Healthcare Workforce Governance Policy

Document Title:	Healthcare Workforce Governance Policy
Document Ref. Number:	DoH/Policy/HCWS/HWG/V1/2024 **Version:** V1
New / Revised:	New
Publication Date:	November 2024
Effective Date:	October 2024
Document Control:	DoH Strategy Sector
Applies To:	For example: - DoH-licensed Healthcare Providers - DoH-licensed Healthcare Providers of dental services. - DoH-authorized Health Payers. - All Health Insurance products and schemes, as applicable.
Owner:	Healthcare Workforce Sector
Revision Date:	Oct 2027
Revision Period:	Three years from publication date
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1. Policy Purpose and Brief

1.1 Regulating the healthcare workforce is vital to the success of Abu Dhabi's healthcare ecosystem. Therefore, this document seeks to establish a comprehensive framework of principles, priorities, objectives, processes, and outcomes to improve the quality of workforce regulations and enhance the safety of healthcare services provided by a skilled and agile workforce. The Department of Health has developed this policy to standardize the healthcare workforce regulations, processes and approaches in alignment with international, federal and local regulations, while actively involving relevant stakeholders.

2. Definitions and Abbreviations

No.	Term / Abbreviation	Definition
2.1	CAA	Commission for Academic Accreditation
2.2	DoH	Department of Health
2.3	HWGF	Health Workforce Governance Framework
2.4	MOHAP	Ministry of Health and Prevention
2.5	NIHS	National Institute for Health Specialties
2.6	NQC	National Qualification Center
2.7	PQR	Professional Qualification Requirement
2.8	RIA	Regulatory Impact Assessment
2.9	SOP	Scope of Practice
2.10	SMEs	Subject Matter Experts

3.1 Policy Principles:

The DoH Policy for Health Workforce Governance follows the below principles:

3.1.1 **Evidence-Based**: Regulations shall be based on established evidence, including data, research and international best practices (Appendix 1).

3.1.2 **Coherence and Transparency:** Regulations shall aim to ensure seamless alignment and communication across the healthcare sector, with a priority on transparency (publicly accessible information, efficient communication and collaboration pathways between internal and external stakeholders).

3.1.3 **Efficient and Effective Interventions:** Regulations shall aim to optimize all aspects of the healthcare professional's life cycle, improving work-life balance, reducing processing times and strengthening monitoring and evaluation processes, all while achieving high-quality care and patient experience.

3.1.4 **Consistent and Equitable:** As a result, regulations shall be designed and implemented to promote standardized approaches across all aspects of healthcare.

3.1.5 **Accountability:** The regulation process shall promote stakeholder and shared accountability.

3.1.6 **Proportionality:** Regulations are based on risk proportionality; allowing room for innovation while maintaining necessary levels of patient safety (Appendix 2).

3.1.7 **Ethics:** Regulations shall promote a culture of ethical responsibility, ensuring ethical considerations as they are integral to decision-making, patient care, and the overall conduct of healthcare professionals and providers, thus maintaining public trust.

3.2 Policy Priorities, objectives:

The Healthcare Workforce Governance Framework (HWGF) intends to sustain a highly skilled and agile workforce by promoting attraction and retention, supporting Emiratization, aligning clinical training and education programs with workforce and population needs, strengthening professional development programs, streamlining credentialing and licensing processes, increasing workforce upskilling opportunities, promoting clinical research, optimizing ethical practices, and enhancing the mental and physical well-being of the healthcare workforce in Abu Dhabi.

The HWGF consists of 6 pillars, with Healthcare Workforce planning at its core (see Figure 1):

1. Education
2. Attraction

3. Competency
4. Performance
5. Retention
6. Healthcare Workforce Planning

Figure 1. Healthcare Workforce Governance Framework

3.2.1 Priority 1: Healthcare Workforce Optimization:

3.2.1.1 Objectives

3.2.1.1.1 Plan healthcare workforce priorities and resource allocation (to address capability/capacity gaps and meet expected needs) through a continuous process of supply/demand analysis, talent attraction, and ongoing monitoring of the market dynamics.

3.2.1.1.2 Coordinate with stakeholders to ensure licensing, education, performance management, professional development, attraction, retention, and Emiratizations efforts are aligned with the overarching workforce plans and strategies.

3.2.2 Priority 2: Enhancing Medical Education and clinical training

3.2.2.1 Objective:

3.2.2.1.1 Enhancing Abu Dhabi's medical/healthcare education, as well as clinical training programs and opportunities.

3.2.2.2 Outcome:

3.2.2.2.1 Align and coordinate with academic education and medical training regulatory bodies, such as the Ministry of Education, NHIS, NQC and CAA, to develop and accredit programs

that address healthcare workforce gaps in the Emirate of Abu Dhabi.

3.2.2.2.2 Develop initiatives and collaborate with academic education, providers and medical training providers, as well as regulatory bodies, to encourage competition and ensure excellence.

3.2.2.2.3 Create training opportunities for students and trainees.

3.2.2.2.4 Set minimum quality requirements for training programs and promote graduate onboarding.

3.2.3 Priority 3: Healthcare Workforce Attraction

3.2.3.1 Objectives:

3.2.3.1.1 Launch initiatives tailored to the market needs to attract talents and contribute to the broader goal of stimulating the economy.

3.2.3.1.2 Implement targeted marketing campaigns to raise awareness and promote interest in healthcare-related careers and in-demand professions among youth and students in Abu Dhabi, while also facilitating scholarship opportunities.

3.2.3.2 Outcomes:

3.2.3.2.1 Monitor the absorption rate of Abu Dhabi-based academic institutes and clinical training programs.

3.2.3.2.2 Continuously and steadily increases the Emiratization rate.

3.2.3.2.3 Release healthcare workforce market analysis forecast to encourage investors contribution to the ecosystem.

3.2.3.2.4 Create an environment that encourages the retention of talented healthcare professionals.

3.2.4 Priority 4: Healthcare Professional Licensing

3.2.4.1 Objectives

3.2.4.1.1 Optimize the efficiency of the licensing process.

3.2.4.1.2 Participate in the continuous revision and development of the National Professional Qualification Requirement (PQR**).**

3.2.4.2 Outcomes:

3.2.4.2.1. Collaborate with other health authorities to improve the effectiveness of healthcare professionals' data exchange.

3.2.4.2.2. Introduce fast-track licensure pathways for eligible candidates to support healthcare workforce availability and placement.

3.2.4.2.3. Create a licensure mechanism for the academicians involved in medical/healthcare academic programs to enable their contribution to the clinical training component and its outcomes.

3.2.4.2.4. Continuously update the healthcare professionals' licensing examinations and

competency assessments to ensure the selection of targeted talents.

3.2.5 Priority 5: Healthcare workforce Performance and Professional Development

3.2.5.1 Objectives

3.2.5.1.1 Enhance the professional development and skills of healthcare professionals.

3.2.5.1.2 Oversee health workforce performance and professional conduct.

3.2.5.1.3 Ensure a high level of ethical accountability for the safe delivery of healthcare services.

3.2.5.2 Outcomes:

3.2.5.2.1 Review and update the Scope of Practice for healthcare professionals.

3.2.5.2.2 Recommend healthcare workforce upskilling priorities, focusing on emerging skills and technologies such as data skills, Artificial Intelligence (AI) and Machine Learning, Genomics, Generative AI (GenAI), and others.

3.2.5.2.3 Collaborate with relevant stakeholders to design customized upskilling programs that are informed by community needs.

3.2.5.2.4 Apply key performance indicators and measures to support the monitoring of workforce performance.

3.2.5.2.5 Promote professional and ethical responsibility and accountability.

3.2.5.2.6 Develop a process to ensure successful reinstatement of disciplined healthcare professionals.

3.2.6 Priority 6: Improving healthcare workforce Well-being:

3.2.6.1 Objectives

3.2.6.1.1 Promote the mental/physical health and well-being of healthcare professionals.

3.2.6.2 Outcomes:

3.2.6.2.1 Establish minimum standards to promote Healthcare workforce well-being.

4. Policy Roles and Responsibilities

4.1 DoH:

4.1.1 The DoH shall work with internal and external stakeholders to establish effective collaboration frameworks and clarify each party's roles and responsibilities in implementing and maintaining the initiatives, interventions, objectives, and policy priorities outlined in this policy.

4.1.2 The DoH will provide the necessary stewardship and, where necessary, ensure that the requirements set out in this Policy are met through its regulatory powers.

4.2 Stakeholders:

4.2.1 Abu Dhabi based Healthcare Ecosystem Stakeholders: Shall collaborate with the DoH to streamline the efforts aimed at optimizing healthcare workforce governance initiatives and supporting the achievement of its objectives (see Table 1).

Table 1. Roles and responsibilities of Stakeholders.

Stakeholder Name	Stakeholder Key Role
4.3 Regulatory Bodies (Health and other regulatory bodies)	4.3.1 Share healthcare workforce-related data and insights to support the development of strategic initiatives and regulatory interventions. 4.3.2 Review and provide input on regulatory interventions and strategic initiatives to ensure consensus and the successful implementation of the HWGF related initiatives. 4.3.3 Share regional strategic priorities to enable the DoH to align its strategic initiatives and regulatory interventions with the current ecosystem. 4.3.4 Monitor the effectiveness of implemented strategic initiatives, regulations, and the outcomes of education and clinical training programs.
4.4 Academic and Training Institutions in the Emirate of Abu Dhabi	4.4.1 Regularly align with the DoH regarding health workforce market needs and healthcare professionals' capabilities. 4.4.2 Coordinate with HWGF-related workforce planning analysis activities to establish health and medical education programs that meet the population's needs and address any forecasted shortages of specialties or skills. 4.4.3 Establish academic partnerships and research programs with healthcare providers. 4.4.4 Evaluate the graduate competencies and continuously update the programs to meet the market expectations.
4.5 Healthcare Providers	4.5.1 Implement professional development and well-being programs, along with other initiatives cascading from the HWGF. 4.5.2 Comply with federal, regional, and DoH laws, policies, and regulations. 4.5.3 Monitor and evaluate workforce performance and share relevant healthcare workforce data with the DoH. 4.5.4 Support the development and implementation of healthcare professional training/upskilling-related initiatives, and regulatory interventions. 4.5.5 Contribute to the development of SOP and other HW-related regulatory tools.

4.6 Healthcare Professionals	4.6.1	Comply with federal, regional, and DoH laws, policies, and regulations.
	4.6.2	Provide input and feedback to support the review and update of HWGF-related initiatives and regulations.
	4.6.3	Encourage adherence to ethical and professional standards.
	4.6.4	Collaborate with relevant stakeholders to create specialized upskilling programs that address community needs.
	4.6.5	Prioritize the upskilling of the healthcare workforce, with particular emphasis on advanced technologies and competencies, including but not limited to machine learning, artificial intelligence (AI), genomics, generative AI (GenAI), and data-related skills.
4.7 Healthcare Payers	4.7.1	Conduct claims data analysis and share HWF performance-related data with the DoH.
	4.7.2	Contribute to the review of HWGF-related strategic initiatives and regulations.
4.8 Education and Medical Training Accrediting Bodies	4.8.1	Apprise stakeholders of the regional accreditation process to enhance the quality of education and training.
	4.8.2	Foster mutual collaboration with stakeholders in medical/healthcare education and clinical training, to meet the accreditation requirements and program outcomes.
	4.8.3	Engage in ongoing monitoring and surveillance of accredited entities and medical/healthcare education and clinical training programs to ensure sustained compliance with accreditation standards and program outcomes.

5. Policy Scope of Implementation

5.1 This policy applies to all stakeholders within the Abu Dhabi healthcare ecosystem, including healthcare providers, healthcare professionals (physicians, nurses, pharmacists, dentists, allied healthcare professionals), government entities, academic institutions (universities and training facilities), and any other relevant entities.

6. Exempted from Policy Scope

6.1 There are no exemptions to this policy.

7. Enforcement and Compliance (Consequences/sanction for not applying the policy by related stakeholders)

7.1 DoH may impose sanctions in relation to any breach of requirements under this Policy in accordance with the Disciplinary regulation of the Healthcare Sector.

8. Monitoring and Evaluation (Key success factors)

8.1 A monitoring and evaluation plan will be implemented alongside this policy instrument to ensure compliance and evaluate the effectiveness of its component. The DoH will serve as the primary regulator for these activities, setting key strategic KPIs aligned with strategic initiatives. Relevant internal and external stakeholders are expected to report data and progress against the policy objectives when applicable.

5.Relevant Reference Documents

No.	Reference Date	Reference Name	Relation Explanation / Coding / Publication Links
1	October 2024	Ministerial Resolution No. (1448) of 2017 on Adoption of Code of Ethics and Professional Conduct for Health Professionals	https://mohap.gov.ae/app_content/legislations/php-law-en64/mobile/index.htm
2	October 2024	Article 24 of Federal Law No. (5) of 2019 on Regulating the Practice of Human Medicine and its Executive Regulations	https://mohap.gov.ae/en/aboutus/legal-references
3	October 2024	Ministerial Resolution No. 14 of 2021 on the Patient Rights and Duties Charter	https://uaehpl.demo.fi.ae/en/health-policies-and-legislations-advocacy/health-legislations?itemId=57c4ff8d-648c-4811-8830-5c3724b7fdd6
4	October 2024	Federal Law No. 29 of 2006 In Respect of the Rights of People with Special Needs	https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/United-Arab-Emirates_The-Rights-of-People-with-Special-Needs.pdf
5	October 2024	Healthcare Workforce Bioethics Guidelines	https://www.doh.gov.ae/-/media/26F52980D66C430E9BB831096DB6A2D7.ashx
6	October 2024	Unified Healthcare Professional Qualification Requirements (PQR)	https://www.doh.gov.ae/en/pqr
7	October 2024	DOH Standard for Clinical Privileging Framework	https://www.doh.gov.ae/-/media/87DBE2A3226940E8A5712D3577064672.ashx
8	October 2024	SET of Standards for Healthcare Education and Training	https://www.doh.gov.ae/-/media/E6DD9C5A9DF2478EB4B60B9C835969FC.ashx
9	October 2024	Emiratization of the Health Workforce in the Emirate of Abu Dhabi	https://www.doh.gov.ae/-/media/434ED00D6DC9449686271254FF490171.ashx
10	October 2024	Policy On Issuing Waivers of Healthcare Professionals Licensure Requirements During Emergencies, Crises And Disasters.	https://www.doh.gov.ae/-/media/E56B39C42665429DA4E20D840C06B120.ashx
11	October 2024	Standard for Continuing Professional Development (CPD) for Healthcare Workforce	https://www.doh.gov.ae/-/media/66CD0B4E6BFE45818E20157A8A347773.ashx

12	October 2024	HAAD Standard for First Aid Training	https://www.doh.gov.ae/-/media/767954B8B6AC4A2CA31ACD629B2D7A05.ashx
13	October 2024	Abu Dhabi Healthcare Information and Cyber Security Workforce Guideline	https://www.doh.gov.ae/-/media/888301C191B542CF8C0862EC1DECC3B4.ashx
14	October 2024	Tawteen Initiative and Health Workforce Sustainability	https://www.doh.gov.ae/-/media/6237DAEA0AAE40B999B123C574D49554.ashx
15	October 2024	Temporary Secondment of Health Workforce	https://www.doh.gov.ae/-/media/8F278E6EAFA74E8CA459B4E861B00301.ashx
16	October 2024	Launching of Kawader- Smart Platform for Management of Health workforce in Abu Dhabi	https://www.doh.gov.ae/-/media/BCA0349B7DBF4F6E93A07616683D0664.ashx
17	October 2024	Licensing National Trainees in Healthcare & Pharmaceutical Facilities	https://www.doh.gov.ae/-/media/A125BFC5870F45C3B43E3CDD415B5C3B.ashx
18	October 2024	Licensed Healthcare Professionals Rotations between Licensed Healthcare Facilities in the Emirate of Abu Dhabi.	https://www.doh.gov.ae/-/media/9A9BA6CA5BFA43AEA8382CEEB4891FBD.ashx
19	October 2024	Obtaining COVID-19 Vaccination as a Condition for Healthcare Professional Licensing /License Renewal.	https://www.doh.gov.ae/-/media/07A3314B6A5E4CCBBA4260A5B4EAC8C8.ashx
20	October 2024	Update on Licensing Procedures for Healthcare Professionals in Nurseries Clinics	https://www.doh.gov.ae/-/media/4A47EA40EC5549E7938EBFC11BE2406C.ashx
21	October 2024	Cancellation of Healthcare Professional Licenses	https://www.doh.gov.ae/-/media/310CFD9262624D3BB32401DB0594992F.ashx
22	October 2024	Case of Healthcare Staff in UAE, Well-being of residents in training programs of Abu Dhabi health services	• http://www.semanticscholar.org/paper/Workplace-Stress-and-Employee-Wellbeing%3A-Case-of-in-Khan-Khurshid/9c397ac26e25710773b403a65b3d89f057767258#:~:text=The%20purpose%20of%20this%20study%20was%20to%20investigate%20the%20impact • http://www.semanticscholar.org/paper/Well-being-of-residents-in-training-programs-of-Abu-Ghailani-Nuaimi/1cf63009e704e5d3bbf46b6aa49dad5104e0866e#:~:text=Aims:%20We%20aimed%20to%20measure%20the%20prevalence%20of%20stress,%20burnout,
23	October 2024	DoH	https://www.google.com/url?q=https://www.doh.gov.ae/en/news/In-cooperation-with-ADRO-DoH-recognises-more-than-500-holders-of-the-Golden-Visa%23:~:text%3DThe%2520Departme

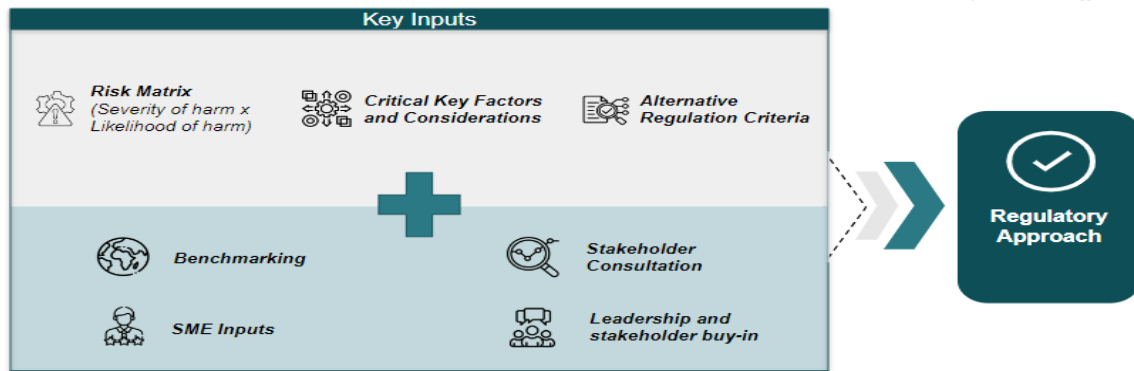|			nt%2520of%2520Health%2520%252D%2520Abu,in%2520reflection%2520of%2520their%2520efforts&sa=D&source=editors&ust=1696586067148072&usg=AOvVaw3KDgxJWFbpaEwYcAUrD-FP
24	October 2024	SCFHS: Saudi Commission for Health Specialties	• https://scfhs.org.sa/sites/default/files/2022-07/SMLE%202022%20-%20Guide_0.pdf • https://scfhs.org.sa/en/practitioner
25	October 2024	HRSA: Health Resources and Services Administration	• https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand/technical-documentation/introduction • https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/hwsm-rural-urban-methodology.pdf • https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/hrsa-ltts-direct-care-worker-report.pdf • https://www.hrsa.gov/sites/default/files/hrsa/about/strategic-plan/hrsa-strategic-plan-2019-2022.pdf
26	October 2024	National Health Service Corps Loan Repayment	• https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program • https://bhw.hrsa.gov/workforce-shortage-areas/shortage-designation • https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/workforce-shortage-areas/nhsc-hpsas-practice-sites.pdf • https://connector.hrsa.gov/connector/
27	October 2024	HCHWA: The National Center for Health Workforce Analysis	• https://data.hrsa.gov/topics/health-workforce/data-research • https://bhw.hrsa.gov/data-research/review-health-workforce-research • https://bhw.hrsa.gov/data-research • https://bhw.hrsa.gov/data-research/projecting-health-workforce-supply-demand
28	October 2024	Code of Medical Ethics	• https://code-medical-ethics.ama-assn.org/ • https://code-medical-ethics.ama-assn.org/principles • https://www.ama-assn.org/topics/ama-code-medical-ethics • https://www.ama-assn.org/

			• https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/
29	October 2024	Accreditation Council for Continuing Medical Education	• https://www.accme.org/why-accredited-CME-matters • https://www.accme.org/sites/default/files/2023-07/840_cme_for_moc_program_guide.pdf
30	October 2024	Center for Disease Control and Prevention - CDC Train	https://www.cdc.gov/training/learning/websites.html
31	October 2024	Health Resources & Services Administration (HRSA)	https://www.hrsa.gov/sites/default/files/hrsa/about/strategic-plan/hrsa-strategic-plan-2019-2022.pdf
32	October 2024	Medical Board of California	• https://www.mbc.ca.gov/ • https://mbc.ca.gov/Download/Documents/disciplinary-guidelines.pdf
33	October 2024	California State Board of Pharmacy	https://www.pharmacy.ca.gov/laws_regs/1760_guidelines.pdf
34	October 2024	US Federal Code	• https://www.law.cornell.edu/uscode/text/42/254l-1 • https://www.law.cornell.edu/cfr/text/42/482.22 • https://www.accp.com/docs/positions/White_Papers/jac5.1201.pdf
35	October 2024	AHA & HHS	• https://www.aha.org/system/files/media/file/2022/10/alliance-succession-planning-2022.pdf • https://hhs.iowa.gov/sites/default/files/portals/1/userfiles/261/succession%20planning%20elearning%20guidebook.pdf
36	October 2024	Migration Policy	https://www.migrationpolicy.org/article/immigrant-health-care-workers-united-states#:~:text=Nearly%202.8%20million%20immigrants%20were,in%20a%20health%2Dcare%20occupation
37	October 2024	ACGME	• https://www.acgme.org/programs-and-institutions/programs/common-program-requirements/ • https://www.acgme.org/
38	October 2024	NIH	• https://www.nih.gov/about-nih/what-we-do/budget • https://grants.nih.gov/policy/nihgps/index.htm

39	October 2024	HHS	https://www.hhs.gov/regulations/index.html
40	October 2024	Federation of State Medical Board	https://www.fsmb.org/
42	October 2024	Health Workforce Strategic Plan 2021 Foreign Graduates Licensing	• https://www.ecfmg.org/ • https://www.acf.hhs.gov/orr/policy-guidance/u-s-medical-licensing-process
42	October 2024	Credentials Registry Hosted by FSMB	https://www.fsmb.org/fcvs/
43	October 2024	NCQA	https://www.ncqa.org/
44	October 2024	Nursing and Midwifery Council	https://www.nmc.org.uk/revalidation/requirements/cpd/
45	October 2024	The CPD Certification Service	https://cpduk.co.uk/industries/healthcare-medical
46	October 2024	UKRI: UK Research and Innovation	• https://www.ukri.org/opportunity/?filter_council%5B%5D=824 • https://www.ukri.org/wp-content/uploads/2023/07/MRC-290623-GuidanceForApplicants-version23-2.pdf • https://www.ukri.org/wp-content/uploads/2022/03/UKRI-310322-GRP-Policy2022.pdf
47	October 2024	HEE: Health Education England	• https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1172553/health-education-england-annual-report-2022-2023.pdf • https://www.hee.nhs.uk/our-work/hee-star https://heestar.e-lfh.org.uk/ • https://www.hee.nhs.uk/sites/default/files/documents/HEE%20Star%20user%20guide%20v2.0.pdf

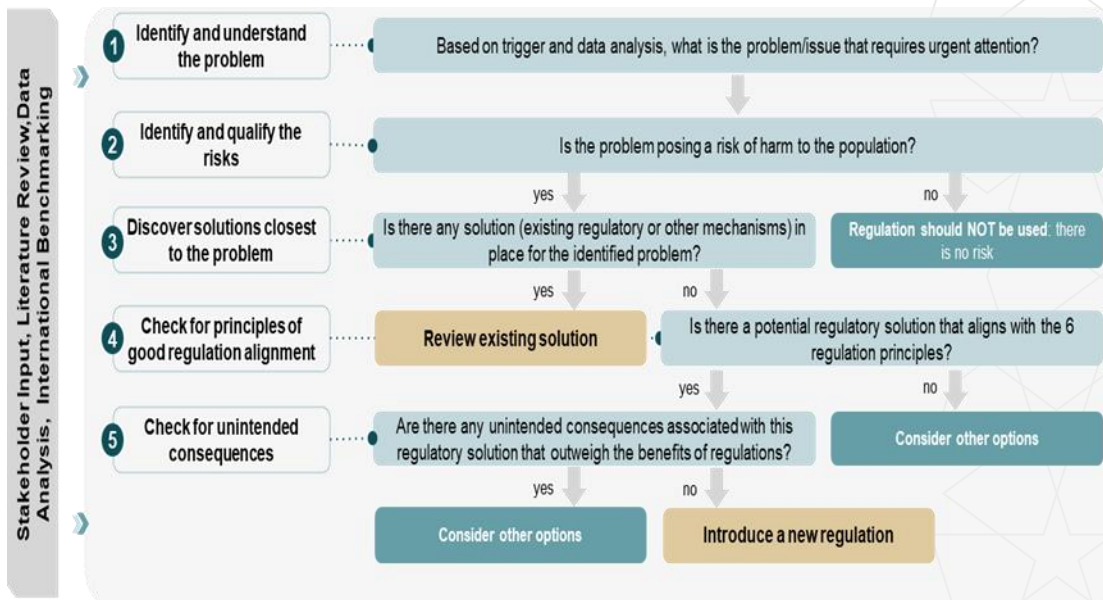| 48	October 2024	General Medical Council	• https://www.gmc-uk.org/-/media/documents/consolidated-version-of-ftp-rules--as-amended-29nov17-_pdf-72742310.pdf https://www.gmc-uk.org/-/media/documents/dc4483-guidance-to-the-ftp-rules-28626691.pdf • https://www.gmc-uk.org/-/media/documents/good-medical-practice---english-20200128_pdf-51527435.pdf • https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550543/Dr_Sarah_Devaney_-_Ethics_for_regulators.pdf • https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/ • https://www.hcpc-uk.org/about-us/who-we-regulate/the-professions/ • https://www.gmc-uk.org/-/media/documents/promoting-excellence-standards-for-medical-education-and-training-2109_pdf-61939165.pdf • https://www.gmc-uk.org/-/media/documents/excellence-by-design---standards-for-postgraduate-curricula-2109_pdf-70436125.pdf • https://www.gmc-uk.org/-/media/documents/generic-professional-capabilities-framework--2109_pdf-70417127.pdf • https://www.gmc-uk.org/-/media/documents/outcomes-for-graduates-2020_pdf-84622587.pdf • https://www.gmc-uk.org/-/media/gmc-site/education/downloads/guidance/practical_skills_and_procedures_a4_july_2023.pdf
49	October 2024	Singapore Nursing Board (SNB)	https://www.healthprofessionals.gov.sg/snb/continuing-professional-education
50	October 2024	SkillsFuture	• https://www.skillsfuture.gov.sg/skills-framework/hc • https://www.skillsfuture.gov.sg/docs/default-source/skills-framework/skillsfuture_skillsframework-for-healthcare-r18.pdf
51	October 2024	Regulatory Impact Assessment	• http://www.oecd.org/en/publications/regulatory-impact-assessment_7a9638cb-en.html

| 52 | October 2024 | THE PUBLIC POLICY FRAMEWORK: Championing evidence based public policy making in the Emirate of Abu Dhabi | ● https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjY8KGm_fOIAxUM9rsIHUXsMtAQFnoECBcQAQ&url=https%3A%2F%2Fwww.abudhabi.gov.ae%2F-%2Fmedia%2Fsites%2Fadgov%2Fpdf-file%2Fghadan-21-impact-report_english.ashx&usg=AOvVaw29ow5l-axXCNN1IXkc2qBW&opi=89978449 |

Appendix 1.

Evidence-based Regulatory Approach Model

Appendix 2

Needs Assessment Pathway