography program of minimum two (2) years course duration And Registration/certification or accreditation as radiographer (please see Note 2 below)	
Magnetic Resonance Imaging (MRI) Technologist تقني الرنين المغناطيسي	Bachelor degree or Diploma of minimum three (3) years course duration in MRI	Two (2) years' experience post certification in the MRI field.
	Bachelor degree in a Radiography /Radiology Technology or Medical Imaging program And Post graduate Diploma in MRI minimum of 12 months course duration/Registration as MRI Technologist with ARRT, UK HPC, AIR, or other equivalent bodies. (please see Note 2 below)	
Radiography Technician فني أشعة	Bachelor degree in a Radiography /Radiology Technology or Medical Imaging program	One (1) year experience post qualification
	Diploma or equivalent as a Radiography Technician of minimum two (2) years duration	Minimum of two (2) years' experience post certification in hospital setting
Sonographer تقني اشعة صوتية	Bachelor degree or Diploma in Diagnostic Ultrasound or Sonography minimum three (3) years course duration	Minimum of two (2) years' experience post certification in related field
	Associate Degree in Sonography minimum two (2) years course duration And Registration/certification or accreditation as radiographer/Sonographer (please see Note 2 below)	

Category	Qualifications	Experience
	Bachelor degree or Diploma from an accredited institution in Radiography /Radiology Technology or Medical Imaging minimum of three (3) years course duration And Post primary Certificate or Diploma degree minimum 12 months in Diagnostic Ultrasound	
Nuclear Medicine Technologist (PET Scanning) تقني طب نووي	Bachelor degree or Diploma or its equivalent from an accredited institution in Nuclear Medicine Imaging (minimum three (3) years course duration)	Minimum of one year experience post certification in the Nuclear Medicine field
	Associate degree of minimum two (2) years course duration from an accredited program in Nuclear Medicine. And Valid Registration or Certification (please see Note 2 below)	Minimum of two (2) years' experience post certification in the Nuclear Medicine field.
	Bachelor/Diploma/Associate degree in a Radiography /Radiology Technology or Medical Imaging program And Diploma/Master of minimum one year in Nuclear Medicine	Minimum of two (2) years' experience post certification in the Nuclear Medicine field.

Note: 1

Equivalent Qualification for Radiology/ Medical Imaging :

- Medical Radiation Technology
- Medical Imaging
- Radiography
- Radiology Technology
- Diagnostic Imaging
- Health Sciences (Radiography or Medical Imaging)
- Medical Radiation Sciences

*Note: For Ultrasound/MRI, a Bachelor degree in an appropriate health related fields with emphasis on anatomy and physiology and a post graduate certificate/ diploma in Ultrasound or MRI

Note 2:

Table of Recognized registration/certification or accreditation programs for Radiography/Sonography:

Recognized Registrations/ Certifications/ Accreditations
The American Registry of Radiological Technologists (ARRT)
The Canadian Association of Medical Radiation Technologists (CAMRT).
UK Health and Care Professions Council (HCPC) for UK graduates only
The Australian institute of Radiography (AIR)
Ireland registration department of Health and Children
New Zealand Australasian Society for ultrasound in Medicine
Nuclear Medicine Technology Certification Board (N.M.T.C.B.)
Medical Radiation Practice Board of Australia
Documented evidence of passing the Registration Examination Assessment (REM) path to Registration or Registration with the New Zealand Medical Radiation Technologists Board
Australian Sonographer accreditation Registry (ASAR)
New Zealand Australasian Society for ultrasound in Medicine
South African Health Professional Council (HPCSA)

18.17. Medical Laboratory

Title	Qualifications	Experience
Phlebotomist فني سحب دم	Minimum six (6) months program in Medical Laboratory Sciences from a college officially recognized in home country	Minimum of one (1) year practical experience as a phlebotomist
	Completion of an approved certified phlebotomy program	
	Certificate in the field of Health Science of minimum of one (1) year	
Medical Laboratory Technician فني مختبرات طبية	Diploma or certificate in Laboratory Technician from an accredited program or equivalent minimum two (2) years duration	Two (2) years' experience in related field
Medical Laboratory Technologist تقني مختبرات طبية	BSc in Medical Laboratory Technology/ Medical Laboratory Science or equivalent qualification	Two (2) years' experience in related field
Medical Laboratory specialty titles (see table below)	BSc in Medical Laboratory Technology/ Bachelor in the Specialty field And One (1) year emphasis of the curriculum in the field of sub- specialty in the basic qualification curriculum	Two (2) years' experience in related field
	BSc in Medical Laboratory Technology/ Bachelor in the Specialty field And Certification by the ASCP in the specialty	Two (2) years' experience in related field
	Four (4) years' experience in the specialty	No additional experience
Clinical Scientist عالم سريري	BSc in Medical Laboratory Technology/ Medical Laboratory Science or equivalent qualification And	MSc degree holders will require three (3) years relevant experiences
	Master's degree in relevant specialty (high complexity listed below from a recognized university)	PhD degree holders will require two (2) years relevant experiences

Medical Lab Specialty Licensing Titles	مسمى التخصص
Blood Banking/Transfusion	بنك الدم
Clinical Biochemistry	الكيمياء الحيوية الاكلينيكية
Histocompatibility and Immunogenetic	عالم التوافق النسيجي والمناعة الجينية
Cytogenetic	علم الوراثة الخلوي
Cytology	علم الخلية
Genetics	علم الوراثة
Hematology	علم الدم
Histotechnology	أمراض الأنسجة
Immunology	علم المناعة
Medical Microbiology	علم الجراثيم الطبي
Molecular Biology	علم الأحياء الجزيئي
Molecular Genetics	علم الوراثة الجزيئية

18.18. Medical Physics

Title	Qualifications	Experience
Medical Physicist Technologist تقني الفيزياء الطبية	BSc degree in Physical Science or equivalent And MSc degree in Radiation Physics or Medical Physics	Two (2) years' experience post certification in the related field
Assistant Medical Physicist مساعد تقني الفيزياء الطبية	BSc degree in Radiation Physics or Medical Physics from an accredited program or equivalent.	Two (2) years' experience post certification in the related field

18.19. Radiation Therapy

Title	Qualifications	Experience
Radiotherapy Technologist تقني العلاج الإشعاعي	Bachelor degree in Radiotherapy.	Minimum of two (2) years' experience post certification in Radiation Therapy field.
Radiotherapy Technician فني العلاج الإشعاعي	Diploma or certificate from an accredited institution in Radiotherapy minimum of two (2) years course duration or equivalent	Minimum of two (2) years' experience post certification in Radiotherapy field
Mould Room Technician فني قوالب الإشعاع	City and guilds qualification in workshop practice or equivalent	Minimum of two (2) years' workshop experience

Radiotherapy Technology Programs

- Radiotherapy Technology USA
- Radiation Oncology Canada
- Therapeutic Radiography UK
- Radiation Therapy
- Radiation Oncology Sciences

18.20. Occupational Therapy*

Title	Qualifications	Experience
Occupational Therapist معالج وظيفي	Bachelor degree or Diploma from an accredited institution in Occupational Therapy minimum of three (3) years course duration	Two (2) years' experience post certification in the Occupational Therapy field
Occupational Therapy Technician فني علاج وظيفي	Graduate of an accredited course in Occupational Therapy minimum of two (2) years study.	Two (2) years' experience post certification in Occupational Therapy field

*Note: Occupational Therapy Technician cannot work independently

18.21. Operation Theatre Technology

Title	Qualifications	Experience
Operation Theatre Technician فني غرف العمليات	Diploma in operation theatre or Associate degree in surgical technology of minimum two (2) years course duration.	Two (2) years clinical experience post certification.

18.22. Optometry*

Title	Qualifications	Experience
Dispensing Optician فني صرف عدسات طبية	BSc in optical dispensing or Ophthalmic Dispensing	Minimum of two (2) years' experience post certification in the dispensing field as Optician
	Associate Degree/Diploma minimum of two (2) years course duration) in optometry or Ophthalmic Dispensing	Minimum of four (4) years' experience post certification in the dispensing field as Optician
Ophthalmic Technician فني عيون	Graduate from a certified program minimum of two (2) year course duration as Ophthalmic Technician	Minimum of two (2) years' experience post certification in retinalphotography And fluorescent angiography field
Optometrist فني بصريات	Bachelor degree or Diploma in Optometry/ Doctor of Optometry minimum of three (3) years course duration	Minimum two (2) years' experience post certification in related field
Orthoptist مقوم بصر	BSc degree or equivalent qualification in Orthoptics from an accredited institution	Minimum of two (2) years' experience in Orthoptic field
	Qualification of two (2) years duration leading to valid registration as an orthoptist in one (1) of the below bodies: <ul style="list-style-type: none"> ○ Healthcare professional Council of UK. ○ American Orthoptic Council of USA. ○ International Orthoptic Association ○ The Canadian Orthoptic Society 	Minimum four (4) years' experience post certification in a hospital setting

*Note:

- Dispensing Optician can work only in Optical shops
- Ophthalmic Technician can only work with an ophthalmologist
- Optometrist can work in eye clinics and optical shops

18.23. Pharmacy*

Title	Qualifications	Experience
Clinical Pharmacist صيدلي سريري	BSc in Pharmacy / Pharm D And Successful completion of a recognized Residency program in clinical pharmacy	Minimum two (2) years of experience post certification as a clinical pharmacist in hospital setting
	BSc in Pharmacy /Pharm D And Post graduate qualification in clinical pharmacy	
Pharmacist صيدلي	BSc in Pharmacy/Doctor of Pharmacy	Minimum of two (2) years' experience post certification as Pharmacist
Pharmacy Technician فني الصيدله	Diploma in Pharmacy program minimum of two (2) years course duration	Minimum of two (2) years' experience post certification as Pharmacy Technician

*Note: Pharmacy and Pharmacy Technician experience with pharmaceutical companies or sales representative is not accepted

18.24. Physician Assistant*

Title	Qualification	Experience
Physician Assistant مساعد طبيب	<ul style="list-style-type: none"> ○ Graduate Certificate in Physician Assistant Studies Or ○ Graduate from a Program accredited through The Canadian Medical Association Conjoint Accreditation process Or ○ Graduate from a Master Physician Assistant diploma accredited by the Netherlands – Vlaamse Accreditatieorganisatie <p>And National Certification or licensure as a Physician Assistant</p>	<p>Four (4) years’ experience post qualification</p>
	<ul style="list-style-type: none"> ○ Master of Physician Assistant Studies Or ○ Graduated from a bachelor’s degree (Science) <p>And Completed an accredited Physician Assistant training program</p> <p>And National Certification or licensure as a Physician Assistant</p>	<p>Two (2) years’ experience post qualification</p>

*Note: The Physician Assistant will be licensed only by Health Authority – Abu Dhabi for **one (1) year** starting from the publication of this document. The licensing of this healthcare professionals will be reviewed after evaluation by the Authorities.

18.25. Physiotherapy

Title	Qualifications	Experience
Physiotherapist معالج طبيعي	BSc in Physiotherapy or Physical Therapy	Minimum of two (2) years' experience post certification as Physiotherapist
Physiotherapy Technician فني علاج طبيعي	Diploma or Associate degree in physiotherapy or Physical Therapy with minimum two (2) years course duration	Minimum of two (2) years' experience post certification as Physiotherapy Technician
Sport Therapist معالج رياضي	Bachelor degree in Sport Therapy or equivalent qualification.	Minimum of two (2) years' experience post certification in the field as Sport Therapist
Massage Therapist* مدلك علاجي	Training program of Massage therapy of minimum 500 hours including educational and supervised clinical instruction And Valid BLS certification	Minimum of two (2) years' experience in the field as Massage Therapist

*Note: Massage Therapist will be licensed only by Dubai Health Authority for one year starting from the publication of this document. The licensing of this healthcare professionals will be reviewed after evaluation by the Authorities.

18.26. Podiatry

Title	Qualifications	Experience
Podiatrist معالج القدمين	Bachelor degree or diploma in Podiatry from an accredited college minimum of three (3) years course duration	Minimum of two (2) years' clinical experience as Podiatrist
	MSc degree in Podiatry or Doctor of Podiatry	Minimum of one (1) year clinical experience as Podiatrist.

18.27. Prosthetics and Orthotics

Title	Qualifications	Experience
Prosthetics and Orthotics Technologist تقني الأطراف الصناعية والتراكيب المقومة	Bachelor degree or Diploma minimum of three (3) years course duration in Prosthetics and Orthotics	Minimum of two (2) years' practical experience as Prosthetics and Orthotics Technologist
Prosthetics and Orthotics Technician فني الأطراف الصناعية والتراكيب المقومة	Graduate of an accredited program in Prosthetics and Orthotics minimum of two (2) years course duration	Minimum of two (2) years' practical experience as Prosthetics and Orthotics Technician
Anaplastologist فني تراكيب الوجه	Board Certification in Clinical Anaplastology (BCCA) or equivalent bodies.	Minimum two (2) years' experience post certification in related field
	Certification by American Association of Ocularists	

18.28. Psychology*

Title	Qualifications	Experience
Psychologist اخصائي علم النفس	Bachelor degree in the field of psychology And Postgraduate Doctoral degree (example: Ph.D., Psy.D., Ed.D., D.Clin.Psy) from an approved psychology faculty or an educational faculty with focus on psychology Bachelor degree in the field of psychology And Postgraduate full time Master's degree (includes MSc, MA, M.Phil) of minimum two (2) years from a psychology faculty or an educational faculty with focus on psychology provided that the bachelor degree is minimum four (4) years duration	Minimum of two (2) years' experience post certification in related field.
Psychometrist فني القياس النفسي	Bachelor degree (includes B.A. or B.Sc.) in psychometrics	Minimum two (2) years' experience post certification in related field.
Assistant Psychologist مساعد اخصائي علم النفس (Title for UAE Nationals only)	Bachelor degree (includes B.A. and B.Sc.) in psychology from a psychology department faculty or an educational faculty with focus on psychology	No experience required post certification

*Note:

- Psychometrist license allows practice only under onsite supervision by a licensed Psychologist
- Assistant psychologist license allows practice only under onsite supervision by a licensed Psychologist

Psychology Disciplines Title

- Clinical
- Health
- Child
- Counseling

- Educational
- Forensic
- Marriage and Family
- Occupational
- Neuropsychology

*Note: In the Emirate of Dubai, DHA license Psychologist in Clinical, Health and Neuropsychology disciplines. Applicants for the rest of specialties have to apply to Community Development Authority (CDA)

18.29. Renal Dialysis

Title	Qualifications	Experience
Dialysis Technologist تفتي غسيل كلّي	Bachelor degree in Dialysis Technology or equivalent qualification in dialysis technology with minimum three (3) years course duration	Two (2) years' experience in renal dialysis field
Dialysis Technician* فني غسيل كلّي	Completion of a dialysis technician program from a recognized educational institution or college. Or Licensed registered Nurse	Minimum of two (2) years' experience in renal dialysis field

*Note: A Dialysis Technician cannot work independently; a dialysis technologist must be available in the same facility

18.30. Respiratory Therapy

Title	Qualifications	Experience
Respiratory Therapist معالج الرعاية التنفسية	Bachelor degree in Respiratory Therapy or equivalent qualification And Valid ACLS /PALS Certification	Minimum of two (2) years' experience post certification as a Respiratory Therapist
Respiratory Therapy Technician* فني الرعاية التنفسية	Associate degree in respiratory therapy or equivalent diploma minimum two (2) years course duration	Minimum of two (2) years' experience post certification as respiratory therapist technician

*Note: Respiratory therapy technician shall work under supervision of respiratory care therapist

18.31.Social Worker*

Title	Qualifications	Experience
Social Worker اخصائي خدمة اجتماعية	BSc in Social work and Master's degree in Social Work	Minimum two (2) years' experience post certification in social work post
Assistant Social Worker مساعد اخصائي اجتماعية (Title for UAE Nationals only)	Bachelor degree in Social work or equivalent qualification with minimum three (3) years course duration.	No experience required post certification

*Note:

- Dubai Health Authority **does not** license social workers
- Assistant social worker license allows practice only under onsite supervision by a licensed social worker

18.32.Speech Therapy

Title	Qualifications	Experience
Speech Therapist معالج النطق	BSc in Speech-language pathology/ Speech and language therapy /Speech pathology /Speech therapy/Speech And language pathologist /Speech and language therapist	Minimum of two (2) years' experience post certification in Speech and phonetics in a hospital or clinical settings
	BSc in Communication or Psychology or Linguistics And Master's program in speech language pathology from an accredited educational institution, college or university	Minimum of one (1) years' experience post certification in Speech and phonetics in a hospital or clinical settings

18.33.Toxicology

Title	Qualifications	Experience
Toxicology technologist تقني علم السموم	BSc in health related field And MSc in Clinical Toxicology	Minimum of two (2) years' experience post certification as Toxicologist
	BSc in health related field with And Certification of Specialist in Poison Information or equivalent	
	BSc in Toxicology	

CHAPTER FIVE:
TRADITIONAL COMPLEMENTARY
AND ALTERNATIVE MEDICINE
(TCAM)

19. Requirements and Considerations

19.1. TCAM Healthcare Professionals Licensure Requirements

TCAM Healthcare professionals applying for Licensure must fulfill the following requirements:

- All applicants must demonstrate a current valid license/ registration to practice in home country or country of last employment
- Physician must hold a valid Authorities license to practice as a physician relevant to the Authority he/she is applying to
TCAM profession will be considered as an extended scope (privilege) for the physician.
- All applicants must submit their complete transcripts that indicate the theory and clinical hours as applicable.
- Cupping (not Hijama) shall be considered within the scope of Unani medicine or Chinese medicine
- UAE nationals who wish to be licensed as Hijama Practitioner will be evaluated on case by case by the designated Authorities
- All TCAM practitioners must hold a valid BLS certificate

19.2. Qualification and Experience Requirements for TCAM Licensure

Title	Qualifications	Experience
Acupuncture Practitioner ممارس الابر الصينية	BSc of Acupuncture medicine with minimum five (5) years full time course duration including internship	Minimum two (2) years after internship
	Accredited Acupuncture program of minimum Two (2) years full time or the part time equivalent with minimum 2500 teaching hours /Certification from National Certification Commission for Acupuncture and Oriental Medicine (NCCAOM) or equivalent body	Minimum three (3) years after internship
	Licensed Physician privileged to practice Acupuncture with Certification from an Accredited Acupuncture training program of minimum than 800 hours or one (1) year	No experience required
Ayurveda Practitioner ممارس في الطب الهندي التقليدي	Professional Bachelor Degree of Indian medicine - Ayurveda (BAMS- Bachelor of Ayurvedic Medicine and surgery) or equivalent of minimum five (5) years full time duration including internship (comprising minimum 4500 hours of classroom theory and practical sessions and 1000 hours of internship training)	Experience: Minimum two (2) years after internship
	Accredited Ayurveda Medicine program over a three to four (3-4) years full time / equivalent, comprising minimum 2500 hours (classroom theory and practical sessions) followed by 500 hours . of supervised internship training	Minimum four (4) years after internship

Title	Qualifications	Experience
	Physician privileged to practice Traditional Indian Medicine with an accredited full-time Ayurveda training program comprising of a minimum of two professional examinations and at least 1500 hours (classroom theory and practical sessions) followed by 500 hours of supervised clinical training	No experience required
Chiropractor Practitioner ممارس في العلاج اليدوي لتقويم العمود الفقري	A BSc of Chiropractic – Doctor of Chiropractic (D.C), honors degree or undergraduate, masters or equivalent of minimum four (4) years full time duration with minimum 4200 student/teacher contact hours Physician privileged to practice Chiropractic with Accredited Chiropractic training program of minimum 1800 hours over a two or three (2 or 3) years full time or part time program including minimum 1000 hours of supervised clinical experience	Minimum two (2) years after internship
Hijama Practitioner ممارس معالج بالحجامة	Holding a valid DHA/HAAD/MOH healthcare professional license in any: medical / nursing / allied health specialties And Proof of having completed a satisfactory training program offered through a licensed competent Hijama practitioner Or Therapist and/or institute as deemed appropriate by DHA/HAAD For UAE National passing MOH assessment	Two (2) years’ experience in Hijama
Homeopathy Practitioner ممارس في الطب المنثلي	Professional Bachelor Degree of Homeopathy (BHMS- Bachelor in Homeopathic Medicine and surgery) / licentiate from an accredited Homeopathic program of minimum five years including internship To be certified from an accredited Homeopathy program of minimum three (3) years course duration	Minimum two (2) years after internship Minimum four (4) years after completion of the course

Title	Qualifications	Experience
	Physician privileged to practice Homeopathy with Homeopathic program of minimum one (1) year course duration	No experience required
Naturopathy Practitioner ممارس في العلاج بالطبيعة	BSc of Naturopathy (ND - Doctor of Naturopathy/BNYS-Bachelor of Naturopathy and Yogic Sciences) or equivalent of minimum four (4) years course duration including supervised clinical training	Minimum two (2) years after internship
	Physician privileged to practice Naturopathy with Completion of an accredited Naturopathic training program over a two (2) years Or Three (3) years full-time or part-time period of minimum 1000 hours , including minimum 400 hours of supervised clinical training	
Osteopathy Practitioner ممارس في العلاج اليدوي لتقويم العظام	Degree of Osteopathy (e.g. Diploma of Osteopathy (D.O), Bachelor of Osteopathic Medicine (B.Ost Med.) or BSc Hons. Osteopathy) or equivalent of minimum four (4) years course duration and minimum 1000 hours of supervised clinical training (internship)	Minimum two (2) years after internship
	Physician privileged to practice Osteopathy with an accredited Osteopathic Medicine program of minimum one (1) years full time or part time equivalent of minimum 1000 hours including supervised clinical training	No experience required

Title	Qualifications	Experience
Traditional Chinese Medicine (TCM) practitioner ممارس في الطب الصيني التقليدي	Degree of Traditional Chinese Medicine (B.TCM - Bachelor of Traditional Chinese Medicine) from a recognized University of minimum five (5) years full time duration including one (1) years internship	Minimum two (2) years after internship
	An accredited Traditional Chinese Medicine Education program of three to four year years full time or equivalent of minimum total of 2,400 hours (consisting of 1,500 hours of theory and laboratory/clinical practice and 900 hours of clinical practicum)	Minimum four (4) years after completion of the course
	Physician privileged to practice Traditional Chinese Medicine with an accredited training program in TCM of two (2) - three (3) years full time or equivalent of minimum total of 1300 hours (Consisting of 800 hours of theory and laboratory/clinical practice and 500 hours of supervised clinical practicum)	No experience required
Unani Practitioner ممارس في الطب اليوناني التقليدي	Degree of Unani (BUMS- Bachelor in Unani Medicine and surgery / BEMS- Bachelor in Eastern Medicine and Surgery	Minimum two (2) years after internship
	(Diploma Frazil utTibbWalJarahat) or equivalent of minimum four (4) years full time duration including supervised clinical practicum	No experience required
	Physician privileged to practice Unani with an accredited training program in Unani Medicine of two (2) years full time or part time equivalent of minimum total of 1500 hours (theory and practical) followed by 750 hours of supervised training in a hospital or recognized medical Centre	No experience required

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