



nhra
BAHRAIN



الهيئة الوطنية لتنظيم المهن والخدمات الصحية NATIONAL HEALTH REGULATORY AUTHORITY



HEALTHCARE PROFESSIONAL LICENSING STANDARDS: NURSES 2017

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TABLE OF CONTENTS

Title	Page
CHAPTER THREE: NURSES	1
Definitions	4
Acronyms	6
INTRODUCTION	7
Preface	8
1. Licensure General Requirements	9
1.1 Education Qualifications	9
1.2 Professional Experience	10
1.3 Professional License and Good Standing Status	10
1.4 Primary Source Verification	11
1.5 License examination (BLE)	11
1.6 BLE Exemption Policy	11
1.7 Examination Attempts	12
1.8 Discontinuity of Practice	13
2. Renewal of Licenses	14
General Comments	14
Requirements and Considerations	15
Nurses Licensure Requirements	15
Qualification and Experience Requirements for Nursing Licensure	16
Recognized Specialty Titles for Nursing Licensure	18

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
- CME:** Continuing Medical Education
- CPD:** Continuing Professional Development
- 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
- NRP:** Neonatal Resuscitation Program
- PALS:** Pediatric Advanced Life Support
- PQR:** Professional Qualification Requirements
- 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.

1.5 Licensure examination (BLE)

- 1.5.1 BLE is applicable to some professions as indicated by related legislations.
Some Nurses 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, Nurses 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 5 years of 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	Nurses
From two to less than three years	<ul style="list-style-type: none"> • 40 CME/CPD credits • 6 months of training
From three to less than four years	<ul style="list-style-type: none"> • 60 CME/CPD credits • 8 months of training
From Four to less than Five years	<ul style="list-style-type: none"> • 80 CME/CPD credits • 10 months of training
From Five years onwards	<ul style="list-style-type: none"> • 100 CME/CPD credits • 12 months of training

2. Renewal of Licenses

2.1 Nurses must accumulate a minimum of 20 CME/CPD hours annually. CME/CPD must be relevant to the field of 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

Nurses Licensure Requirements

All nurses 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 Nursing 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 nurses (new graduates) are exempted from the experience requirement for the basic entry level.
- Non Bahraini new graduates from Bahrain Universities are exempted from experience requirements for 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.
- Non Bahraini applicants must be registered and hold a valid License to practice in their home country and/or country of last employment (where applicable).
- Practical Nurses cannot work independently and shall work under the supervision of a registered nurse.

Qualification and Experience Requirements for Nursing Licensure

Title	Qualifications	Experience
General Nurse	Bachelor degree in Nursing 4 years of course program	For Non Bahraini's a minimum of (1) year clinical experience post qualification
	Diploma in Nursing and Midwifery of minimum three and half (3 ½) years educational program duration	
	Diploma/ Associate degree in Nursing of minimum three (3) years course duration	
Practical Nurse	Certificate of completion of Practical Nursing Program with minimum of 18 months educational program duration	For Non Bahraini a minimum One (1) year clinical Certificate of completion of a nursing program with experience post qualification
	Certificate of completion of a nursing program with experience post qualification minimum of 18 months to less than (3) years educational program duration	
Specialist Nurse	Qualification as general Nurse And Post graduate diploma in one (1) of the nursing specialties with minimum one (1) year fulltime educational program duration	Minimum of One (1) year experience in the related specialty field post qualification.

Title	Qualifications	Experience
Clinical Nurse Specialist	Master's degree in one of the clinical nursing specialties after obtaining a Bachelor degree in nursing and should have a clinical practice of not less than 500 hours during the program and under supervision of licensed clinical nurse specialist.	One years of clinical practice in a clinical setting in the same specialty.
Midwives	Bachelor of science in midwifery not less than 4 years.	For Non Bahraini 3 years clinical practice in Labor & Delivery room, ante-natal, intra-natal, and post-natal care
	Qualification as general Nurse And Post graduate Midwifery Certificate with minimum one (1) academic year educational program duration	
	Qualification as general Nurse And Post graduate Midwifery with a minimum of 9 months educational program, immediately after completion of a general nursing program	
	BSc in Nursing and Midwifery not less than 4 years where the midwifery program should not be less than 9 months.	

Recognized Speciality Titles for Nursing Licensure

Nursing Specialty Titles	
1	Community Health Nurse
2	Pediatric Nurse
3	Mental and Psychiatry Health Nurse
4	Intensive/ Critical Care Nurse
5	Neonatal Intensive Care Nurse
6	Emergency Nurse
7	Oncology Nurse
8	Palliative Nurse
9	Industrial/occupational Nurse
10	Home care Nurse
11	Cardiac Nurse
12	Gastroenterology Nurse
13	Bariatric Nurse
14	Operation Theatre/ Perioperative Nurse
15	Post Anesthesia Car Nurse
16	Burn Nurse
17	Breast Care Nurse
18	Pain Management Nurse
19	Wound Care Nurse
20	Vascular Nurse
21	School Health Nurse Additional requirements: One (1) year experience in pediatrics from the total of two (2) years required experience for licensure. And Valid "Pediatric Advanced Life Support "(PALS)



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