



Abu Dhabi Occupational Terms

اشتراطات أبوظبي المهنية



ADOT

ABU DHABI OCCUPATIONAL TERMS

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First Edition

الاصدار الأول

Abu Dhabi Occupational Terms for
Semi-Permanent Makeup
Technician

اشتراطات أبوظبي المهنية لفني مكياج
مؤقت

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1. Amendment Page

To ensure that each copy of this technical document (Abu Dhabi Occupational Terms) contains a complete record of amendments, the Amendment Page is updated and issued with each set of revised/new pages of the document. This ADS is a live document which can be amended when necessary. QCC operates Microblading Scheme Program Group which prepared this document and can review stakeholder comments to review and amend this document and issue an updated version when necessary.

| Edition Number | Year of Approval | Number of pages | Sections Changes | Notes |
|----------------|------------------|-----------------|------------------|------------------|
| 01 | 2022 | 13 | - | New Document |
| 02 | 2024 | 14 | - | Updated Document |
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2. About the Abu Dhabi Quality and Conformity Council

Abu Dhabi Quality and Conformity Council (QCC) is an Abu Dhabi government entity established in accordance with Local Law No. (3) of 2009 to raise the quality of Abu Dhabi's exports and products traded locally. QCC consists of a council of regulators and industry with a mandate to ensure provision of quality infrastructure in line with global standards.

- o QCC's functions are divided into six key areas:
 - Developing standards and specifications
 - Capacity building of metrology systems
 - Strengthening testing infrastructure
 - Launching conformity schemes
 - Protecting consumer interests
 - Ensuring fair trade

QCC's key stakeholders include regulatory authorities, consumers, retailers and wholesalers, industry, conformity assessment bodies (CABs) and importers. QCC supports regulators and government organizations through offering quality and conformity facilities, expertise and resources that allow them to implement products safety and compliance requirements and regulations. Additionally, QCC works towards promoting a culture of quality and protecting the interests of consumers. In doing this, QCC seeks to promote the Emirate's competitiveness to become one of the world's most attractive regions for investments and human capital, and to support the competitiveness of national industries in world markets.

3. Acknowledgement

QCC would like to thank the members of the Working Group listed below.

| S.# | Name | Entity |
|-----|------------------------|--------|
| 1 | Abeer Khaled Al Hamadi | DMT |
| 2 | Awatif Al haddad | DMT |
| 3 | Mahra Al Hosani | ADPHC |
| 4 | Mohamed Al Romaithi | DED |
| 5 | Amal Al Shamsi | QCC |

4. Foreword

Professional requirements are standards that qualified employees must adhere to perform the work assigned to them with high quality level. Under the leadership of His Highness Sheikh Mohamed bin Zayed Al Nahyan, President of the United Arab Emirates and Ruler of The Emirate of Abu Dhabi, The Government of Abu Dhabi, has invested significantly in the highest levels of professionalism and safety in Abu Dhabi's infrastructure. It was mandatory to encourage the presence of skilled and strong labor to maintain the quality and value of infrastructure in Abu Dhabi in particular, and the United Arab Emirates in general.

5. Working Group

The Professional Working Group was organized by Abu Dhabi Quality and Conformity Council and established in April 2022, which was requested by the Department of Municipalities and Transport, to prepare Abu Dhabi Occupational Terms of Semi-Permanent Makeup Technician in cooperation with the related stakeholders including representatives from government and private sectors.

6. Purpose

The working group prepared professional requirements for the professions related to semi-permanent makeup—including all activities related to semi-permanent makeup implementation on face and body according to the regulations in force, aiming to improve the efficiency and performance of workers in these fields within the Emirate of Abu Dhabi.

7. Occupational Terms

| No. | Field | Details | | | | |
|-----|-------------------------------------|---|---------------------------------------|----------------------------|----------------------------|-----------------------------|
| 7.1 | Occupation (Standard Unit) | Semi-Permanent Makeup Technician | | | | |
| 7.2 | Description | A professional trained in applying pigment to the skin to create effects resembling makeup such as eyebrow shaping, lip coloring, eyeliner etc. and apply the best practices to achieve client satisfaction and ensure their safety. | | | | |
| 7.3 | Unit type | <input type="checkbox"/> Knowledge and Skills <input checked="" type="checkbox"/> Application | | | | |
| 7.4 | Elements | No | Elements | | | |
| | | E1 | Health and Safety | | | |
| | | E2 | Effective working relationships | | | |
| | | E3 | Plan, design and provide the service | | | |
| 7.5 | QF Emirates Level | <input type="checkbox"/> 1 | <input checked="" type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 | <input type="checkbox"/> 5 |
| | | <input type="checkbox"/> 6 | <input type="checkbox"/> 7 | <input type="checkbox"/> 8 | <input type="checkbox"/> 9 | <input type="checkbox"/> 10 |
| 7.6 | Function | <input type="checkbox"/> Policy and Strategy QF 9 - 10 <input type="checkbox"/> Managing QF 7 - 8 <input type="checkbox"/> Specifying QF 6 - 7 <input type="checkbox"/> Controlling QF 6 <input type="checkbox"/> Maintain capability QF 4 - 6 <input checked="" type="checkbox"/> Performing/Carry out QF 1 – 4 | | | | |
| 7.7 | Entry information and prerequisites | 1. Course Requirements: 1.1 Anatomic and skin aspects 1.2 Skin Diseases and tattoo/microblading application with the risks 1.3 PPE's and Safety use of sharp equipment's 1.4 Hygienic requirements | | | | |

| No. | Field | Details | |
|------|---------------------|---|--|
| | | 2. Experience Requirement 2.1 Applicants with no experience in microblading and not holding a certificate, will have a mandatory training course and assessments, held by an accredited training centre. 2.2 Applicants with less than 12 months experience in UAE without certification, will have a mandatory assessment only. 2.3 Applicants with a minimum 24 - months experience outside UAE without certification, will have a mandatory assessment only. 2.4 Applicants with minimum 6 months experience with certification from an approved centre in UAE, will have to get the certificate from QCC. 2.5 Applicants with minimum 12 months experience outside UAE with certification from an approved centre, will have to get the certificate from QCC. 2.6 Hold a resuscitation certificate | |
| 7.8 | Grading | Application Unit: <input checked="" type="checkbox"/> Competent <input type="checkbox"/> Not Competent | |
| 7.9 | Industry Sector | Private | |
| 7.10 | Developed by | Government Entities | DMT, DOH, ADPHC, DED |
| | | Private Sector | Beauty Salons, Assessment & Training Centres |
| 7.11 | Endorsement | 2024 | |
| 7.12 | Frequency of review | Every 4 years | |
| 7.13 | Version No. | 2 | |
| 7.14 | ISCO-88 | - | |

8. Terms and Definitions

| Terms | | Definition |
|-------|--|--|
| 8.1 | Microblading | a manual, semipermanent, cosmetic tattoo procedure. The blade of the instrument (tool) used for microblading is made up of a row of fine needles. These needles are dipped into colour pigment (ink) and placed into the skin with a slicing motion. This technique creates the impression of a fuller, natural eyebrow, lips, beards etc. |
| 8.2 | Semi-Permanent Makeup | applying pigment to the skin to create effects resembling makeup such as eyebrow shaping, lip coloring, eyeliner, and beard etc. |
| 8.3 | Cosmetic Tattoo | The practice of implanting pigment into the skin to achieve long-lasting aesthetic effects, including but not limited to eyebrows, lips, cheeks, eyeliner, and beard. |
| 8.4 | Micropigmentation | The process of implanting pigments into the skin for cosmetic or reconstructive purposes, encompassing techniques like microblading, lip colouring, beard, and eyeliner. |
| 8.5 | Dermal Pigmentation: | A broader term for any pigment implantation into the skin, including both temporary and semi-permanent procedures. |
| 8.6 | Pigment | The substance used to add color to the skin in semi-permanent makeup procedures. It can be organic or inorganic and it is specially formulated for cosmetic tattooing. |
| 8.7 | Needling Techniques | Refers to the various methods of pigment implantation, such as microblading for eyebrows, rotary machines for lips and eyeliner, and manual needles for smaller details. |
| 8.8 | Non-surgical cosmetic treatment | procedures that do not require a surgical incision to be made, nor anaesthetics and are usually considered minimally invasive. |
| 8.9 | Equipment | The tools or other items needed for any work activity |
| 8.10 | Supervisor | A person who has the job to oversee and guide the work or activities of a group of other people |

| Terms | | Definition |
|-------|--|--|
| 8.11 | Absolute contraindication | An absolute contraindication is a condition that prevents the service from being carried out and may require referral. |
| 8.12 | Adverse reaction | An adverse reaction is an 'unexpected' reaction or outcome following a service, i.e. fainting |
| 8.13 | Contra action | A contra-action is an 'expected' reaction or outcome following a service, i.e. erythema |
| 8.14 | Performance Criteria | All personnel must continue to meet the minimum standards of performance for the time being in place provided by the related entity. |
| 8.15 | Hazard | Any substance, physical effect, or condition with potential to harm people or property. |
| 8.16 | Personal Protective Equipment (PPE) | Any items provided, that personnel can use to protect themselves against hazards. |
| 8.17 | Risk | The product of the measure of the likelihood of occurrence of an undesired event and the potential adverse consequences which this event may have upon the People- injury or harm to physical or psychological health Risk = likelihood (x) consequences. |
| 8.18 | Risk Assessment | a systematic process of identifying hazards and evaluating any associated risks within a workplace, then implementing reasonable control measures to remove or reduce them. |
| 8.19 | Control Measure | Actions and activities taken to prevent or eliminate a hazard and/or risk or reduce it as low as reasonably practicable level |
| 8.20 | Control Plan | Consists of all steps necessary to protect employees from exposure to a substance or system, and the procedures required to monitor employee exposure and their health to hazards such as chemicals, materials or substance or other types such as noise and vibration |
| 8.21 | Maintenance | Routine checking of the equipment and its components to ensure proper function and safety. This also includes Cleaning and |

| Terms | | Definition |
|-------|---|--|
| | | disinfection as per manufacturer's recommendation and infection control measures. Using authorized products and techniques to prevent health hazards. |
| 8.22 | Sterilisation | Describes a process that destroys or eliminates all forms of living microorganisms including spores and is carried out by physical or chemical methods Autoclaving (steam under pressure), dry heat, and liquid chemicals are the principal sterilizing. |
| 8.23 | Disinfection | Is the destruction or removal of all pathogenic organisms or organism capable of giving rise to infection, but not necessarily spores |
| 8.24 | Material Safety Data Sheets (MSDS) | (MSDS) are summary documents that provide information about the hazards of a product and advice about safety precautions. SDSs are usually written by the manufacturer or supplier of the product and provide more detailed hazard information about the product than the label. |
| 8.25 | Medical Declaration | The facility (Beauty Salon) should make sure that every Microblading client fill the form of Medical Declaration (which clarifies the medical status of the client). |
| 8.26 | Treatment Room | Microblading treatment should be performed in a closed treatment room specialized for that purpose to avoid cross contamination and ensure the client safety. |

9. Performance Criteria

9.1 Criteria One: Health and Safety

Make sure your own actions reduce risks to health and safety.

| S No. | Steps |
|-------|--|
| 1.1 | Carry out your work in accordance with your level of competence, workplace instructions, and follow local health and safety laws and regulations. |
| 1.2 | Follow the workplace instructions and suppliers' or manufacturers' instructions for the safe use of equipment, materials, and products. |
| 1.3 | Correctly name and locate the person responsible for health and safety in your workplace and report the case for them. |
| 1.4 | Use personal protective equipment while providing the service as Mandatory. |
| 1.5 | Knowledge about skin infection prevention and control. |
| 1.6 | knowledge of skin anatomy and types. |
| 1.7 | Clinical wastes are disposed of into biohazard containers. Sharp items should be disposed of into sharp containers. |
| 1.8 | Hygiene precautions should be taken. |
| 1.9 | Understand the importance of dealing with chemicals and understanding Material Safety Data Sheets (MSDS) |
| 1.10 | Ensure proper sterilization of re-used items, to avoid the risk of transmitting infectious diseases, such as HIV, hepatitis B and C, and skin infections. *See table one for tools disinfection requirements. Disposable items should be discarded after each single use. |
| 1.11 | Consider Allergic reactions to inks and scarring from repeated tattooing. |
| 1.12 | Follow universal precautions for bloodborne pathogens across all procedures. |

Table 1: disinfection requirements for microblading tools:

| ITEM | CATEGORY | LEVEL OF DISINFECTION |
|---|---------------|-------------------------|
| Blades | Critical | Single-use only |
| Head and blade grip of handle | Critical | Single-use only |
| Handles with attached head and blade grip | Critical | Single use only |
| Detachable handle - Separate from head and blade. Handle and blade size differ based on the area treated and type of service. | Critical | Single use Only |
| Medical Marking pencils | Non-critical | Low-level disinfectant |
| Sharpen Dividers, rulers | Non-critical | Low-level disinfectant |
| Medical scissors | Non-critical | Low-level disinfectant |
| Ink cups | Critical | Single use only |
| Ink cup rings | Critical | Single use only |
| Tweezers | Semi-critical | High-level disinfectant |

9.2 Criteria Two: Effective working relationships

Contribute to the development of effective working relationships:

| S No. | Steps |
|------------|---|
| 2.1 | Explain and discuss the medical declaration with the client. |
| 2.2 | Before starting the service, a consultation should be provided to the client. |
| 2.3 | Take notes and discuss with the client the full nature of the service. |
| 2.4 | Answer clients' questions and concerns clearly and explain the expected result. |
| 2.5 | Follow organisational procedures when communicating with the client. |
| 2.6 | Handle client belongings with care and return them when required. |
| 2.7 | Maintain client comfort and care to the satisfaction of the client. |
| 2.8 | Meet your salon's standards for appearance and behaviour. |

a. Criteria three: Plan, Design and Provide the Service

Plan, Design, and provide Semi-Permanent Makeup Services to Clients, including but not limited to eyebrow, lip coloring, cheek enhancement, eyeliner, and beard.

| S No. | Steps |
|--------------|--|
| 3.1 | Provide the client with a detailed aftercare plan to ensure the longevity and quality of the semi-permanent makeup. |
| 3.2 | Recognise any contra-indications and take the necessary action. |
| 3.3 | Agree on the service and outcomes that meet the client's needs. |
| 3.4 | Carry out a skin sensitivity test on the client prior to the service and record the results. |
| 3.5 | Choose the appropriate needling techniques of pigment implantation based on the type of semi-permanent makeup being applied, such as microblading for eyebrows or rotary machines for lips and eyeliner, etc. |
| 3.6 | After getting patient permission, pre and post treatment photographs of the treated area (eyebrows / lips/ beard, etc.) should be taken and saved in the client file to compare the pre and post treatment outcomes. |
| 3.7 | Cleanse, apply topical skin analgesics, and prepare the area. |
| 3.8 | Prepare the client's skin according to established Sanitization Protocols to ensure a safe and effective application of Cosmetic Tattoo or Micropigmentation. |
| 3.9 | Give your client advice and recommendations on the service provided |
| 3.10 | Confirm the client's understanding of the service prior to commencement and clarify the required final look in the treated area. |
| 3.11 | Choose the appropriate method of pigment implantation based on the type of semi-permanent makeup being applied, such as microblading blade size for eyebrows or rotary/or specialized machines for lips and eyeliner or any face area. |
| 3.12 | Create a well-balanced, proportioned, and defined Semi-permanent makeup for eyebrow/lips/cheeks/ eyelid/ beard / etc. shape. |
| 3.13 | Ensure the final result is to the client's satisfaction. |

10. References:

- British Columbia, MICROBLADING SERVICES in Personal Service Establishments:
[https://www2.gov.bc.ca/assets/gov/health/keeping-bc-
healthysafe/pses/microblading_factsheet_final_eho_operator_aug2_2017.pdf](https://www2.gov.bc.ca/assets/gov/health/keeping-bc-
healthysafe/pses/microblading_factsheet_final_eho_operator_aug2_2017.pdf)
- National Occupational Standards (NOS) SKAB1, provide eyelash & eyebrow treatment:
<https://www.ukstandards.org.uk/PublishedNos/SKAB1.pdf>
- Cosmetic Tattoo Org Training Standards Compliance Guidelines (CTO-TSC) published 5/1/2016:
<http://www.cosmetictattoo.org/article/cosmetic-tattoo-training-standards.html>