

## OVERVIEW OF THE DUBAI RESIDENCY TRAINING PROGRAMME

### PREAMBLE:

By 2006, Medical Education in North America and the Europe, particularly the UK had witnessed tremendous changes in response to public and peer demands and expectations. Two consequences of this development for developing countries are that training positions became less easily available for their graduates and local programmes have to realign to the new format in order to continue to enjoy accreditation/recognition of training experience by the accrediting bodies in Europe and North America. In response to these, DOHMS now (Dubai Health Authority, DHA) decided to revamp her existing medical specialist training programme. Specifically, DHA wanted a programme that is structured, with goals and objectives, and lead to the training of specialists who are capable of independent practice and able to compete successfully for Fellowship positions for advanced training in Europe and North America. The programme should be flexible to accommodate individual social circumstances, and generate transferable training credits.

The result is a new programme that meets the requirements of most accrediting bodies from the Arabian Peninsula, UK and North America. The emphasis is on the quality of training, resident responsibility and accountability.

A pre-entry evaluation examination was introduced to give some assurance that new intakes have the basic knowledge and clinicals to help them meet the challenges of modern postgraduate medical education.

Each Programme has a Programme Director and in the absence of senior residents, every resident has a supervisor responsible for his/her training. Progress of the resident, including knowledge, skills and attitude is closely monitored.

Every Programme has research activities built into it and a supervisor is assigned to each or a group of residents.

The whole programme is managed by series of committees under the leadership of the Postgraduate Dean and report to a central Education Committee at DOHMS

On completion of this programme it is expected that the graduate will be a highly skilled medical expert who will have all the characteristics expected of a competent medical specialist who has graduated from a Western programme and these characteristics include ability to function as a collaborator, communicator, resource manager, researcher, and scholar, who practices with high ethical standards and is a self-directed learner. Most of the residents should be able to pass the final examination of major accrediting bodies such as the UK Colleges, the Arab Board for Specialisation and some of the German Facharzt. They will be awarded a Certificate of Completion of training as Specialists by the Education Committee of DOHMS and be eligible to pursue Fellowship interests elsewhere.

This Programme has received strong financial, moral and administrative support from the Director General, Assistant Director Generals at DOHMS and the Directors at Continuing Medical Education Department, particularly in sponsoring Educational Courses and Workshops and Faculty Development initiatives. These are appreciated.

Professor M. Ezimokhai  
Postgraduate Dean

### GOALS AND OBJECTIVES:

The Goal of the Dubai Residency Training Programme is to make Dubai and the United Arab Emirates self-sufficient in highly skilled specialist physicians who practise with high ethical standards.

The Objectives are to develop a training programme that will produce specialists who

- are capable of practicing medicine independently to high international standards expertly, humanely and ethically and have achieved competency as a scholar, collaborator, communicator, manager, a health advocate and a professional.
- can successfully compete for advanced Fellowship training positions elsewhere.

### SPONSORING INSTITUTION:

Dubai Health Authority is the sponsoring body and has the overall responsibility for the organization, development, approval and execution of all the programmes.

### THE TRAINING INSTITUTIONS- TEACHING HOSPITALS

The institutions currently on the list are: Al Wasl Hospital\*, Dubai Hospital\*\*, Rashid Hospital\*\*, all the Primary Health Care Centers and the Al Maktoum Hospital.

### THE SPECIALTY PROGRAMMES

#### Specialties:

The following specialties are currently active – Obstetrics and Gynaecology, Family Medicine, Community Medicine, Paediatrics, Surgery and Internal Medicine.

The new additions in the next academic year are Emergency Medicine, Dermatology Psychiatry and Anesthesiology.

There is one programme for each Specialty operated at multiple centres.

#### Specialty Training Programmes:

Each of the existing programmes has developed a Specialty Specific Residents' Handbook that describes the admission requirements, goals and objectives, clinical and academic content, rotations for the entire period of training, assessment system, administration and evaluation of the programme. The document is available on-line.

#### Competencies of a Specialist graduating from the Programme

The residency programme will lead to acquisition of the following competencies which are also required by most programmes in Europe and North America and the graduate is expected to be a

- Medical Expert
- Communicator
- Collaborator
- Manager
- Health Advocate
- Scholar
- Professional

#### Structure:

Each programme is structured into rotations which are the units of learning. These include mandatory as well as elective rotations. Elective rotations are used by residents for

\*JCI accredited. \*\*In the process of achieving JCI Accreditation as of October 1, 2007 experience in approved programmes that have relevant educational values. Goals and objectives, as well as assessment methods for each rotation are described in the Handbook for that specialty

#### Assessment:

Each programme has developed an assessment system that systematically collects data that can be used to determine the progress of a resident. These assessment systems are based on the goals and objectives of the programme, and involve a variety of methods (e.g. MCQ, oral viva, direct observation of performance of clinical skills, clinical encounters, multi-source (360 degrees) evaluation. The following domains of achievement are assessed – knowledge, clinical skills, communication skills, attitudes, teaching skills

A key feature in the assessment process is the feed-back which will be honest and helpful, occurring at regular, predetermined periods and are used to determine the progression of the resident through the Programme.

#### Evaluation of Programme:

The Programme and the Specialty Programmes will be evaluated at regular intervals and residents will be active participants in this evaluation process.

#### Certifications:

These Programmes are designed to meet the requirements of the Arabian, European and North American Accrediting bodies. All graduates are expected to have successfully challenged the certifying examinations of the Arab Board for Specialisation and the UK Royal Colleges by the end of the 4<sup>th</sup>/5<sup>th</sup> year. The North American policy regarding this does not permit us to present our candidates for their certifying examinations.

#### ADMINISTRATION OF THE PROGRAMME:

##### Postgraduate Education Committee:

The membership of the Postgraduate Education Committee is derived from the Chairs of its sub-committees, Programme Directors of active programmes, ex-officio members, and representatives of the residents. It is chaired by the Postgraduate Dean. It has responsibilities for the development of the Programme under the leadership of the Postgraduate Dean. It reports to the Education Committee of DOHMS.

The sub-committees of the Postgraduate Medical Education Committee are  
Resident Admission Sub-Committee  
Residency Review Sub-Committee  
Resident Affairs Sub-Committee  
Hospital Accreditation Sub-Committee

##### The Specialty Residency Programme Committee:

Each Specialty Programme has a Residency Programme Committee that has the general oversight responsibility for the Programme. It is chaired by the Programme Director nominated by the Postgraduate Dean and appointed by DOHMS. The

Residency Programme Director is responsible to the Head of Department and the Postgraduate Dean. The Residency Programme Committee includes an elected resident. There is a site Co-Director of Programme in each of the hospitals for each specialty and these collaborate with the Programme Director to run the Programme. Every resident has an assigned supervisor who works directly with each resident during each rotation to ensure that educational objectives are met.

#### ACCREDITATIONS AND AFFILIATIONS:

Currently, all our programmes, with the exception of General Surgery, is accredited by the Arab Board for Specialisation and the British Royal Colleges.

Affiliations (formal and informal) will be sought and developed with other international bodies whenever such an association will benefit the Programme and/or the residents.

#### RESIDENTS:

##### Eligibility

Priority of admission is for UAE nationals.

Applicants must

- be graduates of medical schools on the WHO listing and approved by DOHMS,
- have a valid unrestricted license to practice Medicine in Dubai at the time of commencing training, and
- be successful at the Pre-entry Evaluation organized by the Office of the Postgraduate Medical Education Committee.

Duties, Rules and Regulations governing the Residents are to be found in the [Residents Handbook](#).

##### Appointment

Admission of each residents is subject to approval by DOHMS. Most of the residents are also sponsored by DOHMS. A few are sponsored by external bodies. The terms and conditions of employment are specified in the contract and in the [Residents Handbook](#).