



On approval of the Rules for Confirming the Results of Continuous Professional Development, Assignment and Confirmation of the Qualification Level of Healthcare Workers

Unofficial translation

Order of the Minister of Health of the Republic of Kazakhstan dated December 20, 2020 № ҚР ДСМ -283/2020. Registered in the Ministry of Justice of the Republic of Kazakhstan on December 22, 2020 № 21843.

Unofficial translation

Footnote. The title - as revised by order of the Minister of Health of the Republic of Kazakhstan № 43 of 28.06.2024 (shall come into effect upon expiry of ten calendar days after the day of its first official publication).

Under sub-paragraph 41) of Article 7 of the Code of the Republic of Kazakhstan “On Public Health and the Healthcare System”, **I HEREBY ORDER:**

Footnote. The preamble - as revised by order of the Minister of Health of the Republic of Kazakhstan № 43 of 28.06.2024 (shall come into effect upon expiry of ten calendar days after the day of its first official publication).

1. That the attached Rules for Confirming the Results of Continuous Professional Development, Assignment and Confirmation of the Qualification Level of Healthcare Workers shall be approved.

Footnote. Paragraph 1 - as revised by order of the Minister of Health of the Republic of Kazakhstan № 43 of 28.06.2024 (shall be enacted ten calendar days after the date of its first official publication).

2. The Department of science and human resources of the Ministry of Health of the Republic of Kazakhstan, in accordance with the procedure established by the legislation of the Republic of Kazakhstan, to ensure:

1) state registration of this order in the Ministry of Justice of the Republic of Kazakhstan;
2) posting this order on the Internet resource of the Ministry of Health of the Republic of Kazakhstan after its official publication;

3) within ten working days after the state registration of this order in the Ministry of Justice of the Republic of Kazakhstan, submission of information to the Legal Department of the Ministry of Health of the Republic of Kazakhstan on implementation of the measures provided for in subparagraphs 1) and 2) of this paragraph.

3. The supervising vice minister of health of the Republic of Kazakhstan is authorized to control the execution of this order.

4. This order comes into effect upon the expiration of ten calendar days after the day of its first official publication.

*Minister of health of the
Republic of Kazakhstan*

A. Tsoi

AGREED

Minister of labor and social protection
of the Republic of Kazakhstan

" ____ " _____ 2020

Appendix to the order
Minister of health of the
Republic of Kazakhstan
dated December 20, 2020
№ ҚР ДСМ-283/2020

Rules for Confirming the Results of Continuing Professional Development, Assignment and Confirmation of Qualification Level of Healthcare Workers

Footnote. The Rules - as revised by order of the Minister of Health of the Republic of Kazakhstan № 43 of 28.06.2024 (shall become effective ten calendar days after the date of its first official publication).

Chapter 1. General provisions

1. These Rules for Confirming the Results of Continuous Professional Development, Assignment and Confirmation of Qualification Level of Healthcare Workers (hereinafter - the Rules) have been drawn up under sub-paragraph 41) of Article 7 of the Code of the Republic of Kazakhstan “On Public Health and the Healthcare System” (hereinafter - the Code) and establish the procedure for confirming the results of continuous professional development, awarding and confirming the level of qualification of healthcare workers who have technical and vocational, post-secondary, higher, postgraduate education specialising in “Healthcare”,

2. The results of continuous professional development (hereinafter referred to as CPD) of healthcare workers shall be confirmed by the personnel management service and the head of the healthcare organisation as per the criteria for confirming the results of continuous professional development of healthcare workers, pursuant to Appendix 1 hereto.

3. The following concepts are used herein:

1) an accredited evaluation institution is an institution accredited by the authorized body of healthcare, evaluating the knowledge and skills of students and professional preparedness of graduates of educational programmes, specialists in the field of healthcare;

2) a credit unit in the system of continuous professional development of healthcare workers (hereinafter - CU) is a unified conventional unit of measurement of the volume of participation of a specialist in activities that contribute to continuous professional development for a certain period of professional activity;

3) a healthcare worker is a natural person who has professional medical education and is engaged in healthcare activities;

4) additional education of healthcare professionals (hereinafter - additional education refers to the process of training undertaken to meet the educational needs of healthcare personnel to maintain, expand, deepen and improve professional knowledge, skills and abilities, as well as to master new (additional) competencies;

5) professional qualification is a degree of professional training characterising the possession of competences required to perform labour functions in a profession;

6) professional standard is a written official document establishing general requirements for knowledge, skills, abilities, work experience with regard to formal and (or) non-formal and (or) informal education, level of qualification and competence, content, quality and conditions of labour in a specific area of professional activity;

7) sectoral qualifications framework (hereinafter – SQF) is a document developed on the basis of the National Classifier of Occupations of the Republic of Kazakhstan, the national qualifications framework and classifying in the sector the requirements for qualification of a specialist by levels depending on the complexity of the work performed and the nature of knowledge, skills and competences used in the sector;

8) non-formal education is a type of education planned, organised and implemented by entities that offer educational services rendered without regard to the venue, timing and form of education, and accompanied by the issuance of a document confirming the results of studies.

4. The results of the CPD of healthcare workers shall be documents certifying the results of additional, non-formal education, additional competences and other professional development activities, with due regard to the requirements under paragraph 3 of Article 269 of the Code.

The results of the CPD of health professionals shall be validated for the certification of health professionals under Article 27 of the Code.

5. Assignment and (or) confirmation of the level of qualification, as per the SQF of the sphere “Healthcare”, to health care workers shall be effected based on the results of evaluation of knowledge and skills, issued by an accredited evaluation entity, as prescribed by these Rules.

Within the framework of the state services “Issuance of a Specialist Certificate for Admission to Clinical Practice” and “Issuance of a Foreign Specialist Certificate for Admission to Clinical Practice”, if there is a conclusion of an accredited evaluation entity, healthcare professionals shall receive or confirm a specialist certificate in their speciality (specialisation), with due regard to the level of the certificate awarded, in a manner consistent with order № KR DSM-274/2020 of the Minister of Healthcare of the Republic of Kazakhstan of December 15, 2020 “On Approval of the Rules for Certification of a Healthcare Specialist, Confirmation of the Validity of a Healthcare Specialist Certificate,

Including Foreign Specialists, as well as the Conditions for Admission to Certification of a Healthcare Specialist of a Person Who Received Medical and (or) Pharmaceutical Education in the Field of Healthcare Outside the Republic of Kazakhstan” (recorded in the Register of State Registration of Regulatory Legal Acts under № 21818).

Chapter 2. Procedures for confirming the results of continuing professional development of healthcare professionals

6. The results of the CPD of healthcare professionals shall be confirmed for the last 5 years by the head of the healthcare entity.

7. Upon availability of certifying documents of the NDP results, the healthcare professional shall file the supporting documents envisaged by the criteria, as per Appendix 1 hereof to the human resources management service at the place of his/her main activity.

Documents issued in a foreign language shall be furnished with a notarised translation in the Kazakh or Russian language.

8. The human resources service and the head of the healthcare institution shall award CU for each CPD outcome criterion.

9. The final outcome of the CPD shall be summarised by adding together the CU for additional education, non-formal education and additional competences.

Following the results of additional education (advanced training) CU shall be calculated for the last 5 years as per Chapter 1 of Appendix 1 hereto.

Based on the outcomes of non-formal education, the CU shall be calculated pursuant to Chapter 2 of Appendix 1 hereto, for additional competences - pursuant to Chapter 3 of Appendix 1 hereto.

10. The confirmed results of the CPD shall be drawn up in the form as set out in Appendix 2 hereto.

11. The grounds for refusal to confirm the results of the CPD shall be non-compliance of the documents certifying the results of the CPD with the requirements to the criteria.

Chapter 3. Procedure for awarding and confirming qualification levels

12. A healthcare professional applying for awarding and (or) confirmation of the qualification level shall furnish to the accredited evaluation entity the results of the CPD as per paragraph 6 hereof.

To assign the next level of qualification to a healthcare professional it shall be essential to :

1) have education in the field of healthcare corresponding to the level of qualification, confirmed by a diploma of education;

2) possess knowledge and skills confirmed by the result of the professional competence evaluation, issued by an accredited evaluation institution;

3) perform labour functions complying with the declared level of qualification as per the requirements of the professional standard, confirmed by a report from the electronic register of services or professional activities signed by the head of the structural unit;

4) implement CPD activities certified by the human resources management service and the head of the healthcare organisation.

When confirming the existing level of qualification, a healthcare professional shall not undergo the evaluation of knowledge and skills as per sub-paragraph 2) of this paragraph.

13. To achieve the appropriate level of qualification, CPD activities shall be required, including additional, non-formal education and additional competences based on the criteria for confirming the results of continuous professional development of healthcare professionals as per Appendix 3 hereto.

14. The total amount of continuing professional development activities for qualification levels shall not be less than 210 CU.

15. Additional and (or) non-formal education received by healthcare professionals in foreign organisations included in three international academic rankings and among the first 250 (two hundred and fifty) positions of two or more of them (QS World University Rankings), (Academic Ranking of World Universities), rating of the best universities in the world according to the Times Higher Education World University Rankings stipulated by order of the Minister of Science and Higher Education of the Republic of Kazakhstan № 268 of June 12, 2023 “On Approval of the Rules for Recognition of Education Documents” (recorded in the Register of State Registration of Regulatory Legal Acts under № 32800) shall be recognised as valid in the Republic of Kazakhstan upon presentation of the original document

16. Healthcare professionals shall be assigned the initial or next level of qualification based on the result of the evaluation of professional preparedness, issued by an accredited evaluation entity in the manner prescribed by order of the Minister of Health of the Republic of Kazakhstan № KR DSM-249/2020 of December 11, 2020 “On Approval of the Rules for Evaluating the Knowledge and Skills of Students, Evaluating the Professional Preparation of Graduates of Educational Programmes in the Field of Public Health and Specialists in the Field of Public Health” (recorded in the Register of State Registration of Regulatory Legal Acts under № 21763).

17. Initial qualification levels 4.0, 5.0, 6.0, 7.0 (I), 7.1 (R) shall be assigned to graduates of educational and scientific institutions in the field of public health in compliance with the SQF in the field of public health as per Appendix 4 hereto.

18. The level of qualification in a specialisation shall be assigned within the framework of the major speciality, under order № KR DSM-218/2020 of the Minister of Health of the Republic of Kazakhstan of November 30, 2020 “On Approval of the List of Specialities and Specialisations Subject to Certification of Healthcare Professionals” (recorded in the Register of State Registration of Regulatory Legal Acts under № 21699).

19. When assigning the next level of qualification, the sequence of qualification levels established by the SQF of the sphere “Public Health” shall be observed as per Appendix 5 hereto.

Healthcare professionals having indefinite certificates of category assignment shall reissue them for a certificate of a professional in a speciality with an appropriate level of qualification without undergoing evaluation of knowledge and skills.

Appendix 1
to the Rules for Confirming
the Results of Continuous Professional
Development, Assignment and
Confirmation of the Qualification
Level of Healthcare Workers

Criteria for validating the results of continuing professional development of healthcare professionals

№	Name of criterion	Criterion requirement	Measuring unit	Supporting document
1	2	3	4	5
Chapter 1: Additional education				
1	Additional education (professional development cycle)	in line with the field of the declared speciality; in line with the level of the educational programme; specifying the number of hours or credits	1 hour = 1 credit unit	a copy of the certificate of advanced training
Chapter 2: Non-formal education				
2	Internship in the field of speciality	of regional, city, national importance	1 week = 10 credit units	a copy of the report on the implementation of the individual internship plan, data on the knowledge, skills and abilities acquired in the course of the internship, feedback from the head of the structural unit on the healthcare professional on the results of the internship
		of international importance	1 week = 30 credit units	
3	Participation in face-to-face training	in compliance with the profile of the declared speciality;	1 hour = 0.5 credit unit	a copy of the training certificate

	seminars, trainings, masterclasses	specifying the number of hours or credits		
4	Participation in webinars, online courses, other training activities organised using distance learning technologies	in conformity with the profile of the declared speciality; specifying the number of hours or credits	1 hour = 0.5 credit unit	a copy of the training certificate
Chapter 3: Additional competences				
5	Participation in the work of a meeting, congress, conference	of regional, city importance	1 day = 5 credit units; presentation = 10 credit units	participant's document and (or) conference programme specifying the speaker's full name, topic, venue, organiser, date
		of national importance	1 day = 10 credit units; presentation = 50 credit units	
		of international importance	day = 40 credit units; presentation = 100 credit units	
6	Publication of monographs, guidelines, methodological recommendations	as per the profile of the claimed speciality; first author or mono-authorship	1 monograph = 180 credit units; manual, methodological recommendations = 30 credit units	an electronic copy of a published monograph, manual, guidelines, methodological recommendations, first author
7	Publication of a textbook (book)	in line with the profile of the claimed speciality; first author or mono-authorship	1 textbook (book) = 180 credit units	an electronic copy of a published textbook (book)
8	Publication of a scientific article in periodicals included in the list of those recommended by the Quality Assurance Committee in Science and Higher Education of the Ministry of Science and Higher Education of the Republic of Kazakhstan.	in compliance with the profile of the claimed speciality; the first 3 authors	1 article = 20 credit units	an electronic copy of the published article, first 3 authors
9	Publication of an article in national and foreign editions not included in the list recommended by the Quality Assurance Committee in	in conformity with the profile of the		

	Science and Higher Education of the Ministry of Science and Higher Education of the Republic of Kazakhstan.	claimed speciality; the first 3 authors	1 article = 10 credit units	an electronic copy of the published article, first 3 authors
10	Publication of a scientific article in periodicals indexed in Scopus, Web of Science, Springer	in compliance with the profile of the declared speciality	1 article, journal quartile Q4 = 90 credits; 1 article, journal quartile Q3 = 120 credit units; 1 article, journal quartile Q2 = 150 credit units; 1 article, journal quartile Q1 = 180 credit units.	reference to the published article in Scopus, Web of Science, Springer databases
11	Getting a patent	in compliance with the profile of the declared speciality	1 national level patent = 60 credit units; 1 foreign level patent = 180 credit units	patent copy
12	Obtaining an Intellectual Property Certificate of the Republic of Kazakhstan	in line with the profile of the declared speciality	1 certificate = 30 credit units	a copy of the intellectual property certificate
13	Mentoring, teaching activities	in line with the profile of the declared speciality	within a year as a tutor or mentor for trainees of medical education organisations = 10 credit units	a copy of the medical organisation's order appointing a mentor, and/or a certificate of advanced training in tutoring and (or) mentoring
14	Mentoring for young and newly hired specialists	in line with the profile of the declared speciality	within one year as a mentor = 10 credit units	a copy of the order appointing a mentor
15	Introduction into practice of innovative scientific or practical methods of diagnostics, treatment, prevention of a disease	in line with the profile of the declared speciality	1 act of implementation = 60 credit units	an implementation report with the participation of the local health authority
16	Membership in a professional association	as per the profile of the applied speciality; at least 1 year with active membership at the time of confirmation	regional level = 10 credit units; national level = 30 credit units; international level = 60 credit units	a copy of the document confirming membership
		in line with the profile of the claimed speciality; for 5 years		

17	Membership in expert bodies	at least 1 year with active membership at the time of confirmation	national level = 90 credit units	a copy of the document confirming an expert activity
18	Expert and/or coaching activities	in line with the profile of the declared speciality Within one year at the time of confirmation	1 document = 10 credit units	a copy of the document confirming expert and coaching activities
19	Participation in the development of normative legal and other regulatory acts	in compliance with the profile of the declared speciality; national level (clinical protocols, clinical nursing guidelines, standards of operating procedures, sectoral programmes, state standards of education)	1 document = 30 credit units	a copy of the order on the composition of the working group
20	Participation in the substantive or testing expertise of the examination material (test questions and clinical scenarios) of an accredited institution to evaluate the knowledge and skills of students, professional preparedness of graduates and health professionals	in line with the profile of the declared speciality	50 test questions = 1 credit unit; 10 clinical scenarios = 1 credit unit	a copy of the act of examination of the examination material
21	Participation in the work of an independent expert commission for the purpose of establishing and confirming the existence (absence) of the fact of causing harm to a patient's life and health as a result of medical activities	in conformity with the profile of the declared speciality within 5 years at the time of confirmation	1 document = 90 credit units	an extract from the minutes of the meeting of the independent expert commission on the participation of the expert and a copy of the order approving the composition of the independent expert commission
22	Completion of a self-evaluation by an			a positive result of self-evaluation of knowledge and skills

accredited evaluation organisation	a positive result (equal to or above the threshold)	1 self-evaluation result = 30 credit units	(equal to or above the threshold level)
------------------------------------	---	--	---

Appendix 2
to the Rules for Confirming
the Results of Continuous Professional
Development, Assignment and
Confirmation of the Qualification
Level of Healthcare Workers

Document form

Confirmation of the results of continuing professional development of healthcare professionals

1. Surname, first name, patronymic (if any) _____
2. Declared speciality _____
3. Total length of service of the healthcare worker (years, months, days) _____
4. Length of service in the declared speciality (years, months, days) _____
5. Current place of employment _____
6. Position held _____
7. Labour activity in the declared speciality

(at the time of confirmation of the results of continuing professional development in the declared speciality)

Date of receipt	Date of dismissal	Place of employment	Position held	Number of the order	Date of issuance of the order

8. Level of sectoral qualifications framework _____
9. Qualification category (if any) _____
10. Postgraduate education (if any) _____
11. Results of the CPD _____

№	Name of criterion	Result in credit units
Chapter 1: Further Education		
1		
Chapter 2: Non-formal education		
2		
3		
4		
5		
Chapter 3: Additional competences		
6		
7		
8		

9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
	Total results of CPD:	

Head of Human Resources Management Service _____
 surname, first name, patronymic (if any) _____
 (signature) date of issuance _____
 Head of the healthcare entity _____
 surname, first name, patronymic (if any) _____
 _____ (signature) date of issuance _____

Appendix 3
 to the Rules for Confirming
 the Results of Continuous Professional
 Development, Assignment and
 Confirmation of the Qualification
 Level of Healthcare Workers

Continuous professional development of healthcare workers

№	Name of continuous professional development activity				
1	Levels of the sectoral qualifications framework	4.0;	4.1;	4.2;	4.3;
		5.0;	5.1;	5.2;	5.3;
	Qualification category	6.0;	6.1;	6.2;	6.3;
		7.0 (I);	7.1 (I);	7.2 (I);	7.3 (I);
		7.1 (R)	7.2 (R)	7.3 (R)	7.4 (R)
		No qualification category	Second qualification category	First qualification category	Highest qualification category
2	Total continuing professional development activities (sum of credits of additional education, non-formal	at least 210 credit units over 5 years	at least 210 credit units in 5 years or participation in the Independent Expert Commission when examining an insured event,	at least 210 credit units in 5 years or participation in the Independent Expert Commission when examining an insured event,	at least 210 credit units in 5 years or participation in the Independent Expert Commission when examining an insured event,

	education and additional competences)		at least 3 times in the last 3 years.	at least 3 times in the last 3 years.	at least 3 times in the last 3 years.
3	Additional education	at least 150 credit units (hours) of advanced training at the basic level	at least 150 credit units (hours) of basic or intermediate level professional development	at least 120 credit units (hours) of advanced training at the intermediate or higher level	at least 60 credit units (hours) of advanced training at a higher or specialised level
	Non-formal education	at least 50 credit units (hours)	not less than 50 credit units (hours)	at least 50 credit units (hours)	at least 60 credit units of regional, national or international level
	Additional competences	at least 10 credit units	at least 10 credit units	at least 40 credit units of events of regional, national or international level	at least 90 credit units of events of regional, national or international level

Appendix 4
to the Rules for Confirming
the Results of Continuous Professional
Development, Assignment and
Confirmation of the Qualification
Level of Healthcare Workers

Initial qualification levels

Qualification level of the SQF	Level of education in the health sector
4.0	technical and vocational education
5.0	post-secondary education (applied bachelor's degree)
6.0	higher education (academic bachelor's degree)
7.0 (I)	Postgraduate education (master's degree based on a completed bachelor's programme) and/or practical work experience; or higher basic medical education (internship) and/or continuing integrated medical education
7.1 (R)	postgraduate education (residency) certification course (for specialisation*)
8	PhD doctoral studies, PhD degree, (Candidate of Medical Sciences, Doctor of Medical Sciences) or higher medical education and managerial experience in the sector.

Appendix 5
to the Rules for Confirming
the Results of Continuous Professional
Development, Assignment and
Confirmation of the Qualification
Level of Healthcare Workers

Ordinary levels of qualification

Level of education in healthcare	Qualification level of the SQF	Qualification category	Continuous work experience in the declared speciality and (or) specialisation since the date of obtaining the previous level of qualification
Technical and vocational education	4.1	second one	at least 5 years
	4.2	first one	at least 4 years
	4.3	highest one	at least 3 years
Post-secondary education (applied bachelor's degree)	5.1	second one	at least 5 years
	5.2	first one	at least 4 years
	5.3	highest one	at least 3 years
Higher education (academic bachelor's degree)	6.1	second one	at least 5 years
	6.2	first one	at least 4 years
	6.3	highest one	at least 3 years
Basic medical education (internship)	7.1(I)	second one	at least 5 years
	7.2(I)	first one	at least 4 years
	7.3(I)	highest one	at least 3 years
Postgraduate education (clinical residency, retraining, residency)	7.2(R)	second one	at least 5 years
	7.3(R)	first one	at least 4 years
	7.4(R)	highest one	at least 3 years
Degree of Candidate of Medical Sciences, Doctor of Medical Sciences, PhD	8		