STANDARD SUMMARY PROJECT FICHE

1. Basic Information

1.1 Désirée Number: CZ2003/004-338.06.05
1.2 Twinning Number: CZ03/IB/SO/04
1.3 Title: Mutual Recognition of Professional Qualifications in the Health Sector
1.4 Sector: Employment, Social Affairs and Health
1.5 Location: Czech Republic

2. Objectives

2.1 Overall Objective: To enable the Czech Republic to take on obligations arising from membership in the EU, including the aims of free movement of persons

2.2 Project purpose: Introduction and implementation of the system of recognition of qualifications in health care\textsuperscript{1} professions in accordance with the Community law

2.3 Accession Partnership and NPAA priority:

\textbf{AP 2001}
With respect to qualifications obtained before harmonisation, the Czech Republic should give priority to introducing measures to ensure that all its professionals can, as from accession, meet the requirements laid down by the directives.

Complete alignment of mutual recognition of professional qualifications and diplomas and further develop required administrative structures, education and training programmes.

\textbf{NPAA 2001}

- a comparative study on the manner of transposition, in select EU Member States, of the Directives governing the general professional qualification recognition system (89/48/EEC, 92/51/EEC and 1999/42/EC) will be carried out;
- on the basis of a relevant Government Resolution, a Professional Qualification Recognition Centre will be established and equipped;
- the commitments arising from the Czech Republic under the Lisbon Council Conclusions will be gradually accomplished.

\textbf{Action Plan 2002}
Further develop the required administrative structures in the area of mutual recognition of professional qualifications and diplomas.

2.4 Contribution to National Development Plan: n.a.

2.5 Cross Border Impact: n.a.

3. Description

3.1 Background and justification:

\textsuperscript{1} The term \textit{health care professions} covers three \textit{medical} professions, ie. Doctors, dentists and pharmacists; and two \textit{paramedical} professions, ie. Nurses and midwives.

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CZ03.06.05.doc
In the field of health care professions it will be necessary to provide a system for mutual recognition of qualifications. It mainly concerns five specifically regulated professions (three medical professions, ie. doctors, dentists and pharmacists, and two paramedical professions, ie. nurses and midwifes). These belong to a specific system of recognition of professions. Other health care professions are also regulated but belong to the general system of recognition of qualifications. It is also necessary to provide a system of recognition of these professions in the Czech Republic. Since the Czech Republic has no experience with the recognition of qualifications so far, it is important to secure comparison among curricula of the medical professions and produce a national educational standard for nurses and midwives. Then it is important to secure the terms of references for recognition of these qualifications. It is important to provide a central register for nurses, midwives and other paramedical professions who are certificated as independent professionals.

3.2 Linked activities:

n.a.

3.3 Results:

- Establishment of 2 units of recognition of qualifications in health care professions within the structure of the Ministry of Health.
- 8 specialists trained in this field.
- Transparent uniform rules for the procedure for recognition of qualifications in health care professions covered by general system established (guidelines, manuals), accessible also in English. Two sets of guidelines will be created – one for the medical professionals wishing to work in the CR, one for the officers of the MoH issuing the recognition of qualifications.
- Monographs on teaching and rules of pursuit of medical professions in EU Member States.
- Persons responsible for recognition of professional qualifications in chambers (doctor, dentist and pharmacist) performing their duties in compliance with relevant directives requirements trained.
- Establishment of an effective IT system at the MoH, including a system of information and data management for the purposes of recognition of professional qualifications.
- Central Register of Nurses and Midwives and other paramedical professions licensed as independent professionals established.
- National curricula for nurses and midwives developed.

3.4 Activities:

**Twinning** (0.5 M EUR)

Twinning should cover the following activities:

- To set up two units at MoH: to define their tasks and responsibilities of their staff.
- To establish a system of training.
- To prepare information materials for foreign nationals about the Czech system.
- To organize study visits to centres (similar as NARIC’s) responsible for recognition of qualifications in EU Member States for 8 officials from the MoH, study visits to relevant Competent Authorities, in case of sectoral health care professions.
- To organize training courses for personnel responsible for recognition of qualifications: theoretical and practical training related to procedures for recognition of qualifications. The training will be coordinated and directed by the MoH and realised by the MoH or an organisation chosen by the MoH.
- To organize training courses for representatives of the Chambers and adequate regional chambers about their duties required to be performed within the system of recognition of qualifications in health care professions.
- To set up rules and procedures of implementation of compensatory measures – adaptation period for passing the aptitude test, for keeping record on individuals seeking recognition of qualification and rules for passing information on to the national coordinator.
- To formulate rules and procedures for recognition of professional qualifications in health care professions, in accordance with acquis.
- To make a research followed by monographs on teaching and rules of pursuit of health care professions in EU member states (experts opinions, analyses).
- To help with the establishment of an effective IT system and a system of information and data management for the purposes of recognition at the MoH.
- To install a Central Register of Nurses and Midwives.
- To organize training of trainers within the future system of training.
This twinning project includes one PAA for 13 MM (location at MoH), 3 STEs (approx. 8 MM), and study visits.

**PAA areas of activity:**
- Verification of effectiveness and assessment of the organisational unit within the MoH responsible for recognition of qualification in health care professions falling under the general system.
- Preparation of information materials with collected information on education of health care professions in the MS and comparison of the found information. Attention will be paid especially to the curricula, the practice and qualification. The said material will be used as one of the bases for the creation of a Czech system of recognition of professional qualifications in health care professions.
- assistance in preparation of rules of recognition of qualifications to pursuit health care professions in the context of the general system (rules and procedures of compensatory measures).
- supervision over decisions issued in relation to compensatory measures, participation and evaluation of the training courses for persons responsible for recognition of qualifications.
- participation in and evaluation (according the needs) of training courses for representatives of medical universities and schools and professional chambers responsible for recognition of qualifications in health care professions.
- assistance in preparation of the system of information and data management for the purposes of recognition of professional qualifications established.
- assistance in preparation of the Central Register of Nurses and Midwives; identification of gaps measures, if they exist.

**Requirements for the PAA:**
- experience in the field of creation and operation of systems for the recognition of professional qualifications the MS, and conceptual work in the area of health care. A minimum of 2 years of experience in each area is requested.

**Requested STEs include:**
- MS expert with experience in creation of national teaching curricula for the professions of nurse and midwife, with experience in teaching
- MS expert with experience in the field of recognition of professional qualification of medical professions – doctors/dentists
- IT specialist in the area of operation of systems of information and data management for the purposes of recognition of professional qualifications

3.5 **Lessons learned:**
- n.a.

4. **Institutional Framework**

**Ministry of Health**
In the Framework of the MoH there will be established two new independent units that will provide mutual recognition of qualifications. There will work 8 trained professionals who will care for recognition of qualifications of foreign nationals who seek work in the Czech republic.
The MoH will cooperate in the implementation of the project with the MoEYS and the relevant professional organisations. This cooperation will be realised especially in the form of the steering committee with representatives of all the above bodies.

5. **Detailed Budget (in M€)**

<table>
<thead>
<tr>
<th>Project Component</th>
<th>Phare Support</th>
<th>National Cofinancing</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Investment</td>
<td>Institution Building</td>
<td>(I+IB)</td>
</tr>
<tr>
<td>Twinning</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
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<tr>
<td>Total</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
</tr>
</tbody>
</table>

6. **Implementation Arrangements**
6.1 Implementing Agency:
The CFCU will be the implementing agency. Project implementation will be under direct responsibility and coordination of the MoH.

6.2 Twinning:
Twinning arrangement is envisaged with MoH as the beneficiary institution.

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e-mail: ivan.pfeiffer@mzcr.cz

6.3 Non-standard aspects:
n.a.

6.4 Contracts:
Twinning Covenant 0.5 M €

7. Implementation Schedule

7.1 Start of tendering/call for proposals: Twinning 1Q/2003
7.2 Start of project activity: Twinning 4Q/2003
7.3 Project completion: 4Q/2004

8. Equal Opportunity
Equal opportunity principals and practices in ensuring equitable gender participation in the project will be guaranteed.

9. Environment
n.a.

10. Rates of return
n.a.

11. Investment criteria
n.a.

12. Conditionality and sequencing
n.a.

ANNEXES TO PROJECT FICH:
1. Logframe planning matrix
2. Detailed implementation chart
3. Contracting and disbursement schedule
## Annex 1
### LOGFRAME PLANNING MATRIX

<table>
<thead>
<tr>
<th>Project title</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mutual Recognition of Professional Qualifications in the Health Sector</strong></td>
<td><strong>Objective Verifiable Indicators</strong></td>
<td><strong>Sources of Verification</strong></td>
<td><strong>Assumptions</strong></td>
</tr>
<tr>
<td><strong>Overall objective</strong></td>
<td>Acknowledgement by the EC</td>
<td>Accession Treaty Evaluating of Peer review by experts from z EC</td>
<td>Related acquis adopted and implemented Recommendation 89/601, Dir. 97/50, Dir. 98/21, Dir. 98/63, Dir. 99/66, Dir. 78/686, Dir. 78/687, Dir. 77/452/EEC, Dir. 77/453/EEC, Dir. 80/154/EEC, Dir. 80/155/EEC, Dir. 81/1057/EEC, Dir. 85/432/EEC, Dir. 85/433/EEC, Dir. 89/48/EEC, Dir. 92/51/EEC, Dir. 93/16/EEC, Dir. 94/48/EEC, Dir. 2001/19/EC, Dir. 89/594/EEC, Dir. 93/16/EEC, Dir. 85/432/EEC, Dir. 85/433/EEC</td>
</tr>
<tr>
<td><strong>Capability to take on obligations arising from membership in the EU, including the aims of free movement of people persons</strong></td>
<td>Testing the system of recognition of qualifications by: number of applications for recognition of qualifications, number of accepted applications, number of cases in which adaptation period or aptitude test is needed, number of unaccepted applications, average time for processing of application. The numbers will be compared with the results of the current MS, the aim is to achieve at least as good results.</td>
<td>Monitoring Report reports of the Ministry of Health twinning reports</td>
<td></td>
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<tr>
<td><strong>Project purpose</strong></td>
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<tr>
<td><strong>Introduction and implementation of the system of recognition of qualifications in health care professions in accordance with the Community law</strong></td>
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<tr>
<td><strong>Results/Outputs</strong></td>
<td></td>
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</tbody>
</table>
Establishment of 2 units of recognition of qualifications in health care professions within the structure of the Ministry of Health.

8 specialists trained in this field.

Transparent uniform rules for the procedure for recognition of qualifications in health care professions covered by general system established (guidelines, manuals), accessible also in English. Two sets of guidelines will be created—one for the health care professionals wishing to work in the CR, one for the officers of the MoH issuing the recognitions of qualifications.

Monographs on teaching and rules of pursuit of medical professions in EU Member States.

Persons responsible for recognition of professional qualifications in chambers (doctor, dentist and pharmacist) performing their duties in compliance with relevant directives requirements trained.

Establishment of the effective IT system at the MoH, including a system of information and data management for the purposes of recognition of professional qualifications.

Central Register of Nurses and Midwives and other paramedical professions licensed as independent professionals established.

National curricula for nurses and midwives developed.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td>TWINNING should cover the following activities:</td>
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<tr>
<td>To set up two units at MoH: to define their tasks and responsibilities of the staff.</td>
<td>Twinning covenant will include:</td>
<td>twinning report</td>
<td></td>
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<tr>
<td>To establish the system of training.</td>
<td>1 PAA (13 MM)</td>
<td>punctual preparation of ToR,</td>
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<tr>
<td>To prepare information materials for foreign nationals about the Czech system.</td>
<td>Requirements for the PAA: experience in the field of creation and operation of systems for the recognition of professional qualifications the MS, and conceptual work in the area of health care. A minimum of 2 years of experience in each area is requested.</td>
<td>fulfilment by the Czech government and the European Commission of the planned tasks and taking up relevant actions (ToR, financial memorandum),</td>
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<tr>
<td>To organize study visits to centres (similar as NARIC’s) responsible for recognition of qualifications in EU Member States for 8 officials from the MoH study visits to relevant Competent Authorities, in case of sectoral health care professions.</td>
<td>3 STEs (approx. 8 MM)</td>
<td>selection of proper twinning partner,</td>
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<td>To organize training courses for personnel responsible for recognition of</td>
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Terms of references to all points:
- support from the Czech government and other subjects involved in the projects,
- punctual financing of the project by the Czech side,
- co-operation and involvement of the parties participating in the project,
- properly selected twinning partner and short-term experts,
- transfer of relevant knowledge,
- provision of relevant equipment,
- punctual transfer of relevant means from the state budget,
- co-operation of participating subjects,
qualifications: theoretical and practical training related to procedures for recognition of qualifications. The training will be coordinated and directed by the MoH and realised by the MoH or an organisation asked by the MoH.

- To organize training courses for representatives of the Chambers and adequate regional chambers about their duties required to be performed within the system of recognition of qualifications in health care professions.
- To set up rules and procedures of implementation of compensatory measures – adaptation period of passing the aptitude test, of keeping record on individuals seeking recognition of qualification and rules of passing information on to the national coordinator.
- To formulate rules and procedures for recognition of professional qualifications in health care professions, in accordance with acquis.
- To make a research followed by monographs on teaching and rules of pursuit of health care professions in EU member states (expert opinions, analyses).
- To help with the establishment of an effective IT system and a system of information and data management for the purposes of recognition at the MoH.
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- To organize training of trainers within the future system of training.

This twinning project includes one PAA for 13 calendar months (location at MoH).

**PAA areas of activity**

- Verification of effectiveness and assessment of the organisational unit within the MoH responsible for recognition of qualification in health care professions falling under the general system.
- Preparation of information materials with collected information on education of medical professions in the MS and comparison of the found information. Attention will be paid especially to the curricula, the practice and qualification. The said material will be used as one of the bases for the creation of a Czech system of recognition of professional qualifications in health care professions.
- Assistance in preparation of rules of recognition of qualifications to pursue health care professions in the context of the general system (rules and procedures of compensatory measures).
- Supervision over decisions issued in relation to compensatory measures, participation and evaluation of the training courses for persons responsible for recognition of qualifications.
- Participation in and evaluation (according the needs) of training courses for: representatives of medical universities and schools and professional chambers responsible for recognition of qualifications in health care professions.
- Assistance in preparation of the system of information and data management for recognition of professional qualifications in health care professions.

**Training, study visits**

- MS expert with experience in creation of national teaching curricula for the professions of nurse and midwife, with experience in teaching
- MS expert with experience in the field of recognition of professional qualification of medical professions – doctors/dentists
- IT specialist in the area of operation of systems of information and data management for the purposes of recognition of professional qualifications

**selection of proper participants of training courses and organisational actions,**

- signing of contracts within technical assistance,
- signing and execution of investment contracts.
the purposes of recognition of professional qualifications established.
- assistance in preparation of the Central Register of Nurses and Midwives;
- identification of gaps measures, if they exist.

**Preconditions:**
- Establishment of two units for recognition of professional qualifications within the organisational framework of the MoH
ANNEX 2

DETAILED IMPLEMENTATION CHART

Mutual Recognition of Professional Qualifications in the Health Sector

<table>
<thead>
<tr>
<th>Action</th>
<th>Year</th>
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<th>2004</th>
<th>2005</th>
<th>2006</th>
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## Annex 2

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<td>Start of tendering</td>
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<td>Start of Implementation</td>
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<td>Completion</td>
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## CONTRACTING AND DISBURSEMENT SCHEDULE

### ANNEX 3

#### Cumulative Quarterly Contracting Schedule (mil.€)

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<th>Project</th>
<th>1Q/03</th>
<th>2Q/03</th>
<th>3Q/03</th>
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#### Cumulative Quarterly Disbursement Schedule (mil.€)

<table>
<thead>
<tr>
<th>Project</th>
<th>1Q/03</th>
<th>2Q/03</th>
<th>3Q/03</th>
<th>4Q/03</th>
<th>1Q/04</th>
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