

Health Authority – Abu Dhabi

HAAD Standard for the Allocation of Physicians in Residency Training Programs in the Emirate of Abu Dhabi (TANSEEQ)

1. Purpose

- 1.1 The Health Authority - Abu Dhabi encourages graduates in the medical field to enhance their professional expertise by enrolling in structured post graduate medical professional training. The mandate of the Health Authority Abu Dhabi (HAAD) is to protect, promote and improve healthcare services for the Emirate of Abu Dhabi. Medical education and training is essential to achieve and maintain a stable and qualified professional medical workforce in the Emirate. It is the responsibility of HAAD and its partners in the Emirate to facilitate and deliver balanced and structured postgraduate medical training. HAAD will regulate the process of graduate placement according to graduates' interests, strategic needs and health facility operational capacity.
- 1.2 The purpose of this Standard is to regulate the number and distribution of accredited medical and surgical specialty residency posts in training facilities across Abu Dhabi; and to provide for a systematic and fair process for placement of medical graduates into these posts.
- 1.3 This Standard details the regulatory criteria specified for Abu Dhabi Residency Programs in order to maintain current/preliminary recognition by HAAD or to be considered as a candidate or pre-candidate for HAAD recognition.

2. Scope

- 2.1 This Standard applies to healthcare facilities licensed by HAAD where medical, clinical or research graduate medical education is conducted and to all medical school graduates applying for accredited medical and surgical specialty residency training programs within Abu Dhabi healthcare facilities.
- 2.2 This Standard describes the process of training post allocation and distribution as well as medical graduate placement in Abu Dhabi healthcare facilities. This process will be commonly referred to as "TANSEEQ." TANSEEQ does not include processes related to health professional licensing.

3. **Duties**

- 3.1 All healthcare providers, healthcare facilities and professionals wishing to participate in TANSEEQ are required to adhere to the requirements of this Standard, the pre-requisites for TANSEEQ and TANSEEQ procedures.
- 3.2 HAAD will utilize the services of the National Resident Matching Program International (NRMPI) to help match applicants to residency training programs in Abu Dhabi consistent with their respective preferences and in accordance with TANSEEQ requirements and procedures. NRMPI is a single-member limited liability company that is managed by its sole member, NRMP. NRMP is a United States private, not-for-profit corporation established in 1952 to provide a uniform date of appointment to positions in graduate medical education.
- 3.3 HAAD retains final authority for determinations relating to implementation of TANSEEQ.

4. **Enforcement and Sanctions**

- 4.1 Healthcare providers must comply with the requirements of this Standard and related HAAD standards, including those concerning HAAD licensing requirements. HAAD may impose sanctions in relation to any breach of requirements under this Standard in accordance with the [HAAD Policy on Inspections, Complaints, Sanctions and Appeals].

5. **The Residency Training Program Allocation Standard**

5.1 **Standard One Applicant Classification and Prioritization**

5.1.1 Applicant Categories - Consistent with Abu Dhabi Government and HAAD established policies on the Emiratization initiatives, applicants for medical and surgical specialty residency posts will be classified to ensure that UAE National applicants have priority with regard to training opportunities within the limited number of accredited residency posts in Abu Dhabi healthcare facilities. In addition, and in order to promote growth of a medical workforce congruent with community needs, highly qualified non UAE Nationals will be considered for medical/surgical residency training. HAAD aims to select competent physicians dedicated to serving the health interests of Abu Dhabi by structuring and standardizing the application for medical and surgical specialty residency posts as described in this section. Accordingly, applicants shall be divided into two main categories, UAE nationals and non UAE nationals.

5.1.2 Specialty Selection -

5.1.2.1 Applicants will be limited to apply to a maximum number of specialties as determined on an annual basis.

5.1.2.2 UAE nationals may be allowed to apply to more specialties than non UAE nationals.

5.1.3 Prioritization Process - Program posts will be offered first to UAE citizen applicants until complete or maximized, then to non UAE nationals. This will be done in both the initial and post-Match process.

5.2 **Standard two: Post Allocation at Accredited Abu Dhabi Facilities**

5.2.1 Whereas medical and surgical specialty residency posts were previously created by healthcare facilities based solely on the individual facilities' initiative to obtain accredited training posts; these standards account for the currently available accredited posts as well as staff and facility resources at each healthcare facility. These resources are paramount to ensuring compliance with the rigorous training standards of accredited medical training programs and requirements of well-recognized accrediting bodies.

5.2.2 Post allocations will be revised annually with the relevant educational stakeholders to ensure alignment with strategic needs, changes in facility and faculty resources at healthcare facilities as well as accreditation status in Abu Dhabi. Residency post allocations will be made available only to qualified applicants within each TANSEEQ cycle.

5.3 **Standard 3: Post Distribution to UAE National Applicants/TANSEEQ**

5.3.1 In order to ensure that distribution of posts to applicants is fair and equitable while maintaining Emiratization goals, all medical and surgical specialty residency programs must offer all their posts through TANSEEQ. The HAAD Post Graduate Medical Education (PGME) office will determine all deadlines (including for entry examination, application submission, interview, rank order list submission, preliminary Match, post-Match, acceptance, and program start dates) in the TANSEEQ process and communicate those to all training facilities including SEHA, ZMH and academic affairs (or equivalent) departments at all accredited training facilities, and any other healthcare facilities that may be accredited by HAAD well in advance of the application season.

5.3.2 **Eligibility criteria:**

5.3.2.1 Successful Pass of UAE Residency Entrance Exam. (TANSEEQ applicants who have passed the previous year's residency examination are exempted from the current year's exam.)

5.3.2.2 Medical school degree and completion of medical internship prior to commencement of the residency program.

5.3.2.3 Proof of UAE Citizenship or Current UAE ID at time of TANSEEQ application.

5.3.2.4 Additional criteria will be determined on an annual basis and made available to all applicants.

5.3.3 **Medical Residency Entry Examination**

5.3.3.1 In alliance with the Ministry of Health (MOH) and the Dubai Health Authority (DHA) and the United Arab Emirates University, Faculty of Medicine and Health Sciences (UAEU FMHS), all residency applicants must successfully pass the medical residency entrance examination in order to qualify for residency training. One unified pass mark, used by all regulatory authorities above, will be set on an annual basis.

5.3.3.2 All applicants must pass the residency entrance examination BEFORE applying for TANSEEQ.

5.3.3.3 The residency entrance examination will be held at the UAEU FMHS in Al Ain.

5.3.3.4 Examination dates will be determined on an annual basis in consultation with UAEU FMHS, as well as other national regulatory stakeholders.

5.3.3.5 Registration procedures and deadlines will be detailed by UAEU FMHS and will be made available to all applicants on an annual basis by UAEU FMHS. HAAD takes no responsibility for examination registration and administration procedures.

5.3.3.6 The examination results will be used by HAAD on a pass/fail basis to qualify applicants to apply to TANSEEQ.

5.3.3.7 Details on examination registration procedures and number of examination attempts allowed will be detailed by UAEU FMHS and made available to all applicants.

5.3.3.8 The validity of the residency entrance examination results extends to two consecutive TANSEEQ application cycles ONLY.

5.3.4 **Application Process:**

5.3.4.1 All medical graduates seeking residency training in Abu Dhabi must do so through the TANSEEQ program and in accordance with this

Standard. The only exceptions to this are “transfer” residents already enrolled in residency programs, where a separate process and standards exist.

- 5.3.4.2 The HAAD PGME office will set one annual application submission start date for all physicians seeking accredited residency training programs in the Emirate of Abu Dhabi.
 - 5.3.4.3 A standardized HAAD TANSEEQ residency Match application will be available to all applicants online.
 - 5.3.4.4 Residency applicants must use the HAAD TANSEEQ application to be considered for the Abu Dhabi residency TANSEEQ program. No other applications will be accepted. The application will detail all applicant requirements for consideration for residency training.
 - 5.3.4.5 Applicants will be required to submit information on demographics, education, licensure, work experience, and residency program preferences. **Of note, applicants are required to provide an email address as the primary form of communication between HAAD PGME officials and applicants. It is the responsibility of the applicant to ensure his/her access to correspondences sent to the email address he/she provides throughout the TANSEEQ process. HAAD has no responsibility for application delays or withdrawals or other consequences resulting from an applicant’s failure to access correspondences from HAAD PGME in a timely manner.**
 - 5.3.4.6 The maximum number of specialties to which an applicant will be permitted to apply to will be determined for both UAE Nationals and non Nationals on an annual basis.
 - 5.3.4.7 The HAAD PGME office will set one annual application submission deadline for the TANSEEQ application. It is the responsibility of the applicant to ensure his/her residency program application is complete and submitted online by the application submission deadline. Ineligible, incomplete, erroneous or late submissions will be withdrawn from TANSEEQ and will not be processed.
- 5.3.5 Primary Source Verification Process (PSV): PSV is the process by which the Health Authority confirms the authenticity of documents or verifies information submitted.
- 5.3.5.1 All applicants must undergo the HAAD PSV process.

- 5.3.5.2 This process will be initiated upon submission of application for TANSEEQ.
- 5.3.5.3 Upon submission of the TANSEEQ application, applicants will be required to pay a fee for the PSV process. This fee will depend on the number of documents to be verified and will be determined by the PSV services provider.
- 5.3.5.4 If the PSV results in a negative verification report (for example, information cannot be verified/unauthentic document submitted), the TANSEEQ application process will be discontinued and the applicant notified.
- 5.3.5.5 Any applicants with negative verification reports will not be entered into TANSEEQ and may have their reports forwarded to the department of health professional licensure at HAAD.
- 5.3.5.6 HAAD is not responsible for rectification, revision, or appeal of the verification report. Such processes must be handled between the applicant and the PSV services provider.
- 5.3.5.7 All PSV results must be available before final match list publication.
- 5.3.6 **Applicant Interview Process:** All applicants who have successfully passed the residency entrance examination and have satisfied TANSEEQ eligibility criteria will be allowed to proceed for interviews at the various Abu Dhabi residency training programs.
 - 5.3.6.1 The PGME office at HAAD will set the starting and ending dates of the interview period on an annual basis.
 - 5.3.6.2 The PGME office will make available to each individual specialty program director the list of applicants who have requested interviews with their respective programs (as derived from the submitted TANSEEQ applications).
 - 5.3.6.3 Program directors will review the applicants' information and may decline interview requests for non UAE National applicants ONLY. All UAE Nationals must be granted interviews in the programs requested on their TANSEEQ application.
 - 5.3.6.4 Program directors will receive specific interview scheduling instructions from the HAAD PGME office. All program directors are directly

responsible for submitting interview schedules to the PGME office by the deadline as set by HAAD.

5.3.6.5 Applicants will receive specific interview booking instructions during the applicant interview booking period. It is the sole responsibility of the applicant to submit interview bookings by the deadline as set by HAAD. HAAD will not be held responsible for applicants who do not book interviews by the deadline.

5.3.6.6 Applicants are responsible to book interviews at the program for which they have been approved for interview by the program director. (In the case of UAE Nationals, applicants will be able to book an interview for all programs requested as indicated on their submitted TANSEEQ application.)

5.3.6.7 Applicants will have only one interview appointment for each residency program to which they have applied.

5.3.6.8 Program directors will receive interview guidelines from HAAD PGME office detailing expected conduct during interviews and prohibited interview procedures.

5.3.6.9 Applicants will be given instructions on documentation to bring to the interview, interview guidelines and contact information of hospital administrators responsible for each program.

5.3.6.10 Applicants must only interview at the selected sites as indicated in their applications and approved by HAAD. Any violations to this will result in withdrawal of applicants from TANSEEQ.

5.3.6.11 Applicants retain the right to decline interviews (from previously selected and approved sites) if they wish to do so.

5.3.6.12 Members of the residency interview committees at each facility may not communicate interview details, scores, or ranking information to anyone outside of the interview sessions.

5.3.6.13 All applicants must have completed their interviews by the interview deadline set by the HAAD PGME office.

5.3.7 Rank Order List Submission:

5.3.7.1 The applicant rank order list is the mechanism by which applicants indicate their preferences from among the residency programs with

which they have interviewed and which they wish to attend. The program director rank order lists indicate program director preferences from among the applicants they have interviewed and evaluated.

5.3.7.2 Rank order list information is confidential. Accordingly, participants in TANSEEQ, including applicants, training programs, and sponsoring institutions, may not elicit, solicit, communicate, accept, use or seek to use any ranking-related information between and among themselves prior to the release of the match results. Communication of ranking information between and among applicants, residency programs and sponsoring institutions, directly or indirectly, prior to the release of Match results, is a violation of these rules and is non-binding.

5.3.8 Applicant Ranking:

5.3.8.1 The PGME section at HAAD will set the start and end dates for the rank order list submission.

5.3.8.2 Detailed instructions on rank order list submission will be sent to all participating applicants in advance of the submission deadline.

5.3.8.3 All applicants must electronically submit their rank order lists (as instructed) to HAAD and/or to NRMPI, which will conduct the Match on behalf of HAAD. Rank order lists are final upon submission and cannot be changed.

5.3.8.4 Applicants MAY NOT rank a program with which they did not interview. HAAD retains the right to withdraw applicants from the Match who do not abide by this.

5.3.8.5 Applicants MAY NOT rank a program that they do not plan on attending if matched. As such, applicants are not obligated to rank all programs in which they interviewed.

5.3.8.6 Any applicants who have not submitted rank order lists by the set deadline will be automatically removed from the Match.

5.3.8.7 Applicant rank order lists are strictly confidential and may only be communicated to HAAD and NRMPI for purposes of TANSEEQ implementation.

5.3.9 **Program Director Ranking:**

5.3.9.1 The PGME section at HAAD will set the starting and submission dates for the program director rank order lists

5.3.9.2 Detailed instructions on rank order list submission will be sent to each participating program in advance of the submission deadline.

5.3.9.3 One designated individual from each program (usually the program director) will be responsible for electronically submitting the rank order lists to HAAD and/or to NRMPI.

5.3.9.4 Consistent with HAAD established policies on Emiratization initiatives, programs must rank all interviewed UAE Nationals, however, program directors may choose not to rank select non UAE Nationals.

5.3.9.5 Program directors MAY NOT rank applicants who have not interviewed at their programs.

5.3.9.6 The rank order lists must be submitted by the deadline specified by HAAD. Submitted program director rank order lists are final and cannot be changed once submitted. Any rank order lists not received by HAAD prior to the deadline will result in programs being removed automatically from the Match.

5.3.9.7 These rank lists are strictly confidential and are not to be communicated other than to HAAD and through HAAD to NRMPI for purposes of TANSEEQ implementation.

5.3.10 **Restrictions on Persuasions:** (adapted from the NRMP Match Participation Agreement for Applicants & Programs for the 2014 Main Residency Match)

5.3.10.1 One of the objectives of TANSEEQ is to allow both applicants and programs to make selection decisions on a uniform schedule and without coercion or undue or unwarranted pressure. Both applicants and programs may express their interest in each other; however, they shall not solicit verbal or written statements implying a commitment. Applicants shall at all times be free to keep confidential the names or identities of programs to which they have or may apply. In addition, it is a breach of the TANSEEQ Standard for:

- (a) a program to request applicants to reveal ranking preferences; or

- (b) an applicant or program to suggest or inform the other that placement on a rank order list is contingent upon submission of a verbal or written statement indicating ranking preferences; or
- (c) a program to require applicants to reveal the names or identities of programs to which they have or may apply; or
- (d) a program and an applicant in the TANSEEQ Program to make any verbal or written contract for appointment to a concurrent year residency or fellowship position.

5.3.10.2 Only the final preferences of programs and applicants, as expressed on their final certified rank order lists, will determine the offering of positions and the placement of applicants through the TANSEEQ Program.

5.3.11 **Application of Matching Algorithm:** The match process will determine which positions are offered to which applicants based on the applicant and program director rank order lists. Applicants will be matched through the use of a match algorithm which matches applicants to programs according to the preferences expressed by both parties through their individualized rank order lists, with specific priority given to UAE National applicants. The match algorithm, based on NRMPI match software, will first match all UAE National applicants before matching non UAE National candidates to remaining unfilled positions.

5.3.11.1 Upon receipt of applicant and program director rank order lists, NRMPI will run the match algorithm as described above.

5.3.11.2 Upon completion of the above described match process, the NRMPI match list will be sent to the HAAD PGME section.

5.3.11.3 The match list will specify the applicant's name/identification number, the specialty in which he/she matched, and the training post/facility in which he/she matched.

5.3.11.4 HAAD PGME officials will compare the match list with other national Match authorities (including DHA and MOH) to identify candidates who may have matched to multiple authorities.

5.3.11.5 Applicants who have matched to multiple authorities will be contacted and informed of their multiple allocations. These applicants will provide written confirmation of preference of one final allocation and

will be removed from other allocations to which they had been initially matched.

5.3.11.6 HAAD shall determine the final Match results based upon decisions related to applicants' multiple allocations.

5.3.12 **Post-Match Scramble Period (in the case of unfilled programs and unmatched applicants after algorithmic match results):** The PGME section at HAAD will set the starting and ending dates for the post Match/scramble period. These dates will be final and not subject to change. During this period, unmatched candidates and unfilled programs will be contacted by HAAD to maximize placement of available applicants to available residency posts. All applicants should be contactable during this period or they may risk forfeiting their allocation. The Health Authority will not be held responsible for unmatched candidates who cannot be contacted during this period.

5.3.12.1 UAE Nationals: In accordance with HAAD's mission of optimizing Emiratization, UAE National candidates who remain unmatched (after receipt of algorithmic match results from the NRMPI) will be contacted individually by HAAD PGME officials and offered remaining posts.

5.3.12.2 Applicants will be contacted in accordance with residency entrance examination scores to enable higher scoring applicants' selection preference for remaining available posts.

5.3.12.3 Applicant allocations as a result of the post-match/scramble process are final and will be included in the final match list.

5.3.12.4 Applicants who decline posts during the scramble/post-Match process or are not offered posts (in the case of total occupancy of unmatched positions by higher scoring UAE Nationals) will remain unmatched.

5.3.13 **Non UAE Nationals:**

5.3.13.1 Non UAE National post-Match/scramble will occur in the event of remaining unfilled programs and unmatched non UAE National applicants. This period will start only after completion of the UAE National post match/scramble period.

5.3.13.2 Unmatched non UAE Nationals will be distributed into remaining unfilled positions according to the preferences expressed by the program director rank order lists. The process begins by attempting

to place an applicant into the program indicated as most preferred on that program's list.

5.3.13.3 Matches as a result of the non-National post-Match process will be included in the final match list.

5.3.14 Final Match Publication:

5.3.14.1 The final TANSEEQ results will be communicated directly to all applicants, sponsoring institutions and training program directors by HAAD PGME officials on one set "Match" date.

5.3.14.2 All applicants who have formally accepted residency positions must be offered a medical or surgical specialty residency training contract by the sponsoring institution upon starting residency training.

5.3.14.3 All medical residents enrolled in residency programs on or after September 2010 must have participated in the TANSEEQ process. The only exceptions to this are "transfer" residents.

5.3.14.4 All medical and surgical specialty residency programs must start by the first week of September each academic year.

5.3.15 Resident Licensing:

5.3.15.1 All residents will be licensed according to the final match list.

5.3.15.2 Licensing will be done in accordance with HAAD Health Professional Licensing (HPL) procedures and are contingent with fulfilling all licensing requirements.

5.3.15.3 Resident licenses will be available to all training facilities upon submission of required facility licensing documentation

5.3.15.4 All residents must be licensed prior to commencement of a residency program. Any violations of this are subject to HPL department penalties.

5.3.16 Matching and Appointing Rules:

5.3.16.1 Match Commitment (as adapted from the NRMP Match Participation Agreement for Applicants & Programs for the 2014 Main Residency Match). The listing of an applicant by a program on its rank order list or of a program by an applicant on the applicant's rank order list

establishes a binding commitment to offer or to accept an appointment if a match results and to start training in good faith (i.e. with the intent to complete the program) on the date specified in the appointment contract.

5.3.16.2 Failure to honor this commitment by either party will be a breach of this Standard and may result in penalties to the breaching program or applicant, as described in this Standard. An applicant who terminates or resigns a position within 45 days of the start date specified in the appointment contract shall be presumed to have breached this Agreement unless evidence is submitted to HAAD sufficient to show that the applicant entered into the program in good faith and the applicant has a reasonable basis to be released from his commitment to the program.

5.3.16.3 Any program that discusses, interviews for, or offers a position to an applicant who has matched to or accepted a concurrent year position in another program and who has not been granted approval to do so by HAAD will be in breach of this Agreement and may be subject to the penalties described in this Standard. Programs shall not interview, discuss with, or offer any potential position to an applicant unless the program has first determined that the applicant is eligible for appointment. Programs shall determine the applicant's eligibility by verifying the applicant's status by contacting HAAD to obtain that information.

5.3.17 Waiver of the Match Results:

5.3.17.1 Under certain limited circumstances, HAAD may grant to an applicant or program a waiver of the binding commitment if honoring the commitment would result in serious and extreme hardship. Waivers must be requested from, and can be granted only by HAAD.

5.3.17.2 Applicants and programs are not authorized to release each other from their binding commitment. HAAD's decision to grant or deny the waiver is at the sole discretion of HAAD and is not subject to arbitration or other review.

5.3.17.3 The applicant must request the waiver in writing and must send the request to HAAD with a copy to the program to which the applicant matched or with which the applicant accepted a position. HAAD will investigate the waiver request to determine whether or not the waiver shall be granted. Applicants requesting a waiver are not

eligible to be accepted to a concurrent year position in another program and forfeit their current match position. If the waiver is granted, applicants are permitted to participate in the TANSEEQ program in future years without penalties imposed.

5.3.17.4 If, following initiation of the waiver review process by HAAD, the applicant notifies HAAD in writing that he/she will not accept the position if the waiver is not granted, HAAD may grant an immediate waiver to the program and automatically match the next TANSEEQ applicant in line for that position in accordance with TANSEEQ match procedures. Programs are not authorized to recruit another candidate for the matched position until so notified by HAAD.

5.3.17.5 If HAAD receives information that an applicant has discussed, interviewed for, or accepted a concurrent year position in another program prior to receiving a waiver from HAAD, HAAD will initiate an investigation to determine whether the applicant or program or both have violated the terms of this Standard.

5.3.18 Match Violations Policies and Procedures (as adapted from the NRMP Match Participation Agreement for Applicants & Programs for the 2014 Main Residency Match):

5.3.18.1 **General.** All TANSEEQ participants shall behave in an ethical and responsible manner during the match and post-match process and shall comply with the terms and conditions of this Standard. It is the policy of the HAAD to investigate alleged breaches of this Standard, including but not limited to: failure to provide complete, timely, and accurate information during the examination, application, interview, matching, and post-match process; discrepancies in graduation or examination credentials; attempts to subvert eligibility requirements or the match or post match process itself; failures to offer or accept an appointment as required by the results of a match and/or post match; and any other irregular behavior or activity that occurs in connection with examination, application, interview, submission, or modification of a rank order list, or the participant's commitment to honor the match or post match outcome. TANSEEQ participants shall report to the HAAD any suspected violation of the applicable TANSEEQ standard.

5.3.18.2 The TANSEEQ "Violations Policy" shall govern the HAAD's handling of match violations and are incorporated by reference in and are an integral part of this Standard.

5.3.18.3 At any time the HAAD may withdraw any applicant or program from TANSEEQ if HAAD believes it has received credible evidence that the applicant or program has violated the terms of this Standard.

5.3.18.4 Consequences of Confirmed Violations - The consequences of a confirmed violation of this standard are set forth in the Violations Policy. They include the following:

5.3.18.5 Applicants:

- (i) If HAAD's investigation of an alleged violation results in a finding that an applicant has committed a violation of this Standard, the processing of the applicant's rank order list may be interrupted. HAAD, at its sole discretion, may withdraw the applicant from the TANSEEQ Program.
- (ii) If an applicant is the subject of a violation investigation, the program to which the applicant matched or accepted a position may not fill the position until HAAD's final decision has been issued and/or a waiver has been granted by HAAD.
- (iii) HAAD's final decision on the confirmed violation will be delivered to the applicant with copies to:
 - (a) Arab Board of Health Specializations and/or alternative residency accreditation bodies.
 - (b) Director of the program to which the applicant matched
 - (c) Institutional Official of the program sponsoring institution and all participating site directors
 - (d) Institutional official and the director of the program to which the applicant has applied or switched (if known)
 - (e) Party who originally reported the violation
 - (f) HAAD PGME section
 - (g) HAAD Board of Directors or senior management
 - (h) Residency certifying board
 - (i) Applicant's residency program director if the violation occurred in a fellowship match

- (j) HAAD health professionals licensing department
- (k) HAAD disciplinary actions committee
- (l) Other parties whom the HAAD has determined are relevant to its investigation.
- (m) NRMPI.

5.3.18.6 In addition, the applicant may be barred from subsequent TANSEEQ Matches and/or identified as a match violator to participating programs for one to three years or permanently, as determined by the HAAD. The applicant also may be barred from accepting or starting a position in any program sponsored by a TANSEEQ-participating institution that would commence training within one year from the date of issuance of the HAAD's final violations decision.

5.3.18.7 The decision conveyed in the Final Violations Decision will be reflected in the HAAD database for one to three years or permanently, as determined by HAAD in its sole discretion.

5.3.18.8 HAAD has sole discretion to determine which of the sanctions described above shall be applied in the event an applicant violates this Standard or any TANSEEQ requirement.

5.3.18.9 Programs:

- (i) If HAAD's investigation of an alleged violation results in a finding that a program has committed a violation of this Standard, the processing of the program's rank order list may be interrupted. HAAD at its sole discretion, may withdraw the program from the TANSEEQ Program.
- (ii) HAAD's Final Violations Decision on the confirmed violation will be delivered to the program director with copies to:
 - (a) Chair of the institution's graduate medical education committee
 - (b) Chief Medical Officer and or Chief Executive Officer of the training institution
 - (c) Arab Board of Health Specializations and/or alternative residency accreditation bodies.

- (d) Respective specialty program director association
 - (e) Party who originally reported the violation
 - (f) HAAD PGME section
 - (g) HAAD Board of Directors or senior management
 - (h) any parties whom the HAAD has determined are relevant to its investigation.
 - (i) NRMPI
- (iii) In addition, the program may be barred from future TANSEEQ matches and/or identified as a match violator for one to three years or permanently, as determined by HAAD in its sole discretion.
 - (iv) The decision conveyed in the Final Violations Decision will be reflected in the Institution and Program Violations report in the HAAD data base for one to three years or permanently, as determined by HAAD in its sole discretion. Term limits of any sanction(s) imposed for the violation will be included to identify the length of time the action is in effect.
 - (v) Any program at a sponsoring institution is prohibited from offering a position to an applicant who has been barred for one year from accepting a position because his/her waiver request has been denied by the HAAD or because of a confirmed violation of this Standard. If any program offers a position to such applicant, or if an applicant accepts such a position, and training would commence within one year of the date of HAAD's waiver decision or the date of issuance of the Final Violations Decision, HAAD will initiate an investigation to determine whether the applicant or program has violated the terms of this Standard.

5.3.18.10 The HAAD has sole discretion to determine which of the sanctions described above shall be applied in the event a program violates this Standard.