1. **Basic Information**

1.1. CRIS Number: 2002/000-580-02-07 Twinning number: PL/IB/2002/SO/05
1.2. Title: Ensuring recognition of qualifications for medical professions
1.3. Sector: Public Administration
1.4. Location: Poland

2. **Objectives:**

2.1. **Overall objective**

2.1.1. Implementation of the Community law with respect to the system of recognition of professional qualifications
2.1.2. Realisation of priorities of the National Programme for Adoption of the Acquis (NPAA):
- 2.4 introduction of the general system of recognition of professional qualifications in accordance with the Community law,
- 2.5 adjustment of the Polish law to the sectoral directives in the field of recognition of professional qualifications in medical professions: a doctor (physician), a dentist, a nurse, a midwife, a pharmacist).

2.2. **Project purpose**

Introduction of the system of recognition of qualifications in medical professions in accordance with the Community law.

2.3. **Accession Partnership and NPAA Priorities**

1. Achieving conformity with the NPAA’s objectives and priorities:
- 2.4 implementation of the general system of recognition of professional qualifications,
- 2.5 adjustment of the Polish law to the sectoral directives in the field of recognition of qualifications in medical professions (a doctor, a dentist, a nurse, a midwife, a pharmacist), and

2. Action Plan Poland 2002 – Accession Partnership Priorities related to administrative and judicial capacity:
- complete alignment of mutual recognition of professional qualifications and diplomas and introduction of the administrative structures required,
- with respect to professional qualifications obtained before harmonisation Poland should give priority to introducing measures to ensure that all its professionals can, from accession, meet the requirements laid down by the directives,

2.4. Contribution to National Development Plan: N/A

2.5. Cross Border Impact: N/A

3. **Description**

3.1. **Background and justification**

This project, as a part of whole process, is aimed at ensuring recognition of qualifications for practising medical professions taking into account existence of two systems of recognition of qualifications:

1. in medical professions covered by general system
2. in medical professions covered by the "sectoral" directives

In Poland, process of recognition of professional qualifications obtained abroad varies form EU system. Poland lacks a system of recognition of professional qualifications obtained abroad as defined in the Community directives. The present system is based on nostrification of diplomas/certificates and applies to all foreigners (unless international agreements provide otherwise).

1. The following acts of domestic law constituted the relevant legal base:

- in the field of recognition of foreign diplomas and certificates of secondary medical schools:
  - the law of 7 September 1991 on the system of education, the ordinance of the Minister of National Education of 15 October 1997 on the rules and the procedure of nostrification of certificates obtained abroad
- in the field of recognition of foreign diplomas of medical schools of higher education:
  - the law of 12 September 1990 on higher education, 
  - the ordinance of the Minister of National Education of 10 December 1991 on the rules and the procedure of nostrification of diplomas and professional titles obtained abroad,
in the field of recognition of foreign academic degrees:
- the law of 12 September 1990 on the academic title and academic degrees,
- the ordinance of the Minister of National Education of 22 July 1991 r. on the rules and the procedure of nostrification of academic degrees obtained abroad.

A school superintendent office is a competent organ responsible for recognition of foreign diplomas and certificates of secondary medical schools, and in case of foreign diplomas of medical schools of higher education – a relevant medical school of higher education.

In the field of general system, as a result of implementation of the directives of the Council of the European Union 89/48/EEC and 92/51/EEC within the law of 26 April 2001 on the rules governing the recognition of qualifications acquired in EU Member States for the pursuit of regulated professions, a legal base was established to create a new system of recognition of qualifications to take up and pursue regulated professions, in accordance with the Community law.

According to the regulations contained in this act, “the competent authorities” to make decisions related to recognition of qualifications to pursue a regulated profession in the Republic of Poland are: relevant sectoral ministers in relation with relevant professions and – in case of medical professions – the minister responsible for health matters.

In order to ensure a uniform execution of the provisions of the act by “the competent authority”, the Minister of National Education and Sport will nominate a national co-ordinator for recognition of qualifications. The national co-ordinator for recognition of qualifications will be responsible, among others, for gathering data from “the competent authorities” on procedures related to recognition of qualifications. The Office for Recognition of Education and International Exchange will execute the tasks of a national centre of information for the citizens of EU Member States – indicating, among others, “the competent authorities” to make decisions related to recognition of qualifications.

Taking into consideration such a legal basis, it is necessary to design and introduce a system of recognition of qualifications in medical professions within the Ministry of Health.

To this end, there is a need to create a separate unit within the Ministry of Health which would be responsible for recognition of qualifications in medical professions and provide it with sufficient number of employees - trained in this field. Moreover, there are no established procedures of recognition of qualifications obtained in EU Member States and a relevant IT system to collect data on the citizens of EU Member States seeking recognition of their qualifications and to pass such data on to the national co-ordinator for recognition of qualifications.

It should be stressed that both the National Co-ordinator, as well as the Centre of Information (Office of Recognition operating within the Ministry of National Education) will provide expert and consultative assistance. The proper tasks related to the procedure of recognition of qualifications in medical professions, exchange of information and co-operation with the NARIC Offices in EU Member States, will be executed by the unit within the Ministry of Health.

2.

Professions regulated with sectoral directives are specially treated as professions represented and supervised by relevant professional chambers.

The detailed regulations on recognition of qualifications related to the professions of: doctor (physician), dentist (dental surgeon), nurse, midwife and pharmacist are contained in the following acts:
- the law of 5 December 1996 on the profession of a doctor and a dentist,
- the law of 5 July 1996 on the professions of a nurse and a midwife
- the law of 19 April 1991 on pharmaceutics chambers.

In these professions, the competence in the field of recognition of diplomas granting the right to pursue the professions is divided between the Minister of Health and relevant professional chambers. According to provisions of the acts implementing the sectoral directives, the process of recognition of professional qualifications in the profession of a doctor, a dentist, a nurse, a midwife and a pharmacist will be executed by the authorities of relevant professional chambers.

As a result of this, there is a strong need of conducting training for appointed chambers’ staff in the field of required procedures.

Acting in line with the peer review report, this project reflects its special recommendations referring to the professional group of nurses and midwives. To this end the training of nurses and midwives, recognised as a certain number of long–term training courses are envisaged, for interested nurses and midwives in order to provide them with additional “bridging” training on the basis of report recommendations and Ministry of Health requirements.
Simultaneously, in connection with peer review report’s recommendations, in the framework of this project, seems to be indispensable to create a Central Register of Nurses and Midwives in order to facilitate the process of registration as well as collection of data for the purpose of analyses (i.a. data on basic and specialised qualifications, personal portfolio, professional activity).

Additionally, in regards to the results of the negotiation process in the chapter “Freedom of movement for persons” Poland has agreed to change the professional title of Polish dentists – “lekarz stomatolog” (doctor stomatologist) to “lekarz dentysta” (doctor dentist). One of the problems connected with this is replacing of all licenses to practice of Polish dentists (document “Prawo wykonywania zawodu lekarza stomatologa”). This project could help Poland in the process of preparation of such a new licences as well as in the technical process of their replacing.

All of above-mentioned areas of activity within this project are directly connected with the assurance of proper implementation and realisation of the system of mutual recognition of qualifications in both existing fields of this system.

Taking into account the necessity to provide or strengthen the relevant institutions, namely Ministry of Health and professional chambers, the investment component is devoted to provide these institutions with required hardware and specialist software. The other aspect justifying the need to have an investment part in such a scope is connected with the assurance of efficient and effective exercising of their duties imposed by directives. Envisaged purchases, specified below, are calculated carefully and reflect real needs connected with proposed activities and results to be achieved.

It should be stressed that Poland will establish the mutual and automatic recognition of qualifications system— it means automatic recognition of the EU professionals in Poland and Polish professionals in the EU Member States.

3.2. Linked activities

At present, no Phare projects in the field of mutual recognition of qualifications are being implemented in Poland.

Within preparation of Polish administrative structures to recognition of qualifications to pursuit professions and professional specialisation in conformity with the Community law, a cross-ministerial working group on implementation of the directives 89/49/EWG and 92/51/EWG has been established. By the end of 2001, training courses were carried out for members of the working group by foreign experts working in centres for recognition of qualifications in selected EU Member States (July 1999, November 1999, October 2001). These courses were aimed at presenting relevant procedures for recognition of qualifications in the EU to officials of “the competent authority” and to present main problems related to the process of recognition of qualifications. The courses were financed from the budget of the Ministry of National Education and partly co-financed from the TAIEX funds.

Legal regulations adjusting the principles of pursuit of the profession of a doctor, a dentist, a nurse and a midwife to the Community law were also introduced. The relevant regulations will be also introduced in the first quarter of 2002 in relation with pharmacists.

The above-mentioned legal regulations constitute the basis for preliminary training courses for representatives of professional self-governments, who would be responsible for recognition of qualifications in professions covered by the sectoral directives. These courses were aimed at presenting the requirements of the Community law in this field.

3.3. Results

1. Development of the unit for recognition of qualifications in medical professions within the structure of the Ministry of Health.
2. Uniform procedures for recognition of qualifications in medical professions covered by general system established.
3. Professional knowledge and qualifications in the general system rules of representatives of scientific societies and medical schools upgraded;
4. Required qualifications of 4 persons responsible for recognition of qualifications in the Ministry of Health obtained.
5. Administrative capacities for practical implementation of the acquis communautaire in the field of “sectoral” medical professions developed.
6. Persons responsible for recognition of professional qualifications in chambers (doctor, dentist, nurses, midwives, and pharmacist) performing their duties in compliance with relevant directives’ requirements.
7. Knowledge and qualifications of the certain number of nurses and midwives upgraded.
8. Monographs on teaching and rules of pursuit of medical professions in EU Member States prepared.
9. A system of information and data management for the purposes of recognition of professional qualifications established.
10. Information centres in professional chambers fully operated and well equipped.
11. Central Register of Nurses and Midwives established.
12. All of ca. 22,000 licenses to practice of dentists issued and replaced (“lekarz stomatolog” to “lekarz dentysta”).

3.4. Activities
Contract 1 - TWINNING
In order to achieve the EU standards in the field of recognition of qualification in medical professions the support form EU experts (PAA - PAA’s main area of activity is envisaged for general system - and a number of short-term experts) is expected in the frame of twinning – i.a. for necessary co-ordination and evaluation of work performed by the Ministry of Health as well as by professional chambers. Twinning should cover the following activities:

- establishment of procedures for recognition of professional qualifications in medical professions, in accordance with acquis.
- preparation of monographs on teaching and rules of pursuit of medical professions in EU Member States (expert opinions, analyses),
- preparation of information materials for foreigners on Polish system.

In order to assure required improvement of qualifications there would be a need to provide the following training and study visits in the framework of twinning:
- study visits to centres (NARIC’s) responsible for recognition of qualifications in EU Member States for a certain number of officials from the Ministry of Health
- study visits to relevant Competent Authorities, in case of sectoral medical professions
- training courses for representatives of the Supreme Chamber of Physicians and Dentists, the Supreme Chamber of Nurses and Midwives, the Supreme Pharmaceutical Chamber and adequate regional chambers on their duties required to be performed within the system of recognition of qualifications in medical professions.
- training courses for personnel responsible for recognition of qualifications:
  - theoretical and practical training related to procedures for recognition of qualifications
  - establishment of rules and procedures of implementation of compensatory measures – adaptation period or passing the aptitude test,
  - keeping records on individuals seeking recognition of qualifications and rules of passing information on to the national co-ordinator.

PAA areas of activity: 13-months’ stay in Poland (location – Ministry of Health).
- verification and assessment of the organisational unit within the Ministry of Health responsible for recognition of qualification in medical professions falling under general system.
- preparation of information programme’s merit assumptions for recognition of qualifications in the context of the general system,
- assistance in preparation of rules of recognition of qualifications to pursuit medical professions the context of the general system, (rules and procedures of compensatory measures, supervision over decisions issued in relation with compensatory measures),
- participation and evaluation of the training courses for personnel responsible for recognition of qualifications
- evaluation and participation (according to the needs) in training courses for: representatives of medical universities and schools and professional chambers responsible for recognition of qualifications in medical professions,
- identification of gaps measures, if they exist.

The short-term experts’ visits should be focused on:
- preparation of monographs on teaching and rules of pursuit of the profession of a doctor, a dentist, a nurse, a midwife and a pharmacist in EU Member States.
• evaluation and participation in training courses for representatives of the Supreme Chamber of Physicians and Dentists, the Supreme Chamber of Nurses and Midwives, the Supreme Pharmaceutical Chamber and adequate regional chambers
• evaluation and participation in training courses for representatives of scientific societies and employees of the organisational unit in the Ministry of Health responsible for recognition of qualifications on recognition of qualifications in medical professions and solution of practical problems related to introduction of the system of recognition of qualifications.
• verification of the data bases to be prepared in the framework of this project

Regarding the “sectoral” professions, the main activities would be realised in the close co-operation with short-term experts.
They will be responsible for specific issues i.e. at least one short-term expert for each profession, who will support mainly relevant professional chambers in their preparation to the proper fulfilment of directives’ requirements.

Experts’ profile:
• university degree (preferably medical),
• professional experience in recognition of professional qualifications (min. 2-years),
• very good knowledge of the Community law in the field of recognition of professional qualifications,
• ability to provide and share his/her knowledge and expertise,
• experience in management of large international projects,
• good communication skills,
• fluency in English,
• knowledge of Polish will be an additional advantage.

Short term experts, beside above requirements, should meet the specific requirements, according to the envisaged tasks (profession).

Contract 2 - TECHNICAL ASSISTANCE - A
• Designing of an IT system for the purposes of recognition of qualifications.
Beside the technical development of such a system itself it would require relevant training for employees of the organisational unit in the ministry of health for recognition of qualifications in:
  - Maintenance and management of an IT system for the purposes of recognition of qualifications in medical professions,
  - IT supervision over the system of data collection and reporting to the national co-ordinator.
• Designing a new operational system for the purpose of Central Register of Nurses and Midwives. Such a system is necessary to be established in order to collect data on qualifications and number of nurses and midwives, what would be done at the regional level (collection of data) and at the central level (management of data)

Contract 3
TECHNICAL ASSISTANCE - B
It is proposed within this project to conduct some sort of bridging training programme (pilot programme) for interested nurses and midwives. Its scope is envisaged for ca. 800 persons and should last 16-18 months in order to ensure required level of provided knowledge.
Such a long-term training programme should be realised by ca. 6 institutions in different regions of Poland and should meet prepared by Ministry of Health scope of curricula (according to the peer review report’s recommendations) as well as should result in obtaining the certificate.
Envisaged costs:
1. Pilot group of 800 nurses and midwives
2. Costs to be covered by PHARE - ca. 1750 euro for one person
3. Total costs of PHARE – ca. 1 400 000 euro
4. Remaining costs would be covered by Polish side in two ways – by state budget – 500 000 euro and by nurses and midwives – 200 000 euro.
INVESTMENTS -  A
In the framework of this component the following purchases are envisaged:

- purchase of computers with relevant accessories and software for creation of a database on individuals applying for recognition of qualifications - 4 sets
- purchase of relevant hardware and software for the purposes of Central Register of Nurses and Midwives - one set in Supreme Chamber and 46 regional professional chambers – 47 sets
- purchase of relevant hardware and software for the purpose of information centres in professional chambers - ca. 50 sets
- purchase of office equipment – printer, scanner – 1 of each

Envisaged hardware:
Price – ca. 2000 euro for one desktop PC
For 101 users – 202 000 euro

Envisaged Software and other equipment – according to the experts’ recommendations – 138 500 euro

Printer, scanner - 1500 euro

Contract 5
INVESTMENTS -  B
In the framework of this component the following purchases are envisaged:

- issuing (printing) and replacing of all licenses to practice of Polish dentists – ca. 22,000 doctors stomatologists (connected with change of the professional title),

New Licences – 158 000 euro
22 000 of doctors stomatologists per 1 license (= ca.7,1 euro) = 158 000 euro

Bearing in mind, that proposed subjects of purchases are completely different there is a need to divide investment part into two contracts: one for computers and one for new licences.

4.Institutional framework:
4.1. Institutions responsible for and involved in the project:
- Minister of Health,
- Supreme Chamber of Physicians
- Supreme Pharmaceutics Chamber
- Supreme Chamber of Nurses and Midwives
- regional chambers of all professions

The Ministry of Health will act as a leading institution, responsible for supervision and monitoring of the project. This institution will specify individual actions and tasks to be taken or executed and will approve final results at subsequent stages of the project, as well as the result of the project as a whole (providing proper co-ordination of actions and effective execution of the project).

4.2. As the result of the whole process of harmonisation to the EU legislation the unit dealing with recognition of qualifications will be created, however will not cause the overall institutional changes.

4.3. Institutional beneficiary: Ministry of Health
4.4. N/A

5. Detailed budget (in EUR):

<table>
<thead>
<tr>
<th>PHARE financing</th>
<th>Contracts</th>
<th>Investment support</th>
<th>IB</th>
<th>Total PHARE</th>
<th>National co-financing</th>
<th>IFI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Twinning covenant</td>
<td>1 000 000</td>
<td>1 000 000</td>
<td>200 000</td>
<td>1 200 000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>2. TA1</td>
<td>150 000</td>
<td>150 000</td>
<td></td>
<td>150 000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>3. TA2</td>
<td>1 400 000</td>
<td>1 400 000</td>
<td>700 000</td>
<td>2 100 000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>4. Investments - A</td>
<td>250 000</td>
<td>250 000</td>
<td>92 000</td>
<td>342 000</td>
<td></td>
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<tr>
<td>5. Investment - B</td>
<td>120 000</td>
<td>120 000</td>
<td>38 000</td>
<td>158 000</td>
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<tr>
<td>TOTAL</td>
<td>370 000</td>
<td>2 550 000</td>
<td>2 920 000</td>
<td>1 030 000</td>
<td>3 950 000</td>
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</tr>
</tbody>
</table>

Polish co-financing will be available
6. Implementation arrangements:

6.1. Implementing Agency

PAO: Krystyna Gurbiel, Under Secretary of State at the Office of the Committee for European Integration, Aleje Ujazdowskie 9, 00-918 Warsaw, phone: +48 22 455 52 41, fax +48 22 455 52 43
Implementing Agency - Financing and contracting unit for the project:

CFCU – Foundation Co-operation Fund, Mr Wojciech Paciorkiewicz, CFCU Director, Górnoslaska 4a St., 00-400 Warsaw, phone: +48 22 622 88 20/ 450 99 16, fax: + 48 22 622 75 65
The CFCU is responsible for handling tendering, contracting and payments of contracts on behalf of the Ministry of Health which itself be responsible for preparing projects and managing their technical implementation.

6.2. Twinning

Ministry of Health, Klara Owczarska, Department of Science and Higher Education, ul. Miodowa 15, 00-952 Warsaw, Ph: +48 22 634-9373, Fax: +48 22 634-9465
Implementation of the twinning part of the project will be executed on the basis of a clearly specified twinning agreement. Partner agencies from the twin EU Member State will be responsible for provision of relevant expert opinions and support of the project. Ministry of Health will be the beneficiary of the project.

6.3. Non-standard aspects

Project implementation will proceed in accordance with the standard Phare principles (“Practical Guide to Phare, SAPARD and ISPA contract procedures” and “Reference Manual on Twinning projects”).

6.4. Contracts

Planned number of contracts – 5
1. twinning covenant – 1 200 000 EUR (1 000 000 EUR PHARE + 200 000 EUR - national co-financing)
2. technical assistance - A - 150 000 EUR (PHARE)
3. technical assistance - B – 2 100 000 EUR (1 400 000 EUR PHARE + 700 000 EUR national co-financing covered by state budget 500 000 EUR and by nurses and midwives 200 000 EUR) - parallel financing
4. investment contract - A - 342 000 EUR (250 000 EUR PHARE + 92 000 EUR - national co-financing)
   - joint co-financing
5. investment contract - B – 158 000 EUR (120 000 EUR PHARE + 38 000 EUR national co-financing) –
   joint co-financing – 22 000 of doctors stomatologists per 1 license (= ca.7,1 EUR) = 158 000 EUR

7. Implementation schedule:

7.1. Start of tendering/call for proposals: 1st quarter of 2003
    Start of twinning covenant – 1st quarter of 2003.
7.2. Start of project activities: 1st quarter of 2003.

8. Equal Opportunity:

Participation in the project will be equally open to women and men. Candidates will be evaluated on the basis of their competence, mainly their professional experience.

9. Environment: N/A.

10. Rates of return: N/A.

11. Investment criteria: N/A

12. Conditionality and sequencing:

A detailed draft and main documents will be prepared prior to signing of financial memorandum. The project will be co-financed according to the schedule within Poland’s state budget for 2003 and 2004.

1st quarter of 2003 Signature of the Twinning Covenant
4th quarter of 2004 Implementation of the qualifications’ recognition of medical professions,
4th quarter of 2005 System performance monitoring

Required annexes to project fiche:

1. Logframe planning matrix
2. Detailed timetable of the project’s execution
3. Quarterly schedules of contracting and spending financial means for the whole project’s execution period
### ANNEX 1 LOGFRAME MATRIX:

<table>
<thead>
<tr>
<th>Programme name and number:</th>
<th>Contracting expires</th>
<th>Disbursement expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>02.07 Recognition of qualifications for medical professions</td>
<td>30/11/04</td>
<td>30/11/05</td>
</tr>
</tbody>
</table>

| TOTAL BUDGET OF THE PROJECT EUR 3 950 000 | Phare: EUR: 2 920 000 |

<table>
<thead>
<tr>
<th>Overall objective</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Implementation of the Community law in the field of the system of recognition of professional qualification</td>
<td>- full implementation and introduction of the Community law in the field of medical professions</td>
<td>- reports of EU representatives and experts</td>
<td>- support from the Polish government and other subjects involved in the projects,</td>
</tr>
<tr>
<td>- Realisation of the NPAA priorities</td>
<td></td>
<td>- reports of the Ministry of Health</td>
<td>- effective and punctual completion of the pre-accession process,</td>
</tr>
<tr>
<td>- 2.4 introduction of the general system of recognition of professional qualifications in accordance with the Community law,</td>
<td></td>
<td></td>
<td>- financing of the project by the European Commission,</td>
</tr>
<tr>
<td>- 2.5 adjustment of the Polish law to the sectoral directives in the field of recognition of professional qualifications in medical professions: a doctor (physician), a dentist, a nurse, a midwife, a pharmacist).</td>
<td></td>
<td></td>
<td>- punctual financing of the project by the Polish side,</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introduction of the system of recognition of qualifications in medical professions in accordance with the Community law.</td>
<td>- general number of applications for recognition of qualifications,</td>
<td>- reports of the Ministry of Health</td>
<td>- co-operation and involvement of the parties participating in the project,</td>
</tr>
<tr>
<td></td>
<td>- number of accepted applications,</td>
<td>contractor’s reports (twinning partner)</td>
<td>- properly selected twinning partner and short-term experts,</td>
</tr>
<tr>
<td></td>
<td>- number of cases in which adaptation period or aptitude test is needed,</td>
<td></td>
<td>- transfer of relevant knowledge,</td>
</tr>
<tr>
<td></td>
<td>- number of unaccepted applications</td>
<td></td>
<td>- provision of relevant equipment,</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Results/Outputs</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Development of the unit for recognition of qualifications in medical professions within the structure of the Ministry of Health (MoH)</td>
<td>- effective operation of the unit for recognition of qualifications,</td>
<td>- reports of EU experts</td>
<td>- punctual transfer of relevant means from the state budget,</td>
</tr>
<tr>
<td>- Uniform procedures for recognition of qualifications in medical professions covered by general system established.</td>
<td>- preparation of monographs on teaching and rules of pursuit of medical professions in EU Member States,</td>
<td>- reports of the Ministry of Health</td>
<td>- co-operation of participating subjects,</td>
</tr>
<tr>
<td>- Professional knowledge and qualifications in the general system rules of representatives of scientific societies and medical schools upgraded;</td>
<td>- establishment of uniform rules of recognition of qualifications in medical professions falling under the general system,</td>
<td></td>
<td>- properly selected twinning partner,</td>
</tr>
<tr>
<td>- Required qualifications of 4 persons responsible for recognition of qualifications in the MoH obtained.</td>
<td>- training of personnel responsible for</td>
<td></td>
<td>- delays</td>
</tr>
<tr>
<td>- Administrative capacities for practical implementation of the acquis</td>
<td></td>
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</tr>
</tbody>
</table>
- Persons responsible for recognition of professional qualifications in chambers (doctor, dentist, nurses, midwives, and pharmacist) performing their duties in compliance with relevant directives' requirements
- Knowledge and qualifications of the certain number of nurses and midwives upgraded.
- Monographs on teaching and rules of pursuit of medical professions in EU Member States prepared.
- A system of information and data management for the purposes of recognition of professional qualifications established.
- Information centres in professional chambers fully operated and well equipped.
- Central Register of Nurses and Midwives established.
- All of ca. 22,000 licenses to practice of dentists issued and replaced ("lekarz stomatolog" to "lekarz dentysta").

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twinning should cover the following activities:</td>
<td>- providing the centre with proper equipment,</td>
<td>- reports of EU experts</td>
<td>- punctual preparation of ToR,</td>
</tr>
<tr>
<td>- Establishment of procedures for recognition of professional qualifications in medical professions, in accordance with acquis.</td>
<td>- creation of proper IT system, introduction and operation of computer software,</td>
<td>- reports of the Ministry of Health</td>
<td>- fulfilment by the Polish government and the European Commission of the planned tasks and taking up relevant actions (ToR, financial memorandum),</td>
</tr>
<tr>
<td>- Preparation of monographs on teaching and rules of pursuit of medical professions in EU Member States (expert opinions, analyses),</td>
<td>- execution of study visits,</td>
<td></td>
<td>- selection of proper twinning partner,</td>
</tr>
<tr>
<td>- Preparation of information materials for foreigners on Polish system.</td>
<td>- proper preparation of ToR,</td>
<td></td>
<td>- selection of proper participants of training courses and organisational actions,</td>
</tr>
<tr>
<td>Training and study visits in the framework of twinning:</td>
<td>- effective operation of the unit for recognition of qualifications in medical professions,</td>
<td></td>
<td>- signing of contracts within technical assistance,</td>
</tr>
<tr>
<td>- study visits to centres (NARIC's) responsible for recognition of qualifications in EU Member States for a certain number of officials from the MoH</td>
<td>- signing and effective execution of the twinning agreement,</td>
<td></td>
<td>- signing of contracts within investment contracts,</td>
</tr>
<tr>
<td>- study visits to relevant Competent Authorities, in case of sectoral medical professions</td>
<td>- signing of contracts within technical assistance,</td>
<td></td>
<td>- ensuring high level of involvement of the personnel and management standards in relation with the project and training courses,</td>
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<tr>
<td>- training courses for representatives of the Supreme Chamber of Physicians and Dentists, the Supreme Chamber of Nurses and Midwives, the Supreme Pharmaceutical Chamber and adequate regional chambers on their duties required to be performed within the system of recognition of qualifications in medical professions.</td>
<td>- signing of investment contracts,</td>
<td></td>
<td>- organisation of seminars and training courses, preparation of relevant documents,</td>
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<td>- Training courses for personnel responsible for recognition of qualifications on:</td>
<td>- ensuring high level of involvement of the personnel and management standards in relation with the project and training courses,</td>
<td></td>
<td>- print of appropriate number of licenses to practice</td>
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<tr>
<td>theoretical and practical training related to procedures for recognition of qualifications; establishment of rules and procedures of recognition of qualifications,</td>
<td>- organisation of seminars and training courses, preparation of relevant documents,</td>
<td></td>
<td>- signing and execution of investment contracts</td>
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</table>
implementation of compensatory measures – adaptation period or passing the aptitude test; keeping records on individuals seeking recognition of qualifications and rules of passing information on to the national co-ordinator.

**PAA areas of activity: 13-months’ stay in Poland (location – MoH).**

- verification and assessment of the organisational unit within the MoH responsible for recognition of qualification in medical professions falling under general system.
- preparation of information programme's merit assumptions for recognition of qualifications in the context of the general system.
- assistance in preparation of rules of recognition of qualifications to pursue medical professions the context of the general system, (rules and procedures of compensatory measures, supervision over decisions issued in relation with compensatory measures).
- participation and evaluation of the training courses for personnel responsible for recognition of qualifications
- evaluation and participation (according to the needs) in training courses for: representatives of medical universities and schools and professional chambers responsible for recognition of qualifications in medical professions,
- identification of gaps measures, if they exist.

---

**Annex 2-3: Implementation, contracting and disbursement schedules**

<table>
<thead>
<tr>
<th>Date of Drafting</th>
<th>February 2002</th>
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<td>Planning Period</td>
<td>1/2003 - 4/2005</td>
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<tr>
<td>Budget Allocation Cost Estimate</td>
<td>2.92 MEUR</td>
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<td><strong>Implementation schedule</strong></td>
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<tr>
<td><strong>Contracting schedule</strong></td>
<td>1 2.92</td>
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<td><strong>Disbursement schedule</strong></td>
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**Legend:** D = design of sub-projects/ C = tendering and contracting/ I = contract implementation and payment

2.92 MEUR