



"EU-HCWM"

## Assessment and national report of R. Macedonia on the existing training provisions of professionals in the Healthcare Waste Management industry

REPORT: III



### DEVELOPING AN EU STANDARDISED APPROACH TO VOCATIONAL QUALIFICATIONS IN HEALTHCARE WASTE

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**CHAPTER 1 EXECUTIVE SUMMARY**

The following report provides an overview of the Vocational Qualification System in R. Macedonia (Chapter 2), National Occupational Standard (Chapter 3), and the conclusions on what could be the strategy to adopt in R. Macedonia in relation to the EU-HCWM project and its exploitation.

## CHAPTER 2 OVERVIEW OF THE VOCATIONAL QUALIFICATION SYSTEM

### 2.1 General description of the Vocational Qualification System

Ministry of Environmental protection and spatial planning of Republic of Macedonia has developed and published the the programme and examination procedures for obtaining status of a waste manager, form of the license and the payment of examination fee (OGRM No. 105/05, 109/05, 133/07, 39/09 and 139/09).

In 2012 the Ministry of Environmental protection and spatial planning of Republic of Macedonia has selected and permitted four training centres that can organize and provide training for waste managers. The training program for waste management is realized in total of 50 training hours, in particular 20 hours of general legislation and regulative for waste management and 30 hours on regulations and procedures for management of specific waste streams

During the training the Laws for waste management, packaging waste, batteries, WEEE and accompanying sub legal acts are considered and worked trough. Beside mentioned, a lot of attention is focused on the Environmental legislation, in particular the IPPC licensing. The training is supported by some practical examples, relevant for the candidates and special attention is given on the preparation of reports and reports forms as well as the preparation of waste management programs and plans.

At the end of the training the candidates are obligated to do the exams, which are evaluated by nominated commission by the Authorities and Regulatory bodies, and if passed the candidate are awarded with certificate for waste manager approved by the Ministry of Environment. The certificate is valid for candidate to perform the duties of waste manager for all waste streams (solid, liquid, hazardous and non hazardous) and is valid for all waste management operations (collection, transport, transfer, treatment and land filling).

Enclosed are the topics that are included in the exams

1. Strategies, plans and programs for waste management
2. Waste management procedures
  - Procedures for nonhazardous waste management
  - Procedures for special non hazardous waste management
  - Procedures for hazardous waste management
  - Procedures for special hazardous waste management
1. Landfills
2. Waste incineration and co-incineration
3. Import, Export and Transiting of waste via the territory of R. Macedonia
4. Information system
5. Supervision, monitoring and regulatory bodies
6. Integrated environmental licenses for waste management installations and operations

## 2.2 Healthcare waste management

The healthcare waste management is included in the training program with one module, just taking into account the existing legislation. The training materials for Healthcare waste management do not have examples for practical implementation.

The training is directly focused on legislative requirements for Healthcare waste management on segregation, packing, storage, treatment and disposal. Color coding is regulated within the legislation as well as the packing and labeling. Transfer, treatment and disposal options are also considered only in regards of regulative that need to be taken into account during the practice.

Beside the legislation, the trainings does not includes in particular practical recommendations on setting up of sustainable HCW management plans. The training does not go into the details of the practice, since these training materials are used for candidates from different industries.

## 2.3 Training Centers

At the moment there are 5 training centers that are licensed by the Ministry of Environment and Spatial Planning, for training and education of candidates for waste management. All 5 centers are located in Skopje and the training sessions are scheduled upon the interest from the candidates. Here are the manes of the licensed training centres:

1. Chamber of Commerce
2. REC COM
3. CES –Centre for Educational Services

## **3 National Occupational Standards and Classification**

### 3.1 National Occupational Standard (NOS)

The existing legislation includes the Law for National Qualification Framework (NQF) that defines levels and sublevels, types of qualifications, range, authorities for recommendation, adaptation and classification of qualifications, as well as the coordination of the NQF with EU qualification framework.

The standard for qualification is consisted of:

- Name of the qualification,
- Type of qualification,
- Level or sub level of the qualification,
- Qualification Code,
- Credit value of the qualification,
- Description of the qualification and
- Contents of the qualification (enlisting, subjects, topics and modules, type and criteria of knowledge evaluation and results).

The following authorities are in charge for development, examination, adaptation, recognition and classification of the qualifications in R. Macedonia:

- National Qualification Board,
- Ministry of Education and Science,
- Ministry of Labour and Social Welfare,
- Bureau for Development of Education,
- Centre for professional education and training,
- Centre for education of adults
- Sector Qualification Committees

In Article 14 of the mentioned Law, the qualifications are defined by sectors, the sectors are divided by sub sectors topics and subtopics. The sub sectors, topics and subtopis are defined by sectors committees in accordance with the contents of work, needs of the labour market, industry and educations as well as grouping of the qualifications that require same or similar knowledge and skills and training results. Key sectors for professional qualification are:

- 1) Geology, mining and metallurgy;
- 2) Civil engineering and geodesy;
- 3) Graphics;
- 4) Economy, Law and Trade;
- 5) Electro techniques;
- 6) Health and Social Welfare;
- 7) Agronomy, Fishery and Veterinary;
- 8) Personal services;
- 9) Mechanics;
- 10) Traffic, Transport and Storage ;
- 11) Textile, leather and similar;
- 12) Hospitality and Tourism;
- 13) Chemistry and Technology;
- 14) Forestry and wood industry;
- 15) Sports and Recreation
- 16) Art.

The qualification framework and the sectors are developed and open for upgrades and development with new qualifications in accordance with the needs and changes of the labour market.

### 3.2 National Occupational Classification

National occupational standard classification represents instrument that is used for collection, recording, analysis and publication of data necessary to monitor and keep up to date the changes in the labor market in R. Macedonia

The classification is prepared in accordance with directives of the International Standard Classifications of Occupations ISCO-08 and it have hierarchical structure on four levels: 10 main groups, 40 sub-groups, 123 side groups and 432 individual groups. There are in total 3921 individual professions listed.

Waste management, as sectoral discipline is included in the group 96, however it include only basic waste handling professions.

The national classification of the occupations is adopted as standard with Governmental decision on 24 of March 2011.

### 3.2 Awarding Bodies

At the moment the Ministry of Environment and spatial planning is the body that is in charge of the knowledge evaluation as well as to issue the waste management licenses

The exams are performed in written and oral exams. The examination committee are preparing the questions and the written part is consisted out of 40 questions, while the oral exams are coordinated by series of questions as well as the evaluation on give scenario that includes waste classification, main regulations that should apply, documents needed and reporting obligations.

The evaluation is in graded in case if the candidate scored more than 65% of the written part and the oral exams are evaluated separately by each member of the exam committee and the final decision is reached upon the majority of decisions from the committee members.

## 4. CONCLUSIONS

As elaborated above Waste management is included in the group 96, however it include only basic waste handling professions.

Based on the fact that waste management can be observed as single discipline that gathers all industries, due to the complexity and variety of waste types that are generated and it is obvious that specific and precise approach for facing the challenges in the qualifications for waste management will be necessary in the near future. It is also necessary to take into account the parallel development of technologies for recycling, recovery, treatment and disposal of the waste.

**ANNEXES***ANNEX I - Example of Competence Unit:**ANNEX II - Example of Waste manager certificate:*

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**Прилог 2**

Република Македонија  
Министерство за животна средина и просторно планирање

**У В Е Р Е Н И Е****ЗА ПОЛОЖЕН СТРУЧЕН ИСПИТ ЗА УПРАВИТЕЛ СО ОТПАД**

\_\_\_\_\_ (име и презиме)

роден/а \_\_\_\_\_ година во \_\_\_\_\_, на  
ден \_\_\_\_\_ година пред Испитната комисија на Министерството  
за животна средина и просторно планирање го положи стручниот испит  
за управител со отпад.

Архивски број \_\_\_\_\_

МП

Скопје, \_\_\_\_\_

Министер \_\_\_\_\_