



# What have we done on the field: legislation, regulations and competence for nurses and midwives?

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# The Chamber of Nurses and Healthcare Technicians of Serbia (CNHTS)



- ▶ 95000 members,
- ▶ Period of relicensing started in Jun 2015.,
- ▶ Increasing number of requests in 2016.



- ▶ **The Law on Health Protection** ("Off. Gazette of RS" No.107/2005, 72/2009–Republic Law 88 / 2010.99 / 2010.57 / 2011.119 / 2012.45 / 2013– Republic Law and 93/2014),
- ▶ **The Law on Chambers for Health Workers** ("Off. Gazette of RS" No.107/2005 and 99/2010);
- ▶ **The Regulation on detailed conditions for the obtainment, renewal or revocation of the License for members of Chambers of Health Workers** ("Off. Gazette of RS" No. 119/2007, 23/2009 and 40/2010),
- ▶ **The Regulation on detailed conditions for the implementation of continuing education for Health Workers and Associate Health Workers** ("Off. Gazette of RS" no. 2/2011)



- ▶ Law on the Chambers of the Republic of Serbia – January 2006. („Off.Gazette of RS“ No.107/2005, 99/2010)
  - Improve the conditions for carrying out the profession of health care workers
  - Protect the professional interests of health care workers
  - Improve the implementation of health care
  - Protect interests of citizens in the Republic of Serbia.

# According to the Law of Chambers of Health Workers are established



- ▶ Chamber of Nurses and Healthcare Technicians of Serbia
- ▶ Serbian Medical Chamber
- ▶ Chamber of Dentists of Serbia
- ▶ Chamber of Pharmacists of Serbia
- ▶ Chamber of Biochemists of Serbia



- ▶ The Chambers have a legal entity with rights, obligations, and responsibilities determined by the Law and the Statute of the Chamber,
- ▶ Membership is obligatory for all healthcare workers who are participating in the Health Care System of the Republic of Serbia,

# Aim for the formation



- ▶ improve the conditions for performing the profession of health care workers,
- ▶ protect professional interests of health care workers .



# The Law on Health Care („Off.Gazette of RS“ No. 107/2005, 72/2009, 88/2010, 99/2010, 57/2011, 119/2012, 45/2013 and 93/2014)

- Health Care workers have the right and obligation to be professionally trained in order to maintain and improve the quality of work, thus impacting on the conditions for performing the health care profession.





# The Regulation of detailed conditions for obtaining, renewal or revocation of the Licence for members of Chambers of Health Workers („Off.Gazette of RS“ No. 119/2007, 23/2009 and 40/2010).

- Section 8. states that professional development of health care workers is a requirement for obtaining as well as renewing the right to practice independently – The Licence.

# The Regulation determines



- ▶ The types of programs, methods, procedures and duration of continuing education,
- ▶ Institutions and associations that can conduct the process of continuous education,
- ▶ Criteria for the accreditation of programs of continuing education,
- ▶ Other issues of importance for the implementation of continuing education for health care workers and associate health workers



- ▶ The License is issued to a health care worker after employment,
- ▶ The License is valid for a period of seven years,
- ▶ The health care worker has an obligation to achieve total of 168 points,
- ▶ The 24 points realized annually from a number of different programs of continuing education,
- ▶ Health care worker, in order to renew the License submits a request 60 days before the expiry of the period for which the License was issued.



- ▶ The 50% should be from the area for which the license was issued to the health care worker,
- ▶ The other 50% can be from other areas related to the activity the health care worker performs,
- ▶ One-half of the annual total amount of points is acquired through the program of continuing education that is carried out in a health institution or private practice where the health care worker is employed,
- ▶ The second half of the annual total amount of points is obtained through participation in external continuing education programs conducted outside health institutions and private practices in which a health care worker is employed.



- ▶ Regulation on detailed conditions for the implementation of continuing education for health workers and associate health workers ("Off. Gazette of RS" no. 2/2011).
  - Who can be the organizer of the program (faculties, schools of medical profession, health care institutions, private practices, and associations of health professionals and institutions).
  - What is considered by continuing education (professional and scientific meetings, seminars, courses and other programs of continuing education).
- ▶ The Health Council of Serbia assess the quality of programs of continuing education (four times a year),

# The structure of Chamber of Nurses and Healthcare Technicians of Serbia (CNHTS)



- ▶ Parliament
- ▶ Board of directors
- ▶ Supervisory board
- ▶ Director
- ▶ Executive Board of the branches
- ▶ Ethic Committees of the Chamber;
- ▶ Commission for Mediation;
- ▶ Court of Honor of the First and the Second Degree;
- ▶ Committees of the Chamber;
- ▶ Other bodies established by the Statute of Chamber



- ▶ The work of the Chamber is governed by
  - The Statute as the highest act of CNHTS
  - Other general acts of the Chamber that are in accordance with the Law and the Statute of the Chamber



## ▶ Regulation of the Mutual Aid Fund for the members of the Chamber of Nurses and Healthcare Technicians of Serbia

(No.3650/13 from 27.12.2013).

- The each member of CNHTS, on equal terms in accordance with the material possibilities of the Fund, is given the possibility of professional advancement,
- The each member CNHTS is also a member of the Mutual Aid Fund of and has the right to apply to the Board of the Mutual Aid Fund of for allocation of funds for vocational training,
- Determines the method of allocation of financial resources intended for the implementation of continuing education, which is allocated to the professional association or other organizers of continuing education.



# The Chamber of Nurses and Healthcare Technicians of Serbia (CNHTS)



- ▶ Actively participate in common efforts of all factors of the Health System of Serbia, headed by the Ministry of Health of Serbia,
- ▶ Introduce amendments and additions to the legal acts, which will give a positive impulse to bring continuity and increasing quality of Healthcare in the Republic of Serbia,
- ▶ Creating a stimulating work environment for health care workers and associate health care workers that will encourage the achievement of the full professional capacity and achieve a high level of professional standards and ethical principles.



- ▶ The Ministry of Health 27.04.2015. formed a work group to amend and improve The Regulation on detailed conditions for issuance, renewal and revocation of The Licenses for health care professionals,
- ▶ On the 29.05.2015. The Ministry of Health formed another group to amend and improve The Regulation on detailed conditions for the implementation of continuous education for health care workers and associate health workers,
- ▶ Changes and amendments have the aim to raise the quality of continuing education for health care workers and associate health workers, to increase the availability of continuous education and more closely define the conditions for the implementation of continuing education and procedures related to continuing education.



- ▶ Approximately 5,000 health workers with a diploma of specialized and academic studies of the health profession.
- ▶ The regulations in the Republic of Serbia have not yet agreed on a matter about of issuing The Licenses to the members who have completed specialized and academic studies,
- ▶ Chamber is taking all measures and procedures under its jurisdiction to resolve this issue as soon as possible and to commence with the release of licenses to health care workers who have completed specialized and academic studies.



- ▶ The Ministry of Health supported the conclusion of the meeting held on 18.06.2015.in the Serbian Chamber of Commerce
  - Improve the conditions for the participation of all participants of the health care system in the adoption of the legislation, as well as in the process of change and convergence of the existing legislation with EU regulations,
  - Overcome all the organizational problems and making the best solutions in the interest of the profession, improve prevention and upgrading results in health care of the population.



- ▶ Mutual cooperation based on the following principles:
  - Partnership
  - Transparency
  - Accountability
  - Independence and Autonomy
  - Unity



The founding of Chambers and the introduction of professional training in the health care system through continuing education, gives the task to the health care workers to, besides the diploma of the medical profession and certificates on professional exams, have an approval for independent work – the License.



The Chamber of Nurses and Healthcare Technicians of Serbia is doing everything within its jurisdiction to contribute in a good spirit and mutual trust and respect to develop and demonstrate the full potential of the nursing profession and profession of all health care technicians, to protect an adequate manner interests of the profession and patients rights and that the health system of Republic of Serbia reached generally accepted professional standards and ethical principles which will be realized in practice as required by The Law on patient rights through the partnership between the patients as recipients of health services and health care professionals as providers of health services.



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