

## LT in Focus

# Independent assessment of qualifications against professional standards or qualification requirements

Resolution of the Russian Government No. [1204](#) of 16 November 2016 entering into force as of 1 January 2017 has supplemented Federal Law "On Independent Assessment of Qualifications" No. 238-FZ of 3 July 2016 and set forth the guidelines for assessing job-seeker's qualifications against professional standards or qualification requirements\* by independent assessment centers.

### \* Professional standards or requirements must be applied when:

- **Statutory qualification requirements are set for specific job duties;**
- **Specific job/occupation/specialisation implies provision of compensations and benefits or certain restrictions.**

### Independent qualification assessment

To confirm that his qualifications meet the professional standards or qualification requirements, a job-seeker (an existing employee or a candidate for a certain position) may apply to a qualification assessment center to take a qualification test at his/her own expense.

### Guarantees and compensations to employees required to complete independent qualification assessment

If an employer requires that an employee complete an independent qualification assessment, the respective costs are borne by the employer and the employee retains his job and the average pay for the period of assessment.

No later than 30 calendar days following the qualification assessment, a pass certificate is issued to the job-seeker, or, if the assessment results are negative, a participation certificate is issued along with the recommendations on further skill improvement.

Please note that failure to meet the professional standards is not a valid cause for dismissal, but may be used to assign the employee to a professional development programme. The general procedure for assigning employees to professional development programmes is envisaged by the collective agreement, separate agreements, and/or employment contracts.

However, an employer may deny a job to the candidate who, based on the independent assessment results, fails to meet the job-specific professional standards.

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We hope that you will find this newsletter interesting and informative. Please feel welcome to contact us for more information on the topics covered.

Best regards,

**Deloitte CIS Partners**

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## TaxSmart app



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