

# Nursing and Health Regulations in Nursing (UAE)

DR. ARNEL BANAGA SALGADO, PhD (PMHN), Ph.D. (Psychology), Ed.D., Sc.D., RN, PGD

H/P No.: 050-799-3803; 056 882 7333

URL: [www.ifeet.org](http://www.ifeet.org); [www.arnelsalgado.com](http://www.arnelsalgado.com)

- *Member: Sigma Theta Tau International – Honor Society of Nursing (Constituent No. 1628977)*
- *Member: American Psychological Association (APA Roll No. 04438162)*
  - Doctor of Psychology (Psy.D.)
  - Fellow Program in Management (FPM – Psychology)
  - Doctor of Science (D.Sc.)
  - Doctor of Education (Ed.D.)
  - Master of Arts in Nursing (M.A.N)
  - Master of Arts in Teaching – Psychology (M.A.T.)
  - Registered Nurse (PH, MYL, UAE)
  - Licensed Teacher (PH)
  - Certificate in Teaching,
  - Bachelor of Science in Nursing (BSN, PH)



Sigma Theta Tau International  
Honor Society of Nursing®



# Learning objectives

1. Describe the healthcare challenges in the UAE
2. List the nursing situation in UAE
3. Enumerate the role of UAE nursing and midwifery council
4. Describe the WHO eight domains of responsiveness
5. Explain the activities of the council



# Introduction

## Healthcare challenges

**Increased demand and cost of healthcare due to:**

**Growth in population**

**Chronic diseases**

**Life style**

**High tech- equipment and facilities**

**Environmental related health problems**

**Increased public expectation**

**Evolving role of private sector as service provider**



# Salma Salim Al Sharhan



# Nursing Situation in UAE

- Shortage of nurses/few Emirati nurses
- Working conditions
- Diverse nursing workforce
- Status of nursing and image
- Low enrollment in nursing schools
- Absence of unified nursing regulatory mechanism





مجلس الإمارات للتمريض والقبالة  
The UAE Nursing and Midwifery Council



# Council Launch

## Council President

*HRH Princess Haya Bint Al Hussein, wife of His Highness Sheikh Mohammed Bin Rashid Al Maktoum, Vice – President and Prime Minister of the UAE and Ruler of Dubai.*



## **Council Launch Ceremony 22 March 2010 attended by**

HRH Princess Muna Al-Hussein, President of the Jordanian Nursing Council (JNC) and Patron of Nursing & Midwifery, WHO-EMRO; HE Dr. Hanif Hassan Ali, UAE Minister of Health; HE Humaid Al Qutami, UAE Minister of Education



# Council Governance

President

Manages & Conducts  
the work of the Council

Council Secretary  
Council Staff

## Board Members

Ministry of Health  
Ministry of Education  
Ministry of the Interior – Health Services  
Nursing Colleges and Institutes in the UAE  
Emirates Nursing Association  
Emirates Medical Association  
HAAD  
DHA  
SEHA  
Dubai Healthcare City  
Private Sector Hospitals  
Dubai Healthcare City

- *Oversee activities*
- *Prioritize & Delegate*
- *Review and Modify*
- *Approve*

## Article (4)

The Council shall consist of the President HRH Princess Haya Bint Al Hussein and a number of nominated members from the specified entities





# Council Focus

- **Developing National Standards** for the four priority areas; education, practice, service, and registration and licensure
- **Providing Expert and Authoritative Advice** to the public, health authorities and the professionals
- **Contributing to the Capacity Development** of the national nursing and midwifery workforce with emphasis on **developing Emirati** nurses and midwives
- **Establishing and Maintaining Standards that are Current and Benchmark** with international and regional standards
- **Strengthening the Identity & Status** of UAE nursing & midwifery
- **Supporting and Conducting Research** to establish the Scientific Basis for Practice & leadership



# A Model of Responsiveness

“Responsiveness is defined as the *outcome* that is achieved *when health systems' institutions and institutional relationships* are *designed* in such a way that they *take account of and respond* appropriately to the universally legitimate *expectations* of individuals.”

WHO, 2001



# WHO Eight Domains of Responsiveness

Domain	Description
Dignity	Respectful treatment
Autonomy	Involvement in decision making
Confidentiality	Confidentiality of personal information
Communication	Listening, enough time for questions, clear explanations
Prompt attention	Convenient travel and short waiting times
Access to social support	In hospital: visits, having special foods, religious practice
Quality of basic amenities	Cleanliness, space, air
Choice of Provider	Seeing a provider you were happy with

# The Activities of the Council

**Key Principle: Collaborative processes, engaged stakeholders to develop, implement and monitor standards.**

## Scientific Committees

### Nursing & Midwifery Practice

- *Scope of Practice*
- *Standards*
- *Competencies*
- *Specialization Model*
- *Specialty Standards*
- *Positive work environment standards*

### Nursing & Midwifery Education

- *National education strategy*
- *National workforce development - Emiratization*
- *Standards for degree-granting nursing programs*
- *Standards for NCE programs*

### Nursing & Midwifery Registration & Licensure

- *Standards for licensure*
- *National licensing exams*
- *Nurse & Midwifery registry*
- *Fitness to practice*
- *Ethics & violations*



# The Activities of the Council

***Key Principle: Collaborative processes, engaged stakeholders to develop, implement and monitor standards.***

## Research

- *Nursing and Hospital Quality Research project*
- *Nursing and midwifery research strategy*
- *National research agenda*

## Specialization

- *UAE specialization model*
- *Specializations standards*
- *Advance practice*



# Methodology

- ✓ **Securing UAE's leadership support**
- ✓ **Wide representation at Council's Board**
- ✓ **Nursing and midwifery leaders and clinicians are members in Scientific Committees**
- ✓ **Collaborative process**
- ✓ **Stakeholders engagement**
- ✓ **International, regional and national trends and directions**



# Relevant and Responsive Regulations

## Responsiveness Domains

- ✓ Dignity
- ✓ Autonomy
- ✓ Confidentiality
- ✓ Communication
- ✓ Prompt attention
- ✓ Access to social support

## NMC Functions & Services

- ✓ Scope of Practice
- ✓ National Standards
- ✓ Expert and Authoritative Advice
- ✓ Capacity Development
- ✓ Standards that are Current & Benchmarked
- ✓ Strengthening the Identity & Status



# Conclusion

The uniqueness of the model of Nursing in the UAE has been a relatively rapid merging of all key stakeholders, focused on ensuring international best practice and standards for nursing and midwifery are sustainable and implemented across the UAE.





# References

1. UAE Nursing and Midwifery Council (2012). UAE Nursing and Midwifery Scope of Practice.
2. UAE Nursing and Midwifery Council (2013). UAE Nursing and Midwifery Education Standards.
3. WHO (2005). The Health systems responsiveness analytical guidelines for surveys in the multi-country survey study. WHO.

