



**National Institute for Health Specialties
United Arab Emirates**

**NIHS Guideline for Assisting
Candidates with Special Needs During
Examinations**

Title:	NIHS Guideline for Assisting Candidates with Special Needs During Examinations
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Approved by:	NIHS Secretary General
Date & Signature:	
Scope:	Applicants of all examinations conducted by NIHS
Stakeholders:	<ul style="list-style-type: none"> ▪ Central Assessment Committee ▪ NIHS Assessment Unit ▪ Specialty Examination Sub-Committees ▪ Applicants of NIHS Examinations
Relevant Attachment/Form	Application for accommodation for Special Needs

Modification History

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1. Purpose

By implementing this guideline, NIHS is committed **to inclusivity, fairness, and professional integrity** in all examinations conducted by NIHS ensuring compliance with national disability laws and best practices in assessment.

- These guidelines align with policies from the **Federal Law No. 29 of 2006** ensures equal educational opportunities for people of determination.
- **Ministerial Resolution No. 647 of 2020** mandates that government schools must adapt to meet the needs of people of determination.

2. Definition of Special needs

A candidate with special needs is defined as an individual with a physical or mental impairment substantially affecting their ability to carry out normal day-to-day activities. Special needs can be classified as:

- **Permanent Special needs:** Conditions such as visual impairments, hearing loss, mobility impairments.
- **Temporary Special needs:** Conditions resulting from **injuries, surgeries, or acute illnesses** (e.g., a broken limb, pregnancy-related conditions, Infections) that impair examination performance.

3. Legal and Ethical Considerations

NIHS shall provide reasonable accommodations in line with the legal framework supporting inclusive education, such as:

4. Application Process for Accommodations

4.1. Submission of Requests

Candidates seeking accommodations must submit requests for the “Application for accommodation for special needs” ([Link](#)) separately for **written and clinical examinations**

Permanent Special needs

- Submit a formal request **6-8 weeks** for before the exam.
- Provide a **medical report** from a licensed professional outlining the following:
 - The nature of the disability.
 - The expected impact on examination performance.
 - **Required accommodations** for performing the examination.
 - Ensure documentation is current -within the last 12 months.

- Submit a **letter from DIO and Program Director**.

Temporary Special needs

- Submit a formal request at least **4 weeks** before the day of the exam
- Provide a **medical report** from a licensed professional outlining the following:
 - The nature of the condition.
 - The expected impact on examination performance.
 - **Required accommodations** for performing the examination.
 - Ensure documentation is current.
 - In case of an acute condition, the medical report should state that the candidate is **fit for the exam** and is **not a risk for the others** (Eg. Other candidates, examiners or simulated/real patients).
- Submit a **letter from DIO and Program Director**.

4.2. Review by NIHS Assessment Unit

- The NIHS Assessment Unit assesses requests.
- Accommodations are determined case-by-case, ensuring they do not compromise exam competence standards.
- If the NIHS Assessment Unit finds that the accommodation is not possible, the candidate will be notified.

5. Accommodations for Written Examinations

Accommodations ensure that candidates with special needs can demonstrate their knowledge without altering exam difficulty.

5.1. Extended Time and Breaks

- **Additional time** if deemed required.
- **Rest breaks** for conditions causing fatigue.

5.2. Physical and Environmental Modifications

- **Wheelchair-accessible rooms** and seating.
- **Private rooms** for candidates needing a distraction-free environment.

5.3. Medical Accommodations

- **Permission for medications and snacks**.
- **Scheduled bathroom breaks** for candidates with bladder/bowel conditions.

6. Accommodations for The Comprehensive Clinical Examinations (CCE)

Clinical exams require unique modifications that **maintain competency assessment integrity** while addressing candidate needs.

6.1. Rest Breaks

- **Rest breaks between stations.**

6.2. Modifications to Exam Stations

- **Alternative assessment methods:**
 - Adjustable examination tables or chairs for mobility-impaired candidates.

6.3. Support Staff

- **Clinical examiners** will be informed about disability accommodations.
- **Scribes or assistants** when necessary, ensuring they do not interfere with clinical judgment.

7. Confidentiality and Data Protection

- **All medical and disability-related information** will be handled with **strict confidentiality**.
- Information is **shared with exam administrators and proctors on a need-to-know basis**.

8. Monitoring

8.1. Continuous Review and Improvement

- Policies are **regularly reviewed** to align with evolving legal standards and best practices.
- Feedback from candidates, examiners, and disability advocates is **integrated into policy updates**.