



ANNUAL REPORT

2011

FEDERAL DEPARTMENT OF NURSING
MINISTRY OF HEALTH
UNITED ARAB EMIRATES

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I. INTRODUCTION

The Federal Department of Nursing (FDON) is a strategically placed department within the Ministry of Health (MOH) and accepts the mission, vision, and value statements of the MOH. The Department also takes careful cognizance of the Codes of Conduct and strategic goals as formulated by the MOH, Departments within the MOH, the Department itself and the respective Sections of the Department.

Internationally and regionally the Department advocates for and supports initiatives that benefit quality health care in general and quality nursing and midwifery care in particular. The Department provides structure, guidance and support to the profession of nursing and nurses in the United Arab Emirates (UAE), the MOH, MOH health care facilities, groups and individuals (for example the public, private health care facilities, health care consumers, other health care professionals, interest groups and/or organizations).

To enhance the Department's ability to focus meaningfully on management practices and core quality responsibilities, the Department agreed on nine (9) distinct Sections to take responsibility for nursing or technically related responsibilities (line function) as listed alphabetically:

- Administrative and Information Systems (AIS)
- Continuing Education (CE)
- Emirati Nurse and New Graduate Development (ENGD)
- Human Resource Planning and Movement Management (HRPM)
- Nursing Competency Development (CD)
- Nursing Studies & Research Development (SRD)
- Practice Development (PD)
- Quality Enhancement Initiatives (QEI)
- Regulation and Registration (RR)

The Department is functioning with the capacity of ten (10) staff in Abu Dhabi and five (5) staff in Dubai. Currently the Department staff in Abu Dhabi and Dubai are also working as UAE Nursing and Midwifery Council (UAE NMC) staff.

II. FDON STRATEGIC FRAMEWORK

MISSION

To improve the quality of nursing care to clients and patients in the UAE in a cost effective and efficient manner. Our commitment and our responsibility as part of the healthcare team are to help people to achieve and maintain health in all stages of their lives. We do this by professionalizing and legalizing nursing services; by standardizing, improving and monitoring nursing systems and procedures in hospitals and health centers; and by selecting, training, developing, and retaining adequate and quality human resources. In all activities we will apply sound management practices based on efficiency, cost-effectiveness and consideration of the needs of both nurses and health care recipients.

VISION

Nursing will be recognized as a profession in its own right, providing quality care and playing a major role in health promotion, disease prevention and patient care.

III. FDON GOALS FOR 2011

1. Encourage UAE nationals to join the nursing and midwifery profession and enhance their professional development
2. Foster the meaningful positioning of nurses and midwives within nursing and midwifery as well as other health care related contexts
3. Enhance the regulation of nursing and midwifery in the UAE in line with international, regional and national directions
4. Optimize nursing and midwifery education and professional development opportunities
5. Enhance best practices in nursing and midwifery care delivery according to agreed international quality standards
6. Develop plans to attract, retain, and professionally develop nursing and midwifery human resources
7. Enhance the Nursing Management Information System and utilize data to guide decision-making

IV. FDON ACHIEVEMENTS

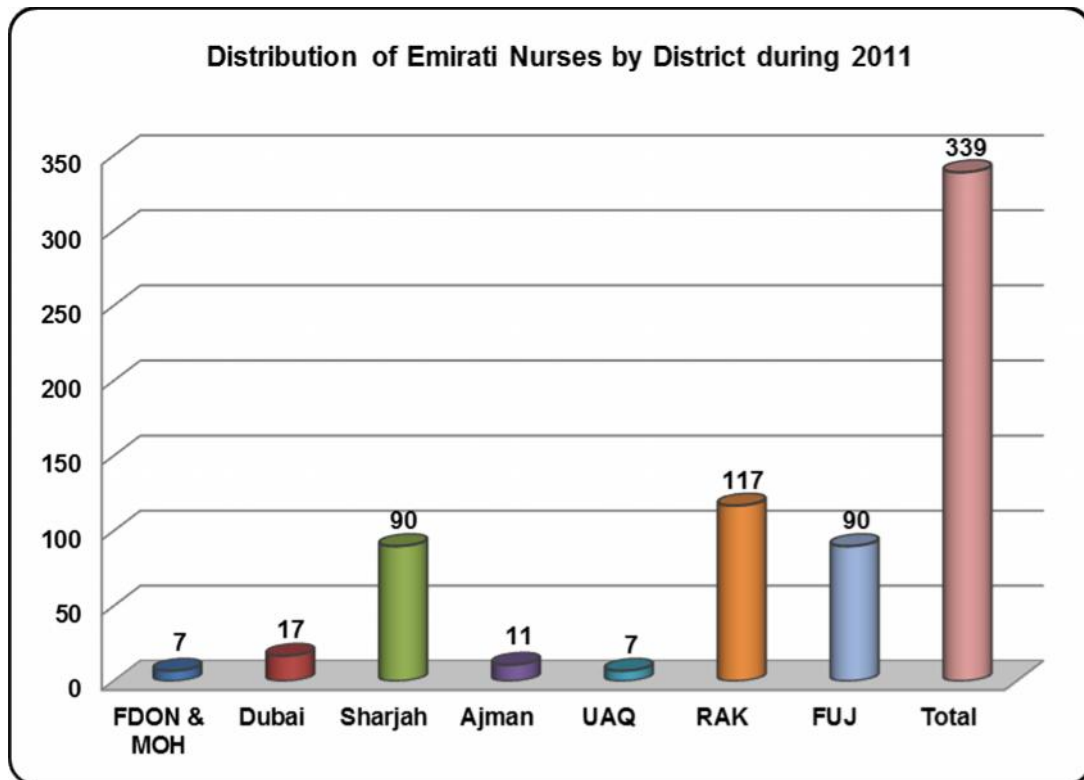
The following outlines the achievements of the FDON during the year 2011 at international, regional and national levels in relation to the seven Departmental Goals, and in support of MOH Strategic Objectives.

Goal 1: ENCOURAGE UAE NATIONALS TO JOIN THE NURSING AND MIDWIFERY PROFESSION AND ENHANCE THEIR PROFESSIONAL DEVELOPMENT

The Department has an ongoing process of working with MOH facilities and other organizations related to Emirati Nurses and New Nurse Graduates (NNG). This communication is to enhance the professional development of Emirati Nurses as well as follow up on the implementation of the New Nurse Graduate Transition Program (NNGTP), which is an ongoing program for all NNG including EN.

- 1.1 Collaborated with the ICN and World Health Organization Regional Office for the Eastern Mediterranean (WHO-EMRO) on conducting the first and second workshops of the 'Leadership for Change' (LFC) program, Phase 4, for a selected (29) Emirati Nurses. Progress reports about the two workshops were sent to the ICN and WHO-EMRO.
- 1.2 Established an Emirati Nurse Representatives group for the purpose of gathering information about Emirati nurses in the MOH facilities and met them several times to discuss on issues related to enhancing the image of nursing in the community and the arrangement of a forum for Emirati nurses. The Emirati Nurse Representatives group met on 10 and 31 March, 5 May, and 20 June. Other issues related to academic achievement, career ladder planning and future plans for professional development were also discussed.
- 1.3 Contacted all the MOH facilities as well as the Districts regarding updating the list of Emirati nurses. In this report year, there were three hundred and thirty nine (339) Emirati nurses working in the MOH facilities/districts. Regarding the professional development of Emirati nurses, many had the opportunity to travel outside the country and attend international conferences.

The following graph shows the distribution of Emirati Nurses by District during 2011.



1.4 **Enhancing the New Nurse Graduate Transition Program**

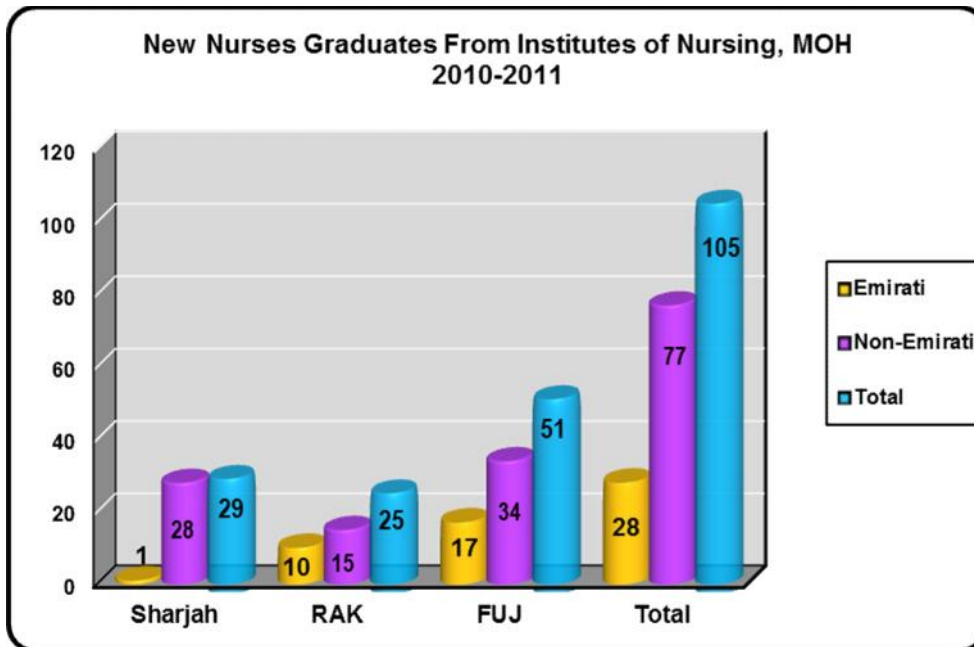
The Department visited the Institutes of Nursing (IONs) and met with the new graduates of 2011. The purpose of the meetings was to give an orientation of the NNGTP to the new graduates so they would be informed of this program once they joined MOH facilities. The three meetings were as follows:

- Ras Al Khaimah ION, September 18, twenty five (25) new graduates
- Sharjah ION, September 26, twenty nine (29) new graduates
- Fujairah ION, October 3, fifty one (51) new graduates

1.5 **New Nurse Graduate Database**

Established a database that has access to all NNGs. This database captures all information related to newly appointed NNG at MOH facilities, such as date of enrollment in the NNGTP and clinical area of practice. The aim of this database is to support, maintain and follow up the NNGTP at facility level. After completion of the program, certificates of completion were given to the NNGs.

The following graph shows a total of one hundred and five (105) new nurse graduated from the IONs, of whom seventy seven (77) were Emiratis in the academic year 2010-2011.



The Department is also keeping record of the NNG appointment date once they are employed in a MOH facility.

1.6 Acknowledging Preceptors and Facilitators

The Directors of Nursing have greatly supported NNGTP through their in-service coordinators, facilitators and preceptors, despite the limited human and material resources. The facilities have continued to sustain the implementation of the program to assist new graduates in their transitional phase. In recognition of the efforts by the preceptors and facilitators, certificates of acknowledgement and appreciation are issued to them.

Goal 2: FOSTER THE MEANINGFUL POSITIONING OF NURSES AND MIDWIVES WITHIN NURSING AND MIDWIFERY AS WELL AS OTHER HEALTH CARE RELATED CONTEXTS

The Department was visibly involved in participating in nursing/midwifery matters internationally, regionally, nationally and locally, examples are:

2.1 Represented the MOH internationally at the following:

- **Global Forum for Blood Safety: Patient Blood Management**
(14–15 March, Dubai)

Discussed the safety of blood and blood products and the safety of the transfusion process with direct focus on physicians' input and studies.

- **25th ICN Quadrennial Conference and Congress of Nurse Representative: "Nurses driving access, quality and health"**

(2-8 May, Malta)

Conference objectives:

1. To advance and improve the coverage and quality of health services
2. To demonstrate the nursing contribution to the health of individuals, families and communities
3. To provide opportunities for an in-depth exchange of experience and expertise within and beyond the international nursing community.

Eleven (11) nurses from MOH, ENA, HAAD and DHA participated and presented scientific papers. The presentations included such topics as "Positive Nursing Practice Environments' Global Influence: UAE NMC", "Nursing and Midwifery Research: GCC Future Directions" and "Giving New Emirati Nurses a Voice: Sharing Experience of Newly Graduated Emirati Nurses."

On 5th of May the UAE delegates participated in the global meeting to discuss the Non-Communicable Disease Global Crisis and Nursing's Potential to Lead in Prevention. Eight (8) countries were involved in a survey whose results showed that 71% of nurses in the UAE sample are interested in leading and participating in Non-Communicable Disease prevention program/projects.

The UAE delegates represented ENA in the Congress of Nurse Representatives meeting during 2-4 May.

- **WHO-EMRO Eighth Meeting of the Regional Advisory Panel on Nursing**
(23–25 October 2011, Muscat, Oman)

The meeting was attended by selected members of the Regional Advisory Panel for Nursing, selected government chief nurses, and selected deans of schools of nursing from all the countries of the Region. The Director of FDON participated as a member of the Regional Advisory Panel.

The meeting included plenary sessions, key presentations, and group work discussions. The participants have identified the following strategies:

- Improving nursing and midwifery workforce management through better information systems, increasing the pool of potential recruits and sustainable, implementable workforce plans covering nursing and midwifery development, management and deployment.
- Creating positive practice environments.
- Improving access to and the quality of education.
- Scaling up the capacity of nurses and midwives.
- Advocating for new roles such as family health nursing and advanced practice roles.

- **International Council of Nurses (ICN) Credentialing and Regulators Forum**

(31 October- 2 November, Taipei, Taiwan)

The second joint Credentialing and Regulators' Forum included 41 participants from 14 countries. Main topics discussed were: the influence of social media on regulators and credentialing agencies; the impact of the economic crisis; evolving scopes of practice and continuing competence. The draft terms of reference for the Credentialing and Regulators Forum were also discussed.

Before proceeding to the main topics of the forum, an environmental scan was carried out. Also, Dr. Kwua-Yun Wang, the vice-president of Taiwanese Nurses Association provided a summary of country reports received.

In addition, the ICN reported on progress and ICN work related to credentialing and regulation since the last forum in 2010.

2.2 Represented the UAE nursing services and profession at the following 2011 Gulf Cooperation Council (GCC) activities:

- **9th GCC Conference "Promoting Nursing Role in Public Health" and 25th GCC Nursing Technical Committee Meeting**

(24-26 January, Muscat, Oman)

The recommendations of the conference and meeting included:

- 1- Refine the Public Health Nurses (PHN) roles to meet the current and emerging health care needs.
- 2- Empower PHN to support their involvement in health policy development and implementation.
- 3- Propose shared model across the GCC countries, taking into account shared values, visions, local expertise and shared customs and culture for PHN practice.

- **GCC Nursing Technical Committee Meeting**

(24-26 April, Kuwait)

The committee discussed and took decisions on main issues including the proposal of the 10th GCC Nursing Conference to be held in Saudi Arabia in December 2012 under the theme "GCC Nursing Experiences in Emergencies and Disaster: Strategic Directions." The Committee also developed a plan to finalize the work on updating the book titled "GCC Nursing Situation and Future Directions." The theme for GCC Nursing Day was selected and design was proposed. On the last day of the meeting the Committee discussed the proposal to develop an alternative body to promote nursing profession in GCC countries instead of the GCC Nursing Specialization Council.

- **The ninth GCC Nursing Seminar, Enhancing Nurses Role in Public Health**

(7- 8 February 2011, Muscat, Oman)

The seminar aimed to explore current regional and international trends in public health nursing and draft recommendations for future development plan to the GCC Executive Board to restructure health approaches taking into consideration existing primary health care system.

- 2.3 Supported the attendance and participation of several Emirati nurses in strategic international events such as the:
- 2nd Kuwait, 9th GCC Primary Healthcare Conference from 28-30 November, Kuwait.
 - First International Nursing Conference “Innovations in Nursing Education & Practice Leading to Quality Care” from 27- 29 November, Muscat, Oman.
- 2.4 Supported the following Emirates Nursing Association activities:
- ENA Conference in Cultural Palace, 15 February, Sharjah
 - ENA General Assembly meeting, 12 April, Rashid Diabetes Center, Ajman
 - International Nurses Day, 19 May, Al Raha Beach Hotel, Abu Dhabi.
 - ENA First Conference: ‘Safe Practice Saves Lives’
 - 2nd Abu Dhabi Medical Congress - Nursing Conference, 23-25 October, Exhibition Centre, Abu Dhabi.
- 2.5 Represented FDON in the following MOH projects/initiatives/meetings:
- **Health Information System (W@reed) Project**
 The Department is still a member in the Project Management Committee which is the technical committee working on the project representing nursing. The PD section also chairs the nursing clinical sub-committee which has a total of ten (10) nurses representing different MOH facilities. Together with the nursing sub-committee, the PD section participated in several activities during this report year which led to the implementation of the system in the following hospitals: Kuwait, Qassimi, Seif Bin Ghubash, Shaam and Umm Al Quwain. Training is conducted on a continuous basis to prepare nurses in the facilities where the system will be implemented, newly employed nurses and star users.

 In addition, training sessions were conducted for the tutors of the IONs of Sharjah, Fujairah and Ras Al Khaimah in order to allow them to access the system through individual passwords and to facilitate training of nursing students. The nursing sub-committee participated in setting the system security matrix specific for nurses.

 W@reed awards: The PD section head received a certificate of appreciation and an award for the work put forward towards the success of the project. The award ceremony was held on March 30, 2011 at the Intercontinental Festival City, Dubai.
 - **MOH Media Committee**
 The Department is a member in the MOH media committee which is chaired by the acting Assistant Under Secretary. The aim of this committee is to work closely with an outside sourced company to improve the public image of the ministry through careful scrutiny of the publications of activities and news about the ministry and through the planning and implementation of a health prevention program for the whole year 2011 that will assist in meeting the purpose. Several meetings were attended with this committee.

- **E-Health Information Law Committee**

The Department is a member in the committee that was formed this year for the purpose of drafting a law that control the utilization of electronic health information at national level under the leadership of the Health Legislation department at the ministry. Several meetings were attended during which the law content was drafted and revised. In December, the committee completed the draft law and passed it on to the concerned authorities for revision and approval.

- **Sheikh Khalifa Government Excellence Program (SKGEP)**

The Department is represented in the Operations Taskforce under Ministry's SKGEP from September 2011 and on.

- **Orientation Session: My Government, Customer First**

FDON staff attended the meeting with representatives from the Minister's Cabinet on May 17 2011 in Dubai.

2.6 Supported MOH nurses by participating in the International Nurses Day celebrations held in the different Medical Districts.

2.7 Communicated with professional institutes to foster professional links, utilize opportunities, meet their requests and share resources, for example:

- Armed Forces Medical services
- Ministry of Interior
- Ministry of Education
- Ministry of Higher Education
- MOH Institutes of Nursing (IONs)
- Higher Colleges of Technology (HCT)
- Fatima College of Health Sciences
- University of Sharjah
- Health Authority-Abu Dhabi (HAAD)
- SEHA (Abu Dhabi Health Services Co.)
- Dubai Healthcare City Authority (DHCCA)
- Dubai Health Authority (DHA)
- Private Healthcare Facilities/Institutions
- Methodist International company.

2.8 Supported non-MOH Government institutions by:

- Evaluating new nurses for appointment and existing staff to be assigned appropriate positions.
- Verifying equivalence of nursing education certificates for nurses who want to pursue their education within and outside the country and equating nursing certificates for nurses working in different institutions as required or requested.

- 2.9 Coordinated and compiled data on the UAE nursing profile for the purpose of studying the situation of nursing and midwifery in the countries of the Eastern Mediterranean region as per the requirements of the World Health Organization Regional Office for the Eastern Mediterranean.
- 2.10 Coordinated FDON communication with Ministry of Education, April through October on promoting nursing image and submitted proposal.
- 2.11 Coordinated with MOH strategy team to formulate MOH strategy for 2011–2013 and to make sure that the plans and goals of the FDON are under the MOH strategy.
- 2.12 Conducted several activities aiming at keeping the lines of communication within and outside the Department, through Department's staff meetings and meeting with the Directors of Nursing (DONs) and coordinators of MOH facilities. Furthermore, the follow up and updating of the internal operations of the Department continued to be carried out as an ongoing process.
During this report year, four (4) management review meetings were held (on 11 January, 23 February, 28 June and 6 October) to support achieving FDON as well as UAE NMC goals and objectives.

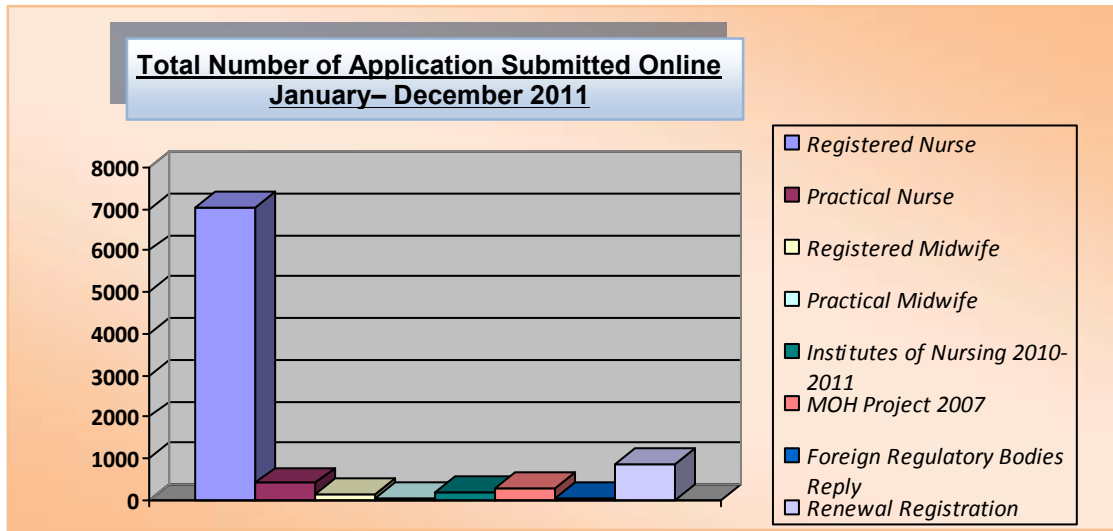
Goal 3: ENHANCE THE REGULATION OF NURSING AND MIDWIFERY IN THE UAE

The Department continued to participate in and support a variety of collaborative activities to further develop the RR system(s) for nurses and midwives in the UAE.

- 3.1 Established a new online system on 18 January.
- 3.2 Reviewed applications for MOH nursing and midwifery registration and notified the applicants and other concerned parties of the interim and final outcome of each review. Official evidence of registration status was provided at completion of all verification requirements.

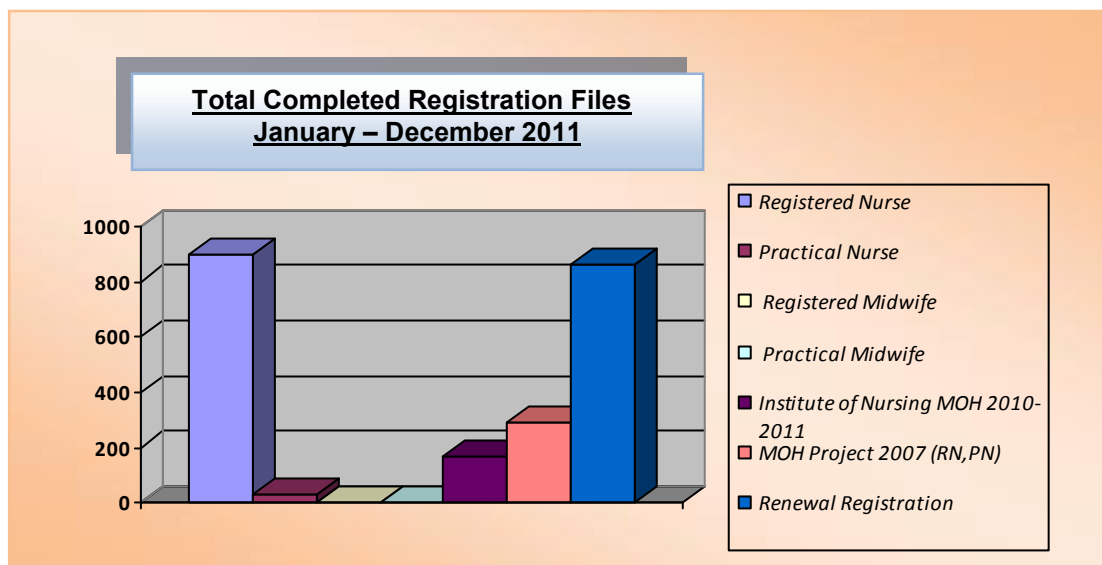
The table and graph below show the statistics of total electronic applications online.

<u>Total Number of Application Submitted Online</u> <u>January– December 2011</u>	
Registered Nurse (RN)	7050
Practical Nurse (PN)	401
Registered Midwife (RM)	132
Practical Midwife (PM)	33
IONs 2010-2011	169
MOH Project 2007	292
Foreign Regulatory Bodies Reply	58
Renewal Registration	863
Total	8998



The table and graph below show the statistics of completed registration files by category.

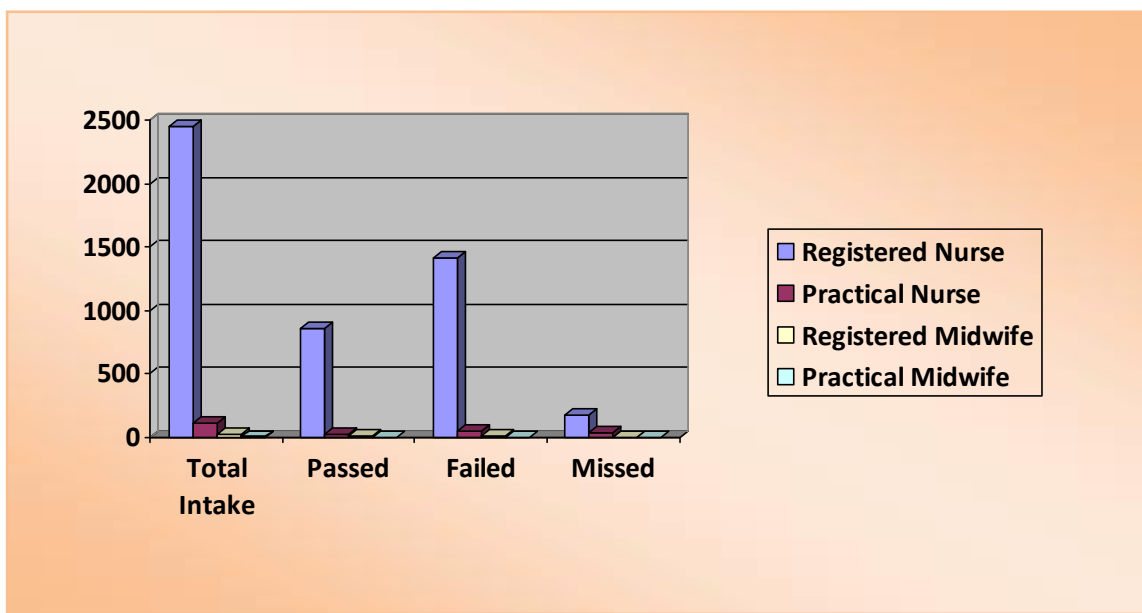
Total Completed Registration Files January – December 2011	
RN	898
PN	28
RM	3
PM	0
Institute of Nursing MOH 2010-2011	169
MOH Project 2007 (RN,PN)	292
Registration Renewal	863
Total	2253
Foreign Regulatory Bodies Reply	58



3.4 Conducted Eighty one (81) local registration examinations for nurses and one (1) for midwives. Two thousand three hundred seventy six (2376) nurse and midwife applicants registered for the exam. Applicants who did not meet the criteria were captured. However, this is not a true reflection of the total numbers screened, as records are not made of applicants who were screened and denied application.

The following table and graph illustrate the performance of the applicants for all registration examinations held during this report year:

Professional Category	Total Intake	Passed	Failed	Missed
RN	2454	862	1410	182
PN	117	25	51	41
RM	25	9	14	2
PM	7	1	4	2
Total	2603	897	1479	227



3.5 Continued to collaborate with MOH departments, other local governments and private healthcare sector nurse employers to support nursing and midwifery regulatory activities.

3.6 Developing Registration

- Established a new appointment system to screen original documents. Applicants apply online and files screening is done only after they pass the exam.
- Online system is developed to provide easier and better services for applicants wherever they are. Consequently, the customer service counter was closed in Abu Dhabi as it was replaced by online access.

- Computerized examination system has been developed and activated. The automated system includes registration as well as exam taking with instant release of exam result reports.

Goal 4: OPTIMIZE NURSING AND MIDWIFERY EDUCATION AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Initiatives to support the continuing development of nurses' knowledge and skills and to ensure the Department's participation and presence for networking and visibility were reflected by the attendance of international, regional, national and local educational events, for example:

- 4.1 Coordinated and supported MOH nurses' participation in several educational events to enhance their knowledge and skills as follows:
- 4.1.1 Supported attendance at the Arab Health Congress:
Leaders in Health care – Productivity and Efficiency in Healthcare, 27 January, Dubai International Exhibition Center, Dubai. The focus of this year's Leaders in Healthcare was 'specific drivers' for leaders spearheading the partnership in healthcare - government, patient and physician - to improve the bottom line yet contribute to the overall quality of patient care and a higher quality of life for all people. Eleven (11) MOH nurses participated of which six (6) were Emirati nurses.
- 4.1.2 Supported attendance at other educational events:
- 2nd Abu Dhabi International Nursing Conference, " On the Edge: Nursing and Midwifery in an era of Complexity, 19-20 January, Abu Dhabi. Large number of MOH nurses attended this event.
 - Certified Diabetes and Weight Management Education and Training Course, 6-9 February, Dubai. Forty three (43) nurses attended the course. This course was organized by Medu-knowledge with the department of education services and obesity clinical programs at Joslin Diabetes Center, Harvard Medical School, Boston, USA.
 - Leadership Collaboration Regional Users Group meeting, 6-8 February, Dubai. This meeting was organized by Cerner to share the expertise and benefits of regional users of Cerner Programs. Nineteen (19) MOH nurses participated
 - Emotional Intelligence Session, 27 February, Abu Dhabi. This orientation session was organized by DNA Management Consultancy. The focus of this session was to provide awareness about the four dimensions of EI, self-awareness and self-management; how to control your emotions and manage others' emotions. FDON staff attended this session.
 - Professional written official commutation workshop, 8 March, Dubai. Three (3) FDON staff attended this workshop.
 - Accreditation & Quality Management training course (3), 11 May, RAK Medical & Health University, RAK.
 - ISO 10002-2004, 7- 9 March & ISO 10001-2007, 20-22 March, Sheikh Khalifa Hospital, Ajman, 1 FDON staff attended.
 - 7th Research Forum in University of Sharjah & Open Day. 2 May, University of Sharjah.
 - ENA Conference: "Nurses Driving Access, Quality& Health", 19 May, Abu Dhabi.

- Diabetic Health Educators training program, 22-26 May. Dubai. Nine (9) MOH nurses attended the course.
- Achieving Healthcare Quality and Safety through Accreditation forum, 2 June, Dubai. One (1) FDON staff attended.
- Managerial Competencies Symposium, 11 June, Dubai. One (1) FDON staff attended.
- Becton, Dickinson and Company GCC Safety Symposium, 13 June, Dubai. Two (2) FDON staff attended.
- Customer Service Development workshop, 23 June, organized by the MOH Total Quality and Healthcare Accreditation Department, Dubai. Two (2) FDON staff participated.
- Hospital Build Middle East Congress: “Leaders in Healthcare”, 15 June, Dubai. The congress focused on how the global trends will implicate regional healthcare reform moving forward; assess the trio- partnership: government, doctor and patient models across the globe which have enhanced productivity, efficiency and performance. Identify which of these is applicable to the institutions in UAE and how it may be implemented right away. Seven (7) FDON participated.
- Training course: SKGEP, June 20,21 2011, MOH, Dubai, one (1) FDON staff attended.
- Abu Dhabi Medical Congress, 23-25 October, Abu Dhabi Exhibition Center, Abu Dhabi. Organized by the IIR Middle East. Nineteen (19) nurses from MOH facilities and FDON Staff attended the following:
 - Abu Dhabi Nursing Conference, “ Valuing the Role of the Nurse in the UAE”
 - Bone and Joint Conference
 - Festival of Thinkers Leaderships Workshops, 13-15 November, Abu Dhabi. Organized by HCT. Seven (7) FDON staff attended.
 - International Diabetes Congress, 4-8 December, Dubai. One (FDON) staff participated.
 - Anxiety Disorders, 10 December, Abu Dhabi. Organized by the American Center, Psychiatry and Neurology. Three (3) FDON staff participated.
 - 3rd Women’s Health Conference, 14 December, General Women’s Health Union, Abu Dhabi. Two (2) FDON staff attended.
 - The first GCC Conference on Pharmacoeconomics, 13-15 December, Dubai. Organized by the Medical Practices and licenses Sector in Collaboration with AstraZeneca. Three (3) FDON and one (1) Institute of Nursing staff attended the first day.
 - 3rd Annual SEHA Research Conference, 14 December, Abu Dhabi 1 FDON staff attended.
 - Symposium on the presentation of the national activities related to the prevention of iodine deficiency, 21-22 December, Dubai. Organized by the Medical Practices and licenses Sector in Collaboration with the International Council for the Control of Iodine Deficiency Disorders. Twenty two (22) staff and students from IONs participated.

- 4.2 Continued to support and foster the active participation of nurses working in the UAE, in relevant scientific national and international educational events. For example:
- Coordinated with event organizers to reduce the registration fees for nurses working in the UAE to facilitate their participation in such educational events.
 - Regularly provided Directors of Nursing in MOH and other healthcare facilities and institutions in the UAE with information on forthcoming educational events to circulate among nurses in their facilities/institutions.

- 4.3 Received new publications (English and Arabic), educational videos and CDs which were added to the FDON library.
- 4.4 Supported the MOH Quality Management System (QMS) program by sustaining activities that focused on supporting quality issues. The FDON maintained regular contact with the Total Quality and Healthcare Accreditation Department, MOH to enquire about the program to be adopted.
- 4.5 Sustained the implementation of the IV Therapy Training in MOH facilities. The taskforce met monthly and prepared for the renewal of trainers' course. All utilized material was reviewed and updated and the partner company was contacted and the renewal took place during the month of September. Around 46 trainers received a renewed card and 4 Continuing Medical Education (CME) hours from MOH Continuous Education Department.
- 4.6 The MOH International life support training center (MOH-ILSTC) established at Al Qassimi Hospital is being coordinated by Mr. Bubaker Beltaif, the Cardiac Care Unit in charge, Al Qassimi Hospital. 1446 Basic Life Support (BLS) Providers were trained in 2011 in all MOH training sites through seventy (70) BLS Instructors. Ninety nine (99) Advanced Cardiac Life Support (ACLS) providers were trained through nine ACLS instructors. The training center has two (2) regional faculty in BLS and two (2) regional faculty in ACLS and the center applied for five (5) more faculty. A BLS instructor training was conducted on 11 December, nineteen (19) nurses with instructor potential participated.

Goal 5: ENHANCE BEST PRACTICE IN CARE DELIVERY

The Department considers the provision of evidence based nursing and midwifery care practices of key importance.

5.1 **FDON Standing Committees**

Sustained and supported the work of several Standing Committees of the Department that guide nursing/midwifery clinical practice, regulation, education and human resource management. The work of these committees was still affected during this report year by resignations of staff from the Department and MOH, and the ongoing clarification of the respective roles of the MOH and other governmental health authorities. Examples of such committees are:

5.1.1 **Federal Nursing Policy and Practice Committee (FNPPC)**

The FNPPC continued to meet on a regular basis. A total of six (6) meetings were conducted. The total number of members is twelve (12) of whom four (4) are UAE national nurses. Membership representation includes the government and private sectors and the academic institutions. During this report year, the representative from Sharjah University resigned. Still awaiting a replacement. One (1) new member joined from Sharjah District, Quality Department. One member joined from RAK Saqr

hospital. The representative from Umm Al Quwain hospital was replaced by another member. The following documents were revised:

- Infection control and prevention: standard and additional precautions (FDON/ PD 5:2011)
- Practice development section: policy, reference and resource manual (FDON/ PD 1:2011)
- Nursing Documentation (FDON/ PD 2:2011)
- Development of Nursing and Midwifery policies and procedures at facility level (FDON/ PD 7:2011)
- Policy and guidelines: Nursing and midwifery professional practice groups (MP-PD-002)

5.1.2 **Federal Nursing Quality Committee (FNQC)**

The FNQC continued to meet on monthly basis. Seven (7) meetings were held during this report period. The membership was changed due to resignations and to ensure representatives from other facilities. The total number of members is nineteen (19) out of which six (6) are Emirati nurses. The committee continued to provide support to these Emirati nurses who are effectively participating as members of the FNQC. These nurses contributed to the deliberations of the committee, giving formal updates on quality issues within their respective facilities and have actively participated in current committee projects like development of the Home Healthcare program document. The main activities of this committee included:

- Invited Dr Wafa Al Rahma, Deputy Director, Total Quality Healthcare and Accreditation Department, MOH, to the November meeting to update the members on the MOH quality initiatives and to be included in their circulation list for better coordination and communication.
- The Patient Safety Quality Auditor at the Total Quality Healthcare and Accreditation Department, MOH presented about Patient Assessment in December meeting.

5.1.3 **Federal Nursing and Midwifery Regulation and Evaluation Committee (NMREC)**

- Met regularly (9 committee meetings) throughout this report period and evaluated eight hundred and thirty three (833) files. The total number includes files that were evaluated for MOH recruitment from both international trips and local recruitment, MOH nurses for promotion, salary ceiling adjustment and files from non-MOH facilities/services which include the Police, the Ministry of Interior and the Defense Medical Services.
- Issued Equivalence of ten (21) nursing certificates.

5.1.4 **Nursing and Midwifery Registration Examinations Committee**

A total of twenty (20) meetings were conducted during this report year. The focus of the meetings was to review/revise the items set by the IONs for the RN, PN, RM and PM registration exams and review/revise the existing items in the bank to develop new exam versions.

The exam was shifted to electronic format for the RN and RM while it was kept in paper and pencil format for the PN and PM due to the limitation of the system to accept Arabic language.

Initially, an exam schedule was set for six months at the rate of one RN exam administered weekly in 2 sessions with around 30 examinees per session. One PN exam was administered every 2 months. The process was evaluated at the end of the 6 months which revealed that the new system is a success except for very minimal technical errors at times which were tackled and eliminated. Another schedule was set starting from September till the end of the year with the same rates of exam administration for the RN and the PN. However, one RM and one PM exams were administered during the second half of the report year.

5.1.5 **Federal Midwifery Committee (FMC)**

- The FMC was reconstituted to include five (5) members representing different healthcare facilities. The main purpose is to deal with the regulatory issues including midwifery exam questions preparation. Unfortunately it was difficult to convene due to members' commitment with other responsibilities. Some midwifery exam questions prepared by the previous committee were submitted to the Nursing and Midwifery Registration Examinations Committee to be revised, and included in November exam.

- 4th Midwifery Conference: "Midwives Working for a safe Motherhood: Working Toward Millennium Goal 5" was held on 27th October 2011 at the Sheraton Hotel, Abu Dhabi.

In collaboration with FDON-MOH, the Midwifery Section-Emirates Nursing Association organized the 4th annual midwifery conference under the patronage of H.E. Acting Minister of Health, UAE. H.E. Acting Undersecretary gave the opening address.

The aim of this conference was to emphasize the importance of the role of midwives in the UAE. The target group was midwives and obstetric nurses working in the UAE healthcare facilities. About two hundred (200) midwives and nurses attended the event.

The international and local speakers highlighted topics and issues that concern midwives and obstetric nurses:

- Frances Day-Strik, President of the International Confederation of Midwives and Director of Learning, Research and Practice Development at the Royal College of Midwives presented about International Development in Midwifery Regulation
- Dr Atf Gherissi, Assistant Professor, Specialist in Education Sciences in the domain of health, High School of Sciences and Health Technics of Tunis, Tunis El Manar University spoke about Midwifery Education in the Arab Region and the Millennium Development Goals.

5.1.6 **Nursing Competency Program Committee (NCPC)**

The Committee suspended its functions as they were all shifted to the practice committee in the UAE NMC.

5.2 **Nursing and Midwifery Professional Practice Groups (NMPPGs)**

The Professional Practice Groups continued to hold regular meetings and conduct educational events during this report year.

Four groups continued to act under the umbrella of the ENA as Professional Practice sections namely the Midwifery, the Critical Care, the Mental Health and the Neonatal Intensive Care Nursing Professional Practice Groups (NPPGs).

The functioning groups are the following:

- Neonatal Intensive Care NPPG
- Critical Care NPPG
- Operating Room Care and Central Sterile Supply NPPG
- Mental Health Care NPPG
- Community Care NPPG
- Emergency Room Care NPPG
- Infection Control NPPG.
- Midwifery PPG.

Total membership for the eight (8) groups at the end of the report year is one hundred and sixty seven (167) of whom eighteen (18) are Emirati Nurses.

5.2.1 The Department supported educational events organized by the NMPPGs to enhance the knowledge and skills of nurses/midwives working in MOH and other healthcare facilities. During this report year, few educational events were conducted due to difficulties in securing sponsorship. The following educational events were conducted:

- ‘Risk management in the operating theater’, held by the Operating Room Care and Central Sterile Supply NPPG, May 22, 2011. Assigned 5 CME credit hours. Ninety (90) nurses attended.
- ‘Keep your hospital a safe place’ held by the Infection Control NPPG May 26.
- - “Keep the bugs away: the latest update in infection control practices”, held by the Infection Control NPPG June 16. Assigned 6 CME credit hours. Three hundred (300) nurses attended.

5.2.2 The chairperson of the Community Care NPPG participated as a presenter in the DHA conference (June 4, 2011) titled “Community Nursing in the UAE: Past, present and future”.

5.2.3 The Mental Health Care NPPG prepared a mental health awareness program for student nurses undergoing clinical training in SBGH, RAK.

5.2.4 The Midwifery chairperson represented the group at the ICM conference in June 2011–Durban, S.A. Two other members from the Midwifery section presented at the same conference.

5.2.5 International Day of the Midwife, May 5: On this occasion, midwives arranged two walks, one in Dubai and another in Abu Dhabi under the theme “Midwives Walking to Save Lives”. Approximately sixty (60) midwives participated in this event.

5.3 **Nursing Research Development**

5.3.1 Started a training program for nurses and midwives on the importance of research and basic skills needed for evidence-based practice. Two joint sessions at the level of the medical district were conducted: RAK Medical District in May, Ajman Medical District in June.

- 5.3.2 Started the institution of nursing and midwifery research database through collecting data on nursing and midwifery research initiatives across the UAE. The system is planned to collect data on research plans as well as currently conducted research in each Emirates as per the following categorization: Hospital-based entities and non-hospital based entities.
- 5.3.3 Served as a research support for advising novice nursing and midwifery researchers on research priorities, providing consultative directives, and facilitating the process of attaining Research Ethics Committee clearance.
- 5.3.4 Initiated the conduction of a survey on the status of nursing and midwifery research in the UAE.

Goal 6: DEVELOP PLANS TO ATTRACT, RETAIN, AND PROFESSIONALLY DEVELOP NURSING AND MIDWIFERY HUMAN RESOURCES

The Department continued to support the overall needs of MOH facilities to ensure appropriate nursing human resources:

- 6.1 Facilitated the effective placement of graduates of the MOH sponsored ION across the UAE. Activities involved coordination with each of the ION for the one hundred and five (105) expected nurse graduates, which included twenty eight (28) Emirati nurses.
- 6.2 Supported the recruitment of locally based nurses through a coordinated internal effort from the initial phase of exploring job opportunities, through registration, evaluation and employment.
- 6.3 As a follow up on the previous recruitment trip to Philippines, forty two (42) of the recruited candidates were evaluated for Sharjah University Hospital.
- 6.4 Online Curriculum Vitae from nurse applicants seeking employment with the MOH were reviewed. The Department screened and selected candidates meeting the criteria for registration and appointment.
- 6.5 Monitored nursing human resource statistics in MOH facilities to identify nursing human resource trends and needs. Data received directly from the MOH facilities on a monthly basis indicated that there were a total of three thousand nine hundred and one (3901) nurses in the work force of the MOH at the time of this report (refer to Appendix B: MOH Nursing Human Resources Data derived from Facility Reports on 31 December 2011).
- 6.6 Continued the process of reviewing and equating formal nursing education certificates from within and outside the UAE, as delegated by the Ministry of Higher Education and Research to the MOH.

- 6.7 Many of 2010 and 2011 IONs graduates were appointed and employed and the few left were granted their nursing graduation certificates from the IONs.
- 6.8 Facilitated the recruitment process of the ION graduates through their distribution to different MOH facilities as per their preferences.
- 6.9 Human Resource Management
- Evaluated and selected nurses and coordinated with MOH medical districts to provide vacancies
 - Prepared monthly activity reports of the MOH facilities in reference to human resource management
 - Collaboratively agreed on appropriate indicators to monitor nursing human resources and implemented them accordingly.
- 6.10 Coordinated and compiled data on ION graduates' requesting exemption from working for MOH due to shortage of vacancies, by allowing them to receive their graduation certificates and preparing their cases for the committee in charge .

Goal 7: ENHANCE THE NURSING MANAGEMENT INFORMATION SYSTEM AS A SOUND BASIS FOR DECISION MAKING

The Department continued the ongoing process of enhancing the New Nursing Management Information System (NMIS) to ensure the implementation and use of the system in all MOH health facilities.

Visits were conducted to all districts for training purposes for all DONs on how to use the NMIS, and registration cards were printed in order to facilitate nurses completion of their registration.

V. FDON PROJECTS AND ACTIVITIES FOR 2012

The following are the priority projects/plans/activities identified for 2011. It should be noted that achievement may be negatively influenced by the anticipated lack of human resources in the Department as well as broader changes within the health care system and context: The Department works on general and specific projects/plans/activities:

General Activities:

- Update the FDON goals and objectives.
- Participate in MOH initiatives and support the development, distribution and/or implementation of UAE/ MOH laws, rules, regulations, decrees and other relevant documents.
- Collaboratively develop national standards in line with regional, Arab and international (for example WHO and ICN) directives to guide the regulation, clinical practice, education and appropriate human resource management of nurses and midwives.
- Collaboratively visit facilities and follow-up critical aspects in reference to education, human resources, nurse development, quality, practice and regulation and registration
- Follow the work of the work of the Department and the Council standing committees and the taskforces
- Conduct DONs meeting

Specific Activities:

1. Administration and Information System

- Follow up on the progress of the new NMIS by adding new services
- Order new electronic equipment and office furniture.
- Follow up the budgetary and financial issues.

2. Regulation and Registration

- Continue to use the electronic registration system, foreign regulatory body and renewal registration system.
- Continue developing the exam item bank.
- Continue to conduct electronic registration exams
- Update the HR system including electronic evaluation and equivalence.

3. Quality Initiatives

- Sustain activities aiming at increasing FDON's customer satisfaction level.
- Facilitate the implementation and monitoring of the agreed QMS, overall standards of care as well as focused standards of care as relevant to diverse settings and contexts.
- Resume conducting clinical re-assessment of the MOH facilities.

- Continue to review/revise all departmental documents due for revision.
- Continue to coordinate with the Total Quality Healthcare and Accreditation Department, MOH

4. Practice Development

- Develop, update and distribute directional, reference and resource documents to MOH, non-MOH healthcare facilities, educational institutions and wider as agreed.
- Agree on and support initiatives to foster and realize an Evidence Based Approach to nursing care specifically and to health care in general.
- Provide focused support to health care facilities and specialist nursing/midwifery groups.
- Continue the work of the nursing clinical subcommittee with regard to the implementation of the W@reed Project.
- Sustain the work of the Nursing and Midwifery Registration Examination committee to ensure the administration of standardized, scientifically sound and up-to-date exams

5. Continuing Education

- Develop, enact and monitor strategies to enhance participation in and position of the UAE, MOH and the FDON as related to international and regional nursing affairs, for example within WHO, GCC and ICN.
- Coordinate and support national, regional and international educational events, which present structured opportunities for nurses/midwives to further develop relevant knowledge and skills in focused practice areas.
- Sustain the work on BLS training initiatives.
- Collaborate with the American Heart Association to conduct training on ACLS
- Conduct the diabetes education training program for nurses as a partnership between MOH and international institutions.
- Conduct the third and fourth workshop of the LFC program
- Participate in developing standards for nursing and midwifery education in the UAE.
- Participate in developing a Strategic Education Plan for Nursing and Midwifery.

6. Competency Development

- Conduct monitoring visits to evaluate the implementation of the IV Therapy program in addition to the implementation of other competencies.
- Develop, revise and update the Continuing Competency Program for RNs practicing in MOH healthcare facilities
- Propose courses/events according to the needs of the facilities.
- Support the facilities in the implementation of the competencies
- Sustain the work on BLS training initiatives.
- Review the policy and guidelines of the IV Therapy program.

7. Emirati and New Nurse Graduate Development Program

- Enhance NNGTP by conducting workshops
- Introduce the NNGTP to the Primary Health Care Centers.
- Encourage and support the national nurses and follow up their professional development
- Nominate an Emirati nurse representative from each MOH facility and meet with them once every three months to discuss their issues and concerns
- Conduct an Emirati Nurse Forum.

8. Human Resource Management

- Evaluate and select nurses and coordinate with medical districts to provide vacancies.
- Prepare monthly activity reports of the MOH facilities in reference to human resources management.
- Collaboratively agree on appropriate indicators to monitor nursing human resources and apply accordingly.
- Start receiving online HR applications for evaluation starting 2012.

9. Research Development

- Establish a standing committee that has the purpose of developing as well as implementing a nursing research program to guide and encourage nursing researchers and consequently activate the evidence-based practice approach to nursing care.
- Develop and conduct research education programs for nurses:
 - Awareness sessions (regular sessions on the importance of nursing research / and review on nursing research activities conducted in the UAE)
 - Training sessions (training sessions on essential competencies of Evidence-Based Practice (EBP) in clinical practice)
- Continue the development of nursing research database.

VI. CONCLUSION

During this report year, the Department and its members have strived to provide the best possible services to its customers in a competent, fair and consistent way – in close cooperation with H.E. the Acting Undersecretary, MOH. The Department is sincerely thankful for the continuous support of all stake holders who have at heart, the health, protection and safety of the people of the UAE as well as the establishment of a nursing and midwifery service and profession that can sit comfortably with the best in the region and elsewhere.

VII. UAE NMC ACTIVITIES AND ACHIEVEMENTS

1. UAE-NMC Board meetings:

The Council Board convened three meetings during 2011:

- **1st Meeting (January 27)**

The UAE NMC marked its first anniversary by kicking off the Council's first meeting of the 2011 calendar year. In attendance was the Council President, 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, Dr Hanif Hassan, Minister of Health, and Qadhi Al Murooshid, Director-General of the DHA.

The main themes on the meeting agenda were:

- The Scope of Practice for RNs in the United Arab Emirates
- The first study conducted by the UAE NMC: The Nursing and Hospital Quality Research project in collaboration with the University of Pennsylvania, USA.

- **2nd Meeting (June 1)**

In attendance was the His Excellency the UAE Minister of Health.

The main themes on the meeting agenda were:

- National strategy for nursing and midwifery education
- The UAE NMC website
- The UAE NMC Research Center

- **3rd Meeting (Nov. 28, 2011)**

In attendance were representatives from health authorities in the UAE.

The main themes on the meeting agenda were:

- Emiratization strategy
- The goals of nursing and midwifery education
- The standards for registration and licensing.
- The UAE NMC Council Research Center

2. The UAE NMC Initial Standard Operating Procedure documents:

- External communication: In order to unify the external communication of the UAE NMC, a group of standards communication letters were released (March)
- Orientation for Council Board members: For the purpose of helping the newly assigned Board member assume his/her responsibilities and meet the Board expectations an orientation booklet was developed (in progress)

3. The UAE NMC providing guidance to healthcare entities:

The UAE NMC formed a consultation group composed of senior nursing and midwifery educators to discuss and issue recommendations on prospective nursing education projects envisioned by DHCCA (October 20).

4. THE UAE NMC Research Center:

- Purpose: The UAE NMC Research Center is planned to be established by the UAE NMC as its research arm. The Center's main purpose is to define strategic directions for nursing and midwifery research and to provide a structure and support mechanisms for the continued expansion and advancement of nursing and midwifery research and researchers in the UAE.
- Background: The initial idea in establishing the UAE NMC Research Center was put forward on December 14, 2010 where a group of nursing and midwifery stakeholders sketched out a rough plan of where the Council should go and what it should see in its plan to develop nursing research in the UAE. The recommendations of this group were set forth through a working plan that included:
 - Developing a draft of terms of reference for the Research Center
 - Developing a survey proposal to perform current state assessment for nursing and midwifery research
 - Constituting a planning task force to develop the Center's infrastructure
- Research Center Task Force:

Composition: A Task Force composed of 17 academic, regulatory, and nursing practice professionals, was formed.

Functions: The main functions of the task force are to set the center framework and draft its strategic plan. The task Force will develop a proposal to establish the UAENMC Research Center. The task force will seek approval on the proposal by the Council Board which will bring this project forward for official approval and formal action.

Scope of work: The Task Force which started its work on October 31 is addressing the following foci as it is developing the proposal:

 - Strategy and Policy
 - Governance
 - Organization
 - Operations

The time frame for the Task Force will extend till March 2012 during which the following will be done:

- Determine the structure for exercising power and decision-making for the Center
- Design the Center's organization structure
- Propose the manpower required to fulfill the Center's mandates
- Draft the Center's functions
- Conduct Current State Assessment on nursing and midwifery research in the UAE
- Identify the Center's support system such as libraries, offices, computers
- Propose the Center's initial budget
- Identify funding options
- Identify prospective partners

Meetings:

- Meeting 1-2011 (October 31)
- Meeting 2-2011 (November 16)
- Meeting 3-2011 (November 21)
- Meeting 1-2012 (January 19)

5. UAE NMC Scientific Committees**a. Scientific Committee for Registration and Licensure**

- The Committee held twelve (12) meetings during this report year, three (3) of which were dedicated to review the performance qualifications requirements of HAAD. During the meetings many documents were developed like assessment of registration and licensure of the regulatory authorities nationally, regionally and internationally. Documents were revised many times till consensus was obtained on the requirements of registration and licensure. Agreed upon standards are to be presented at the relevant forum.
- The Committee organized a forum “UAE Regulatory Forum” at Princess Haya Cultural & Islamic Center, Dubai on November 30. The aim of this forum was to present regulation perspectives and directions for nursing and midwifery registration and licensure of different regulatory authorities in the UAE like the MOH, DHA, HAAD, and DHCCA and to discuss the regulatory principles and standards proposed by the UAE NMC in order to unify standards to be adopted by all the UAE health regulatory authorities. Sixty (60) participants attended the event who represented registration and licensure executives representing universities and colleges’ deans, educators and practicing nurses and midwives from different healthcare and education institutions in the UAE.

b. Scientific Committee for Practice

The scientific committee for practice held regularly 9 monthly meetings, the following was accomplished:

- RN scope of practice
- RM scope of practice
- PN scope of practice
- PM scope of practice.
- Establishment of a specialization taskforce (achievements are discussed separately).
- Draft of the code of conduct (in progress)

c. Scientific Committee for Education

- The Scientific Committee for Education met 7 times during the report year. The committee worked on developing the Strategic Plan for the Education of the Nurses and Midwives for the UAE” and the Education Standards. The final draft of the Education Standards is complete and the UAE NMC Board members approved the Education Strategic goals.

- An Education forum was held at Fairmont Bab Al Bahr, Abu Dhabi, on April 5 which addressed the global trends in Nursing and Midwifery Education. The attendees discussed issues in relation to the UAE Nursing and Midwifery educational system needs and identified broad strategic directions for developing nursing and midwifery education in the UAE. This forum aimed to draft a UAE Nursing and Midwifery education strategy that can prepare nurses and midwives to meet the changing context of healthcare delivery, the health care needs of UAE population and the demands of a dynamic healthcare system. Ms. Fadwa Affara, Nurse Consultant for Nursing and Midwifery Education and Regulation, conducted and moderated the forum. Ms. Fadwa has a vast experience in working with countries around the world on reviewing nursing and midwifery education programs, curricula and regulation of the nursing and midwifery profession. Fifty (50) people attended this forum including UAE-NMC board members council staff, members from the council's scientific committees, Emirates Nursing Association, HAAD, SEHA, DHA, DHCCA, Ministry of Higher Education; University of Sharjah, Fatima College of Health Sciences, Emirates Medical Association and private sector.

- **Specialization Taskforce:**

- The UAE NMC Scientific Committee for Practice commissioned a specialization taskforce to set a nursing and midwifery specialization strategy for the UAE. In preparation for the work of the taskforce, The UAE NMC planned a forum on Specialization for a full day. The aim of the forum was to discuss a strategy and set future directions for nursing and midwifery specialization in the UAE.
- Specialization Forum was conducted on April 11 at the American Hospital, Dubai. The forum was facilitated by Ms. Fadwa Affara, International Nurse Consultant for Nursing and Midwifery Education and Regulation Policy. Attendance of the forum - around thirty (30)- included, in addition to the UAE NMC Secretary, Advisor and staff, representatives from different healthcare private and public healthcare facilities and educational institutions from across the country. The program included, in addition to an overview about the council's structure and activities, presentations about the current state of specialization in the UAE; challenges to specialization; requirements for orderly development of specialization in the UAE; the levels of specialist practice that will be recognized in the UAE; specialists regulation; and, future steps.
- First Taskforce meeting:
Following the forum, a taskforce was convened including some of the members who attended the forum (around twenty (20) members). The taskforce held its first meeting on June 23 at the American Hospital, Dubai. During that meeting, a wrap up of the forum outcomes was shared with the group. At the end of the meeting, members agreed to be divided into two working sub-groups to complete the following assignments: 1- draft a scope of practice for the Specialist Nurse; 2- set a specialization framework for the UAE.

- **UAE NMC Research Project**

The Department was involved with the research project conducted by the UAE NMC as the Project Manager. The project title is “Nursing and Quality of Hospital Care in the UAE”.

The study was conducted as part of an international study led by Dr. Linda Aiken from the University of Pennsylvania. The national research team included: the FDON Director and Secretary of the UAE NMC as the Principal Investigator. Four (4) Emirati nurses were recruited as research coordinators (2 from the MOH, one from DHA and one from HAAD). At facility level, research assistants were appointed to manage the data collection each within his/her facility and liaise with the corresponding research coordinator. The project was co-funded by the Emirates Foundation and MOH.

The study was approved by the Research Ethics Committees at the following organizations :

- MOH
- DHA
- HAAD
- UAE University

In March 2011, introductory sessions for the CNOs and the Directors of Nursing of the concerned hospitals were conducted across the UAE.

In May 2011, preparatory sessions for the research coordinators and research assistants were conducted at Al Amal hospital in Dubai and SKMC in Abu Dhabi. Training included the following:

- Patient/nurse inclusion and exclusion criteria
- Patient/nurse enrollment procedure
- Reducing survey bias (illiterate patients)
- Survey coding
- Data collection process
- Data confidentiality

The study participants included patients and nurses from acute care hospitals over 100 beds. A total of 27 government and private hospitals met these criteria across the UAE. The study tools consisted of self-administered closed-ended questionnaires. The tools were piloted and minimal changes introduced.

In June 2011, data collection was conducted. A total of 1971 nurse questionnaires and 1409 patient questionnaires were collected and sent in sealed envelopes to the University of Pennsylvania for analysis. The preliminary research reports are expected to be received in January 2012.

UAE NMC Website

Comprehensive design of the UAE NMC Website was finalized and approved, and content for the various sections of the website was developed, uploaded on a temporary server, and shared with council staff for feedback, pending final approval before the website is officially launched in 2012.

UAE NMC Activities/Projects for 2012

A forum is planned by the practice committee to be held in 2012. The code of conduct will be an item on the forum's agenda as well as the user guide and other matters judged necessary to be discussed at a large scale.

UAE NMC 1st Symposium is planned to be held in 2012 to provide an opportunity to reflect on the achievements of all committees.

APPENDIX A

FDON STAFF MEMBERS

(As of December 2011)

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APPENDIX B

MOH NURSING HUMAN RESOURCE DATA DERIVED FROM FACILITY REPORTS

1. TABLES:

Table 1.1	Federal Department of Nursing
Table 1.2	Dubai Medical District
Table 1.3	Sharjah Medical District
Table 1.4	Ajman Medical District
Table 1.5	UAQ Medical District
Table 1.6	RAK Medical District
Table 1.7	Fujairah Medical District
Table 1.8	Nursing Human Resources per Grade by District (Excluding FDON Staff)
Table 1.9	Nursing Human Resources per Grade by District (Excluding FDON Staff, Assistant B & Helpers)
Table 1.10	Nursing Human Resources by Major Hospitals
Table 1.11	Nursing Human Resources Mobility Data by District
Table 1.12	Nursing Human Resources by District
Table 1.13	Nursing Human Resources by Community Health Setting

2. GRAPHS:

Graph 2.1	Nursing Human Resources by Grade <u>(2011)</u>
Graph 2.2	Nursing Human Resources by District <u>(2010 & 2011)</u>

- All data were derived directly from MOH facility reports as received by the Department

Table 1.1: MOH / Federal Department of Nursing

MOH	SP. G	DON	DDON	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	BP/GP	Total
FDON	2	4	2	0	1	1	1	0	0	0	1	13

Table 1.2: Dubai Medical District

Health Facility	Dist. DON	DDON	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	BP/GP.	I.C	Total
Dubai District												
Al Baraha Hosp	0	2	4	10	77	102	14	7	2	0	0	218
Al Amal Hosp	0	0	1	10	13	25	15	3	2	0	5	74
PHC	1	1	2	1	26	17	10	3	0	0	3	64
Dental	0	0	0	0	0	2	5	2	0	0	0	9
School Health	0	1	1	1	26	21	14	11	2	1	0	78
Prev.Med.			1		2	6	4	3	0	0	1	17
Total	1	4	9	22	144	173	62	29	6	1	9	460

Table 1.3: Sharjah Medical District

Health Facility	Dist. DON	DON	DDON	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	I.C	BP/GP.	Total
Sharjah District		0	1	0	0	1	0	0	0	0	0	0	2
Al Qassimi Hosp.		0	1	3	24	69	241	24	17	13	2	3	397
Khorfakan Hosp.		0	2	4	13	35	108	18	9	1	8	0	198
PHC		1	0	0	3	10	65	15	4	0	6	0	104
Dhaid Hosp.		0	2	1	6	11	79	28	17	4	3	1	152
Kalba Hosp.		1	1	8	15	19	67	43	9	0	3	2	168
School Health		0	0	2	7	21	18	13	13	0	3	0	77
MCH		0	1	2	2	7	3	3	1	0	0	0	19
CDC		0	1	0	4	6	12	8	1	0	1	0	33
Kuwaiti Hosp.		0	1	1	11	49	87	17	10	10	6	3	195
Dental		0	0	1	0	4	2	2	5	1	0	0	15
Total		2	10	22	85	232	682	171	86	29	32	9	1360

Table 1.4: Ajman Medical District

Health Facility	DDON	DON	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	I.C	B.P	Total
Ajman District	1	0	0	1	0	0	0	0	1	0	0	3
Sh. Khalifa Hosp.		1	0	12	58	167	47	2	1	5	1	294
School Health	0	0	0	1	10	13	4	2	0	2	0	32
PHC	0	0	0	3	10	13	9	0	0	2	0	37
Prev. Med.	0	0	0	1	2	1	0	1	0	0	0	5
MCH	0	0	0	1	3	3	2	1	0	1	0	11
Dental Clinic	0	0	0	1	1	0	3	0	0	0	0	5
Total	1	1	0	20	84	197	65	6	2	10	1	387

Table 1.5: UAQ Medical District

Health Facility	DON	B.P/G.P	DDON	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	I.C	Total
UAQ Dist.	1	0	0	1	0	0	1	0	0	0	0	3
UAQ Hosp.	0	0	2	0	6	23	118	26	6	0	0	181
PHC	0	0	0	0	1	3	12	6	1	0	0	23
School Health	0	0	0	0	0	2	7	5	6	0	4	24
Prev. Med	0	0	0	0	0	3	5	2	0	0	0	10
Dental Services	0	0	0	0	1	1	1	5	2	0	0	10
Total	1	0	2	1	8	32	144	44	15	0	4	251

Table 1.6: RAK Medical District

Health Facility	DON	DDON	B.P/G.P	ADON	SCT	CT	QT	Asst. A	Asst. B	Helper	I.C	Total
RAK District					2							
Seif B. Ghabash					34	26	76	20	6		17	179
Saqar Hosp.	1		1		47	83	122	47	8	1	9	319
PHC			2		16	22	19	27	13	1	10	110
Sham Hosp					3	13	8	7	5		3	39
Prev Med.			1		1	3		1				6
School Health					15	17	13	8	4		5	62
Dental Centre					2		1		1		4	8
OG. Hospital			1		3	2	15	2		32	10	65
Total	1		5		123	166	254	112	37	34	58	790

Table 1.7: Fujairah Medical District

Health Facility	DON	DDON	ADON	B.P/G .P	SCT	CT	QT	Asst. A	Asst. B	Helper	Inc. Cont.	Total
Fujairah District												
Fujairah Hosp.	2	1	17	0	21	72	180	47	2	10	0	352
Dibba Hosp	1	5	5	0	37	19	71	11	0	0	16	165
Preventive Med.	0	0	0	0	0	1	3	0	1	1	3	9
MCH	0	0	0	0	1	2	3	0	0	0	0	6
PHC	0	0	0	0	6	7	20	9	3	1	6	52
School Health	0	0	0	0	1	4	4	6	9	0	4	28
Dental Centre	0	0	0	0	1	1	4	1	0	0	6	13
Total	3	6	22	0	67	106	285	74	15	12	35	625

**Table 1.8: Nursing Human Resources per Grade by District
(Excludes Federal Department of Nursing)**

Districts	DON Dist.	DON	B.P/ G.P	DDO N	ADO N	SCT	CT	QT	Asst. A	Asst. B	Helpe r	Inc. Cont.	Total	%
Dubai		1	1	4	10	23	148	171	60	27	6	9	460	%12
Sharjah		2	9	10	22	85	232	682	171	86	29	32	1360	%36
Fujairah		3		6	22	67	106	285	74	15	2	45	625	%17
Ajman	1	1	1	0	0	20	84	197	65	6	2	10	387	%10
UAQ	1	0	0	2	1	8	32	144	44	15	0	4	251	%7
RAK	0	1	5	0	0	123	167	252	112	39	34	57	790	%20
Total	2	8	16	22	55	326	769	1731	526	188	73	157	3873	100

**Table 1.9: Nursing Human Resources per Grade by District
(Excludes Federal Department of Nursing staff, Assistant Bs and Helpers)**

Districts	DON Dist.	DON	B.P/G. P	DDON	ADON	SCT	CT	QT	Asst. A	Inc. Cont.	Total	%
Dubai		1	1	4	10	23	148	171	60	9	427	%12
Sharjah		2	9	10	22	85	232	682	171	32	1245	%34
Fujairah	0	3	0	6	22	67	106	285	74	45	608	%17
Ajman	1	1	1	0	0	20	84	197	65	10	379	%10
UAQ	1	0	0	2	1	8	32	144	44	4	236	%7
RAK	0	1	5	0	0	123	167	252	112	57	717	%20
Total	2	8	16	22	55	326	769	1731	526	157	3612	100

Table 1.10: Nursing Human Resources Data by Major Hospital (100 & > beds)

Health Facility	No. of Beds	Existing Staff	Recruitment	Promotion	Resignations
Al Baraha Hosp	204	218	10	0	7
Al Kuwaiti Hosp	104	195	2	2	7
Khorfakan Hosp	139	198	7	0	9
Qassimi Hosp	399	397	20	1	25
Saqer Hosp	227	319	25	3	26
Seif Ben Ghubash	201	179	16	0	12
Sh.Khalifa Hosp	209	387	98	13	13
UAQ Hosp	177	181	6	1	2
Fujairah Hosp	288	352	36	7	21
Dibba Hosp.	169	165	7	13	6
TOTAL	2117	2591	227	40	128

Distribution of Nurses Working in MOH Facilities by Nationality, Education & Gender
(October 2011)

District	Females	Males	Locals	Non- Locals	No. of Nurses with Diploma after Intermediat e or less	No. of Nurses with Diploma after Secondary	No. of Nurses with Bachelors	No. of Nurses with Masters	No. of Nurses with PhD	Total No. of Nurses
FDON	12	1	4	9	1	2	2	6	2	13
MOH (Diwan)	7	0	3	4		5	2			7
Dubai	382	78	17	443	87	257	76	17	0	460
Sharj`ah	1182	178	90	1270	172	912	262	14		1360
Ajman	357	30	11	376	8	301	72	6		387
UAQ	229	22	7	244	7	155	83	5	1	251
RAK	701	89	117	673	171	423	194	2		790
FUJ	571	54	90	535	40	367	215	3		625
Total	3441	452	339	3554	485	2422	906	53	3	
Percentage	%88	%12	%9	%91	%13	%62	%23	%1	%	3893

Table 1.11: Nursing Human Resources Mobility Data / By District

District	Existing Staff	Recruitment	Promotion	Resignation
FDON + Diwan	13+7	1(tr in)	2	2 (tr out) +1
DUBAI	460	19	4	16
SHARJAH	1360	57	7	77
AJMAN	387	98	13	13
UMM AL QUWAIN	251	10	2	6
RAS AL KHAIMA	790	58	5	50
FUJAIRAH	625	52	20	33
TOTAL	3893	295	53	196

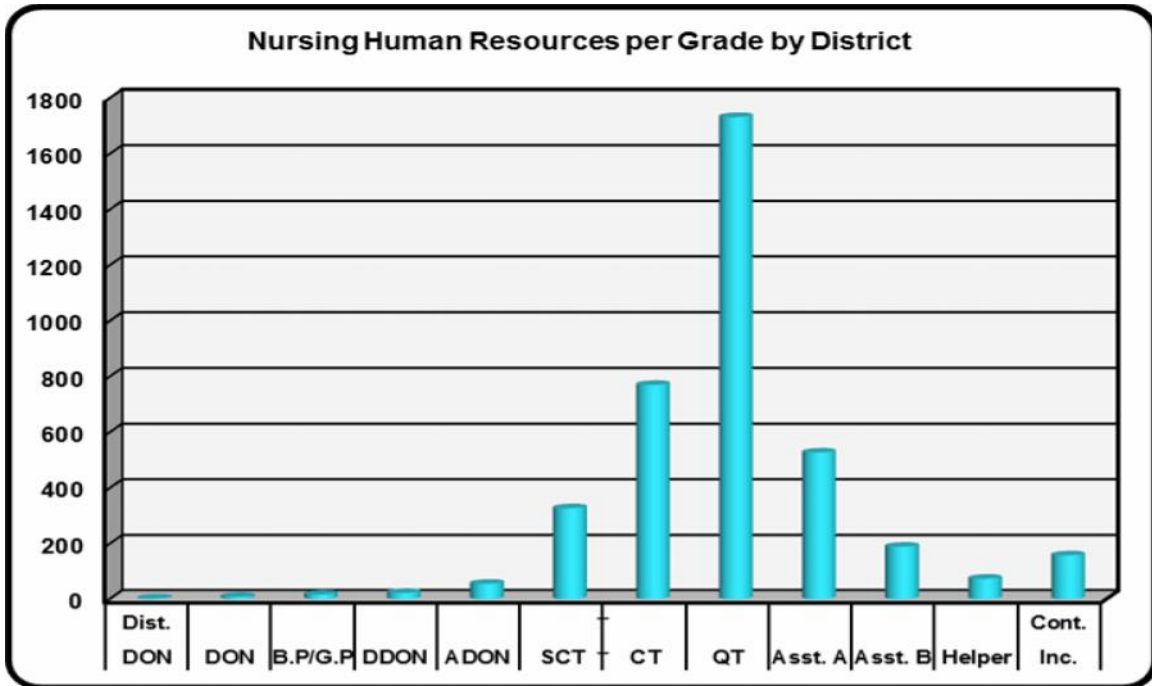
Table 1.12: Nursing Human Resources by District

District	Existing Staff 2010	2011
FDON	16	13
MOH (Diwan)	8	7
Dubai	463	460
Sharjah	1382	1360
Ajman	343	387
UAQ	247	251
RAK	782	790
Fujairah	595	625
Total	3836	3893

Table 1.13: Nursing Human Resources by Community Health Setting

PHC	District	Existing Staff	Recruitment	Promotion	Resignation
	DUBAI	63	3	1	4
	SHARJAH	104	5	0	5
	AJMAN	37	0	1	0
	UMM AL QUWAIN	23	0	0	1
	RAS AL KHAIMA	110	2	0	3
	FUJAIRAH	52	2	0	1
Sub Total		398	12	2	14
School Health	DUBAI	78	4	1	2
	SHARJAH	77	2	0	7
	AJMAN	32	0	1	1
	UMM AL QUWAIN	24	1	1	1
	RAS AL KHAIMA	62	5	1	1
	FUJAIRAH	28	2	0	4
Sub Total		301	14	4	16
Preventive Medicine	DUBAI	17	1	0	1
	SHARJAH	33	0	0	0
	AJMAN	5	0	0	1
	UMM AL QUWAIN	10	2	0	0
	RAS AL KHAIMA	6	0	0	0
	FUJAIRAH	15	3	0	1
Sub Total		86	6	0	3
Total		785	32	6	33

Graph 2.1: Nursing Human Resources by Grade (2011)



Graph 2.2: Nursing Human Resources by District (2010 & 2011)

