

ORIGINAL ARTICLE

Continuing Professional Development in Ukraine: 2025 Update

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ABSTRACT

The purpose of this article is to translate the updated criteria for awarding continuing professional development (CPD) points to the healthcare workers. Also, this paper compares the criteria specifically for publishing articles between the 2019 and 2025 Orders of the Ministry of Healthcare of Ukraine (i.e., Orders No. 446 and No. 650). This translated document is an update to the 2024 publication. Points will be awarded for publications in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection, or in scientific publications included in the list of scientific professional publications of Ukraine.

KEY WORDS

Continuing professional development (CPD); CPD points; criteria for awarding CPD points; healthcare workers, article

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1. INTRODUCTION

Continuing professional development (CPD) of healthcare workers in Ukraine continues to evolve [1, 2]. And in April 2025, a new Ministry of Healthcare of Ukraine Order was issued, which changes the criteria for awarding CPD points [3]. The purpose of this article is to translate the updated scoring criteria and compare the criteria for awarding CPD points specifically for publishing articles between the 2019 and 2025 Orders [1, 3].

2. DISCUSSION

Below will be listed the Order Ministry of Healthcare of Ukraine that has lost its validity and the current Order.

2.1 Legislation

No longer valid

- Order of the Ministry of Healthcare of Ukraine of February 22, 2019, No. 446 "Some issues of continuing professional development (CPD) of doctors" (as amended by Order of the Ministry of Healthcare of Ukraine of August 18, 2021, No. 1753).

Valid

- Order of the Ministry of Healthcare of Ukraine of April 16, 2025, No. 650 "On approval of the Procedure for conducting certification of healthcare workers and amending certain orders of the Ministry of Healthcare of Ukraine."
- Order of the Ministry of Healthcare of Ukraine of May 08, 2019, No. 781 "On approval of the Regulation on peer groups."

2.2 Key Information

It is important to emphasize two points of the new Order, namely points 3 and 4:
(3) Until June 30, 2025, the annual amount of CPD points for healthcare workers is accrued in accordance with the criteria for accruing CPD points set out in Appendix 4 to the Procedure for Conducting Certification of Doctors, approved by Order of the Ministry of Healthcare of Ukraine dated February 22, 2019 No. 446, registered with the Ministry of Justice of Ukraine on March 25, 2019 under No. 293/33264 (as amended by Order of the Ministry of Healthcare of Ukraine dated August 18, 2021 No. 1753) [1, 3].

(4) From July 1, 2025, the annual amount of CPD points for healthcare workers will be accrued in accordance with the criteria for accruing CPD points set out in Appendix 6 to the Procedure for Conducting Certification of Healthcare Workers, approved by Order of the Ministry of Healthcare of Ukraine of April 16, 2025, No. 650 "On approval of the Procedure for conducting certification of healthcare workers and amending certain orders of the Ministry of Healthcare of Ukraine" [3].

In general, if we compare the 2 orders, the previous and the new one, it is worth noting the following. Appendix 4 to the Order No. 446 (i.e., previous order) lists 10 criteria for awarding CPD points [1]. In contrast to Order No. 446, Appendix 6 to the Order No. 650 lists 18 different criteria for awarding CPD points (Fig 1 and Table 1) [3].

In the new Order, as in the previous one, the biggest number of points is awarded for the defense of the dissertation [1-3]. In the new Order, as in the previous one, the largest number of points is awarded for the defense of dissertations, namely 100 points for the defense of a dissertation for the scientific degree of Doctor of Philosophy (PhD) and 150 points for the defense of a dissertation for the scientific degree of Doctor of Sciences (ScD) [3, 8].

In the previous order, the least number of points, namely 1 point, could be awarded for the professional development by distance learning using electronic educational resources [1, 2]. In the new order, the lowest possible number of points is 0.5 points per 1 hour for professional internship outside the institution where the employee works [3]. Also, 0.5 points per 1 hour is awarded for participation in an event such as a conference, etc.

A new interesting criterion for scoring points in the new order is participation in peer group activities [3, 8].

2.3 Analysis of the Criteria Related to the Publication of Articles

Quite interesting changes have occurred in the criteria for publishing articles. There is a convergence of standards with the requirements of the Ministry of Education and Science of Ukraine for scientific professional publications and the division of journals into categories A and B [4].

Додаток 6
до Порядку проведення атестації
працівників сфери охорони здоров'я
(пункт 5 розділу IV)

Критерії
нарахування балів безперервного професійного розвитку

№ з/п	Вид діяльності	Кількість балів	Підтвердний документ
1	2	3	4
I. Формальна освіта			
1	Здобуття освітньо-наукового та наукового рівнів вищої освіти галузі знань «Охорона здоров'я та соціальне забезпечення» (крім спеціальностей: «Соціальна робота та консультування», «Дитячі та молодіжні служби»): доктор філософії; доктор наук. Нарахування балів здійснюється у рік захисту дисертації	 100 150	Диплом про присвоєння наукового ступеня
2	Захист Ph.D. в країнах OECD Нарахування балів здійснюється у рік захисту дисертації	100	Сертифікат / диплом про присвоєння ступеня доктора філософії за спеціальністю у сфері охорони здоров'я, біології та біохімії, хімії, психології, богослов'я
II. Неформальна освіта			
1	Цикли спеціалізації (субспеціалізації)	30 балів за 1 місяць навчання але не більше мінімальної кількості балів, яка має бути підтверджена за річний період	Сертифікат
2	Підвищення кваліфікації на циклах тематичного удосконалення в закладах освіти, в тому числі за змішаною (денною та дистанційною) формою освіти:		Сертифікат
	1 тиждень	20	
	2 тижні	30	
3	Професійне стажування за межами закладу, де працює працівник (у т. ч. за кордоном, крім країн OECD)	0,5 балів за 1 годину	Копія наказу про відрядження та копія наказу про зарахування на стажування в Україні
4	Професійне стажування в медичному/ реабілітаційному закладі країн OECD	1 бал за 1 годину	Копія наказу про відрядження, програма

FIGURE 1. Criteria for awarding continuing professional development (CPD) points according the Appendix 6 to the Procedure for Conducting Certification of Healthcare Workers (**A-C**) [3]. In Ukrainian. **(Fig 1 continued on next page.)**

			стажування (яка є частиною наказу про відрядження)
5	Науково-практична конференція, конгрес, симпозіум у тому числі онлайн (в Україні або за кордоном крім країн OECD та крім закордонних конференцій, які акредитованих EACCME/ACCME/RCPSC чи сертифіковані ERC/ILCOR/AHA):		Сертифікат про участь в конференції. Доповідь підтверджується програмою події та/або публікацією у матеріалах заходу
	участь в заході (слухач)	0,5 балів за 1 годину	
	стендова доповідь	10	
	усна доповідь	15	
6	Науково-практична конференція, конгрес, симпозіум у тому числі онлайн у країнах OECD або акредитовані за кордоном EACCME/ACCME/RCPSC/EBAC чи сертифіковані ERC/ILCOR/AHA:		Сертифікат про участь в конференції. Доповідь підтверджується програмою події та/або публікацією у матеріалах заходу
	участь в заході (слухач)	1 бал за 1 годину	
	стендова доповідь	15	
	усна доповідь	25	
7	Професійний розвиток за дистанційною формою навчання з використанням україномовних електронних навчальних платформ. Кількість балів, що враховуються до обов'язкового щорічного мінімуму, не має перевищувати 20 балів	1 бал за 1 годину	Сертифікат
8	Професійний розвиток за дистанційною формою навчання з використанням англомовних електронних навчальних платформ. Кількість балів, що враховуються до обов'язкового щорічного мінімуму, не має перевищувати 25 балів	1,5 бали за 1 годину	Сертифікат
9	Навчання на симуляційних тренінгах або тренінгах з оволодіння практичними навичками	2 бали за 1 годину*	Сертифікат
10	Проведення симуляційних тренінгів або тренінгів з оволодіння практичними навичками, які зареєстровано як заходи безперервного професійного розвитку, у ролі викладача та/або тренера / інструктора	2,5 бали за 1 годину*	Сертифікат тренера
11	Участь у тематичному навчанні (фахові (тематичні) школи, семінари, майстер-	1,5 бал за 1 годину*	Сертифікат

FIGURE 1 (continued). Criteria for awarding continuing professional development (CPD) points according the Appendix 6 to the Procedure for Conducting Certification of Healthcare Workers (**A-C**) [3]. In Ukrainian. **(Fig 1 continued on next page.)**

	класи, тренінги). У випадку проходження онлайн у режимі реального часу з фіксацією участі	1 бал за 1 годину*	
12	Проведення тематичного навчання, яке зареєстровано як захід безперервного професійного розвитку, у ролі викладача та/або тренера (фахові (тематичні) школи, тренінги, семінар, майстер-класи)	2 бали за 1 годину*	Сертифікат тренера
III. Інформальна освіта			
1	Публікація статті або огляду (крім клінічного випадку) у періодичних виданнях, які було включено до наукометричних баз Scopus та/або Web of Science Core Collection:		Копія публікації
	1	20	
	2 і більше	40	
2	Публікація статті або огляду у наукових виданнях, включених до переліку наукових фахових видань України:		Копія публікації
	1	15	
	2 і більше	30	
3	Публікація клінічного випадку у періодичних виданнях, які було включено до наукометричних баз Scopus та/або Web of Science Core Collection, або у наукових виданнях, включених до переліку наукових фахових видань України:		Копія публікації
	1	5	
	2 і більше	10	
4	Участь у заходах групи рівних	2 бали за 1 зустріч	Сертифікат

Час навчання вимірюється в академічних годинах.
* Кількість балів за заходи, які відбуваються у країнах OECD або акредитовані за кордоном EACCME/ACCME/RCPSC чи сертифіковані ERC/ILCOR/AHA, під час підрахунку загальної кількості балів множиться на 2.

FIGURE 1 (continued). Criteria for awarding continuing professional development (CPD) points according the Appendix 6 to the Procedure for Conducting Certification of Healthcare Workers (**A-C**) [3]. In Ukrainian.

TABLE 1. Translated Criteria for Awarding Continuing Professional Development (CPD) Points According the Appendix 6 to the Procedure for Conducting Certification of Healthcare Workers (Clause 5 of Section IV) of the Order of the Ministry of Healthcare of Ukraine of April 16, 2025, No. 650 "On Approval of the Procedure for Conducting Certification of Healthcare Workers and Amending Certain Orders of the Ministry of Healthcare of Ukraine" [3].

No	Type of Activity	Number of CPD Points	Confirmation Document
1	2	3	4
1. Formal education. Formalna osvita (transliteration from Ukrainian)			
1	Obtaining educational and scientific and scientific levels of higher education in the field of knowledge "Healthcare and Social Security" (except for specialties: "Social Work and Counseling," "Children and Youth Services"): Doctor of Philosophy (PhD); Doctor of Science (ScD). Points are awarded in the year of dissertation defense.	 100 points 150 points	Diploma of awarding a scientific degree
2	PhD defense in the Organisation for Economic Co-operation and Development (OECD) countries. Points are awarded in the year of thesis defense.	100 points	Certificate/diploma of award of the PhD degree in the field of healthcare, biology and biochemistry, chemistry, psychology, theology
2. Informal education: Type 1. Neformalna osvita (transliteration from Ukrainian)			
1	Cycles of specialization (subspecialization)	30 points for 1 month of study but not more than the minimum number of points that must be confirmed for a one-year period	Certificate
2	Advanced training in thematic improvement cycles in educational institutions, including mixed (full-time and distance) forms of education:		Certificate
	1 week	20 points	
	2 weeks	30 points	
3	Professional internship outside the institution where the employee works (including abroad, except for OECD countries)	0.5 CPD point per 1 hour	Copy of the order for business trip and copy of the order for enrollment for internship in Ukraine
4	Professional internship in a medical/ rehabilitation institution in OECD countries	1 point for 1 hour	Copy of the travel order, internship program (which is part of the travel order)
5	Scientific and practical conference, congress, symposium, including online (in Ukraine or abroad except OECD countries and except foreign conferences accredited by EACCME/ACCME/RCPSC or certified by ERC/ ILCOR/AHA):		Certificate of participation in the conference. The presentation is confirmed by the event program and/or publication in the event materials
	Participation in the event (listener)	0.5 point per 1 hour	
	Poster presentation	10 points	
	Oral presentation	15 points	

TABLE 1. Continued

No	Type of Activity	Number of CPD Points	Confirmation Document
1	2	3	4
6	Scientific and practical conference, congress, symposium, including online in OECD countries or accredited abroad by EACCME/ACCME/ RCPSC/EBAC or certified by ERC/ILCOR/AHA:		Certificate of participation in the conference. The presentation is confirmed by the event program and/or publication in the event materials
	Participation in the event (listener)	1 point per 1 hour	
	Poster presentation	15 points	
	Oral presentation	25 points	
7	Professional development through distance learning using Ukrainian-language electronic learning platforms. The number of points counted towards the mandatory annual minimum should not exceed 20 points	1 point per 1 hour	Certificate
8	Professional development through distance learning using English-language electronic learning platforms. The number of points counted towards the mandatory annual minimum should not exceed 25 points	1.5 points for 1 hour	Certificate
9	Learning through simulation training or hands-on skills training	2 points for 1 hour*	Certificate
10	Conducting simulation or practical skills training registered as continuing professional development activities, as a teacher and/or trainer/instructor	2.5 points for 1 hour*	Trainer certificate
11	Participation in thematic training (professional (thematic) schools, seminars, master classes, trainings). In the case of online. In real time with recording of participation.	1.5 points per hour* 1 point per hour*	Certificate
12	Conducting thematic training, which is registered as a continuous professional development event, in the role of a teacher and/ or trainer (professional (thematic) schools, trainings, seminars, master classes)	2 points for 1 hour*	Trainer certificate
3. Informal education: Type 2. Informalna osvita (transliteration from Ukrainian)			
1	Publication of an article or review (except for a clinical case) in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection:		Copy of publication
	1	20	
	2 or more	40	

TABLE 1. Continued

No	Type of Activity	Number of CPD Points	Confirmation Document
1	2	3	4
2	Publication of an article or review in scientific publications included in the list of scientific professional publications of Ukraine:		Copy of publication
	1	15	
	2 or more	30	
3	Publication of a clinical case in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection, or in scientific publications included in the list of scientific professional publications of Ukraine:		Copy of publication
	1	5	
	2 or more	10	
4	Participation in peer group activities	2 points for 1 meeting	Certificate

Study time is measured in academic hours.
* The number of points for activities that take place in OECD countries or are accredited abroad by EACCME/ACCME/RCPSC or certified by ERC/ILCOR/AHA is multiplied by 2 when calculating the total number of points.

The criterion from the Order that lost its validity indicated the following: 20 CPD points were awarded for publication of an article or review in a domestic journal with an impact factor or 30 CPD in foreign publications in the official languages of the EU [1, 2, 5, 6]. The supporting document was a bibliographical reference.

In the new Order, the publication of articles is essentially divided into three criteria (Fig 1C and Table 1):

1. Publication of an article or review (except for a clinical case) in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection.
2. Publication of an article or review in scientific publications included in the list of scientific professional publications of Ukraine.
3. Publication of a clinical case in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection, or in scientific publications included in the list of scientific professional publications of Ukraine.

According to the new order the supporting document is a copy of publication.

Compared to the previous order, there is a narrowing of publication requirements. Along with positive aspects, such as raising the standards of authors when submitting manuscripts to journals indexed in Scopus and/or Web of Science Core Collection, there are also a number of negative state and economic aspects, such as discrimination against journals that have not yet turned 2 years old for submitting an application to Scopus or that have not yet received the status of a scientific professional publication of category B.

It is also worth noting that the new Order establishes that:

1) the certification of healthcare workers shall be resumed six months from the date of termination or cancellation of martial law [3, 9, 10].
2) the validity period of specialist certificates (specialist doctor, pharmacist/specialist pharmacist)/qualification category certificates that expired during the period of martial law shall be extended for the period of martial law and for six months from the date of its termination or cancellation.

3. CONCLUSION

The new Order of the Ministry of Healthcare of Ukraine clearly demonstrates the evolution of the updated criteria for awarding continuing professional

development points to the healthcare workers and has a significant expansion of possible options for publishing articles with the accrual of the appropriate number of points. Points will be awarded for publications in periodicals that have been included in the scientometric databases Scopus and/or Web of Science Core Collection, or in scientific publications included in the list of scientific professional publications of Ukraine.

CONFLICT OF INTEREST

The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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