



ORIGINAL ARTICLE

CPD

# Continuing Professional Development (CPD) for Ukrainian Stomatologists (Dentists) and Maxillofacial Surgeons: Criteria for Awarding CPD Points as of 2024

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## ABSTRACT

Continuing professional development (CPD) of Ukrainian doctors-stomatologists (dentists) and maxillofacial surgeons is a continuous process of learning and improving the professional competencies of stomatologists and maxillofacial surgeons, which enables them to maintain or increase the level of professional activity in accordance with the needs of the health care sector. CPD can be both voluntary and mandatory, depending on the dental legislation of each European country. The purpose of this paper is to highlight the key legislation aspects of CPD related with criteria for awarding CPD points to the Ukrainian doctors of all eight stomatological specialties. The number of required CPD points and criteria for awarding CPD points are regulated by (1) Order of the Ministry of Healthcare of Ukraine of February 22, 2019, No. 446 “Some Issues of CPD of Doctors” and by (2) the Resolution of the Cabinet of Ministers of Ukraine of July 14, 2021, No. 725 “On Approval of the Regulation on the System of CPD of Healthcare Workers”. In 2024, at least 100 CPD points obtained in 2020, 2021 and at least 50 CPD points obtained in 2022, 2023 must be submitted by stomatologist for certification. In 2025 and subsequent years, at least 50 CPD points for each previous year

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**Type of article:** Original article (i.e., original research).

**Please cite this article as:** Fesenko II, Marchenko N, Irkha S. Continuing professional development (CPD) for Ukrainian stomatologists (dentists) and maxillofacial surgeons: criteria for awarding CPD points as of 2024. *J Diagn Treat Oral Maxillofac Pathol.* 2024 May;8(5):53–64.

At the time of publication of this article, the journal's impact factor (Exaly) is 0.2. Each author of this article is awarded CPD points according to the Order of the Ministry of Healthcare of Ukraine of February 22, 2019, No. 446.

The acronym 'CPD' at the upper right icon means that article is dedicated to continuing professional development (CPD) of doctors only.

Manuscript received 9 May 2024  
Accepted 20 May 2024  
Available online 31 May 2024

<https://doi.org/10.23999/j.dtopm.2024.5.2>

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must be submitted for certification. All 10 types of professional activities from the criteria for awarding CPD points are described. CPD points are awarded for obtaining formal, informal (type 1) and informal (type 2) education in the field of healthcare. The biggest number of points (namely, 100 CPD points) can be awarded to a stomatologist for obtaining educational and scientific levels of higher education in the field of knowledge “Health Care” (Doctor of Philosophy and Doctor of Science). The smallest number of points, namely three CPD points, can be obtained for a professional medical internship in Ukraine outside the institution where the employee works. Modern Ukrainian legislation provides ample opportunities for doctors-stomatologists and maxillofacial surgeons for their CPD and certification. The criteria for awarding CPD points from Order No. 446 contain a complete list of educational opportunities in Ukraine and in other countries. This article has the potential to become a guide to Ukrainian CPD legislation both for dental specialists from other countries and Ukraine.

### KEY WORDS

Continuing professional development (CPD); continuous professional development (CPD); CPD points; dental continuing professional development; criteria for awarding CPD points; continuing medical education; continuing dental education; continuing education; procedure for certification of doctors

### 1. INTRODUCTION

Continuing professional development (CPD) of health care workers is a continuous process of learning and improving the professional competencies of health care workers, which enables them to maintain or increase the level of professional activity in accordance with the needs of the health care sector [1]. This is the definition of CPD in Ukraine according to the Regulation “On the System of CPD of Health Care Workers,” which was approved by the Resolution of the Cabinet of Ministers of Ukraine dated July 14, 2021, No. 725 [1]. CPD is also known as continuous professional development (CPD) [2] and continued professional development (CPD) [3]. The European Union (EU) literature sources defined CPD in dentistry as a lifelong learning process [4, 5]. Data sources suggests a move towards mandatory CPD across Europe with the objective of harmonisation of CPD in dentistry [5]. In Ukraine, according to Resolution No. 725, CPD is mandatory for doctors of all eight stomatological (dental) specialties. Namely, for doctors-stomatologists, pediatric doctors-stomatologists, doctors-stomatologists-orthodontists, doctors-stomatologists-therapists, doctors-stomatologists-prosthodontists, doctors-stomatologists-periodontists [6], doctors-stomatologists-surgeons, and maxillofacial surgeons [7, 8].

In 2018, before the acceptance and implementation of the new CPD-related legislation, the Ministry of

Healthcare of Ukraine has stated:

“A new system of CPD will encourage the integration of Ukrainian doctors into the international professional community [2].”

So, in this way, the legislative regulation of this, CPD, aspect of the dental specialty became an important step for Ukraine towards its synchronization with EU legislation. In most EU states, the CPD is also mandatory [7].

European Union of Medical Specialists (Brussels, Belgium, EU), a non-governmental organisation representing national associations of medical specialists in the EU and in associated countries, is emphasizing the next thesis about CPD:

“As progress in medicine becomes ever faster, the necessity to up-date ones knowledge is even greater. It has been estimated that about half of all medical knowledge is out of date within five years [9].”

Since there is no information in English-language literary sources about the CPD of dentists (stomatologists) in Ukraine and the criteria for awarding CPD points, and in order to form a full-fledged analysis of the state of CPD in various EU countries and countries that are candidates for joining the EU, it is expedient to publish an English-language analysis of the criteria for awarding CPD points for dentists in Ukraine, as a candidate country for joining the EU.

So, the purpose of this article is to highlight the key legislation aspects of CPD related with criteria for awarding CPD points to the Ukrainian doctors of stomatological specialties.

## 2. DISCUSSION

### 2.1 Legislation

For the legal regulation of the system of CPD in the field of health care in Ukraine, the below mentioned Decisions, Regulations, and Orders served and serve.

#### No longer valid

1. Order of the Ministry of Healthcare of Ukraine dated December 19, 1997, No. 359 “On Further Improvement of the Certification (Attestation) of Doctors,” registered in the Ministry of Justice of Ukraine on January 14, 1998, under No. 14/2454 [10].
2. Resolution of the Cabinet of Ministers of Ukraine of March 28, 2018, No. 302 “On Approval of the Regulation on the System of Continuing Professional Development (CPD) of Specialists in the Field of Healthcare” [11].
  - “Regulation on the System of CPD of Healthcare Workers” approved by Resolution of the Cabinet of Ministers of Ukraine dated July 14, 2021, No. 725 [11].

#### Valid

1. 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) [12]. Order No. 446 with changes introduced in accordance with the Orders of the Ministry of Healthcare:
  - 1.1. No. 1106 dated 12.05.2020.
  - 1.2. No. 74 dated 19.01.2021.
  - 1.3. No. 1753 dated 18.08.2021.
  - 1.4. No. 520 dated 24.03.2022.
  - 1.5. No. 1640 dated 09.09.2022.
  - 1.6. No. 1555 dated 31.08.2023.
  - “The Procedure for the Certification (Attestation) of Doctors” approved by the

Order of the Ministry of Healthcare of Ukraine dated February 22, 2019, No. 446 (as amended by the Order of the Ministry of Healthcare of Ukraine dated August 18, 2021, No. 1753) [12]. The Procedure includes description of:

- (1) Certificate sheet (Appendix 1).
- (2) Personal educational portfolio (Appendix 2).
- (3) Certificate (Appendix 3).
- (4) Criteria for awarding CPD points (Appendix 4).

2. Resolution of the Cabinet of Ministers of Ukraine of July 14, 2021, No. 725 “On Approval of the Regulation on the System of Continuing Professional Development (CPD) of Healthcare Workers” (Fig 1) [1]. The name of the Resolution with changes introduced in accordance with the Resolution of the Cabinet of Ministers No. 1036 of 29.09.2023. With changes introduced in accordance with Resolutions of the Cabinet of Ministers of Ukraine:
  - 2.1. No. 1036 dated 29.09.2023.
  - 2.2. No. 1314 dated 15.12.2023.
  - 2.3. No. 315 dated 22.03.2024.

### 2.2 Number of CPD Points for Certification in 2024

In 2024, at least 100 CPD points obtained in 2020, 2021 and at least 50 CPD points obtained in 2022, 2023 must be submitted by stomatologist for certification [12]. In 2025 and subsequent years, at least 50 CPD points for each previous year must be submitted for certification [12].

### 2.3 Criteria for Awarding CPD Points

Table 1 describes all 10 types of professional activities among the criteria for awarding CPD points according to the Appendix 4 to the Procedure for Certification of Doctors (Paragraph 4 of Chapter VI) [12]. CPD points are awarded for obtaining formal, informal (type 1) and informal (type 2) education in the field of health care [1]. The largest number of types of professional activities (n = 8) among informal education (type 1) (also known as non-formal education).



## КАБІНЕТ МІНІСТРІВ УКРАЇНИ

## ПОСТАНОВА

від 14 липня 2021 р. № 725  
Київ

**Про затвердження Положення про систему безперервного професійного розвитку працівників сфери охорони здоров'я**

*{Назва Постанови із змінами, внесеними згідно з Постановою КМ № 1036 від 29.09.2023}*

*{Із змінами, внесеними згідно з Постановами КМ  
№ 1036 від 29.09.2023  
№ 1314 від 15.12.2023  
№ 315 від 22.03.2024}*

З метою нормативно-правового врегулювання системи безперервного професійного розвитку у сфері охорони здоров'я Кабінет Міністрів України **постановляє**:

1. Затвердити Положення про систему безперервного професійного розвитку працівників сфери охорони здоров'я, що додається.

*{Пункт 1 із змінами, внесеними згідно з Постановою КМ № 1036 від 29.09.2023}*

2. Установити, що Положення, затверджене цією постановою, застосовується до фахівців (фахових молодших бакалаврів, молодших бакалаврів, бакалаврів) з фармацевтичною освітою, професіоналів та фахівців у галузі охорони здоров'я у закладах охорони здоров'я, професіоналів з вищою медичною освітою, які працюють в системі охорони здоров'я, з 1 січня 2024 року.

*{Пункт 2 в редакції Постанови КМ № 1036 від 29.09.2023}*

3. Визнати такими, що втратили чинність:

постанову Кабінету Міністрів України від 28 березня 2018 р. № 302 "Про затвердження Положення про систему безперервного професійного розвитку фахівців у сфері охорони здоров'я" (Офіційний вісник України, 2018 р., № 36, ст. 1264);

пункт 2 змін, що вносяться до постанов Кабінету Міністрів України від 17 серпня 2002 р. № 1133 і від 28 березня 2018 р. № 302, затверджених постановою Кабінету Міністрів України від 21 серпня 2019 р. № 798 (Офіційний вісник України, 2019 р., № 69, ст. 2429).

4. Ця постанова набирає чинності з 1 січня 2022 року.

Прем'єр-міністр України

Д. ШМИГАЛЬ

Інд. 73

**FIGURE 1.** Resolution of the Cabinet of Ministers of Ukraine of July 14, 2021, No. 725 "On Approval of the Regulation on the System of Continuing Professional Development (CPD) of Healthcare Workers" (in Ukrainian) [1].

**TABLE 1.** Criteria for Awarding Continuing Professional Development (CPD) Points. Appendix 4 to the Procedure for Certification of Doctors (Paragraph 4 of Chapter VI) [12]. The data of Appendix 4 in the edition of Order of the Ministry of Healthcare of Ukraine No. 1753 dated August 18, 2021. **(Table 1 continued on next page.)**

No	Activity (i.e., Professional Activity)	Scores (Number of CPD Points)		Confirmation Document
		In Ukraine	In Other States*	
1	2	3	4	5
1. Formal education. Formalna osvita (transliteration from Ukrainian)				
1.1	Obtaining educational and scientific levels of higher education in the field of knowledge “Healthcare” (Doctor of Philosophy [PhD], Doctor of Science [ScD]). Points awarded in the year of dissertation defense	100	100	Diploma
2. Informal education: Type 1. Neformalna osvita (transliteration from Ukrainian)				
2.1	Advanced training in thematic improvement cycles in institutions (faculties) of postgraduate education, including mixed (full-time and distance) education, duration:****			Certificate
	• One week	25		
	• Two or more weeks	50		
2.2	Professional medical internship outside the institution where the employee works from the number of points received for activities in Ukraine, no more than 25 CPD points per year are taken into account**	Three per day	Five per day	Business trip and a copy of the order for enrollment in an internship in Ukraine or a certificate/diploma for another country with an internship program
2.3	Scientific, scientific and practical conference, congress, symposium, and meeting:			Certificate or diploma for participation in the conference. The report is confirmed by the program of the event and/or publication in the materials of the event
	• Participation in a one-day event	5*	10	
	• Participation in an event lasting two days or more	10*	20	
	• Poster report	20	30	
	• Oral report	30	40	
	The same report will not be counted again. Promotional reports are not considered			
2.4	Professional development by distance learning using electronic educational resources. The number of points counted towards the mandatory annual minimum must not exceed 15 points for Ukrainian-language and 20 points for English-language events**	One point for two hours; English language courses – according to the number of points in the certificate		Certificate
2.5	Training at simulation trainings or trainings for mastering practical skills, including during scientific and practical conferences, symposia, meetings, and congresses:			Certificate/ diploma
	• One-day event	15*	20	
	• An event lasting two days or more	25*	30	

**TABLE 1 (continued).** Criteria for Awarding Continuing Professional Development (CPD) Points. Appendix 4 to the Procedure for Certification of Doctors (Paragraph 4 of Chapter VI) [12]. The data of Appendix 4 in the edition of Order of the Ministry of Healthcare of Ukraine No. 1753 dated August 18, 2021.

2.6	Conducting simulation trainings or trainings on mastering practical skills, including during scientific and practical conferences, symposia, meetings, and congresses:			The original document of the program of the event, trainer's certificate, invitation from the organizers to participate in the event as a trainer
	• One-day event	10		
	• An event lasting two days or more (points are awarded for holding one event per year)***	15		
2.7	Thematic training (professional schools, seminars, master classes, etc.):			Certificate/ diploma
	• One-day event	10*	15	
	• An event lasting 2 days or more	20*	25	
2.8	Conducting thematic training at least at the regional level (professional schools, trainings, seminars, and workshops):			The original trainer's certificate and event program
	• One-day event	10		
	• An event lasting 2 days or more. But not less than two points per hour of work in the case of separate sessions (points are awarded for holding one event per year)***	15		
3. Informal education: Type 2. Informalna osvita (transliteration from Ukrainian)				
3.1	Publication of an article or review in a journal with an impact factor	20	30 (in foreign publications in the official languages of the EU)	Bibliographic reference

\* The number of points for activities that take place in high-income countries (according to the World Bank rating) or are accredited abroad or in Ukraine by EACCME/ACCME/RCPS or certified by ERC/ILCOR/AHA when calculating the total number of points is multiplied by two.  
 EACCME, The European Accreditation Council for Continuing Medical Education (CME), European Union.  
 ACCME, The Accreditation Council for Continuing Medical Education, United States.  
 RCPS, The Royal College of Physicians and Surgeons of Canada, Canada.  
 ERC, European Resuscitation Council.  
 ILCOR, International Liaison Committee on Resuscitation.  
 AHA, American Heart Association.

\*\* The maximum number of points is not limited, but no more than the number of points indicated in the Table 1 is taken into account towards the annual mandatory minimum of CPD points.

\*\*\* Only for trainers who have received certificates from international organizations.

\*\*\*\* Taking into account points for advanced training at cycles of thematic improvement in institutions (faculties) of postgraduate education, including mixed forms of education (full-time and distance), will be carried out no more than two times per five years, regardless of the number of completed cycles of thematic improvement. This restriction on the accrual of CPD points begins to apply from the date of entry into force of this order.

The list of high-income countries as of April 28, 2024:

High income United Nations (UN) members: Andorra, Antigua and Barbuda, Australia, Austria, The Bahamas, Bahrain, Barbados, Belgium, Brunei, Canada, Chile, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Guyana, Hungary, Iceland, Ireland, Israel, Italy, Japan, South Korea, Kuwait, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Nauru, Netherlands, New Zealand, Norway, Oman, Panama, Poland, Portugal, Qatar, Romania, Saint Kitts and Nevis, San Marino, Saudi Arabia, Seychelles, Singapore, Slovakia, Slovenia, Spain, Sweden, Switzerland, Trinidad and Tobago, United Arab Emirates, United Kingdom, United States, and Uruguay.

High income non-UN members: American Samoa, Aruba, Bermuda, British Virgin Islands, Cayman Islands, Channel Islands, Curaçao, Faroe Islands, French Polynesia, Gibraltar, Greenland, Guam, Hong Kong, Isle of Man, Macao, New Caledonia, Northern Mariana Islands, Puerto Rico, Saint Martin, Sint Maarten, Taiwan, Turks and Caicos Islands, and U.S. Virgin Islands.

### 2.5 Analysis of the Criteria and EU trends in CPD

According to the Ukrainian CPD legislation, CPD point is a unit of measurement of acquired theoretical knowledge and practical skills in the process of CPD

[1]. Criteria in Table 1 shows us that the biggest number of points (namely, 100 CPD points) can be awarded to a doctor for obtaining educational and scientific levels of higher education in the field of knowledge “Health Care” (Doctor of Philosophy [PhD] and Doctor of

Science [ScD]) [12]. The smallest number of points, namely three CPD points, can be obtained for a professional medical internship in Ukraine outside the institution where the employee works [12].

Meli Attardt and colleagues (2020) emphasized, CPD can be subdivided into “verifiable” and “non-verifiable or general” CPD [4]. The activities presented in the Table 1 belongs to verifiable CPD.

In some countries, like United Kingdom (UK), the dentist undertake the CPD hours [13], in Ukraine the dentist collect CPD points. At the same time, according to the Ukrainian criteria for awarding CPD points, it can be noted that in some types of professional activity there may be a dependence of the number of points awarded on the number of hours spent in professional development. For example, 1 point for 2 hours with distance learning using electronic learning resources [12]. The requirement for UK dentists to undertake a minimum of 250 hours of CPD over a five year period [13]. At the same time in 2024, at least 100 CPD points obtained in 2020, 2021 and at least 50 CPD points obtained in 2022, 2023 must be submitted by Ukrainian dentist for certification [12].

Ignacio García-Espona and colleagues (2023) are emphasizing, that nowadays, the dental specialties situation remains in constant change all around Europe [14]. In fact, the situation in Europe is somewhat similar with CPD. Over the past decades, a huge number of articles devoted to various aspects and evolution of CPD in Europe and the world have been published [15–31].

Some journals, like *British Dental Journal*, established a CPD program to enable all local dental practitioners to collect a maximum of 48 hours of verifiable CPD per annum [13, 32–33]. Each issue of such journal contains two articles that have been selected by the editorial board for verifiable CPD, with four multiple choice questions linked to each paper [32]. Quizzes can be found on the British Dental Association's CPD Hub and is available for association members [34, 35]. Dentists receive one verifiable CPD hour per paper, giving a potential total of two CPD hours per one journal issue [32]. This approach is interesting and worth developing in peer-reviewed journals, both in relation to case reports [36] and original research [37].

According to the Criteria [12], verifiable CPD is also possible by distance learning using electronic

educational resources. The number of points counted towards the mandatory annual minimum must not exceed 15 points for Ukrainian-language and 20 points for English-language events [12]. In the conditions of pandemics [22, 38] and wars [39], the online CPD method saves travel, time, money and makes CPD for dentists safe [27, 28, 30].

It is important to continue the analysis of CPD both in Ukraine and in every other European state, as this will help better interstate understanding in specialties and help synchronize dental legislation within the EU space. Thus, the movement of dentists within European states will be even more facilitated and even will make possible to have the private dental practice offices [41] in multiple states. As one of the conclusions, we would like to give the definition of CPD according to the UK National Health Service Executive one [19, 41]:

“CPD is a process of lifelong learning for all individuals and teams which meets the needs of patients and delivers the health outcomes and healthcare priorities ... And which enables professionals to expand and fulfil their potential [39].”

Many other parts of Order of the Ministry of Healthcare of Ukraine of February 22, 2019, No. 446 and Resolution of the Cabinet of Ministers of Ukraine of July 14, 2021, No. 725 also require analysis, clarification and comparison with international trends, which will require the preparation of subsequent publications.

### 3. CONCLUSION

Modern Ukrainian legislation provides ample opportunities for doctors-stomatologists and maxillofacial surgeons for their CPD and certification. The Criteria for Awarding CPD points contain a complete list of educational opportunities in Ukraine and in other countries. CPD points can be earned both when attending one-day professional events (conferences, symposia, meetings, and congresses) and even after publishing articles and defending PhD or ScD theses.

### 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.

### AUTHOR CONTRIBUTIONS

**Ievgen I. Fesenko:** Conceptualization; writing – original draft. **Natalia Marchenko:** Conceptualization; writing – review and editing. **Serhii Irkha:** Conceptualization; writing – review and editing.

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ОРИГІНАЛЬНА СТАТТЯ

UKRAINIAN LANGUAGE

# Безперервний професійний розвиток (БПР) для українських лікарів-стоматологів та лікарів-хірургів щелепно-лицевих: критерії нарахування балів БПР станом на 2024 рік

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## АНОТАЦІЯ

Безперервний професійний розвиток (БПР) українських лікарів-стоматологів та лікарів-хірургів щелепно-лицевих – це безперервний процес навчання та вдосконалення професійних компетенцій лікарів-стоматологів та лікарів-хірургів щелепно-лицевих, що дає їм змогу підтримувати або підвищувати рівень професійної діяльності відповідно до потреб сфери охорони здоров'я. БПР може бути як добровільним, так і обов'язковим, залежно від стоматологічного законодавства кожної європейської країни. Метою цієї роботи є висвітлення ключових законодавчих аспектів БПР, пов'язаних із критеріями нарахування балів БПР українським лікарям усіх восьми стоматологічних спеціальностей. Кількість необхідних балів БПР та критерії нарахування балів БПР регулюються (1) Наказом Міністерства охорони здоров'я України від 22 лютого 2019 р. № 446 «Деякі питання безперервного професійного розвитку лікарів» та (2) Постановою Кабінету Міністрів України від 14 липня 2021 р. № 725 «Про затвердження Положення про систему безперервного професійного розвитку працівників сфери охорони здоров'я». У 2024 році для атестації лікар-стоматолог та лікар-хірург щелепно-лицевий повинен надати щонайменше 100 балів БПР, отриманих у 2020, 2021 роках, та щонайменше 50 балів БПР, отриманих у 2022, 2023 роках. У 2025 та наступних роках для атестації необхідно подавати щонайменше 50 балів БПР за кожен попередній рік. Описано всі 10 видів професійної діяльності з критеріїв нарахування балів

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**Тип статті:** Оригінальна стаття (синонім: оригінальне дослідження).

**Для цитування:** Fesenko II, Marchenko N, Irkha S. Continuing professional development (CPD) for Ukrainian stomatologists (dentists) and maxillofacial surgeons: criteria for awarding CPD points as of 2024. *J Diagn Treat Oral Maxillofac Pathol.* 2024 May;8(5):53–64.

На момент публікації даної статті імпаکت-фактор (Exaly) журналу становить 0,2. Кожному автору статті нараховуються бали БПР згідно Наказу МОЗ України від 22 лютого 2019 р. № 446.

Акронім «БПР» на верхньому правому значку означає, що стаття присвячена лише безперервному професійному розвитку (БПР) лікарів.

Манускрипт отриманий 9 травня 2024  
Прийнятий до публікації 20 травня 2024  
Стаття доступна онлайн 31 травня 2024

<https://doi.org/10.23999/j.dtmp.2024.5.2>

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БПР. Бали БПР нараховуються за отримання формальної, неформальної та інформальної освіти в сфері охорони здоров'я. Найбільшу кількість балів, а саме 100 балів БПР, може отримати лікар-стоматолог за здобуття освітньо-наукового та наукового рівнів вищої освіти галузі знань «Охорона здоров'я» (доктора філософії та доктора наук). Найменшу кількість балів, а саме три бали БПР, можна отримати за проходження професійної медичної практики в Україні поза закладом, де працює працівник. Сучасне українське законодавство надає широкі можливості лікарям-стоматологам та щелепно-лицевим хірургам для їх БПР та атестації. Критерії нарахування балів БПР з Наказу № 446 містять повний перелік освітніх можливостей в Україні та інших країнах. Ця стаття може стати довідником із законодавства України в сфері БПР як для стоматологів з інших країн, так і України.

### КЛЮЧОВІ СЛОВА

Безперервний професійний розвиток (БПР); бали БПР; БПР лікаря-стоматолога; БПР лікаря-хірурга щелепно-лицевого; критерії нарахування балів БПР; безперервна медична освіта; безперервна стоматологічна освіта; безперервна освіта; порядок атестації лікарів