

<b>From</b>	Qatar Council for Healthcare Practitioners (QCHP)
<b>To</b>	All Healthcare Practitioners – Nurses & Allied Health Professions in the State of Qatar (Governmental/Semi-governmental Sectors) All Focal Points in the State of Qatar (Governmental/Semi-governmental Sectors)
<b>Subject</b>	Grandfathering Policy for healthcare practitioners with qualifications that do not match the requirements of the Registration Department of QCHP
<b>Date</b>	16 <sup>th</sup> of November 2015

The Registration department in Qatar Council for Healthcare Practitioners (QCHP) presents to you its compliments.

In the Registration Department's pursuit to streamline the process of Registration/Licensing of healthcare practitioners without compromising patients' safety and the quality of healthcare services, Permanent Licensing Committee (PLC) in its 19<sup>th</sup> meeting dated 21/10/2015 has approved Grand fathering policy for healthcare practitioners whose qualifications do not match the requirements of the Registration department in QCHP, The committee's decision was based on its confidence with the standards of care maintained in the governmental or semi-governmental sectors. Additionally, these practitioners have worked for a long time in accordance with the job title that they obtained in their organizations.

Accordingly, the committee has decided to approve Grand fathering policy for the following categories of healthcare practitioners:

**A. Allied Health Professions category**

1. Laboratory Technologists/Technicians category holding a Bachelor of Science in Chemistry, Biology, Botany, or Zoology and do not have a Biomedical Science degree.
2. Pharmacy technicians who hold a Bachelor of Science, Biomedical Science, Chemistry, Biology, Botany or other related sciences.
3. Paramedic & Critical Care Paramedic category holding nursing certificates or Diploma/Bachelor in Anesthesia or other related specialties.

**B. Nurses Category**

The following categories will be registered and licensed as General Scope Nurse:

1. Nurses who obtained three (3) years Diploma in Nursing from technical high school in nursing after ninth (9th) grade.
2. Eighteen (18) months to two (2) years of Nursing Diploma post high school.

3. Nurses who completed at least 2 ½ years of Associate Degree program from a recognized Nursing educational institution and are working in healthcare sector in the State of Qatar.

### **Conditions to apply the Grandfathering policy:**

- The registration department will proceed with the registration & licensing process of the existing healthcare practitioners with the same titles granted by their institutions till the date of the Grandfathering policy
- Healthcare practitioners who are covered by the grandfathering policy have no right to request a certificate of good standing from the Registration Department, but can be given a "To whom it may concern" certificate stating that he/she practiced as per the Grandfathering policy under certain conditions (with an explanation of those conditions in the certificate).
- Healthcare practitioners who are covered under the Grandfathering policy are not entitled to apply for "change scope of practice", unless he/she obtains the qualifications that match with QCHP standards as per the new scope.
- The Grandfathering policy will continue to apply upon renewal of medical licenses for each category in case they continue to work only within the same healthcare institution, and practitioner has no right to apply for a "change place of work" request.
- The concept of Grand Fathering applies to governmental and semi-governmental institutions **only** , provided that each institution must attach all the documents listed below in the evaluation:
  1. Performance evaluation certificate for the practitioner from his place of work, as to attach the annual performance evaluation certificate to the evaluation/licensing request mentioning in details the efficiency level of the practitioner during the period preceding the date of submitting the application.
  2. An undertaking letter from the place of work and from the practitioner to abide by the scope of practice dedicated to his field in accordance with the QCHP's policies and procedures, for those who work in accordance with the concept of Grandfathering and to assume full responsibility in case of being found otherwise.
- All healthcare practitioners who will be covered under Grand fathering policy, must be engaged in Evaluation/licensing process before the end of September 2016.

### **Notes:**

- Nurse Technicians who have qualifications in midwifery, emergency services and certificate of health visitor, and worked in the governmental sector for a long time, will be evaluated on case by case basis.
- The Grandfathering policy is not applicable on the newly hired practitioners by eligible institutions who applied for licensing, and their qualifications do not match the approved qualification requirements.
- All evaluation/licensing requirements must be fulfilled in accordance with the Registration Department/QCHP's approved policy.
- This policy can apply during the registration/licensing of other similar cases which are identified later on, provided that all conditions are fulfilled.

- If the healthcare practitioner leaves the country for any reason, his/ her license will be cancelled and he/she is not entitled for similar license or re license as granted previously. In case of applying on different healthcare facility, he/she has to be reevaluated and granted title as per QCHP's policies and procedures.
- The healthcare institution in which the practitioner belongs to has to sign an undertaking letter as fully responsible in the event of a medical error from any of the practitioners included in this policy.
- QCHP reserves the right to assess each case individually if required.

In case of any inquiries, please contact the following e-mail address:  
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**Thank you for your cooperation,**  
Registration Team/Qatar Council for Healthcare Practitioners