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BAHRAIN



مملكة البحرين
Kingdom of Bahrain

الهيئة الوطنية لتنظيم المهن والخدمات الصحية NATIONAL HEALTH REGULATORY AUTHORITY



HEALTHCARE PROFESSIONAL LICENCING STANDARDS.. COMPLEMENTARY AND ALTERNATIVE MEDICINE (CAM) 2017



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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:

- ACLS:** Advanced Cardiac Life Support
- BLE:** Bahrain Licensing Examination
- BLS:** Basic Life Support
- BDS:** Bachelor of Dental Surgery
- BSc:** Bachelor of Science
- CME:** Continuing Medical Education
- CPD:** Continuing Professional Development
- CSS:** Central Sterile Services
- FAIMER:** Foundation for the Advancement International Medical Education and Research
- GP:** General Practitioner
- GSC:** Good Standing Certificate
- HCPC:** Health and Care Professions Council - United Kingdom
- IMED:** International Medical Education Directory
- MBBS:** Bachelor of Medicine and Bachelor of Surgery
- 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

1.2.2: 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.

1.8 Dicontinuity 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	CAM
From two to less than three years	<ul style="list-style-type: none"> • 20 CME/CPD credits • 6 months of training
From three to less than four years	<ul style="list-style-type: none"> • 30 CME/CPD credits • 8 months of training
From Four to less than Five years	<ul style="list-style-type: none"> • 40 CME/CPD credits • 10 months of training
From Five years onwards	<ul style="list-style-type: none"> • 50 CME/CPD credits • 12 months of training

2. Renewal of Licenses

- CAM practitioners must accumulate a minimum of 10 CME/CPD hours annually. CME/CPD must be relevant to the field.

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.
- All professionals holding administrative, academic, and other non-clinical positions will not be licensed by NHRA unless they prove continuity of clinical practice.
- These standards shall be reviewed once every three years.

Requirements and Considerations

CAM Healthcare Professionals Licensure Requirements

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

- 1) Obtained scientific degrees legally certified by the competent official authorities.
- 2) Certificates and official documents that indicate acquiring the practical training after graduation, stating the name and address of the organization where the training has been held and according to the procedures of the Authority.
- 3) Valid first aid course certificate.
- 4) Certificate of medical fitness issued by the competent medical committee.

The non-Bahraini practitioners of complementary and alternative medicine shall have to acquire experience of no less than two years after the academic qualification.

Classification of the licenses to practice complementary and alternative medicine fields

The licenses for alternative and complementary medicine fields shall be classified according to the academic qualification held by the applicant, into the following categories:

- 1) Practitioner of complementary and alternative medicine.
- 2) Technician of complementary and alternative medicine.



Recognized Specialties Titles for Licensing

Licensing Titles
Acupuncture therapy
Ayurveda Medicine
Message Therapy
Chiropractic
Herbal Therapy
Homeopathy Therapy
Naturopathy Therapy
Osteopathy Therapy
Traditional Chinese Medicine
Biodynamic Craniofacial Therapy
Cupping Therapy
Reflexology Therapy
Unani Medicine

Required Qualifications

1. Physicians

License	Required Qualifications
Acupuncture Physician Practitioner	Physician holder of a training course of no less than two years on Chinese needles, of no less than 2,500 hours of training.
Ayurveda Physician Practitioner	Physician holder of a BA in traditional Indian medicine BMAS; a study of no less than four years, with the least of 4500 hours of theoretical study and 1000 hours of practice along with the Internship rotation year. Physician holder of a diploma in traditional Indian medicine, for no less than two years. Physician underwent a training course of no less than one year in traditional Indian medicine provided completing supervised practical and theoretical training courses of 1,500 hours and 500 hours.
Chiropractic Physician Practitioner	Physician holder of BA in Chiropractic medicine; a study of no less than four years, including, at least, 4200 hours of theoretical study and 1000 hours of practice. Physician attended a training course of no less than two years in Chiropractic medicine, provided that training hours are no less 2200 hours of theoretical study and 1000 hours of practice, under the supervision of a practical clinical instructor.
Homeopathy Physician Practitioner	Physician holder of BA in Homeopathy medicine; a study of no less than four years, or holder of a recognized certificate in the field, for a study of no less than three years.
Naturopathy Physician Practitioner	Physician holder of BA in Naturopathy medicine; a study of no less than three years in the field.
Osteopathy Physician Practitioner	Physician holder of BA in Osteopathy medicine; a study of no less than four years and no less than 1000 hours of practice, under a clinical supervision. Physician holder of MA in Osteopathy medicine; a study of no less than two years and no less than 1000 hours of practice, under a clinical supervision.

License	Required Qualifications
<p>Traditional Chinese Medicine (TCM) Physician Practitioner</p>	<p>Physician holder of BA in Traditional Chinese Medicine; a study of no less than five years and no less than 1500 hours of theoretical study and 900 hours of practice.</p> <p>Physician who attended a training course of two to three years; no less than 800 hours of theoretical study and 500 hours of practice of Traditional Chinese Medicine.</p>
<p>Biodynamic Craniosacral Therapy Physician Practitioner</p>	<p>Physician holder of a BA in Complementary and Alternative Medicine and a diploma in Biodynamic Craniosacral Therapy; a study of no less than two years, of at least 700 hours of training.</p> <p>Physician holder of a BA in Complementary and Alternative Medicine and a training course in Biodynamic Craniosacral Therapy.</p>
<p>Herbal Therapy Physician Practitioner</p>	<p>Physician holder of BA in Herbal Therapy; a study of no less than three years.</p> <p>Physician holder of a diploma in Herbal Therapy; a study of no less than one year.</p> <p>Physician holder of MA in Herbal Therapy; a study of no less than three years.</p>
<p>Cupping Therapy Physician Practitioner</p>	<p>Physician who attended a practical training of no less than 20 hours.</p>
<p>Massage Therapy Physician Practitioner</p>	<p>Physician who attended a practical training on Massage Therapy of no less than two years; no less than 250 theoretical hours and 750 if practice.</p>
<p>Unani/Arab Medicine Physician Practitioner</p>	<p>Physician holder of BA in Unani/Arab Medicine; a study of no less than five years with the Internship rotation year or a training course of no less than three years to obtain the certificate.</p>
<p>Reflexology Physician Practitioner</p>	<p>Physician who attended a practical training on Reflexology of no less than six months.</p>

2. Non- Physicians

License	Required Qualifications
Acupuncture Practitioner	BA in Chinese needles; a study of no less than four years with the Internship rotation year.
Ayurveda Practitioner	BA in traditional Indian medicine BMAS; a of study no less than four years, with the least of 4500 hours of theoretical study and 1000 hours of practice along with the Internship rotation.
Ayurveda Technician	Diploma in traditional Indian medicine, for no less than two years.
Chiropractic Practitioner	BA in Chiropractic medicine; a study of no less than four years. MA with no less than 4200 hours of theoretical study and 1000 hours of practice.
Homeopathy Practitioner	BA in Homeopathy medicine; a study of no less than four years. BA in one of the auxiliary medical professions and holder of Homeopathy medicine program of no less than three regular years.
Naturopathy Practitioner	BA in Naturopathy medicine; a study of no less than three years in the field as a specialist, focusing in treatment using nature and diet.
Osteopathy Practitioner	BA in Osteopathy medicine; a study of no less than four years. A Natural Therapy certificate from an acknowledged university and a training course of no less than 18 months and practical training of no less than 1000 hours.
Traditional Chinese Medicine (TCM) Practitioner	BA in Traditional Chinese Medicine; a study of no less than five years and no less than 1500 hours of theoretical study and 900 hours of practice.



License	Required Qualifications
Biodynamic Craniosacral Therapy Practitioner	BA in a Complementary and Alternative Medicine field and a diploma in Biodynamic Craniosacral Therapy; a study of no less than two years and the at least of 700 hours of training.
Biodynamic Craniosacral Therapy Technician	Diploma in Biodynamic Craniosacral Therapy; a study of no less than two years and the at least of 700 hours of training.
Herbal Therapy Practitioner	BA in Herbal Therapy; a study of no less than three years. Diploma in Herbal Therapy; a study of no less than one year.
Cupping Therapy Practitioner	BA in a Complementary and Alternative Medicine field and a training course of no less than 60 hours of training.
Cupping Therapy Technician	Diploma in one of the auxiliary medical professions and attended a practical training of no less than 80 hours.
Massage Therapy Practitioner	BA in a Complementary and Alternative Medicine field and a study of at least two years in massaging of no less than 250 theoretical hours and 750 of practice.
Massage Therapy Technician	Diploma or a certificate in massaging; a study of no less than two years.
Unani/Arab Medicine Physician Practitioner	BA in Unani/Arab Medicine; a study of no less than five years with the Internship rotation year.
Reflexology Practitioner	BA in one of the auxiliary medical professions or a Complementary and Alternative Medicine field and a course in Reflexology of no less than 6 months.
Reflexology Technician	Diploma or a certificate in Reflexology; a study of no less than two years

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