

משרד העלייה והקליטה  
Ministry of Aliyah and Immigrant Absorption



# Medical Professionals

6th Edition



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הודפס על ידי המדפיס הממשלתי

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## The Health System in Israel

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The National Health Insurance law (1995) guarantees a basic “basket” of healthcare services to every resident of Israel. Services are provided by the four health funds (*kupot holim*) – Kupat Holim Clalit, Kupat Holim Maccabi, Kupat Holim Meuhedet, and Kupat Holim Leumit – each of which runs its own network of clinics and other facilities. Insurance premiums are collected by the National Insurance Institute (*Bituach Leumi*,) and are allocated among the health funds.

The majority of primary healthcare services is provided by the health funds either at their own facilities or in private offices of physicians and other professionals associated with the health fund. Many physicians see patients from several, or all, of the health funds. Each health fund also has arrangements for the hospitalization of its members. The funds provide a range of supplementary services to their members, including laboratory and x-ray facilities, physiotherapy, and pharmacies.

There are some 259 hospitals in Israel, including general hospitals, psychiatric-care facilities, chronic-care facilities, rehabilitation institutes, and maternity hospitals. Almost all hospitals, whether they are owned by the government, the health funds, or private institutions, serve members of all health funds.

Most healthcare professionals find employment within the framework of the health funds and in government institutions, although private practices are becoming more common. Many professionals combine private practice with work in a health fund or other institution.



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**Note:** This is the sixth edition of this booklet, and hereby nullifies all previous editions. The information contained in this booklet is based on data provided by various official sources. Details are subject to change. In case of any discrepancy, the regulations of the Ministry of Aliyah and Immigrant Absorption, the Ministry of Health, and other official bodies will prevail.

This booklet is for immigrant physicians, dentists, veterinarians, pharmacists, optometrists, and allied medical and dental professionals. Nurses and midwives should refer to the booklet entitled “Nurses,” available from the Publications Department (see the order form at the back of this booklet).

Psychologists should consult the booklet entitled “Psychologists” available from the Publications Department (see the order form at the back of this booklet).

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At the back of this booklet there is a feedback survey about this publication. We would appreciate taking the time to fill it out and return it to us, in order that we may improve future editions.



## The Ministry of Health

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The Ministry of Health is the regulating and licensing body for all medical professions in Israel. These include the following:

- ◆ Chiropractors
- ◆ Clinical Geneticists
- ◆ Dental Hygienists
- ◆ Dental Technicians
- ◆ Dentists
- ◆ Dieticians
- ◆ Hypnotists
- ◆ Laboratory Workers
- ◆ Occupational Therapists
- ◆ Optometrists
- ◆ Pharmacists
- ◆ Pharmacy Assistants
- ◆ Physicians
- ◆ Physiotherapists
- ◆ Speech Therapists
- ◆ X-Ray and Imaging Technicians

The Ministry of Health divides medical professions into two categories:

1. **Professions regulated by law;** this includes physicians, dentists, pharmacists, pharmacy assistants, optometrists and ophthalmologists, and hypnotists. Practitioners in these professions



are required to pass exams and receive a license in order to work in Israel.

2. **Professions that are not regulated by law;** this includes professions normally classified as “alternative” or “supplementary medicine,” such as acupuncture, reflexology, massage therapy, naturopathy, etc. These professions are not supervised or regulated by the Ministry of Health, although this could change in the future.



**Note:** For more information, consult the website of the Division of Medical Professions of the Ministry of Health (Hebrew only): [www.health.gov.il/professions](http://www.health.gov.il/professions).



## Professions Regulated by Law

### Physicians

In order to practice medicine in Israel, physicians are required to hold a license issued by the Division of Medical Professions of the Ministry of Health. Eligibility requirements include completion of six years of study at a recognized medical school, in addition to a year of rotating internship, known in Israel as '*stage*'. A physician who has not undergone an internship prior to aliyah must pass an exam and do an internship in Israel (see the section entitled "Internship," below). However, a physician who has been practicing abroad in a 'straight' internship, or has at least one year of clinical work experience does not need to undergo a rotating internship in Israel.

Immigrant physicians should apply for a license at the nearest District Health Office of the Ministry of Health. When applying, submit the following translated and notarized documents:

- ◆ Medical degree and photocopies.
- ◆ Confirmation of internship, and photocopies.
- ◆ Valid license to practice medicine in the country of origin, and photocopies.
- ◆ Specialist's license, and photocopies (if applicable).
- ◆ Official verification of six years of medical studies (beginning and ending dates). If these dates appear on the diploma, further verification is not necessary.
- ◆ Work record.
- ◆ A 'letter of good standing' from the Medical Board or equivalent body in the country or state where the physician has practiced.



- ◆ *Te'udat zehut, or te'udat oleh, and photocopies (for the te'udat oleh, pages 2 and 3).*
- ◆ Three passport photographs.
- ◆ Certification of change of name from the Ministry of the Interior (if applicable).

Applications are available for download from The Division of Medical Professions website:  
[www.health.gov.il/professions](http://www.health.gov.il/professions).

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**Note:** Original documents and documents that are in a language other than Hebrew must be translated to Hebrew by an official translator in Israel. A notary fluent in both Hebrew and the language of the documents must certify that the translation is accurate. Submit the original notarized document and two copies of the translation. If a document is not translated, submit three copies and verify their authenticity at a branch office of the Ministry of Health.

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In addition to providing the above documents, it is necessary to fill out various forms, including one for the licensing examination. These forms, along with the documents, are processed by the Division of Medical Professions and are also forwarded to the Examination Board.

## Internship

Immigrant physicians who have not undergone an internship prior to aliyah must do so in Israel. In order to receive permission to undertake an internship, it is necessary to pass a multiple-choice exam, similar in content and format to the physicians' licensing exam (see the section entitled "The Licensing Exam," below). Upon successful completion of the exam, the Ministry of Health assigns the physician to an internship slot, and the physician is referred



to a hospital. Following successful completion of the internship period, the intern receives a temporary medical license. For more information about internship, contact the Division of Medical Professions of the Ministry of Health (see Useful Addresses).

Physicians who complete a recognized internship overseas, or who practice with a license overseas for at least one year, can receive an exemption from internship. It is necessary to supply the Ministry of Health with official authorization of internship or year of licensed work. The authorization must contain the name of the institution in which the internship or work was conducted, dates of commencement and completion (month and year,) and the number of work hours per day during this period. Physicians who complete an internship overseas must also specify the departments in which they worked.

## The Licensing Exam

Physicians who complete their internship abroad are required to take the licensing examination. There are some exceptions (see the section below entitled "Criteria for Exemption from the Licensing Exam"). Exemptions are granted at the discretion of the Division of Medical Professions of the Ministry of Health.

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**Note:** Only Israeli citizens and permanent residents are permitted to practice medicine in Israel.

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Licensing exams are twice a year – in the summer and the winter. It is usually possible to take the exam in English provided there are at least 10 English-speaking candidates for the exam. The exam is multiple-choice in format, and grades are pass/fail, with results sent to the Ministry of Health and to the examinee. Candidates may repeat the exam an unlimited number of times.



Consult with a personal absorption counselor at the Ministry of Aliyah and Immigrant Absorption in order to check eligibility for participation in the costs of the registration fee.

**The main exam subjects are:**

- ◆ Internal medicine
- ◆ Surgery
- ◆ Gynecology and obstetrics
- ◆ Psychiatry
- ◆ Pediatrics

Note that physicians, dentists, and pharmacists who complete their education overseas, and who hold tourist visas, may also apply for the licensing exam. The exam score is valid for three years. Physicians, dentists, and pharmacists who do not change their status from tourist to new immigrant or permanent resident within this three-year period are required to take the exam again.

**Preparatory Course for the Licensing Exam**

Immigrant physicians can take a preparatory course for the licensing exam. The length of the course is approximately 6 months, with Hebrew the language of instruction. Successful completion of a Hebrew proficiency exam is a necessary condition for acceptance to the course. There are multiple-choice tests during the course, and a final exam similar to the licensing exam. Course participants who successfully complete all requirements may be able to receive up to 10 bonus points towards the licensing exam. For further information about licensing-exam preparatory courses, including eligibility for Ministry of Aliyah and Immigrant Absorption assistance during the course, contact a personal absorption counselor at Ministry branch and district offices.

**Criteria for Exemption from the Licensing Exam**

- ◆ specialist fully recognized as such by the Scientific Council of the Israel Medical Association.



- ♦ physician who practiced for 5 years or more, and is recognized by the Scientific Council as having fully completed specialization training, is exempt from the Stage A exams and is required to pass Stage B exams only, (see the section entitled Recognition of Specialists,” below).
- ♦ physician who practiced clinical medicine abroad for at least 14 years may be granted an exemption from the written exams. In such a case, the physician must undergo a six-month observation period in a recognized institution. At the conclusion of the six-month period, the candidate receives an exemption upon receipt of a favorable evaluation from the head of the institution, and demonstration of adequate clinical competence before an assessment committee. The physician then receives a temporary license. Physicians must arrange for their own placement, and the Division of Medical Professions of the Ministry of Health must approve the placement. Consult with a Ministry of Aliyah and Immigrant Absorption personal absorption counselor in order to verify eligibility for Ministry assistance during the observation period.

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**Note:** Adequate knowledge of Hebrew is necessary in order to undertake the six-month observation period and for procedures involving the assessment committee.

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For further details, contact the Division of Medical Professions of the Ministry of Health (see Useful Addresses).

## Recognition of Specialists

In order to gain recognition as a specialist, it is necessary to apply to the Scientific Council of the Israel Medical Association. Upon presentation of the necessary documents, the Scientific Council determines whether to exempt the physician from



Stage A residency exams, Stage B residency exams, or both the A and B exams. The decision is forwarded to the Division of Medical Professions.

For more information, contact the Scientific Council (see Useful Addresses).

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**Note:** physicians who are still overseas prior to aliyah can consult with the Scientific Council in advance and request an evaluation of their status.

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## **Exemption from the Licensing Exam for Physicians who Pass the USMLE**

In 2013, the Knesset Committee for Health Affairs authorized an exemption on the Israeli licensing exam for medical students who graduate from overseas universities and who successfully pass the American USMLE. The exemption is retroactive for all those who passed the American exam in the past decade.

- ♦ New-immigrant physicians are exempt from the Israeli licensing exam on condition that they pass all three stages of the American licensing exam.
- ♦ physician who undergoes internship (*stage*) in Israel (in most cases Israelis who graduate overseas,) must pass at least the first two stages of the exam to receive an exemption for their internship.

For more details, consult with the Ministry of Health or a personal absorption counselor at the Ministry of Aliyah and Immigrant Absorption.

## **Residencies in Israel**

In Israel, as elsewhere, there is stiff competition for residencies in specialized fields. The areas in which chances of finding a position are better include geriatrics, radiology, pathology, internal medicine,



nuclear medicine, public health, and anesthesiology. Residencies in Israel last between 4-6 years, during which there are mandatory Stage A and B exams. The Stage A exam (the written exam) is sometime towards the middle of the residency period, and the Stage B exam (the oral exam) takes place towards the end of the residency.

Physicians who have begun their residency abroad may consult with the Scientific Council in order to verify the extent to which studies will be recognized in Israel. It is necessary to submit documentation of previous residency/fellowship positions and academic status, if applicable.

## The Israel Medical Association

The Israel Medical Association (*HaHistadrut HaRefuit BeYisrael*) is the professional organization representing the majority of physicians in Israel. Membership is voluntary, although most physicians are members. Privileges include professional protection in labor disputes, grants, a library, and lectures. For more information, contact the Israel Medical Association (see Useful Addresses).

## Dentists

Israel has one of the highest proportions of dentists to the general population in the world, with some 9,000 dentists currently practicing, and about 200 new ones joining the profession each year. About 75% of all dentists in Israel work in private clinics or in group practice.

Dental care is not covered by the health funds, meaning that almost all patients see their dentist on a private basis. However, many people receive partial coverage by paying supplemental premiums to their health fund. In such circumstances, patients pay a reduced fee at a dental clinic associated with the health fund. The dentist receives a salary from the clinic, as well as a percentage of patient fees.



About 10% of the population benefit from dental insurance through their employers. The insurer will usually provide the dentist with a list of the procedures that they cover, and the rates of reimbursement.

Some dentists practice in clinics in primary schools and are paid by the local municipalities. Such practices are generally limited to fillings and extractions. The IDF also employs dentists, and conducts periodic dental examinations for soldiers. Dentists also practice in public clinics run by charitable societies. Other employment opportunities include kibbutzim and moshavim, where the dentist is not a member of the community but is a salaried employee. In most cases, kibbutz clinics are relatively simple and limited to basic treatments. It is fairly common for dentists to combine private practice with practice on a kibbutz, or in a charitable organization or other setting.

## Licensing of Dentists

In order to practice in Israel, all dentists must pass a licensing exam. There are no exemptions. Exams are twice a year. The exam is in Hebrew, although it may be possible to take the exam in English, provided that there is a sufficient number of candidates.

Dentists with a tourist visa may take the exam before receiving new-immigrant status. The score is valid for three years, during which it is necessary to obtain new-immigrant status in order to receive a license. Dentists who do not become new immigrants within three years of the licensing exam are required to take the exam again.

In order to register for the exam, dentists must open a file with a District Health Office (see Useful Addresses).

The following documents along with the application form are necessary when applying for the dental licensing exam:

- ◆ *Te'udat zehut*, with 2 photocopies.



- ◆ *Te'udat oleh*, with 2 photocopies of pages 2 and 3.
- ◆ Original diploma and 2 photocopies.
- ◆ Hebrew translation of university diploma, approved by a notary.
- ◆ 3 passport photos.
- ◆ Verification of change of name from the Ministry of the Interior (if applicable).
- ◆ Valid license to practice dentistry in the country of origin, and photocopies.
- ◆ Specialist's license and photocopies (if applicable).
- ◆ Official verification of five years of dental studies (including the dates of commencement and completion). If these dates appear on the diploma, further verification is not necessary.
- ◆ A letter of good standing (if applicable).
- ◆ Application form
- ◆ Work record (where applicable).

Applications are available for download from Ministry of Health website: [www.health.gov.il/professions](http://www.health.gov.il/professions).

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**Note:** An official translator in Israel must translate original documents that are in a language other than Hebrew. A notary fluent in both Hebrew and the language of the documents must verify that the translation is accurate. Submit the original notarized document and two copies of the translation. If a document is not translated, submit three copies and verify their authenticity at a branch office of the Ministry of Health.

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Submit applications for a license and registration for the licensing exam to one of the district health offices of the Ministry of Health.

File a request to take the exam no later than 30 days prior to the exam date. Only candidates who register on time are permitted to take the exam. It



is recommended to begin the registration process 3-4 months prior to the exam. Once a file has been opened with the Division of Medical Professions it is possible, in the event that a candidate must repeat an exam, to submit registration by fax or mail to the Division of Dental Health (*HaAgaf LeBriut HaShen*) of the Ministry of Health. See Useful addresses.

Dental licenses are granted only to Israeli citizens and residents who successfully complete the licensing exam, and fulfill any remaining requirements for a license.

## The Licensing Exam

Topics on the licensing exam include the following:

- ◆ Diagnosis, oral medicine, oral pathology, and oral radiology
- ◆ Local anesthetics, and medical and dental emergency treatment
- ◆ Restorative and reconstructive dentistry, and dental materials
- ◆ Pedodontics
- ◆ Oral and maxilla-facial surgery
- ◆ Endodontics
- ◆ Application of basic sciences (microbiology, physiology, etc.)
- ◆ Laws and ethics

The licensing exam consists of both a theory and a practical section.

The theory exam is approximately 4 hours, and includes 180 multiple-choice questions. A passing score is 60% and over.

Candidates who successfully complete the theory exam may take the practical exam. The practical exam is 4 hours, and includes procedures including



cavity preparation, crown preparation, endodontics, patient diagnosis, and treatment plans. Candidates who pass the theoretical exam, but fail the practical exam, need only take the practical exam again.

Candidates must pay fees for each part of the exam at a branch of the Postal Bank (*Bank HaDoar*). For information about exam fees, contact the Division of Dental Health (see Useful Address).

## Preparatory Course for the Licensing Exam

Preparatory courses for the licensing exam for dentists are twice a year, based on sufficient enrollment. Successful completion of a Hebrew-proficiency exam, administered by the Ministry of Aliyah and Immigrant Absorption, is a necessary prerequisite for the course. Consult with a personal absorption counselor for details, as well as to check eligibility for Ministry assistance during the preparatory course. Dentists who are ineligible for a Ministry-sponsored course may attend private courses at their own expense. The course must be approved by the Ministry of Health.

Remember: Applications for the licensing exam must be submitted no later than 30 days prior to the exam date.

For all questions regarding licensing procedures and absorption of immigrant dentists, contact the Immigrant Absorption Office of the Department of Dental Health (see Useful Addresses).

## Specialists

The following dental specializations are recognized in Israel:

- ◆ Endodontics
- ◆ Oral medicine
- ◆ Oral pathology
- ◆ Oral and maxilla-facial surgery



- ◆ Orthodontics
- ◆ Pedodontics
- ◆ Periodontics
- ◆ Public health dentistry

In order to obtain recognition as a specialist, it is necessary to first successfully complete the dental-licensing exams. It is then possible to apply to the Dental Scientific Council. The Council reviews the applicant's credentials and decides to grant recognition or whether additional requirements must first be fulfilled. For more information, contact the Dental Scientific Council (see Useful Addresses).

## Organizations of Dental Professionals

### Israel Dental Association

The Israel Dental Association (*HaHistadrut LeRefuat Shinayim BeYisrael*) represents the majority of Israel's dental professionals. For more information, contact the Israel Dental Association (see Useful Addresses).

### Israel Periodontal Society

The Israel Periodontal Society, under the auspices of the Israel Dental Association, works to advance the periodontal health of the Israeli public and to promote the scientific and professional knowledge of its members. For more information, contact the Israel Periodontal Society (see Useful Addresses).

**Additional organizations of dental professionals include the following:**

- ◆ Israel Society of Oral Rehabilitation
- ◆ Israel Society of Oral Surgeons
- ◆ Israel Society of Endodontics
- ◆ Israel Society of Pedodontics
- ◆ Israel Society of Orthodontists



- ◆ Israel Society of Oral Medicine
- ◆ Israel Dental Technicians Association

For information, contact the Israel Dental Association (see Useful Addresses), or the individual organizations directly.

## Dental Hygienists

Dental hygienists (*shinaneyot*) must successfully pass a licensing exam in order to work in Israel. Eligibility to take the exam is evaluated by the Ministry of Health. To apply for the exam, submit the following documents along with the application form to the Department of Dental Health of the Ministry of Health:

- ◆ Three passport photos
- ◆ *Te'udat zehut* (three copies) including the attachment with address and/or copies of passport with a valid residency permit in Israel.
- ◆ Final diploma from a recognized institution or authorization of completion of studies and eligibility for a diploma.
- ◆ Authorization of dates of commencement and completion of studies.
- ◆ New immigrants must present a copy of their foreign license (a new immigrant who cannot submit a license must attach a letter explaining the reason).
- ◆ Authorization of professional experience in appropriate medical institutions where applicable, including dates of commencement and completion of employment.
- ◆ Copies of professional licenses or authorizations, wherever relevant.
- ◆ A "letter of good standing" issued by the relevant overseas body.
- ◆ Three copies of the request application.



## Dental Technicians

Dental technicians (*techna'ei shinayim*) receive licenses and professional status based upon work experience and other criteria.

The Ministry of Health recognizes four classifications of dental technicians: practical, certified, expert, and specialist. Exams are according to level. Applications for licensing should be submitted to the Department of Dental Health of the Ministry of Health. For details, contact the Division of Dental Health (see Useful Addresses).

Applications are available for download from the website of the Division of Medical Professions: [www.health.gov.il/professions](http://www.health.gov.il/professions).

The following documents along with the application form are necessary when applying:

- ◆ Three passport photos
- ◆ *Te'udat zehut* (three copies) including the attachment with address and/or copies of passport with a valid residency permit in Israel.
- ◆ Authorization of completion of a recognized course for dental technicians, including dates of commencement and completion of studies.
- ◆ New immigrants must present a copy of their foreign license (a new immigrant who cannot submit a license must attach a letter explaining the reason).
- ◆ Authorization of professional experience in relevant institutions where applicable, including dates of commencement and completion of employment.
- ◆ Copies of professional licenses or authorizations, wherever relevant.
- ◆ A "letter of good standing" issued by the relevant overseas body.



- ◆ Three copies of the request application.
- ◆ Applicants who possess a license as a practical, certified, or expert dental technician must submit a copy of the license.
- ◆ Applicants who have successfully passed the licensing exam for dental technicians at any level previously should submit a letter from the Department of Dental Health certifying that they have passed exams.

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## Dental Assistants

At the time of publication, the law does not regulate dental assistants (*saya'ot shinayim*), and the Division of Medical Professions does not issue a Certificate of Recognition.

## Pharmacists

There are currently more than 5,000 licensed pharmacists in Israel, with the number rising annually.

All pharmacists who train abroad must pass a licensing exam in Israel. **There are no exceptions.** The general conditions governing the licensing exam for pharmacists are similar to those for physicians. Pharmacists must also complete an internship.

It is possible to take a preparatory course for the exam, provided that there is sufficient enrollment. Successful completion of a Hebrew proficiency exam is a necessary prerequisite for acceptance to the course.



The following documents along with the application form are necessary when applying for the licensing exam:

- ◆ Israeli matriculation certificate (*te'udat bagrut*), or overseas equivalent.
- ◆ Pharmacy school degree (B.Pharm, M.Pharm) and photocopies.
- ◆ Foreign license and photocopies.
- ◆ Certification of completion of at least 6 months of internship.
- ◆ Official confirmation of the dates of commencement and completion of studies.
- ◆ *Te'udat zehut*, or *te'udat oleh*, and photocopies (for the *te'udat oleh*, pages 2 and 3)
- ◆ 3 passport photos.
- ◆ Documentation of past work experience.
- ◆ Verification of change of name from the Ministry of the Interior (if applicable).
- ◆ A "letter of good standing" issued by the relevant overseas body.

Applications are available for download from the website of the Division of Medical Professions: [www.health.gov.il/professions](http://www.health.gov.il/professions).

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**Note:** An official translator in Israel must translate original documents that are in a language other than Hebrew. A notary fluent in both Hebrew and the language of the documents must verify that the translation is accurate. Submit the original notarized document and two copies of the translation. If a document is not translated, submit three copies and verify their authenticity at a branch office of the Ministry of Health.

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Pharmacists who complete a recognized internship overseas, or who have practiced with a license overseas for at least one year, may receive an exemption from internship. It is necessary to supply



the Ministry of Health with official authorization of the internship or year of licensed work. The authorization must contain the name of the institution in which the internship or work was conducted, dates of commencement and completion (month and year,) and the number of work hours per day during this period.

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**Note:** the Israeli Ministry of Health does not accredit long-distance study of pharmacy, or any other medical profession.

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## Optometrists

The law requires any person wishing to practice optometry to pass a licensing exam. **There are no exemptions.** The exam is twice a year; once in the summer (May-June) and once in the winter (November-December,) and is in Hebrew. At the time of publication, there is no fee for the exam, but this is subject to change. In order to register for the exam, contact a district health office of the Ministry of Health (see Useful Addresses). Present all documents attesting to qualifications (with translated and notarized copies if necessary,) and fill out the application forms, available for download from the website of the Division of Medical Professions: [www.health.gov.il/professions](http://www.health.gov.il/professions).

The Division of Medical Professions reviews the documents and notifies the applicant of their eligibility to take the exam. Candidates may be able to take the exam in English.

Submit the following documents along with the application form when applying for the licensing exam for optometrists:

- ◆ Photocopy of *te'udat zehut* or passport.
- ◆ Optometry-school degree and photocopies.



- ◆ Foreign license, and photocopies
- ◆ Official confirmation of dates of commencement and completion of studies
- ◆ 3 passport photos
- ◆ Documentation of past work experience
- ◆ A “letter of good standing” issued by the relevant overseas body.

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**Note:** An official translator in Israel must translate original documents that are in a language other than Hebrew. A notary fluent in both Hebrew and the language of the documents must verify that the translation is accurate. Submit the original notarized document and two copies of the translation. If a document is not translated, submit three copies and verify their authenticity at a branch office of the Ministry of Health.

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The exam is divided into two parts: theoretical and clinical. Among the exam topics are included:

- ◆ Optical physiology
- ◆ Principals of optical examinations
- ◆ Optical pathology
- ◆ Equipment
- ◆ Structure of the eye
- ◆ Binocular vision
- ◆ Diagnosis of abnormalities
- ◆ Vision correction
- ◆ Professional norms and ethics.

For more information about licensing of optometrists, contact the Division of Medical Professions of the Ministry of Health (see Useful Addresses).



## Hypnotists

The law mandates that only licensed physicians, dentists, and psychologists, with appropriate education and training, may practice as hypnotists. In order to receive a license to practice hypnosis, both new immigrants and veteran Israelis must successfully pass government-administered exams.

In order to apply for the exam, supply the following documents:

- ◆ Photocopy of *te'udat zehut* or passport
- ◆ Three passport photos.
- ◆ Valid Israeli license to practice medicine, dentistry, or psychology.
- ◆ Final diploma, including certification of completion of recognized studies in hypnosis.
- ◆ Official authorization of dates of commencement and conclusion of studies.
- ◆ New immigrants must supply their foreign license (if the license cannot be supplied, a letter must be attached explaining the reason).
- ◆ Immigrants must also supply certification of employment, including dates of commencement and conclusion of employment.
- ◆ A "letter of good standing" issued by the relevant overseas body.
- ◆ Three copies of the application form.

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**Note:** An official translator in Israel must translate original documents that are in a language other than Hebrew. A notary fluent in both Hebrew and the language of the documents must verify that the translation is accurate. Submit the original notarized document and two copies of the translation. If a document is not translated, submit three copies and verify their authenticity at a branch office of the Ministry of Health.

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## Veterinarians

With over 1,200 licensed veterinarians, Israel is second in the world, following Japan, in the proportion of veterinarians to the population. Veterinarians are employed within government and municipal auspices, in universities and research institutes, and in private practice. As with physicians, salaries and working conditions vary according to the institution, geographic location, and nature of the work.

One of the main employers of veterinarians is the Kimron Veterinary Institute at Beit Dagan, which is the diagnostic and research arm of the Ministry of Agriculture Veterinary Services and Animal Health Unit. Most of the work at the Institute is research and laboratory work. Each municipality also has a department responsible for controlling diseases transmissible to humans, and for supervision of food products, abattoirs, poultry, and sea products. Veterinary services for livestock on kibbutzim and moshavim are centralized through HaChakla'it, a cooperative society providing clinical veterinary services for farm animals ([www.hachaklait.org.il](http://www.hachaklait.org.il)). The private market for domestic animals is relatively limited, and the competition is fairly stiff. Like physicians and dentists, some veterinarians combine private practice with other employment.

## Licensing of Veterinarians

In order to practice in Israel, veterinarians who train abroad must pass a licensing exam. The exam is organized through the Hebrew University's Koret School of Veterinary Medicine, located on two sites: the Hebrew University's Rehovot campus, and the campus of the Kimron Veterinary Institute at Beit Dagan. The exam is twice a year.

In order to register for the exam, supply the Veterinary Services Unit of the Ministry of



Agriculture with notarized copies of the foreign veterinary degree and license. Applicants must also provide any relevant work documents, along with copies of their *te'udat zehut* and *te'udat oleh* (pages 2 and 3). Upon approval of credentials, the applicant receives authorization for the exam.

The exam is in Hebrew. Preparatory courses for the exam are generally held at the Koret School of Veterinary Medicine, provided that there is sufficient enrollment. Successful completion of a Hebrew proficiency exam is a prerequisite for acceptance to the course. A small stipend may be available to new immigrants for the duration of the course. Consult a personal absorption counselor at the Ministry of Aliyah and Immigrant Absorption for details. For more information about the licensing exam and preparatory courses, contact the Koret School of Veterinary Medicine and/or the Veterinary Services Unit of the Ministry of Agriculture (see Useful Addresses).



# Professions Governed by Regulations

## Medical Laboratory Workers

Medical laboratory workers can qualify for a certificate of recognition from the Ministry of Health according to the following steps:

1. Apply for recognition from the Division for Medical Professions.
2. Undergo a period of internship ("*stage*") and successfully pass government exams for laboratory workers.
  - ◆ The following types of degrees confer eligibility to take government exams for medical laboratory workers:
    - ◆ Bachelor's degree in life sciences (biology), bachelor's degree in agriculture from the (Hebrew university) Faculty of Agriculture, bachelor's degree in biotechnology.
    - ◆ Degree in medical science: BSc, MSc, Ph.D.
    - ◆ Bachelor's degree in chemistry.
    - ◆ Recognized MD degree.
    - ◆ A recognized diploma from an accredited institution of a post-high-school laboratory-work-program, in which studies are for at least two years.
    - ◆ Note that one who completes a bachelor's degree in laboratory work in Israel at one of the following academic institutions can be eligible for a certificate of recognition as an academic laboratory worker, and is not required to take government exams: Michlelet Hadassah, Jerusalem, the Faculty of Medicine, Ben Gurion University, Beer Sheva, and the School of Medicine at the Technion, Haifa.



3. The duration of the internship period is half a year of full-time work, or a year of part-time work. Internship work may be in any recognized laboratory in any of the following medical fields: genetics, fertility, clinical microbiology, immunology, clinical biochemistry, clinical pharmacology, hematology, blood banks, pathological diagnosis, and general medical laboratory work.

A list of recognized laboratories for the purposes of internship work is available from the Laboratory Department of the Ministry of Health.

4. Candidates may take the government exams for laboratory workers either before, during, or after the period of internship.
5. Candidates for internship must find their own place of employment for the internship period. The Ministry of Health must approve the place of employment.
6. At the conclusion of the period of internship, the director of the laboratory should provide a written recommendation of the candidate and confirm that the candidate has successfully completed the internship. The recommendation is attached to the request that is submitted to the director of the Licensing Division of Medical Professions, in order to receive a certificate of recognition.
7. A graduate who successfully completes internship and passes the government exams for laboratory workers is entitled to a temporary certificate of recognition as a medical laboratory worker. The certificate can be extended twice only, for one year each time.
8. At the conclusion of one year of work in a medical laboratory, the candidate can receive a



permanent certificate of recognition as a medical laboratory worker, on the basis of the temporary certificate of recognition and on condition of a letter of recommendation from the director of the laboratory in which the candidate has been employed during the year.

9. During the internship period, the director of the laboratory is responsible for training the intern in the various areas of laboratory work in which the intern must become familiar. In addition to the specific profession, the training must also include safety and hygiene, quality assurance, quality control, receiving and registering samples, recording and reporting results of examinations and data from samples from laboratory programs, calibration and verification of laboratory equipment, cleaning and maintenance, and disinfection and disposal of medical waste.

## Clinical Geneticists

In order to qualify for a certificate of recognition as a clinical geneticist (clinical cytogenetics genetics and clinical molecular/biochemical genetics) it is necessary to meet **all** of the following criteria:

1. A Ph.D. from an institution recognized by the Council for Higher Education in Israel in one of the following: human genetics, life sciences in a field related to genetics, medical sciences, biology, or a recognized MD degree.

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**Note:** a genetics counselor must hold a master's degree recognized by the Council for Higher Education or a Ph.D. in human genetics or genetic counseling.

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Graduates of overseas universities must present recognized degrees equivalent to Israeli degrees as detailed above.

It is necessary to successfully complete a minimum two-year accredited practical training period at a recognized medical facility.

At the conclusion of the training period candidates must pass a two-part exam: the first part consists of a general exam covering all aspects of genetics while the second part focuses on the specific field.

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**Note:** details about recognized institutions and practical training requirements are available from the Department of Public Genetics, Ward 67, Tel HaShomer Hospital, and from [www.health.gov.il/genetics](http://www.health.gov.il/genetics).

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## Certificates of Recognition

**Note:** in the past, the Ministry of Health granted Certificates of Recognition to the following professions:

- ◆ Art therapists
- ◆ X-ray and imaging technicians
- ◆ Clinical geneticists
- ◆ Dental assistants.
- ◆ Heart-lung machine operators
- ◆ Medical technicians

However, at the time of publication, according to a Supreme Court ruling, the Ministry of Health does not grant Certificates of Recognition to the above professions. This situation is subject to change. It is recommended to contact the Ministry of Health in order to verify requirements for a specific profession.



## Physiotherapists, Occupational Therapists, Speech Therapists, Dieticians

The Ministry of Health regulates occupational therapists, speech therapists, and dieticians.

Applicants for a Certificate of Recognition in these professions must have at least a bachelor's degree from an institution accredited by the Council for Higher Education in Israel, or a recognized institution overseas, successfully pass government exams, and meet all other requirements of the Ministry of Health.

Submit the following documents along with an application:

- ◆ 3 passport photos
- ◆ Photocopy of *te'udat zehut* along with the address attachment
- ◆ Final diploma in one of the above-listed medical professions or authorization of completed studies from the university, fulfillment of all requirements of the university, and eligibility for a degree in the relevant profession to be granted at a designated time.
- ◆ Official authorization of the dates of commencement and conclusion of studies.
- ◆ Official authorization of successful completion of internship, or alternatively, for graduates of overseas institutions, official authorization of work in the profession overseas, under license, for at least one year.
- ◆ Where relevant, official work permits from the appropriate medical institutions including the starting and ending dates of employment at each location.
- ◆ For graduates of overseas institutions; valid



professional license permitting practice of the profession overseas (an applicant unable to provide a license must attach an explanatory letter).

- ◆ For graduates of overseas institutions; a “Certificate of Professional Integrity” from a body authorized to grant one in the country of origin, which certifies that there are not, nor have there been, any charges against the applicant on grounds of discipline, malpractice, or professional ethics.
- ◆ Registration form.

Requests for a certificate of recognition should be submitted to the nearest District Health Office. Residents of Jerusalem, Acco, Nazareth, Tzfat, Afula, Tiberias and Beer Sheva should send their applications via registered mail directly to the Medical Professions Licensing Division (See Useful Addresses).

The authenticity of photocopied documents submitted to the Ministry of Health must be verified by an authorized notary in Israel. Original documents and documents that are in a language other than Hebrew must be translated to Hebrew by an authorized translator.

Submit two copies of each document. If the documents are verified by an authorized notary in Israel and/or translated to Hebrew by an authorized notary in Israel, submit the original notarized copy and/or the original translated copy of the document and one additional photocopy.

## **Chronic-Caregivers**

Chronic-caregivers should consult with the Ministry of Health about the need for recognition, and requirements.



## **Clinical Criminologists, Surgical Podiatrists, Podiatrists and Chiropodists**

In order to work in the above professions in Israel, it necessary to apply to the Ministry of Health to receive a certificate to practice.

Applicants must meet the following conditions:

- ◆ Minimum age 18
- ◆ Israeli resident or citizen
- ◆ Not suffering from a dangerous illness
- ◆ The applicant must neither have been convicted in Israel or abroad for a criminal or disciplinary offense, nor has had an indictment or complaint issued for such an offense, for which a judgment has not yet been passed.

Appropriate practical and theoretical education as follows:

### **A. Clinical criminology:**

1. Education: bachelor's degree from a recognized academic institution in one of the following: criminology, psychology, social work, special education; master's degree in clinical criminology
2. Practical training: (in Israel practical training takes place in an educational framework).

### **B. Podiatry:**

1. Education: recognized medical degree in podiatry from the United States or recognized academic bachelor's degree from overseas, which verifies completion of studies equivalent to medical studies in podiatry.
2. Degree or license to practice podiatry overseas: Degree or license to practice podiatry overseas on an independent basis, in every capacity of the profession.



3. Practice of podiatry in Israel and overseas: work in podiatry for the five years preceding the request: work in every capacity of the profession (check with the Ministry of Health for details,) for two and one half years overseas or in Israel, of which 6 months at least must be in an orthopedics ward in Israel. The department director must give a positive evaluation.
4. The candidate must successfully pass the government licensing exam for podiatrists.

### C. Surgical Podiatry

1. Education: recognized medical degree in podiatry from the United States or recognized bachelor's degree from overseas that verifies completion of equivalent studies to medical studies in podiatry.
2. Practical training in surgical podiatry overseas: official certification from the body authorized to issue such certification overseas of successful completion of at least two years of practical training in surgical podiatry, during which the podiatrist conducted specific activities (consult with the Ministry of Health for details).
3. Diploma or license to practice surgical podiatry overseas.
4. Practice of surgical podiatry in Israel or overseas: the applicant must practice surgical podiatry in Israel or overseas for the five years prior to applying. The applicant must conduct all specified activities (consult with the Ministry of Health for details) for two and one half years overseas or in Israel, of which six months must be in an orthopedics ward in Israel. The ward director must give a positive recommendation of the applicant's ability to conduct specified surgical podiatric procedures.
5. Candidates must successfully pass licensing exams.



## D. Chiropractors

1. Education: recognized medical degree in chiropractic from the United States or recognized bachelor's degree from overseas that verifies completion of studies equivalent to medical studies in chiropractic.
2. Practical training in chiropractic. Consult with the Ministry of Health for details.
3. Diploma or license to practice chiropractic. Official certification from the body authorized to issue such certification overseas of success on required exams for receipt of a degree or license to practice chiropractic in that country, and a degree or license to practice.
4. Practice of chiropractic in Israel. Supervised work in Israel for 6 months.

Graduates who complete studies in the above professions overseas, and are at or above the threshold of requirements of education, training, licensing, and work experience, can request a Certificate from the Ministry of Health. Submit an application along with the following documents:

- ◆ Two passport photos
- ◆ Photocopy of *te'udat zehut* together including attachment with address
- ◆ Final diploma in the medical profession or university certification of completion of studies, completion of all requirements of the university and eligibility for a diploma in the profession, to be granted at a specific time.
- ◆ Official confirmation of commencement and completion of studies
- ◆ Official confirmation of successful completion of practical training



- ◆ Where applicable: official work authorizations from appropriate medical institutions, indicating dates of commencement and conclusion of employment.
- ◆ For applicants who graduate from overseas institutions: valid degree/license to practice the profession overseas (if unable to supply a degree or license, attach an explanatory letter)
- ◆ For applicants from overseas: A certificate of professional integrity from the relevant authority that verifies that there are not, and have not been, any complaints of negligence, disciplinary breaches, or breaches of professional ethics
- ◆ It is necessary to fill out a questionnaire available from the Ministry of Health, as well as an application form for a licensing exam.

**Note:**

- ◆ A notary in Israel must verify all original documents that are not in Hebrew. A translator must translate all foreign documents into Hebrew.
- ◆ Submit two copies of all documents. Submit original translated and notarized documents along with a photocopy.



## Finding Work

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Medical professionals are employed in a variety of settings, including health-fund clinics, hospitals, and private practice. The general working conditions vary from institution to institution. At some institutions, physicians and other practitioners can obtain tenure after a specific number of years. Other health funds function on a contractual basis. Salaries are generally lower than those to which some practitioners may be accustomed to, and vary according to the institution, the geographical location, and the nature of the work.

There are a number of steps to facilitate your job search. You can limit yourself to one or two, but the more avenues that you pursue, the more effective your search is likely to be.

## Official Frameworks for Finding Employment

### The Ministry of Aliyah and Immigrant Absorption

The Ministry of Aliyah and Immigrant Absorption helps new immigrants and returning residents integrate into suitable employment by providing a “basket” of vocational services through personal absorption counselors at branch and district offices.

### The Basket of Vocational Services

Vocational services provided by the Ministry include:

- ◆ Creating an individual vocational plan with a personal absorption counselor
- ◆ Referrals to vocational Hebrew ulpan
- ◆ Referrals to an Employment Center for New Immigrants and Returning Residents



- ◆ Assistance in looking for work
- ◆ Assured income payments while looking for work
- ◆ Vocational direction and guidance
- ◆ Services of a vocational psychologist
- ◆ Referrals to job-search workshops
- ◆ Participation in salaries
- ◆ Referrals to preparation courses for professional licensing exams
- ◆ Referrals to vocational training or retraining courses
- ◆ Assistance in the form of vouchers for courses
- ◆ Special assistance for scientists through the Center for Absorption in Science
- ◆ Assistance for immigrant entrepreneurs

## Personal Employment Plan

Ministry of Aliyah and Immigrant Absorption personal absorption counselors work with new immigrants and returning residents to devise an employment track that suits each individual's needs. Assistance can include access to the Ministry's database of employment openings, referrals to training or retraining courses, and participation in salaries.

Services and assistance continue from the initial consultation until placement in employment.

The vocational program is for new immigrants in Israel for up to 10 years, and returning residents for up to 2 years, with an academic education, high-school education, or a profession that does not require a license.

## Assured Income

During the first year following aliyah, following the conclusion of Absorption Basket payments and up



until the end of the first year in the country, new immigrants can receive assured income payments from the Ministry during their job search. To be eligible, register with a personal absorption counselor, and report to the counselor according to a personal employment program. Consult with a personal absorption counselor at a branch office of the Ministry of Aliyah and Immigrant Absorption for details.

## **The Center for Absorption in Science**

The Ministry of Aliyah and Immigrant Absorption Center for Absorption in Science can assist new immigrants and returning residents to obtain suitable conditions for research and development work in Israel.

In order to be eligible for assistance, an applicant must fit the Center's definition of a scientist, and meet all of the Center's criteria. For details about eligibility requirements, contact the Center directly (see Useful Addresses). See also the booklet entitled "Scientists and Researchers," available from the Publications Department of the Ministry of Aliyah and Immigrant Absorption (see the order form at the back of this booklet). Information is also available on the Ministry website: [www.klita.gov.il](http://www.klita.gov.il)

Medical researchers should apply to the Life and Medical Sciences Division of the Center (See Useful Addresses). The Center's staff arranges interviews with applicants, evaluates professional experience, and explores employment possibilities.

The Center facilitates the employment of new-immigrant scientists and researchers primarily by offering financial incentives to employers, and can also participate in the funding of new projects.



## Employment Centers for New Immigrants and Returning Residents

The Employment Division of the Ministry of Aliyah and Immigrant Absorption helps to promote the vocational absorption of new immigrants and returning residents through Employment Centers.

### Eligibility

- ◆ New immigrants and returning residents, who are within their period of eligibility for vocational assistance, and are academics or professionals not working in their profession, or do not have a full-time position and wish to increase the scope of their position.
- ◆ New immigrants and returning residents who are under-employed (potential wages are below average)

New immigrants are eligible to apply for enrollment at an Employment Center for up to 10 years from arrival in Israel; returning residents can apply for up to 2 years.

Among the services offered by the Centers are included the following:

- ◆ Vocational evaluation and counseling
- ◆ Vocational Hebrew
- ◆ Job-search workshops
- ◆ Vocational updating through training courses via the “Voucher” Program, or one-month employment trial periods.
- ◆ Guidance throughout the placement process.

## The National Employment Service

The National Employment Service, a division of the Ministry of Economy (formerly Industry, Trade, and Labor,) is a government employment service.



Assistance includes job placement and referrals to training courses. The Service differentiates between academics/ professionals and non-academics, and offers separate services, either in a separate unit of the Employment Service office, or on different premises. To locate the nearest office, visit the Employment Service website: [www.taasuka.gov.il](http://www.taasuka.gov.il).

During the initial visit to an Employment Service office, bring copies of degree(s)/diploma(s), *te'udat oleh*, and *te'udat zehut*. It is usually necessary to first have the degree evaluated by the Bureau for Evaluation of Overseas Degrees of the Ministry of Education (see below). It is also usually necessary to have a Hebrew CV. If necessary, an Employment Service clerk can often assist in preparing a CV.

Job seekers are required by law to register with the National Employment Service in order to receive unemployment benefits following their first year in the country. New immigrants during their first year can receive assistance from the Ministry of Aliyah and Immigrant Absorption. See above.

## Finding Work on Your Own

Following receipt of a license or recognition from the Ministry of Health, there are a number of ways of going about finding a job. The main way to find work is to directly approach the health funds, hospitals, and practices in which you are interested in working. The health funds and many hospitals also have websites, which you can use to access information that may be helpful in applying for jobs. Many of these sites post job openings.

The Israel Medical Association, the Israel Dental Association, and other professional associations and societies can also sometimes assist in finding employment.



Building up contacts with other health professionals can also be an effective way of finding out about job openings. One way of establishing contacts is to attend medical conferences and seminars. Talk to people and follow up on any contacts they may offer.

Take advantage of online job-listing sites such as AACI's Jobnet site ([www.jobnet.co.il](http://www.jobnet.co.il)) and refer to them often.

Social media sites such as Facebook and Twitter can let friends and acquaintances know that you are looking for work, and help expand your network of contacts. The importance of maintaining an up-to-date professional profile on LinkedIn is also a critical tool in your job search. A LinkedIn profile enables you to expand your network of contacts, and is a valuable source of information to employment recruiters and potential employers. They may look at your profile to see how you present yourself, who you know professionally, and what they have to say about you.

The newspaper help-wanted sections may sometimes have job advertisements for medical personnel. While the English-language newspapers carry some ads, the majority is in the Hebrew press.

The English-speaking immigrant associations (AACI, UJIA, and the South African Zionist Federation) can often provide vocational counseling and help to link to potential employers.

**Remember: be sure to have plenty of copies of all necessary documents, including licenses, curriculum vitae (resume), diplomas, and letters of recommendation, whenever applying for a job or attending a job interview.**

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**Note:** for more information on employment in Israel, see the booklet entitled "Employment," available from the Publications Department (see the order form at the back of this booklet).

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## Private Practice

Anyone who holds a license to practice their profession in Israel is entitled to open a private practice and set fees as they see fit. The term 'private practice' has a double meaning in Israel. On the one hand, it is used to refer to practitioners who see patients on a strictly private basis. On the other hand, it is also used to describe medical professionals who receive members of the health funds in their own offices, and are then reimbursed by the funds. There are many practices that combine the two.

Immigrant professionals wishing to establish a private practice may be able to obtain advice or financial assistance from the Entrepreneurs Division of the Ministry of Aliyah and Immigrant Absorption, and from the banks. Contact the Ministry for details. Information is also available on the Ministry of Aliyah and Immigrant Absorption website: [www.klita.gov.il](http://www.klita.gov.il)

Dentists may be eligible for loans from the Israel Dental Association (*HaHistadrut LeRefuat Shinayim BeYisrael*). To apply, it is necessary to supply an Israeli work permit, *te'udat oleh*, and a list of all equipment and supplies. Contact the Israel Dental Association for more information (see Useful Addresses).

Note that as with all other self-employed individuals, it is up to each professional to maintain up-to-date payments to the Income Tax authorities, the Customs and Value Added Tax (VAT) Department of the Ministry of Finance, and the National Insurance Institute. It is also necessary to arrange for malpractice insurance. The law requires all medical practices to keep updated books and records.

When setting up an independent practice, it is essential to seek professional accounting and legal advice. The laws and regulations affecting the self-employed can be complicated and highly confusing



for one who attempts to tackle them alone. An independent practitioner may think they are saving money by handling everything on their own, but may end up paying much more if audited by the Income Tax authorities, or unaware of deductions that may apply.



## Working Conditions

### The Health Funds

Each of the four funds (Clalit, Leumit, Meuchedet, and Maccabi) has branches throughout the country. The differences between the health funds lie mainly in the location of their facilities, the types of supplemental policies offered, and additional services offered within the framework of their facilities.

Payment of physicians and other practitioners is usually on a quarterly basis (every three months,) and is based on the number of patients seen each quarter. Each fund has its own methods of keeping track of patients, and at the beginning of each quarter it is necessary to submit a list of patients seen in the previous quarter. In many cases the funds try to pay on a monthly, rather than a quarterly basis, with salaries readjusted in order to compensate for varying numbers of patients.

### Hospitals

The health funds cover hospitalization costs for their members in accordance with the National Health Insurance Law. Generally speaking, patients are not able to choose a hospital, but instead are referred to the hospital at which the health fund covers the required procedures. In localities with only one hospital, there is usually less flexibility than in locations with a number of facilities.



Public hospitals are owned and operated by the Israeli government through the Ministry of Health. These hospitals treat members of all health funds. There are also several hospitals that are regarded as “public,” but which are owned by one of the health funds and serve mainly their own members. Of the four health funds, Kupat Holim Clalit is the largest owner of hospital facilities.

The concept of a strictly private hospital, in which patients select care on a voluntary basis and are responsible for covering the fees, is practically nonexistent in Israel. There are only a few strictly private hospitals/clinics, located in the center of the country. These hospitals are unaffiliated with any of the health funds, and employ physicians according to the hospital’s own terms. On the other hand, there are other hospitals classified as ‘private,’ in the sense that they are not owned by the government or the health funds, but are run by organizations such as Hadassah. These hospitals also treat patients through the health funds.

## **Working Conditions in Hospitals**

Working conditions vary from hospital to hospital. Most hospital physicians are employed for eight hours per day, plus on-call hours. Doctors employed directly by a hospital receive a standard salary according to specialty and seniority, supplemented by such items as overtime pay, pension payments, etc. In some hospitals, specialists may receive private patients at the hospital. Physicians who practice ‘privately’ in a hospital utilize the hospital facilities, but do not directly receive patient fees. Rather, the patient’s health fund transfers the payment to the hospital, which then passes on a percentage of the payment to the physician.



## Evaluation of Overseas Degrees and Diplomas

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The Ministry of Education Bureau for Evaluation of Foreign Academic Degrees and Diplomas (*HaLishka LeHa'arachat Toarim Academa'im VeDiplomot MiChul*) is the accrediting body in Israel for all foreign degrees.

Note that the Ministry of Health evaluates the degrees of medical professionals for professional recognition and licensing purposes, but in many cases, degrees must also be evaluated by the Ministry of Education for salary classification in the public sector. It is also often necessary when applying for certain public-sector positions. Note as well that equivalency documentation is not the same as licensing procedures.

The evaluation procedure can take up to several months. It is suggested to begin tending to the matter, including the translation of documents, immediately upon arrival in the country, or even before.

There are two methods for submitting degrees for evaluation:

By mail: photocopy all required documents (see the Ministry of Education website: [www.education.gov.il](http://www.education.gov.il) for a list of required documents) and have an attorney verify each copy as faithful to the original "*ne'eman lemakor*". The verification must include the attorney's full name and license number. It is also necessary to fill out a request form that is available for download from the Ministry website. Send the form and the documents to:

The Ministry of Education  
The Bureau for Evaluation of Foreign Academic  
Degrees and Diplomas  
22 Rehov Kanfei Nesharim, Jerusalem 9546434.



Each academic document must be from the university itself and not from an extension.

It is necessary to supply a notarized translation of all relevant documents that are not in Hebrew or English.

In person: it is possible to apply in person at the nearest Ministry of Education district office and supply all of the necessary documents (originals and photocopies), as well as the request form that is available for download on the Ministry website.

Note that preference is given to applications by mail. For more information about necessary procedures and documents, see the Ministry of Education website, [www.education.gov.il](http://www.education.gov.il).



## Hebrew

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A high level of Hebrew proficiency is both essential and mandatory in order to obtain employment in the medical professions in Israel. All medical professionals must be able to read and write instructions in Hebrew, and to understand and communicate effectively with patients under their care.

Participants in the licensing exam preparation courses must be able to understand and summarize lectures in Hebrew.

It is important to register at a Hebrew ulpan as soon as possible after obtaining new-immigrant status in Israel, since subsidies for ulpan study are, in most cases, only available within the initial 18 months following the date of aliyah.

In order to find out about ulpan options, consult a personal absorption counselor at the local office of the Ministry of Aliyah and Immigrant Absorption (see Useful Addresses

For more information, refer to the booklet entitled "A Guide to Ulpan Study," available from the Publications Department (see the order form at the back of this booklet).

### Ulpan for Health Professionals

Special ulpan alef programs for health professionals are offered periodically in selected cities. The courses entail approximately 500 classroom hours, and place an emphasis on basic Hebrew medical vocabulary and listening comprehension. For more information, contact a personal absorption counselor at the Ministry of Aliyah and Immigrant Absorption.



**Note:** Commencement of professional ulpan courses is conditioned on sufficient enrollment for the given course in a particular location.

## Terminology Courses for Health Professionals

Upon completion of ulpan alef, health professionals may be eligible to enroll in a medical terminology course offered through the Ministry of Aliyah and Immigrant Absorption. The terminology courses prepare a broad range of health professionals for licensing exams and exam preparatory courses. The courses are offered from time to time and are approximately 3 months. In most cases, candidates must pass a Hebrew proficiency exam as an entrance requirement.

**Note:** Commencement of terminology courses is conditioned on sufficient enrollment in a particular location.



For more information about professional terminology courses, contact a personal absorption counselor.



## Medical Studies in Israel

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It is possible to study medicine, dental medicine, pharmacology, veterinary medicine, and numerous auxiliary professions in Israel. Medicine, dentistry, pharmacology, and veterinary medicine are taught at the university level, while other professions are taught both in universities and colleges

Eligible new immigrants may be able to receive assistance from the Student Authority (*Minhal HaStudentim*). The Student Authority provides academic counseling, financial assistance, and other services to new immigrants who meet their requirements. For more information, consult the Student Authority (see Useful Addresses).



# Military Service for Physicians and Dentists

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## Physicians and Dentists

NOTE: the information presented here is for illustration purposes only. In all cases, the final decision about length and conditions about army service is based on a number of factors according to each individual's personal situation and according to the manpower needs of the IDF.

In most cases, physicians are inducted for regular, compulsory service or reserve duty until the age of 32, and age 29 for dentists. At the time of publication, women above the age of 20 are in most cases exempt from service, although women physicians may be called according to the manpower needs of the army.

**Note:** the regulations regarding the conscription of women may change at any time. Consult with an induction center in for updated details. See also the IDF website: [www.aka.il](http://www.aka.il).

The salary of a physician in compulsory service is identical to that of those serving in the career army.

Physicians who served in a foreign army in most cases serve in the IDF for a shortened period. Physicians who are not inducted into compulsory service serve in the reserves.

In order to be considered for service as a doctor or dentist, it is necessary to present medical diplomas and have a license to practice medicine or dentistry from the Ministry of Health. It is also necessary to have a good command of Hebrew. A candidate must meet with an IDF doctors' committee as part of the acceptance process.

For more information, contact an IDF Induction Center. See Useful Addresses. Refer also to the booklet entitled "Military Service," available from the Publications Department. See the order form at the back of this booklet.



## Useful Addresses and Telephone Numbers

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Telephone numbers and some addresses change frequently in Israel. Consult the latest telephone directory or information operator if you do not reach a number listed here. When a telephone number has been changed, there may not be a recorded message noting the change. Thus, if the number continues to be unanswered, check whether it is still in use.

Address	Telephone/Fax
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### Ministry of Aliyah and Immigrant Absorption

[www.klita.gov.il](http://www.klita.gov.il)

[info@moia.gov.il](mailto:info@moia.gov.il)

#### Main Office

2 Rehov Kaplan  
Kiryat Ben Gurion  
Jerusalem

National Telephone Information Center (03) 9733333

Public Inquiries (02) 6752765

Returning Residents (02) 6750365

### Southern and Jerusalem District Headquarters

31 Rehov Zalman Shazar (08) 6261216

Beer Sheva Fax: (08) 6230811

### Haifa and Northern District Headquarters

15 Rehov HaPalyam (04) 8631111

Haifa Fax: (04) 8622589

### Tel Aviv and Central District Headquarters

6 Rehov Esther HaMalka (03) 5209112

Tel Aviv Fax: (03) 5209121



Address Telephone/Fax

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### Jerusalem District Office

15 Rehov Hillel 1-599-500-923

Jerusalem

Publications Department Fax: (02) 6241585

### Center for Absorption in Science

[www.moia.gov.il/moia\\_he/scientists/  
AbsorptionCenter/htm](http://www.moia.gov.il/moia_he/scientists/AbsorptionCenter/htm)

[www.klita.gov.il/moia\\_he/scientistsproject/  
scientistsproject.htm](http://www.klita.gov.il/moia_he/scientistsproject/scientistsproject.htm)

Life and Medical Sciences Division (02) 6214631  
[hoori@moia.gov.il](mailto:hoori@moia.gov.il)

### Ministry of Health – Main Office

[www.health.gov.il](http://www.health.gov.il)

39 Rehov Yermiyahu  
Jerusalem

Department of Medical (08) 6241010 /\*5400  
Professions

Nursing Division (08) 6241010/\*5400

Department of Dental Health (08) 6241010/\*5400

39 Rehov Yermiyahu  
Jerusalem

### District Health Offices

*(Leshachot HaBriut)*

87 Rehov Yaffo (02) 5314887/ \*5400  
Jerusalem

14 Rehov HaArba'a (03) 5634848  
Tel Aviv

15 Sderot HaPalyam (04) 8633111  
Haifa



Address	Telephone/Fax
4 Rehov HaTikva Beer Sheva	(08) 6463511

Contact the Ministry for more addresses, or see their website.

## **Veterinary Services and Animal Health Unit Ministry of Agriculture**

*(Yechidat HaSherutim HaVeterinarim VeBriut HaMikneh)*

[www.moag.gov.il](http://www.moag.gov.il)

POB 12 Beit Dagan	(03) 8633111
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## **Kimron Veterinary Institute –Ministry of Agriculture**

[www.vetserv.moag.gov.il/vet](http://www.vetserv.moag.gov.il/vet)

POB 12 Beit Dagan	(03) 9681612
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## **Koret School of Veterinary Medicine-Hebrew University**

[ksvm.agri.huji.ac.il/en/index.php](http://ksvm.agri.huji.ac.il/en/index.php)  
[vet.school@mail.huji.ac.il](mailto:veter.school@mail.huji.ac.il)

Faculty of Agriculture Hebrew University of Jerusalem-Rehovot	(08) 9489021/31 Fax: (08) 9467940
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POB 12  
Rehovot

## **Ministry of Education- Bureau for the Evaluation of Foreign Academic Degrees and Diplomas**

[www.education.gov.il](http://www.education.gov.il)

22 Rehov Kanfei Nesharim Jerusalem	(02) 5601684
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15 Rehov HaPalyam Haifa	(04) 8632566
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4 Rehov HaTikva  
Beer Sheva

(08) 6263255

## Professional Associations

### Israel Dental Association

*(HaHistadrut LeRefuat Shinayim BeYisrael)*

www.ida.org.il

Head Office (also the Scientific Council)

49 Rehov Bar Kochba

(03) 6202642

Tel Aviv

97 Rehov Yaffo

(02) 6248960

Jerusalem

26 Rehov HaGefen

(04) 8521245

Haifa

Fax: (04) 8521245

### Israel Dental Hygienists Association

www.idha.org.il

lohana102@gmail.com

P.O.B. 1238

052-2638544

Gan Yavne

### Israel Dental Technicians Society

www.dentech.org

dentech@netvision.net.il

31 Rehov Trumpledor

(03) 5280810

Tel Aviv

### Israel Medical Association

*(HaHistadrut HaRefuit BeYisrael)*

www.ima.org.il

tguvot@ima.org.il

Head Office

35 Rehov Jabotinsky

(03) 6100444

Ramat Gan

Fax: (03) 5753303



## **Scientific Council**

*(HaMo'etza HaMada'it)*

council@ima.org.il

35 Rehov Jabotinsky (03) 6100445/6100419  
Ramat Gan

## **Israel Ophthalmological Society**

www.ophthalmology.org.il

21 Rehov Lessin (03) 6350317  
Tel Aviv

## **Israel Periodontal Society**

*(Halgud HaYisraeli LePeriodontia)*

www.perio.org.il

## **Israel Radiological Association**

israel-radiology.org.il/

## **Israel Society for Occupational Therapy**

www.isot.org.il

## **Israel Society for Physiology And Pharmacology**

www.ispp.org.il

## **Israel Veterinary Medical Association**

*(Histadrut HaRofim HaVeterinari'im)*

www.isrvma.org

POB 22 (09) 7419929  
Ra'ananna



**Pharmaceutical Society of Israel**

[www.psi.org.il](http://www.psi.org.il)

[info@psi.org.il](mailto:info@psi.org.il)

P.O.B. 25345

077-5503570

Tel Aviv

Fax: (03) 7601111

**Atid – the Dieticians Society of Israel**

[atid.diet@gmail.com](mailto:atid.diet@gmail.com)

39 Rehov HaYarkon

(03) 5251740

Bnai Brak

Fax: (03) 5251827

**Health Funds****Clalit Health Services**

[www.clalit.co.il](http://www.clalit.co.il)

Main Office

\*2700/1-222-7000

101 Rehov Arlozorov

Tel Aviv

**Kupat Holim Maccabi**

[www.maccabi-health.co.il](http://www.maccabi-health.co.il)

Main Office

\*3555

27 Rehov HaMarad

Tel Aviv

**Kupat Holim Meuhedet**

[www.meuhedet.co.il](http://www.meuhedet.co.il)

Main Office

1-222-38-33/\*3833

124 Rehov Ibn Gvirol

Tel Aviv

**Kupat Holim Leumit**

[www.le-la.co.il](http://www.le-la.co.il)

Main Office

1-700-507507

23 Rehov Sprinzak

Tel Aviv



## IDF Recruitment Offices

[www.aka.idf.il](http://www.aka.idf.il)

National Meitav (Induction)  
Information Line

(03) 7388888

103 Rehov Rashi

Jerusalem

Tel HaShomer

(main induction center)

12 Rehov Omar Al Kayam

P.O.B. 22210

Haifa

22 Rehov Yad VaShem

Beer Sheva

Rehov Nazareth

Tiberias

Note that induction centers may also be located in other cities. Call a municipal information line 105/6/7 for information.

## English-Speaking Immigrant Organizations

Association of Americans and Canadians in Israel  
(AACI)

[www.aaci.org.il](http://www.aaci.org.il)

[info@aaci.org.il](mailto:info@aaci.org.il)

Matnas "Yud Aleph"

Rehov Mordechai Namir

(08) 6434461

Beer Sheva

37 Rehov Pierre Koenig

(02) 5617151

Jerusalem

Fax: (02) 5661186

94 A Rehov Allenby

(03) 6960389

Tel Aviv



Address Telephone/Fax

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### UJIA (Incorporating Olim from Britain, Australia, and New Zealand)

32 Rehov Tuval (03) 6965244  
Tel Aviv Fax: (03) 6967049  
Israel@UJIA.org.il

37 Rehov Pierre Koenig (02) 5617151  
Jerusalem Fax: (02) 5661186  
ronen@ujia.org.il

Moshav Meona  
P.O.B. 5144 24920 (04) 9975166

### South African Zionist Federation

www.telfed.org.il  
telfed@inter.net.il

Head Office (09) 7446110  
19/3 Rehov Schwartz Fax: (09) 7446112  
First Floor  
Ra'ananna

13 Rehov Ben Maimon (02) 5634822  
Jerusalem Fax: (02) 5663193

### ESRA – English Speaking Residents Association

www.esra.org.il  
esra\_her@trendline.co.il

10 Rehov HaTsabarim  
Herzlia (09) 9508371



## A moment of your time!

In order to improve the level and usefulness of the material presented in this booklet, we would appreciate it if you would answer the following questions:

1. Where did you get the brochure "Medical Professionals"?

- Airport  Ministry of Aliyah and Immigrant Absorption  Other (specify) \_\_\_\_\_

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Year of Aliyah \_\_\_\_\_

Place of Residence \_\_\_\_\_ Date \_\_\_\_\_

Please send the completed questionnaire to the Ministry of Aliyah and Immigrant Absorption, Publications Department, English Section, 15 Rehov Hillel, Jerusalem, 9458115, or by fax to (02) 6241585. You can also place this questionnaire in the public suggestions box at an office of the Ministry of Aliyah and Immigrant Absorption nearest you.

Thank you for your cooperation.

Best wishes for an easy and successful absorption!



## Other Available Publications

The following booklets are available from the Publications Department. To order, simply indicate the booklets you wish to receive and return the order form to the Publications Department, English Section, Ministry of Aliyah and Immigrant Absorption, 15 Rehov Hillel, Jerusalem 9458115. The publications will be mailed to you free of charge.

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