



nhra
BAHRAIN



مملكة البحرين
Kingdom of Bahrain

الهيئة الوطنية لتنظيم المهن والخدمات الصحية NATIONAL HEALTH REGULATORY AUTHORITY



HEALTHCARE PROFESSIONALS LICENSING STANDARDS: PHARMACISTS 2017

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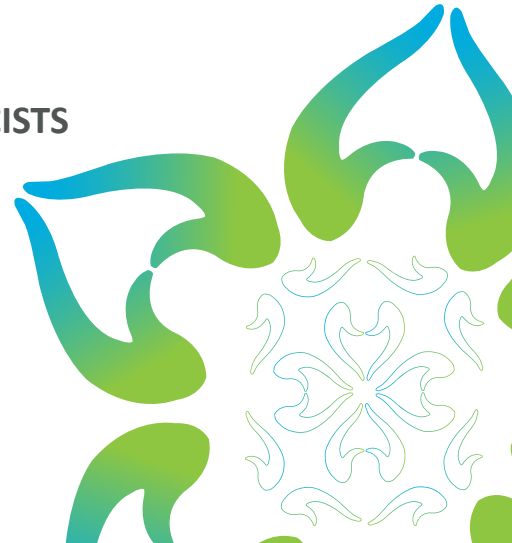


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Definitions:

Authority: National Health Regulatory Authority

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 recognized and accredited 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, observer-ship, or clinical attachment.

Fitness to practice: A status where the healthcare professional is able to consistently demonstrate ability 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.

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.

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.

Acronyms:

BLE:	Bahrain Licensing Examination
BLS:	Basic Life Support
CME:	Continuing Medical Education
CPD:	Continuing Professional Development
FAIMER:	Foundation for the Advancement International Medical Education and Research
GSC:	Good Standing Certificate
HCPC:	Health and Care Professions Council - United Kingdom
IMED:	International Medical Education Directory
PHARM.D:	Doctor of Pharmacy
PQR:	Professional Qualification Requirements
PHD:	Doctor of philosophy
UK:	United Kingdom
USA:	United State of America
WHO:	World Health Organization



INTRODUCTION

Preface:

The Supreme Council of Health (SCH) in Kingdom of Bahrain is pleased to present the unified Healthcare professionals Qualification Requirements (PQR) which represents a milestone towards fulfilling the kingdom's objectives to improve the healthcare service provision across the country.

This document provides a base for all health care facilities both in the governmental and private sector 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 Kingdom of Bahrain and in accordance with Bahrain laws and benchmarked international best practices.

The SCH 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

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

1.1 Educational Qualifications

- Qualification when needed must be nationally accredited by the Ministry of Education in Bahrain/ Higher Education Council (HEC)
- 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 NHRA which may grant the applicant with the appropriate title.

1.2 Professional Experience

1.2.1: Experience:

- The applicant's experience must be relevant to the category applied for, and must have been accomplished in an appropriate setting licensed by the professional regulatory and licensing authority in the country of practice.
- Bahraini nationals, new graduates: are exempted from experience requirements for the basic entry level.
- Non Bahraini residents of Bahrain may be exempted from experience requirements for basic entry level after the approval of the Supreme Council of Health.
- All other applicants 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 be registered and have a valid professional license to practice, or registration (where applicable) from home country and/or country of last employment.
- The applicant must provide evidence of meeting 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 professional regulatory and licensing authority in the country(s) of last employment.
 - NHRA 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 NHRA.

1.5 Licensure examination (BLE)

- 1.5.1 BLE is applicable to some professions as indicated by related legislations.
Some pharmacists are required to pass NHRA's BLE in order to obtain the professional license in the Kingdom of Bahrain.

1.6 BLE Exemption Policy

As per decision number 11 for the year 2015 pertaining to the licensure examinations, Pharmacists may be exempted from the licensure examination:

1. Applicants who hold higher specialization qualifications (Master's degrees as a minimum).
2. Bahraini or GCC nationals who hold a valid GCC License.
3. Applicants who have 7 years clinical experience.

Please note that all licensure examinations dates are fixed and available on NHRA website

1.7 Examination Attempts

- 1.7.1 Applicant may attempt the licensure examination four consecutive time provided that the attempts are done within a maximum of three years from the date of the first attempt.
- 1.7.2 An applicant who fails four consecutive times is required to go through a period of training of no less than six months in a licensed facility and to provide proof of completion of this training. For physicians the training should cover the basic medical fields including medicine, surgery, pediatrics, and obstetrics & gynecology which should cover at least four months of the total training period required.
- 1.7.3 After proof of completion of training, the applicant may attempt the licensure examination twice provided that the attempts are within two years from the date of completion of the training period.

1.8 Discontinuity of Practice

This section applies to Bahrainis ONLY and Non Bahraini if residence of Bahrain.

- Healthcare professionals who have a gap of practice of at least two (2) years and opting to be licensed in Kingdom of Bahrain 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 NHRA
- All applicants are required to complete a clinical training program which shall be determined by NHRA in the specialty field.
- All clinical training programs shall be carried out in an approved practice setting by NHRA
- All applicants after completion of CME/CPD credits and clinical training program are required to pass NHRA licensure assessment to obtain the license to practice.

Gap of Practice	Pharmacists
From two to less than three years	<ul style="list-style-type: none"> • 50 CME/CPD credits • 6 months of training
From three to less than four years	<ul style="list-style-type: none"> • 75 CME/CPD credits • 8 months of training
From Four to less than Five years	<ul style="list-style-type: none"> • 100 CME/CPD credits • 10 months of training
From Five years onwards	<ul style="list-style-type: none"> • 125 CME/CPD credits • 12 months of training

2. Renewal of Licenses

2.1 Pharmacists must accumulate a minimum of 25 CME / CPD hours annually. CME/ CPD must be relevant to the field of the speciality.

3.General Comments:

License categories are independent from employment grade and titles.

- Health care facilities may not employ a health care professional at a higher category than that given by NHRA.
- NHRA reserves the right to re-evaluate any healthcare professional should the need arise.
- License can be renewed up to a maximum of 5 years each time.
- These standards shall be reviewed once every three years.
- All professionals holding administrative, academic, and other non-clinical positions will not be licensed by NHRA unless they prove continuity of clinical practice.

Requirements and Considerations

Pharmacists Licensure Requirements

All pharmacists applying for licensure must fulfill the following requirements in addition to all the requirements mentioned in chapter one:

- Must be graduates from National and/ or International recognized college/University.
- Qualifications acquired through honorary nature, correspondence or distance learning are not counted towards the (Professional Qualification Requirement) PQR full term requirements.
- Bahraini National pharmacists and are exempted from the experience requirement for the basic entry level.
- Non Bahraini applicants must have a minimum of five years of experience post qualification and hold a valid License to practice in their home country and/or country of last employment (where applicable).
- Pharmacy technicians cannot work independently and shall work under a licensed pharmacist.
- Pharmacists and Pharmacy Technician experience with pharmaceutical companies or sales representative will not be considered as experience.

Title	Qualifications	Experience
Clinical Pharmacist	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 BSc in Pharmacy /Pharm D hospital setting
	BSc in Pharmacy /Pharm D hospital setting And Post graduate qualification in clinical pharmacy	
Pharmacist	BSc in Pharmacy/Doctor of Pharmacy	Minimum of two (2) years' experience post certification as Pharmacist
	Certificate of completion of a nursing program with experience post qualification minimum of 18 months to less than (3) years educational program duration	
Pharmacy Technician	Diploma in Pharmacy program minimum of two (2) years course duration	Minimum of two (2) years' experience post certification as Pharmacy Technician
Medical Delegate	BSc in Pharmacy	No experience required

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