



Medical Laboratory Allied Healthcare Professionals Scope of Practice

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1. Definitions and Abbreviations

No.	Term and Abbreviation	Definition
1.1.	Advanced Competencies	In this document, refers to competencies that require obtaining specific post-graduate training and skills that were not part of the professional's core training curriculum.
1.2.	Clinical Scientists	Are allied healthcare professionals who specialize in the clinical investigation of human diseases, research and development, and related activities. They are responsible for high-complexity examinations, method validation and verification, result interpretation, and scientific oversight of laboratory operations, leveraging their expertise and experience in specialized areas to ensure the highest standards of diagnostic and research excellence.
1.3.	Competency	The capability of an individual to apply task-related knowledge, skills and abilities required to successfully perform an assigned task in a defined work setting.
1.4.	Core Competencies	In this document, core competencies refer to skills and knowledge that were included in the professional's core training curriculum and are essential for their practice.
1.5.	Department of Health (DoH)	The regulative body of the Healthcare Sector in the Emirate of Abu Dhabi, established pursuant to the law No. (10) of 2018
1.6.	Electronic Medical Record	Digital Version of patient knowledge chart, designed to contain the medical and treatment history of the patients as per practice.
1.7.	Healthcare Facility	An establishment at which healthcare services are provided and falls within a category named by DoH under the Healthcare Facility definition.
1.8.	High-Complexity Examinations	Laboratory tests that require advanced scientific knowledge, specialized equipment, and complex analytical processes. Such examinations typically involve significant

		judgment and interpretation in the performance and reporting of results.
1.9.	ISO 15189	International Organization for Standardization 15189 – An international standard that specifies the requirements for the quality and competence of medical laboratories to ensure accurate testing and reliable results. ²⁵
1.10.	JCI (Joint Commission International)	JCI is the recognized global leader with decades of expertise in the health care industry with a focus on helping organizations achieve highly reliable delivery of care and patient safety. We offer expert resources and tools to enable those we serve from health systems to frontline staff. ²²
1.11.	JCIA (Joint Commission International Accreditation)	JCI accreditation is the objective evaluation process that can help health care organizations measure, assess, and improve performance in order to provide safe, high quality care for their patients. Accreditation is awarded upon successful completion of an on-site survey. The on-site survey is conducted by a specially trained Joint Commission International surveyor or team of surveyors who assess your organization's compliance with our standards. ²²
1.12.	LIS (Laboratory Information System)	A software application that manages laboratory workflows and operations, capturing data such as patient demographics, laboratory orders, and specimen collection information, while also providing unique data elements like preliminary laboratory results and quality control data. ²⁴
1.13.	Medical Laboratory Technician	An allied health professional who, under the supervision of a laboratory technologist, clinical scientist or pathologist, performs routine laboratory procedures and processes specimen to support diagnostic testing and patient care, in accordance with their education, license, facility-granted competency-based authorization, and approved scope of practice, and within the professional, legal, and ethical frameworks relevant to their role.
1.14.	Medical Laboratory Technologist	An allied health professional who performs and analyzes clinical laboratory tests on biological specimens to support disease detection, diagnosis, and monitoring, in accordance with their education, license, facility-granted competency-based authorization, and approved scope of practice, and within the professional, legal, and ethical frameworks relevant to their role.

1.15.	ADOSH-SF	An initiative aimed at addressing and controlling all risks arising from various workplace activities and managing all occupational health and safety aspects within Abu Dhabi. ²³
1.16.	Personally Identifiable Information	Information that can identify, contact, or locate an individual on its own or when combined with other data, or that can identify an individual in a specific context.
1.17.	PKU cards (Phenylketonuria screening cards)	Specialized filter paper cards used to collect small blood samples from a newborn's heel prick, usually 24-48 hours after birth.
1.18.	Phlebotomist	Are allied healthcare professionals who are specialized in drawing blood from patients for laboratory testing, blood donations, or research purposes.
1.19.	Point-of-care testing (POCT)	Clinical laboratory testing performed at or near the site where patient care is delivered. ²⁴
1.20.	Professional Qualification Requirement (PQR)	A formal set of standards that specify the educational qualifications, certifications, and competencies required for professionals to practice in a specific field or role. PQRs ensure that individuals meet minimum regulatory and professional expectations to maintain safe and effective practice.
1.21.	Protected Health Information	Any information in a healthcare setting that can be used to identify an individual and relates to their medical history, treatment, or payment for healthcare services.
1.22.	Scope of Practice	The predefined range of services, treatments, responsibilities, and activities that might be undertaken within the realm of a specific profession.

2.SOP Purpose

- 2.1. The purpose of this document is to:
 - 2.1.1. Define the clinical services provided by medical laboratory allied healthcare professionals and the required competencies.
 - 2.1.2. Outline the professional boundaries, accountabilities, and ethical and legal obligations of medical laboratory allied healthcare professionals toward patients and society.
 - 2.1.3. Serve as a reference for the healthcare workforce, healthcare providers, healthcare payers, and governance bodies.

3.SOP Scope

- 3.1. This scope of practice applies to DoH licensed medical laboratory allied healthcare professionals (Phlebotomist, Medical Laboratory Technician, Medical Laboratory Technologist, Clinical Scientist) who wish to practice in the Emirate of Abu Dhabi and to all healthcare providers, and facilities that provide and operate medical laboratory services.

4.Practice Settings

- 4.1. The Medical laboratory allied healthcare professionals can provide vital services in various health care settings, including but not limited to:
 - 4.1.1. Hospitals
 - 4.1.2. Medical Centers
 - 4.1.3. Primary Health Care Centers
 - 4.1.4. One Day Surgery Centers
 - 4.1.5. Diagnostic Centers
 - 4.1.6. Specialized Clinics
 - 4.1.7. Home care and Long term facilities
 - 4.1.8. Mobile Health Unit
 - 4.1.9. Research facilities
 - 4.1.10. Blood Banks
 - 4.1.11. Biobanks
 - 4.1.12. Forensic Laboratories
 - 4.1.13. Reference Laboratories

5. Standard of Proficiency

5.1. General obligations of medical laboratory allied health professionals:

Medical laboratory allied health professionals must:

- 5.1.1. Uphold local and federal UAE laws, ethical principles, professional standards, clinical competencies, and practice guidelines set by national and international bodies.
- 5.1.2. Follow UAE and DoH laws and regulations related to medical research.
- 5.1.3. Provide medical laboratory services in accordance with their respective titles in a licensed facility equipped with the necessary resources for safe and high-quality care.
- 5.1.4. Not perform any action that exceeds their scope of practice or the scope of their license, except in cases requiring immediate intervention to save a life¹.
- 5.1.5. Not perform any action that the resources available to them do not allow to carry out the same except in emergencies, and in this case, first aids required to save life can be made².
- 5.1.6. Preserve and exhibit the necessary knowledge, skills, and expertise necessary to provide medical laboratory services in accordance with their respective titles.
- 5.1.7. Continue to update their knowledge and enhance their skills to utilize current technologies and methodologies in the field adhering to evidence-based practice and internationally recognized guidelines.
- 5.1.8. Conduct their responsibilities and care with integrity, honesty, and compassion.
- 5.1.9. Demonstrate professionalism consistent with the provision of medical laboratory services, particularly in respecting patients' privacy and autonomy.
- 5.1.10. Ensure the use of proper equipment and medical laboratory services is limited to what is necessary for patient management.
- 5.1.11. Follow infection control and safety procedures, including hand hygiene, the use of appropriate personal protective equipment (PPE) and barrier precautions, proper specimen handling, decontamination and sterilization processes, and the validation of chemical and biological waste.
- 5.1.12. Ensure proper inventory management of laboratory consumables to prevent stock shortages.
- 5.1.13. Collaborate with other healthcare professionals where appropriate and necessitated by the patient's case complexity.
- 5.1.14. Respect any limitations on their competencies, seek support when needed, and refer tasks that require expertise beyond their scope of practice to the relevant professionals and services, ensuring that clinical diagnosis and treatment decisions remain the responsibility of the treating clinicians.
- 5.1.15. Verify patient identity using approved identifiers and ensure accuracy of patient

¹ Article (12) of Federal Law No. (6) of 2023 on the Practice of Some Medical Professions by Persons Other Than Physicians and Pharmacists

² Article (12) of Federal Law No. (6) of 2023 on the Practice of Some Medical Professions by Persons Other Than Physicians and Pharmacists

information prior to specimen collection.

- 5.1.16. Communicate effectively with patients, explaining procedures, obtaining cooperation, and providing reassurance to reduce anxiety and ensure patient comfort.
- 5.1.17. Communicate effectively verbally and using written health records, electronic medical records, or other digital technology while adhering to relevant access level regulations and report in accordance with their scope and relevant regulations.
- 5.1.18. Report all adverse events, incidents, or critical results promptly through the facility's reporting system, ensuring accurate identification, thorough documentation, and adherence to established timeframes.
- 5.1.19. Safeguard patient data by adhering to data security and privacy standards for identifiable and protected health information.
- 5.1.20. Comply with health information exchange policies when using the designated electronic medical record platform for health services data and respect patient privacy and confidentiality.
- 5.1.21. Comply with occupational health and safety practices, including appropriate use of PPE, safe disposal of sharps and biohazard materials, and compliance with facility and regulatory standards.
- 5.1.22. Comply with defined turnaround times (TAT) and approved downtime or contingency procedures to maintain continuity of care and service quality.
- 5.1.23. Adopt innovative technologies relevant to their practice that would enhance patient care and care outcomes in compliance with the regulatory and legal requirements.
- 5.1.24. Participate in quality assurance and service improvement activities to enhance healthcare services and clinical outcomes.
- 5.1.25. Complete the information security awareness courses assigned by DoH from time to time.
- 5.1.26. Liaise with and provide necessary support to surveyor/inspectors during inspection or audits conducted for College of American Pathologists, JCIA, ISO 15189, DoH, ADOSH-SF where relevant to their field.

5.2. Core proficiencies for Medical Laboratory Allied Healthcare professionals:

5.2.1. Phlebotomists:

- 5.2.1.1. Draw blood samples for diagnostic, treatment and research purposes.
- 5.2.1.2. Collect, register, and transport diagnostic specimens (e.g., urine, swabs, stool) as per facility protocols.
- 5.2.1.3. Run point-of-care testing (POCT) by preparing the device, performing quality control procedures, processing patient samples, verifying results for accuracy, and ensuring proper documentation and maintenance of the equipment.
- 5.2.1.4. Select appropriate collection techniques, equipment and resources based on test requirements (examples venipuncture, and capillary blood collection).
- 5.2.1.5. Ensure proper labeling and documentation of all specimens (e.g., blood, PKU cards, urine, swabs, stool) at the point of collection.
- 5.2.1.6. Maintain specimen integrity through correct handling, timely transport, and adherence to pre-analytical requirements. and in accordance with approved protocols, packaging, and biosafety requirements.

- 5.2.1.7. Assist in preparing specimens for pre-diagnostic analysis following the lab facility policy and protocols.
- 5.2.1.8. Collect laboratory tests such as blood culture, oral glucose tolerance, blood smear, peak and trough drug levels.
- 5.2.1.9. Perform routine checks and basic quality-control procedures for only phlebotomy related devices and pre-analytical systems and equipment. In addition, report equipment malfunction, and relevant safety concerns.
- 5.2.1.10. Follow infection control and safety procedures, including proper waste disposal.
- 5.2.1.11. Provide blood-donors care during blood collection sessions, including monitoring, reassurance, and appropriate post-donation instructions, in alignment with established protocols and blood bank protocols with the appropriate supervision.
- 5.2.1.12. Report adverse events and patient reactions during and post sample collection through the facility incident reporting system.

5.2.2. Medical Laboratory Technician

- 5.2.2.1. Collect, receive, verify, and prepare patient specimens for clinical testing, ensuring suitability and integrity for diagnostic analysis.
- 5.2.2.2. Perform pre-analytical processing including centrifugation, aliquoting, and slide preparation to support accurate clinical results.
- 5.2.2.3. Conduct routine laboratory tests in clinical chemistry, hematology, immunology, microbiology, and urinalysis.
- 5.2.2.4. Prepare stained slides for microscopic examination to support evaluation of cells, microorganisms, or tissue components.
- 5.2.2.5. Perform basic microbiological culture techniques and preliminary organism identification.
- 5.2.2.6. Assist with transfusion-related procedures such as blood grouping and preliminary compatibility testing under supervision.
- 5.2.2.7. Operate and maintain laboratory analyzers and diagnostic devices used in patient testing.
- 5.2.2.8. Perform internal quality checks and identify abnormalities that may impact clinical results.
- 5.2.2.9. Recognize complex, critical or abnormal findings and escalate them promptly to a supervising technologist or pathologist following the internal protocols and policies.
- 5.2.2.10. Assess specimen quality and identify pre-analytical issues that could impact the patient's diagnosis or treatment.

5.2.3. Medical Laboratory Technologist

- 5.2.3.1. Perform complex and specialized laboratory testing across assigned disciplines
- 5.2.3.2. Collect, analyze and examine blood, urine, stools, swabs, cerebrospinal fluid, body fluids samples to assess cell count, structure, or blood type compatibility for transfusions, utilizing available technologies including microscopic methods.
- 5.2.3.3. Review lab results to ensure their accuracy within their scope.
- 5.2.3.4. Demonstrates proficiency in the proper operation, routine maintenance, calibration, and performance verification of laboratory instruments to ensure accurate and reliable test results.
- 5.2.3.5. Enter, verify and manage laboratory data within the laboratory information system LIS in accordance with (Data traceability, user access control, audit train requirements and authorization requirement.

- 5.2.3.6. Run or oversee quality control programs to guarantee precise laboratory outcomes.
- 5.2.3.7. Examine biological samples using appropriate methods and assess test performance using appropriate laboratory methods and established quality criteria.
- 5.2.3.8. Clean, and maintain laboratory devices in accordance with the manufacturer's instructions and established laboratory protocols.
- 5.2.3.9. Culture, isolate, and assist in the identification of microbial organisms, and perform appropriate laboratory tests for their characterization.
- 5.2.3.10. Develop, refine, evaluate, or adjust procedures, methods, or tests for specimen analysis or laboratory experiments, ensuring all validations are thoroughly documented according to laboratory standards and regulatory requirements.
- 5.2.3.11. Demonstrate proficiency in performing cell culture procedures, including preparation, maintenance, monitoring, and harvesting of cells under controlled laboratory conditions.
- 5.2.3.12. Choose and prepare samples and media for cell cultures using aseptic techniques and understanding of medium ingredients and cell requirements.
- 5.2.3.13. Prepare and process histology slides for microscopic examination, ensuring proper fixation, sectioning, staining, and slide quality.
- 5.2.3.14. Conduct medical research under the supervision of a specialist, such as a microbiologist, biochemist, immunologist, geneticist, pharmacologist, or other relevant professionals.
- 5.2.3.15. Assess and verify new methodologies as part of a structured validation/verification process, approved by the laboratory management and aligned with regulatory and accreditation requirements.
- 5.2.3.16. Supervise, instruct, or guide lab staff, including medical and clinical laboratory technicians, technologists, or other personnel involved in lab testing.
- 5.2.3.17. Analyze laboratory results and interpret laboratory findings strictly within the individual's authorized scope of practice. Make technical decisions and troubleshoot technical or procedural issues within their competence; seek support or refer when matters fall outside their scope of practice. (see Subclause 5.1.14)
- 5.2.3.18. Provide the necessary qualifications and relevant experience for the specialty titles as per the PQR to perform specialized tests.
- 5.2.3.19. Perform and manage proficiency-testing program according to laboratory policy.

5.2.4. Clinical Scientist

- 5.2.4.1. Perform accurate analysis of clinical specimens using standardized and specialized laboratory methods and validated protocols.
- 5.2.4.2. Apply principles of hematology, clinical chemistry, microbiology, immunology, histopathology, molecular diagnostics and genetic testing in routine and specialized testing.
- 5.2.4.3. Investigate complex clinical cases by correlating laboratory findings with disease mechanisms, progression, and pathophysiology.
- 5.2.4.4. Evaluate abnormal, unexpected, or critical results; investigate and resolve discrepancies; and provide laboratory-based clinical interpretation or recommendations to the relevant clinicians and services within laboratory and scientific aspects only and in accordance with their authorized scope of practice. (see Subclause 5.1.14)

- 5.2.4.5. Conduct advanced investigations in the relevant medical laboratory scope, for example, but not limited to microbiological investigations including pathogen identification, antimicrobial susceptibility testing, and outbreak-related analysis.
- 5.2.4.6. Operate, validate, and oversee sophisticated diagnostic systems such as spectrometers, chromatography systems, molecular analyzers, and electron microscopes.
- 5.2.4.7. Develop, optimize, and validate new diagnostic methods, assays, and laboratory protocols to enhance clinical accuracy and efficiency in accordance with quality management and regulatory requirements.
- 5.2.4.8. Lead or participate in clinical research, method development, disease surveillance, and public health initiatives.
- 5.2.4.9. Provide expert consultation to clinicians on appropriate test selection, interpretation of complex results, and implications for diagnosis or treatment within laboratory and scientific aspects only and in accordance with their authorized scope of practice. (see Subclause 5.1.14).
- 5.2.4.10. Supervise, mentor, and train laboratory technologists, technicians, assistants, students, and other staff in advanced clinical techniques and scientific practice.
- 5.2.4.11. Oversee laboratory quality assurance programs, regulatory compliance, biosafety standards, and continuous improvement of diagnostic processes in accordance with the facility quality department.
- 5.2.4.12. Prepare scientific reports, participate in case discussions, and contribute to multidisciplinary clinical decision-making as required.
- 5.2.4.13. Perform and manage proficiency-testing program according to laboratory policy.

5.3. Other Roles of Medical Laboratory Allied Healthcare professionals:

- 5.3.1. Provide technical advice as a subject matter expert where experience allows.
- 5.3.2. Serve as a member of a specialty-related committee or taskforce.
- 5.3.3. Take on responsibilities in healthcare education and training programs as a senior medical laboratory allied healthcare professional.
- 5.3.4. Contribute to medical literature through research activities, authoring, reviewing, publishing in journal articles, and presenting in scientific events.

6. Specific Learning Requirement / Privileging Requirement

- 6.1. Medical laboratory allied healthcare professionals shall maintain up-to-date competencies for all tasks assigned to them.
- 6.2. Medical laboratory allied healthcare professionals need to stay up to date and maintain competencies on equipment and trouble shooting.
- 6.3. Medical laboratory allied healthcare professionals who seek to expand their scope with advanced competencies must provide evidence of training and experience to obtain procedure specific competence post a competency assessment by the relevant healthcare facility's bodies.
- 6.4. Medical laboratory allied healthcare professionals should engage in continuous education to stay informed about best practices and updates in policies including but not limited to their scope of practice, quality and patient safety.
- 6.5. Privileging shall be conducted in accordance with the DoH Standard for Clinical Privileging of Healthcare Workforce and Clinical Services.

7.Exempted from Scope

7.1. None

8.Relevant Reference Documents

No.	Reference Date	Reference Name	Relation Explanation / Coding / Publication Links
1.	2025	MOHAP, DoH, DHA and SHA (2025). Unified Healthcare Professional Qualification Requirements, 2025.	https://www.doh.gov.ae/en/pqr
2.	2016	United Arab Emirates. (2016) Federal Decree-Law No. (4) of 2016 on Medical Liability	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references
3.	2019	United Arab Emirates. (2019) Article 24 of Federal Law No. (5) of 2019 on Regulating the Practice of Human Medicine and its Executive Regulations	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references
4.	2017	Ministerial Resolution No. (1448) of 2017 on Adoption of Code of Ethics and Professional Conduct for Health Professionals	Arabic version https://mohap.gov.ae/app_content/legislations/php-law-ar-64/mobile/index.html English version https://mohap.gov.ae/app_content/legislations/php-law-en-64/mobile/index.html
5.	2021	United Arab Emirates. (2021) Ministerial Resolution No. (14) of 2021 on the Patient's Rights & Responsibilities Charter.	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references
6.	2019	United Arab Emirates. (2019) Federal Law No. 8 of 2019 on Medical Products, Pharmacy Profession and Pharmaceutical Establishments	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references

7.	2019	United Arab Emirates. (2019) Federal Law No. (2) of 2019 Concerning the Use of Information and Communication Technology (ICT) in Health Fields	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references
8.	2014	United Arab Emirates. (2014) Federal Law on the Prevention of Communicable Disease No. (14) of 2014 and its Executive Regulations	Arabic version https://www.doh.gov.ae/ar/about/law-and-legislations English version https://mohap.gov.ae/en/about-us/legal-references
9.	2023	Department of Health – Abu Dhabi, 2023. Standard for Clinical Privileging of Healthcare Workforce and Clinical Services. DOH/HCWS/SD/CLNPRVLG-CS/2, Version 2.	https://www.doh.gov.ae/en/resources/standards
10.	2024	DoH, MOHAP, and SHA. (2024) Healthcare Workforce Bioethics Guidelines. DOH/GD/HCWBIOETHICSGD/V1/20 24	https://www.doh.gov.ae/en/resources/guidelines
11.	2023	Administrative decision no. (19) of 2023 relating to occupational Safety and health & labour accommodations	https://u.ae/-/media/Documents-2nd-half-2023/Administrative-Decision-No-19-of-2023-Relating-to-Occupational-Safety-and-Health--Labour-Accommodatio.pdf
12.	2024	DoH. 2024. Abu Dhabi Healthcare Information and Cyber Security Standard. DOH/SD/ICSO/ADHICS/V2/2024	https://www.doh.gov.ae/en/resources/standards
13.	2022	DoH. 2022. Circular USO/29/2022 Abu Dhabi Healthcare Sector Cyberlearning Program.	https://www.doh.gov.ae/en/resources/Circulars
14.	2023	DHCR Allied Health Professionals Scope Of Practice - GL/HCP/080/02 Guideline	https://www.dhcc.ae/gallery/Allied%20Health%20Professionals%20Scope%20of%20Practice.pdf

15.	2023	DHCR Licensure Requirements for Allied Health Professionals Guidance for Applicants - GL/HCP/079/05 Guideline	https://www.dhcc.ae/gallery/Licensure%20Requirements%20for%20Allied%20Health%20Professionals%20Guidance%20for%20Applicants.pdf
16.	2025	Laboratory Scopes	https://dhp.moph.gov.qa/en/Documents/Laboratory%20Scopes.pdf
17.	2025	Guidelines for Skills and Qualifications Assessment of Occupations Pathology Collector / Phlebotomist	https://aims.org.au/common/Uploaded%20files/Overseas%20Skills%20Assessment/Guidelines%20For%20Assessment_Pathology%20Collector_v12.3.pdf
18.	2021	Certified Phlebotomy Technician (CPT)	https://www.mycptg.ca/wp-content/uploads/2020/07/Candidates-Handbook.pdf
19.	2024	Guidelines for Skills and Qualifications Assessment of Occupations Medical Laboratory Scientist ANZSCO 234611 and Medical Laboratory Technician ANZSCO 311213	https://aims.org.au/common/Uploaded%20files/Overseas%20Skills%20Assessment/Guidelines%20for%20Assessment%20-%20MLS%20MLT%20v18.2.pdf
20.	2021	STANDARDS OF PRACTICE Medical Laboratory Technologists (MLT)	https://www.cahppei.ca/sitefiles/Documents/CAHPPEI_Standards-of-Practice_MLT.pdf
21.	2025	MEDICAL LABORATORY SCIENTIST	http://whatsmynext.org/wp-content/uploads/2023/08/MLS.pdf
22.	2026	Joint Commission International Accreditation	https://www.jointcommission.org/en/accreditation
23.	2023	Occupational Safety & Health Management System	https://www.dmt.gov.ae/en/adm/Environment-Healthy-Safety/About-EHS
24.	2025	Point-of-care testing (POCT)	https://www.ncbi.nlm.nih.gov/books/NBK592387/
25.	2022	ISO 15189:2022 Medical laboratories — Requirements for quality and competence	https://www.iso.org/standard/76677.html
26.	2024	Laboratory Information System	https://www.sciencedirect.com/topics/medicine-and-dentistry/laboratory-information-system