



# POLICY ON ISSUING WAIVERS OF HEALTHCARE PROFESSIONALS LICENSURE REQUIREMENTS DURING EMERGENCIES, CRISES AND DISASTERS

Document Title:	POLICY ON ISSUING WAIVERS OF HEALTHCARE PROFESSIONALS LICENSURE REQUIREMENTS DURING EMERGENCIES, CRISES AND DISASTERS		
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Applies To:	<ul style="list-style-type: none"> <li>• All DOH Licensed healthcare providers seeking to provide healthcare services to individuals in Abu Dhabi</li> <li>• All Healthcare professionals seeking to become licensed to provide healthcare services to individuals in Abu Dhabi</li> </ul>		
Owner	Healthcare Workforce Planning Division - Healthcare Workforce Sector		
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## 1. Policy Purpose and Brief

Sustaining a high level of quality of care at all times is a priority for the Department of Health (DOH). Toward this end, DOH is committed to ensure that the supply of competent and qualified health workforce meets the surge in demand for workforce that may occur as a consequence of a crisis, disaster or emergency event declared or determined as such by the pertinent authority in UAE/ Emirate of Abu Dhabi.

The purpose of this policy is to establish a governance framework for DOH to issue a waiver of a specific licensure requirement during an emergency, a crisis, or a disaster event, in order to ensure the continuity of operations in healthcare facilities in the Emirate of Abu Dhabi.

## 2. Definitions and Abbreviations

No.	Term / Abbreviation	Definition
2.1	Emergency <sup>1</sup>	A major incident or set of incidents which bring serious damages to individuals or property or threaten public order, continued functioning of the government, human health, environment, or economy. Incidents as such require special mobilization and coordination between several entities.
2.2	Crisis <sup>2</sup>	An incident which is more complicated than an emergency, threatening the stability of a large part of society and the ability of the government to proceed with the performance of its duties.
2.3	Disaster <sup>3</sup>	Incidents which occurred and caused serious damages that require the collective cooperation of the government and the society members to recover therefrom. Such incidents may require the support of the international community.
2.4	Event	In the context of this Policy, 'event' refers to a situation that is considered by the pertinent authority to exist as an emergency, a crisis or a disaster.
2.5	Minimum Licensure Requirements	Critical requisites that apply at all times, hence cannot be waived.
2.6	A Licensure Waiver	An order issued by DOH, by which one or more of the licensure requirement(s) for Healthcare Professionals may be suspended during an event.
2.7	A Temporary License	A permission granted to healthcare professionals to allow them to practice within their scope of educational qualifications, training and expertise for a limited amount of time.
2.8	Primary Source Verification	The process of verifying the documents required for licensing, directly from the original or primary source.
2.9	Adequate	In the context of this Policy, 'adequate' indicates that the arrangements in place are sufficient for their purposes and achieve the expected outcomes.
2.10	The Unified Healthcare Professional Qualification Requirements (PQR):	a UAE unified credential requirement for health professional licensing.

<sup>1</sup> Federal Decree Law No. (2) of 2011 Concerning the Establishment of the National Emergency, Crisis and Disasters Management Authority (NCEMA).

<sup>2</sup> Federal Decree Law No. (2) of 2011 Concerning the Establishment of the National Emergency, Crisis and Disasters Management Authority (NCEMA).

<sup>3</sup> Federal Decree Law No. (2) of 2011 Concerning the Establishment of the National Emergency, Crisis and Disasters Management Authority (NCEMA).

## 3. Policy Content

During a crisis, disaster or emergency event, DOH will adopt agile healthcare professionals' licensure procedures to ensure that Abu Dhabi Healthcare system maintains its capabilities to meet the needs of the population.

## 4. Policy Roles and Responsibilities

### 4.1. Responsibilities of DOH

#### DoH must:

- 4.1.1. Identify, analyze and evaluate the needs for licensure waivers during an event in consultation with all the internal and external stakeholders.
  - 4.1.2. Analyze and evaluate requests to waive some licensure requirement(s) received from healthcare providers during an event, taking into consideration the potential impact of the waiver on the continuity and quality of healthcare services as well as patient safety.
  - 4.1.3. Ensure that modification of licensure requirements complies with the guiding principles laid down in this policy.
  - 4.1.4. Ensure that modification in licensure requirement does not compromise the following minimum requirements:
    - 4.1.4.1 Copy of the academic and professional qualification certificate(s) as per the current PQR
    - 4.1.4.2 Certificate of Good Standing
    - 4.1.4.3 Criminal Investigation Department (CID) report
    - 4.1.4.4 Primary source verification receipt
  - 4.1.5. Distinguish the Health Professional License issued for new applicants, based on a waiver as a temporary license.
  - 4.1.6. Specify the license validity period, which must not exceed one year.
- Note:** DOH may at its sole discretion revoke, shorten, or extend the timeframe of a licensure waiver.
- 4.1.7. Specify the temporary license issuance fees.
  - 4.1.8. Announce the requirements to grant temporary license and any update thereof
  - 4.1.9. Suspend this policy whenever the pertinent authority in UAE/ Emirate of Abu Dhabi determines that the event has ceased to exist.

### 4.2. Responsibilities of Healthcare Providers

#### All DOH Licensed Healthcare Providers must:

- 4.2.1. Collaborate with the DOH during the event.
- 4.2.2. Comply with the scope, timeframe and requirements stipulated in the DOH communique of a Licensure Waiver.
- 4.2.3. Provide adequate orientation to all recruited healthcare professionals about the current laws and regulations governing the practice including the medical liability law.
- 4.2.4. Ensure that healthcare professionals with temporary license provide healthcare services according to their scope of practice and delineated clinical privileges.
- 4.2.5. Ensure that healthcare professionals with temporary license are provided with adequate clinical supervision, necessary training, upskilling and reskilling courses and resources, to enable them to deliver safe and quality healthcare services, and discharge their assigned roles and responsibilities.
- 4.2.6. Monitor the performance of healthcare professionals with temporary license.
- 4.2.7. Ensure that all recruited healthcare professionals are licensed.
- 4.2.8. Ensure to keep abreast of the policies, standards, circulars issued by DOH during the event.

### 4.3. Responsibilities of Healthcare Professionals

#### All DOH Licensed Healthcare Professionals must:

- 4.3.1. Collaborate with DOH during the event.
- 4.3.2. Comply with the scope, timeframe and requirements stipulated in DOH communique of a Licensure Waiver.

**4.3.3.** Abide by the current laws and regulations governing the practice, including the Medical Liability Law and Code of Ethics and Professional Conduct for Health Professionals.

**4.3.4.** Provide healthcare services according to their:

- 4.3.4.1 Scope of practice and clinical privileges
- 4.3.4.2 Legal restrictions related to their license (such as restrictions on prescribing and / or administration of medicines)
- 4.3.4.3 Knowledge, training, competencies and skills
- 4.3.4.4 Delegated job roles during the event

**4.3.5.** Ensure the provision of safe and effective healthcare services at all time.

**4.3.6.** Abide by the duration of the license issued according to this policy.

**4.3.7.** Apply for licensure before the end of the validity of the temporary license, or at the end of the event, whichever comes first.

## 5. Policy Scope of Implementation

This policy applies to the following categories of Healthcare Professionals applying to obtain DOH license for the first time (i.e. new applicants)

- Physicians
- Dentists
- Nurses and Midwives
- Allied Healthcare professionals
- Traditional Complementary and Alternative Medicine- TCAM professionals
- Professionals enrolled in internship, residency or fellowship programs

## 6. Guiding Principles

All Licensure Waivers must be governed by the following principles:

- 6.1. Sustainability:** to ensure continuity of healthcare services under any event.
- 6.2. Legal Compliance:** to work within the laws and regulations of Abu Dhabi and UAE.
- 6.3. Ethics:** to respect the ethical norms of the UAE society.
- 6.4. Quality:** to maintain quality healthcare services.
- 6.5. Safety:** to ensure patients and health workforce safety.

## 7. Enforcement and Compliance (Consequences/sanction of not applying policy by related stakeholder)

- 7.1.** DOH must enforce the compliance of all concerned stakeholders with this policy and related Standards.
- 7.2.** DOH must verify the compliance with the provisions of this policy through audit and inspection.
- 7.3.** DOH may impose disciplinary actions and monetary sanctions in relation to any breach of requirements under this policy in accordance with the Disciplinary Regulation of the Healthcare Sector in the Emirate of Abu Dhabi.

## 8. Monitoring and Evaluation (Key success factors)

**8.1.** A monitoring and evaluation framework of key indicators is in place to evaluate the effectiveness, outcomes and impact of this Policy, and where necessary adopt changes to ensure continuous improvement within the health system in line with emerging new developments in healthcare sciences, medical practices and healthcare education and training.

## 9.Relevant Reference Documents

No.	Reference Date	Reference Name	Relation Explanation / Coding / Publication Links
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This document should be read in conjunction with related Abu Dhabi and UAE laws, DOH standards, policies, and circulars, including but not limited to:

1.	1984	Federal Law No. (5) of 1984 on the Practice of Some Medical Professions by Persons other than Physicians & Pharmacists.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a>
2.	2011	Federal Decree Law No. (2) of 2011 Concerning the Establishment of the National Emergency, Crisis and Disasters Management Authority (NCEMA)	National Emergency Crisis and Disasters Management Authority: <a href="https://www.ncema.gov.ae/en/about-ncema/laws-and-legislation.aspx">https://www.ncema.gov.ae/en/about-ncema/laws-and-legislation.aspx</a>
3.	2014	Federal Law No. (14) of 2014 on Combatting Communicable Diseases and its Executive Regulations No. (33) of 2016.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a>
4.	2015	Federal Law No. (4) of 2015 on Private Healthcare Facilities and its Executive Regulations No. (29) of 2020.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a>
5.	2016	Federal Decree Law No. (4) of 2016 on Medical Liability and its Executive Regulations No. (40) of 2019.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a>
6.	2019	Federal Law No. (5) of 2019 on Regulating the Practice of Human Medicine Profession and its Executive Regulations No. (67) of 2020.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a> And Ministry of Health and Prevention-Legal References: <a href="https://mohap.gov.ae/en/about-us/legal-references">https://mohap.gov.ae/en/about-us/legal-references</a>
7.	2019	Federal Law No. (8) of 2019 on Medical Products, the Profession of Pharmacy and Pharmaceutical Facilities and its Executive Regulations No. (90) of 2021.	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a> And Ministry of Health and Prevention-Legal References: <a href="https://mohap.gov.ae/en/about-us/legal-references">https://mohap.gov.ae/en/about-us/legal-references</a>
8.	2017	The Cabinet Resolution No. (20), 2017 approving the Unified Standards for Licensing the Health Professionals State-Level	Ministry of Justice: Laws & Legislation <a href="https://www.moj.gov.ae/en/laws-and-legislation.aspx">https://www.moj.gov.ae/en/laws-and-legislation.aspx</a>



9.	2017	Ministerial Resolution No. (1448) of 2017 on Adoption of Code of Ethics and Professional Conduct for Health Professionals	Ministry of Justice: Laws & Legislation <a href="https://www.moj.gov.ae/en/laws-and-legislation.aspx">https://www.moj.gov.ae/en/laws-and-legislation.aspx</a>
10.	2021	Ministerial Resolution No. (14) of 2021 on the Patient's Rights and Responsibilities Charter	Ministry of Health and Prevention-Legal References: <a href="https://mohap.gov.ae/en/about-us/legal-references">https://mohap.gov.ae/en/about-us/legal-references</a>
11.	2018	Law No. (10) of 2018 Concerning the Establishment of Department of Health	DOH Health Legislations Encyclopedia: <a href="https://www.doh.gov.ae/en/about/law-and-legislations">https://www.doh.gov.ae/en/about/law-and-legislations</a>
12.		NCEMA Standards	National Emergency Crisis and Disasters Management Authority: <a href="https://www.ncema.gov.ae/en/media-center/publications.aspx">https://www.ncema.gov.ae/en/media-center/publications.aspx</a>
13.	2017	DOH/ HAAD Standard for Minimum Requirements for the Preparedness of Common Medical Emergencies in Inpatient Care Setting, Outpatient Care Setting, Ambulance Services and Interfacility Patient Transfer	DOH Resources: <a href="https://www.doh.gov.ae/en">https://www.doh.gov.ae/en</a>
14.		Other DOH standards, policies, and circulars (general and related to Emergency Disaster Management & Preparedness), CBRNE standards, DOH Manuals, licensing regulations and reporting requirements.	DOH Resources: <a href="https://www.doh.gov.ae/en">https://www.doh.gov.ae/en</a>