



<ul style="list-style-type: none"> Electronic copy is controlled under document control procedure. Hard copy is uncontrolled & under responsibility of beholder. It is allowed ONLY to access and keep this document with who issued, who is responsible and to whom it is applicable. Information security code: <input checked="" type="checkbox"/> Open <input type="checkbox"/> Shared -Confidential <input type="checkbox"/> Shared-Sensitive <input type="checkbox"/> Shared-Secret 	<ul style="list-style-type: none"> النسخة الإلكترونية هي النسخة المضبوطة وفق إجراء ضبط الوثائق. النسخ الورقية غير مضبوطة وتقع على مسؤولية حاملها. يسمح بالوصول وباحتفاظ بهذه الوثيقة مع مصدرها أو مع المسؤول عن تطبيقها أو مع المطبق عليهم. تصنيف امن المعلومات: <input checked="" type="checkbox"/> بيانات مفتوحة <input type="checkbox"/> مشارك -خاص <input type="checkbox"/> مشارك -حساس <input type="checkbox"/> مشارك -سري
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قطاع التنظيم الصحي Health Regulation Sector

Document Type: Policy	Code: DHA/HRS/HPSD/HP-05	Version Number: 1.1
Document Title: Fitness to Practice	Issue Date: 21/1/2025	Effective Date: 21/3/2025
Ownership: Health Regulation Sector		
Applicability: This Policy applies to all new and licensed Healthcare Professionals under the jurisdiction of DHA.		
<p>1. Purpose:</p> <p>1.1. The Fitness to Practice Policy aims to fulfil the following overarching Dubai Health Sector Strategy 2026:</p> <p>1.1.1. Pioneering Human-centered health system to promote trust, safety, quality and care for patients and their families.</p> <p>1.1.2. Make Dubai a lighthouse for healthcare governance, integration and regulation.</p> <p>1.1.3. Pioneering prevention efforts against non-communicable diseases.</p> <p>1.1.4. Strengthening the economic contribution of the health sector, including health tourism to support Dubai economy.</p> <p>2. Scope:</p> <p>2.1. Health Professionals licensed under DHA jurisdiction.</p>		



3. Definitions/Abbreviations:

Fit to practice individual is defined as one who has no physical or other impediments to practice their profession safely, is able to consistently demonstrate appropriate professional conduct and behavior and has the requisite skills and knowledge base to practice at an appropriate standard. These factors intersect and combine to define an individual fit to practice.

Health Facility shall mean every place designed to perform medical examinations on patients, diagnosing their diseases, treating or nursing them, admitting them for convalescence, or assuming any activity related to treatment or rehabilitation after treatment, whether it is owned or managed by natural or juridical persons.

Healthcare Professional shall mean healthcare personnel working in health facilities and required to be licensed as per the applicable laws in the United Arab Emirates.

CD: Communicable Disease

DHA: Dubai Health Authority

HRS: Health Regulation Sector

UAE: United Arab Emirates

4. Policy Statement

- 4.1. All healthcare professional applicants—whether new, renewing, or transferring—are required to provide a medical fitness document from specific DHA medical fitness centers if they are over 65 years of age or have a physical, mental, or emotional condition that may impair their ability to render professional services.
- 4.2. A medical fitness certificate can be accepted for two years, provided that:
 - 4.2.1. The healthcare professional (HP) does not have a positive result for any infectious disease or a medical condition that impacts their ability to provide clinical services safely.
 - 4.2.2. The certificate does not specify a required period for follow-up or re-assessment
- 4.3. All healthcare professionals licensed under DHA jurisdiction shall be fit to practice.
- 4.4. All health facilities shall comply with applicable UAE laws and DHA regulations relevant to fitness to practice.
- 4.5. All staff of a health facility are responsible to bring to the attention of the Medical Director any healthcare professional identified as unfit to practice.
- 4.6. The Medical Director of the health facility is responsible to report -in writing- to the DHA-HRS any healthcare professional identified as unfit to practice.
- 4.7. DHA has established the areas of concern for fitness to practice set out in **Appendix 1**.
- 4.8. HRS shall be notified if areas of health-related concerns are identified.
- 4.9. HRS will follow a structured process to address these concerns.
- 4.10. DHA-HRS shall address medical fitness related concerns as per the Medical Complaint Management Policy. The medical related areas of concern include:
 - 4.10.1. Dealing, possessing or misusing drugs.
 - 4.10.2. Working after 65 years without DHA approval.
 - 4.10.3. Misleading patients about their care or treatment.

- 4.10.4. Failure to obtain proper consent from a patient, when applicable.
- 4.10.5. Failure to keep knowledge and skills up-to-date.
- 4.10.6. Lack of ability to work within the boundaries of the scope of practice defined by the professional category license.
- 4.10.7. Failure to adhere to the DHA patients' charter.
- 4.10.8. Non-compliance to communicable disease testing and restrictions related to professional practice.
- 4.11. All non-medical related areas of concern such as fraud, criminal offences and complaints related to conduct/behaviour etc. shall be received by the HRS, classified and referred to the concerned department and/or authorities, as appropriate.
- 4.12. HRS is authorized to suspend, restrict, or revoke the license of healthcare professionals if they are determined to be unfit to practice or pose a risk to patient and public safety.

5. References

5.1. Dubai Health Authority (2011). Licensure of Health Professionals. Health Regulation Department.

Available at:

<https://www.dha.gov.ae/Documents/Regulations/Policies/Licensure%20of%20Health%20Professionals.pdf> (accessed 21 November 2024).

5.2. General Medical Council (2017). Fitness to Practice legislation. Available at:

https://www.gmc-uk.org/-/media/documents/consolidated_version_of_FTP_Rules_as_amended_29Nov17_.pdf_72742310.pdf

(accessed 21 November 2024).

5.3. Health and Care Professionals Council (2017). What is the purpose of the fitness to practice process?

Available at: <http://www.hcpc-uk.org/complaints/fitnesstopractise/purpose/> (accessed 21 November 2024).

5.4. Nursing and Midwifery Council (2017). What is fitness to practice? Available at:

<https://www.nmc.org.uk/concerns-nurses-midwives/what-we-do/what-is-fitness-to-practise/>

(accessed 21 November 2024).

6. APPENDICES

APPENDIX 1: FITNESS TO PRACTICE - AREAS OF CONCERN

1.	Criminal conviction or caution	Child or Sexual abuse
		Possession of illegal substances
		Theft
		Human trafficking ,Illegal organ trade
2.	Drug or alcohol misuse	Working under the influence of alcohol
		Dealing, possessing or misusing drugs, Drunk driving
3.	Aggressive, violent or threatening behaviour	Assault or Physical violence
		Abuse E.g. Physical, Verbal etc.
4.	Dishonesty or fraud, including dishonesty outside the professional role	Financial fraud
		Providing false, misleading, or inaccurate information, falsifying documents, or misrepresenting qualifications.
		Misuses the authority in an unprofessional and illegal manner E.g. Misuse of prescription privileges
		Failure to seek medical treatment or other support as stated in the Health Screening and Immunization Policy for Healthcare Workers
5.	Health concerns and management of these concerns	Working after 65 years without DHA approval
		Refusal to follow or comply with medical advice or care plans by the healthcare professional, including monitoring and reviews, which could affect the professional's performance and patient and public safety
		Non-compliance to CD testing and restrictions related to professional practice
6.	Unprofessional behaviour of confidentiality or attitudes	Misleading patients about their care or treatment
		Failure to obtain consent from a patient, when applicable
		Sexual, racial or other forms of harassment or discrimination
		Failure to keep appropriate boundaries in behaviour during consultations
		Breach of confidentiality of patient
		Lack of ability to work within the boundaries of the scope of practice defined by the professional category license
		Inappropriate/unprofessional behaviour to patients, colleagues and others
		Failure to adhere to the DHA Patient Charter
		Failure to declare any disciplinary action, case, or condition imposed on a professional license or practice—whether proven, ongoing, or under investigation, and whether within or outside the UAE—when submitting a new or renewal DHA license application



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