



Kingdom of Bahrain
Ministry of Health
Medical Commissions



GUIDELINES FOR Expatriate Medical Checkup IN THE KINGDOM OF BAHRAIN

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Introduction:

Expatriate Medical Checkup is a compulsory requirement for all expatriates applying for a work permit in the Kingdom of Bahrain as per local legislations. The aim of this legislation is to ensure the public health medical safety and security in regard to communicable diseases. For those who fail to complete their medical checkup, an action will be taken by LMRA in reference to Order No. (71) of 2007 with regard to providing medical fitness of foreign workers.

Objectives:

The objectives of the Expatriate Medical Checkup are:

- To ensure that the expatriate is free from communicable diseases for public health security against contagious diseases
- To assess the ability of the expatriate to perform the job efficiently and effectively without harming himself/herself, his/her colleagues or the community
- To provide a baseline medical report to support both employer and employee in compensation claims
- To provide an opportunity for health promotion

Appointment Booking Procedure:

The Expatriate Medical Checkup will be conducted by the National Health Regulatory Authority (NHRA) authorized medical facilities. The checkup appointment will be booked through LMRA airport offices upon arrival to the kingdom. For expatriates who are already in Bahrain, the booking process will be done through LMRA branches. The expatriate can reschedule the appointment through the eGovernment portal (bahrain.bh) up to 24 hours prior to his/her appointment. If the expatriate missed the booked appointment, he\she should contact the assigned medical facility to arrange for the earliest appointment. Each authorized medical facility will be allowed 15% of the total daily capacity to accommodate missed appointments.

For annual medical checkup, expatriates can book the appointment through the eGovernment website (bahrain.bh).

Appointment Attendance Procedure:

On the appointment date and time, the expatriate is expected to attend at the assigned medical facility reception desk carrying relevant personal documents (passport and/or CPR, appointment slip). The biographic data of the expatriate will automatically be shown as soon as the receptionist confirms the attendance. The reception desk shall perform the following steps:

- Confirm the identity and the appointment of the expatriate with the CPR/Passport
- Verify the expatriate's contact details and update them if needed
- Confirm the expatriate's attendance in the system
- Guide the expatriate to the next step in the medical examination

Note: Confirming identity of the expatriate is essential at all steps (i.e. when registering attendance, before specimen collection, before performing the CXR, and before conducting medical examination). This is done to ensure that impersonation does not take place

Missed Appointment Procedure: in case the expatriate missed his/her appointment, the clerk shall check the capacity for unscheduled appointments and register the expatriate if slots are available for that day; otherwise the expatriate is directed to attend in the next working day.

Biometric Identification Procedure: fingerprint authentication is mandatory in two of the examination stations: the x-ray and blood collection room. The form of medical checkup will be display only after successful identification process. In case of fingerprint authentication failure, the expatriate is advised to visit the Information and eGovernment Authority (iGA) counters to update the saved fingerprint. The following table is showing the working hours for iGA offices

iGA Office Location	Working Hours	
	Sun - Wed	Thu
Isa Town Branch	07:00 AM – 05:30 PM	07:00 AM – 02:00 PM
Salman Port Branch	07:00 AM – 03:15 PM	

Ethical Issues:

The following ethical issues should be followed for all expatriates:

- Taking consent:
 - An informed consent shall be taken from pregnant expatriates in their 2nd and 3rd trimester
- Maintaining confidentiality:
 - Confidentiality should be ensured throughout the process of the medical checkup
- Ensuring privacy and maintaining dignity:
 - Expatriate's privacy and dignity are very important aspects, and every effort should be taken at all points of the medical checkup to ensure them
- Nonjudgmental and non-discriminate treatment:
 - All expatriates must be treated in a non-judgmental and a non-discriminate manner irrespective of their ethnic, religious or any other backgrounds by all members of staff

Medical Examination/Medical Checkup Procedure:

The expatriate shall undergo a comprehensive medical examination that includes the following:

- A detailed and comprehensive medical history
- Vital signs (blood pressure, heart rate, visual acuity, color vision, height, weight)
- A general physical examination conducted by the physician
- A PA chest x-ray. The CXR image obtained should be a proper one (i.e.: proper centering, done in deep inspiration, no external shadow, proper positioning)

Note: all CXR images (Normal and Abnormal) should be kept for a minimum of 5 years. A regular auditing process will be conducted

- Pregnancy: all female expatriates should be asked about pregnancy and LMP. The decision to perform the CXR should be based on the trimester:
 - First trimester: CXR should not be taken
 - 2nd or 3rd trimester: the expatriate has the option to either defer their CXR until delivery or to proceed with CXR with double lead abdominal and pelvic shielding
 - If the CXR is not performed, the expatriates should attend after delivery to do the required CXR
- Tuberculin skin test (for specific jobs, e.g. health care , kindergartens workers)
- Blood investigations (HIV, HBsAg, HCV, VDRL/RPR) for all expatriates
 - HIV, Hepatitis B and Hepatitis C positive expatriates are UNFIT to work in Bahrain
 - If the result for HCV antibodies is "not determined", HCV RNA is performed and the HCV RNA result (Positive or Negative) should be submitted in the form

Note: rapid tests for HIV, HBsAg and HCV antibodies are not accepted and they shouldn't be used

- A non-treponemal test (VDRL/RPR) with titer should be performed for all expats. If the non-treponemal test result is reactive, a specific treponemal test should be performed:
 - If the treponemal test is negative, the negative result should be submitted

- If the treponemal test is reactive, the decision is based on the non-treponemal test titer
- If the non-treponemal titer is less than 8, obtain history of treatment. If no proof, prescribe treatment according to the international guidelines
- If the expatriate presented a proof of syphilis treatment, the following details should be submitted: medication prescribed, prescribing physician, when was it prescribed, duration and dose
- If the non-treponemal titer is more than 8, prescribe treatment according to the international guidelines

Note: All blood samples (Positive and Negative) should be kept for a minimum of 3 months. Proper storage and transportation techniques should be followed. A regular auditing process will be conducted

- Stool test for ova and parasites (for specific jobs, e.g. food handlers, cleaners):
 - If positive, the expatriate will be prescribed the appropriate treatment according to the organism detected and asked to repeat the stool test after treatment
 - If the repeated test is negative, the result should be submitted, including the organism detected and the treatment prescribed
 - If the repeated test is positive, the process is repeated again
- Urine test for sugar/albumin/blood

Note: the system will automatically generate required tests according to the CR activity

All results and notes should be submitted in the form available in the eGov portal, taking into consideration the following points:

- Submitting the form for issuing of fitness decision will only be allowed for complete forms. Any incomplete form cannot be submitted
- For expatriates who need more assessment, incomplete forms can be saved in the system for later access
- For undetermined cases in which extra tests are performed (e.g. HCV RNA), the details of these tests should be mentioned in the "Notes" field in the online form
- It's the responsibility of the physician to review all results before submitting the form

Fitness Procedure:

Upon completion of the medical checkup, the results are submitted to the medical committee in the Ministry of Health (MOH) responsible for issuing fitness result. For expatriates who require further assessment or more investigations, the expatriate result will be sent back to the medical facility to for further investigations (see below). The final fitness result issued by the medical committee will then be submitted to the LMRA system.

Send Back Procedure:

MOH medical committee will communicate electronically with the concerned medical facility in case more information or investigations are required. These may include further radiological studies, lab investigations or specialist consultations. For those expatriates, the committee will send the form back to the concerned medical facility before making the fitness decision. The procedure for these cases will be as follows:

- The committee will state the reason for sending back the form in the notes section
- An SMS notification will be sent to the medical facility contact person
- The medical facility is responsible to contact the expatriate and inform him/her of the required assessment
- When the results are ready, the physician should enter the results in the notes section and submit the form back to the medical committee

Note: The "send back" process may be repeated more than once for the same expatriate depending on the committee requirements

INH Procedure:

Expatriates with "major" CXR changes related to old Tuberculosis (TB) infection will be labeled as UNFIT, while those with "minor" changes will be prescribed a prophylactic course of Isoniazid (INH) and issued a "FIT with INH" certificate. The full course of prophylactic INH is a 300mg tab once daily for 6 months, with a vitamin B6 tab once daily taken along with it. The procedure for these cases will be as follows:

- When the committee decides that this expatriate needs INH treatment, an SMS will be sent to the expatriate to attend to the medical committee to receive the treatment
- When the expatriate attends at the medical committee, the first dose of the medication will be prescribed and the fitness result will be sent to the LMRA
- The expatriate will be instructed to follow up in the TB clinic at the Public Health Directorate
- All prescribed doses will be recorded in the Pre-employment system

Your cooperation is highly appreciated

For any enquiries, please contact: 17265888