



DHCA GAP IN CLINICAL PRACTICE POLICY

Department: Professional Licensing Department

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POLICY AND PROCEDURE – GAP IN CLINICAL PRACTICE

Introduction

This policy is set to standardize the practice of healthcare professionals (HCPs) who want to obtain a healthcare professional license from Dubai Healthcare City Authority (DHCA) after absence from clinical practice for up to five (5) years. It aims to reduce practice variation and ensure proper quality of care at all times.

1. PURPOSE

1.1	Define the requirements for HCPs pursuing licensure and employment with a healthcare operator licensed by DHCA following a gap in clinical practice
1.2	Patient safety is the guiding principle of this policy

2. SCOPE OF APPLICATION

2.1	This policy communicates to all Healthcare Professionals, Healthcare Operators or other DHCA relevant departments regarding the process of obtaining a Professional License after having an absence from clinical practice
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3. APPLICABLE TO

3.1	Medical Professionals;
3.2	Dental Professionals;
3.3	Complementary and Alternative Medicine (CAM) Professionals;
3.4	Nursing Professionals; and
3.5	Allied Healthcare Professionals (AH)
<p>All applicants must fulfill the DHCR licensing requirements as outlined in the General requirements for licensure as a healthcare professional and the specific profession's minimum requirements including DHCA exams as applicable</p>	

4. POLICY

4.1	DHCR monitors the outcomes of the implementation of this Policy and may review and revise the Policy at any time.
4.2	DHCR reserves the right to refuse granting a DHCA license following review of license application.

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4.3	DHCA-Licensed Healthcare Operators shall evaluate the effectiveness of Licensed Healthcare Professionals in their employment in order to promote and maintain patient safety and quality of care.
4.4	DHCR requires all those within the scope of this Policy to fulfill the requirements mentioned herein prior to submitting a request for a professional license and before returning to work following a gap in clinical practice.
4.5	60% of the acquired Continuous Professional Development (CPD) points must relate to the applicant's primary area of practice. The (CPD) requirements are outlined in section 5. CPD Requirements below.
4.6	No more than the required 60% of the total number of CPD points can be obtained through online programs.
4.7	This Policy is to be read in conjunction with the "Professional Licensure Renewal and CPD Requirements" guidelines for details regarding acceptable CPDs.
4.8	HCPs with a gap in clinical practice of more than five (5) years, at the time of a new license application submission, shall not be considered for a DHCA license.
4.9	HCPs with a gap in practice for less than three (3) years, at the time of new license application submission, must provide a letter of explanation outlining the reasons for absence from clinical practice. DHCR reserves the right to accept or reject the explanation letter. Further documents may be requested as evidence.
4.10	Evidence of completion of clinical training must be provided as below: <ul style="list-style-type: none"> • Certificate of completion of training signed by the direct clinical supervisor or Medical Director of the training facility; and • Logbook outlining clinical activities and procedures carried out during the training period.

5. CPD Requirements

Professional Category	3-4 years Gap	4-5 years Gap
Physicians	<ul style="list-style-type: none"> • 40 CPD points obtained in the last year • 6 months of hands on clinical training in their specialty in the last year 	<ul style="list-style-type: none"> • 80 CPD points obtained in the last 2 years • 6 months of hands on clinical training in their specialty in the last year

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Dentist	<ul style="list-style-type: none"> • 25 CPD points obtained in the last year • 6 months of hands on clinical training in their specialty in the last year 	<ul style="list-style-type: none"> • 50 CPD points obtained in the last 2 years • 6 months of hands on clinical training in their specialty in the last year
Nurses	<ul style="list-style-type: none"> • 15 CPD points obtained in the last year • 3 months of hands on clinical training in their specialty in the last year 	<ul style="list-style-type: none"> • 30 CPD points obtained in the last 2 years • 3 months of hands on clinical training in their specialty in the last year
Allied Healthcare Professionals	<ul style="list-style-type: none"> • 15 CPD points obtained in the last year • 3 months of hands on clinical training in their specialty in the last year 	<ul style="list-style-type: none"> • 30 CPD points obtained in the last 2 years • 3 months of hands on clinical training in their specialty in the last year
CAM Professionals	<ul style="list-style-type: none"> • 15 CPD points obtained in the last year • 3 months of hands on clinical training in their specialty in the last year 	<ul style="list-style-type: none"> • 30 CPD points obtained in the last 2 years • 3 months of hands on clinical training in their specialty in the last year

6. DEFINITIONS / ABBREVIATIONS

6.1	AH: Allied Healthcare professional
6.2	CAM: Complementary and Alternative Medicine
6.3	Continuing Professional Development (CPD): educational activities which serve to maintain, develop, or increase the knowledge, skills, and performance that a healthcare professional uses to provide services for patients, the public, or the profession
6.4	DHCC: Dubai Healthcare City established in the Emirate of Dubai under Resolution No. (9) of 2003

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6.5	Dubai Healthcare City Authority – Regulatory (DHCR): an independent regulatory arm of Dubai Healthcare City Authority (DHCA), the governing body of Dubai Healthcare City (DHCC) free zone - a health and wellness destination.
6.6	Gap in Practice: Continuous absence from clinical practice for a given period of time
6.7	HCP: Healthcare Professional(s)
6.8	Healthcare Services: the healthcare and medical services provided by Licensed Healthcare Professionals, Licensed Complementary and Alternative Medicine Professionals and Licensed Healthcare Operators, and include, but are not limited to, diagnosis, treatment, advice, service or goods provided in respect of the physical or mental health of a person
6.9	Licensed Healthcare Operator: a hospital, clinic, laboratory, pharmacy or other entity providing Healthcare Services in DHCC in accordance with the Healthcare Operators Regulation and the applicable Rules, Standards and Policies
6.10	Policy: a defined course of action determined by the DHCA and adopted in accordance with the provisions of the Governing Regulation, on the position, strategy or standing on a subject that shall be followed by those identified within the policy
6.11	Training: Hands on training in a clinical setting relevant to the applicant's specialty

7. REFERENCES

7.1	https://www.jointcommission.org/assets/1/18/PSC_for_Web.pdf
7.2	http://www.rcoa.ac.uk/document-store/career-breaks-and-returning-work
7.3	https://www.bma.org.uk/advice/career/progress-your-career/career-break-gp-advice#furtherreading
7.4	https://www.bma.org.uk/collective-voice/committees/general-practitioners-committee/gpc-current-issues/workforce-10-point-plan/gp-induction-and-refresher-programme
7.5	http://khn.org/news/for-doctors-who-take-a-break-from-practice-coming-back-can-be-tough/
7.6	https://www.haad.ae/HAAD/LinkClick.aspx?fileticket=2K19llpB6jc%3d&tabid=927
7.7	http://dhcr.gov.ae/en/AboutDHCR