

EMIRATISATION RECRUITMENT POLICY HRP101

[LINK TO POLICY](#)



1. POLICY INTRODUCTION

National Ambulance is committed to Emiratisation in the field of per-hospital care and is dedicated to providing maximum opportunities to UAE Nationals to join our workforce. The objective of this policy is to provide a recruitment strategy for Emiratisation.

2. SCOPE

This policy applies to all UAE Nationals seeking employment and those already working within National Ambulance.

3. ROLES AND RESPONSIBILITIES

Health Professionals

The main employment group within the Company is health professionals. As there are currently limited numbers of nationals who have the required qualifications the Company endeavors to establish a Scholarship Program that will offer Diploma degree program and future employment after successful graduation.

Non-Health Professionals

The Company will follow the procedure listed below when recruiting for vacancies for Non-Health employees:

- Advertise position on ADTC, LinkedIn and jobs Abu Dhabi websites and other educational institutes in UAE as required.
- Review candidates and interview those that meet the position criteria
- Make a selection and process in line with the Company Recruitment Policy
- If after one month of advertising there are no suitable Emirati candidates the vacancy will be opened to non-Emirati personnel

4. REPORTING

The HR Department is to provide a report to the CEO when required, detailing the position advertised through ADTC and the outcome.

5. EXISTING POSITIONS

Existing positions will be identified for Emiratisation as the Company progresses. When an existing employee is replaced by a UAE national they will be given notice as detailed in the Leaving Employment Policy.

A period of skills transfer will be proposed, in addition to a proper incentive for the expat to implement such skills transfer. Please refer to the Leaving Employment Policy.

6. FURTHER RESOURCES & INFORMATION

If further information is required please refer to the following:

- Recruitment Policy
- Contact HR representative

Review and Approval

Chief Administrative Officer

Change Brief:

Date	Changes
24-March-13	Update to document formatting and inclusion of ISO standards.
23-March-15	Due to review
29-August-19	Update the Degree and changed the duration of jobs advertisement. (Non-Health Professionals) updates the reporting clause.