



**Council of European Dentists**

**MANUAL OF DENTAL PRACTICE 2014**

**Cyprus**

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with

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#### **About the authors<sup>2</sup>**

**Dr Anthony Kravitz** graduated in dentistry from the University of Manchester, England, in 1966. Following a short period working in a hospital he has worked in general dental practice ever since. From 1988 to 1994 he chaired the British Dental Association's Dental Auxiliaries' Committee and from 1997 until 2003, was the chief negotiator for the UK's NHS general practitioners, when head of the relevant BDA committee. From 1996 until 2003 he was chairman of the Ethics and Quality Assurance Working Group of the then EU Dental Liaison Committee.

He gained a Master's degree from the University of Wales in 2005 and subsequently was awarded Fellowships at both the Faculty of General Dental Practice and the Faculty of Dental Surgery, at the Royal College of Surgeons of England.

He is an Honorary Research Fellow at the Cardiff University, Wales and his research interests include healthcare systems and the use of dental auxiliaries. He is also co-chair of the General Dental Council's disciplinary body, the Fitness to Practise Panel.

Anthony was co-author (with Professor Elizabeth Treasure) of the third and fourth editions of the EU Manual of Dental Practice (2004 and 2009)

President of the BDA from May 2004 until May 2005, he was awarded an honour (OBE) by Her Majesty The Queen in 2002.

**Professor Alison Bullock:** After gaining a PhD in 1988, Alison taught for a year before taking up a research post at the School of Education, University of Birmingham in 1990. She was promoted to Reader in Medical and Dental Education in 2005 and served as co-Director of Research for three years from October 2005.

She took up her current post as Professor and Director of the Cardiff Unit for Research and Evaluation in Medical and Dental Education (CUREMeDE) at Cardiff University in 2009. With a focus on the education and development of health professionals, her research interests include: knowledge transfer and exchange; continuing professional development and impact on practice; workplace based learning.

She was President of the Education Research Group of the International Association of Dental Research (IADR) 2010-12.

**Professor Jonathan Cowpe** graduated in dentistry from the University of Manchester in 1975. Following training in Oral Surgery he was appointed Senior Lecturer/Consultant in Oral Surgery at Dundee Dental School in 1985. He gained his PhD, on the application of quantitative cyto-pathological techniques to the early diagnosis of oral malignancy, in 1984. He was appointed Senior Lecturer at the University of Wales College of Medicine in 1992 and then to the Chair in Oral Surgery at Bristol Dental School in 1996. He was Head of Bristol Dental School from 2001 to 2004.

He was Dean of the Faculty of Dental Surgery at the Royal College of Surgeons in Edinburgh from 2005 to 2008 and is Chair of the Joint Committee for Postgraduate Training in Dentistry (JCPTD). He has been Director of Dental Postgraduate Education in Wales since 2009. His particular interest now lies in the field of dental education. He was Co-ordinator for an EU six partner, 2-year project, DentCPD, providing a dental CPD inventory, including core topics, CPD delivery guidelines, an e-learning module and guidelines (2010-12).

**Ms Emma Barnes:** After completing a degree in psychology and sociology, Emma taught psychology and research methods for health and social care vocational courses, and later, to first year undergraduates. Following her MSc in Qualitative Research Methods she started her research career as a Research Assistant in the Graduate School of Education at the University of Bristol, before moving to Cardiff University in 2006, working firstly in the Department of Child Health and then the Department of Psychological Medicine and Clinical Neurosciences.

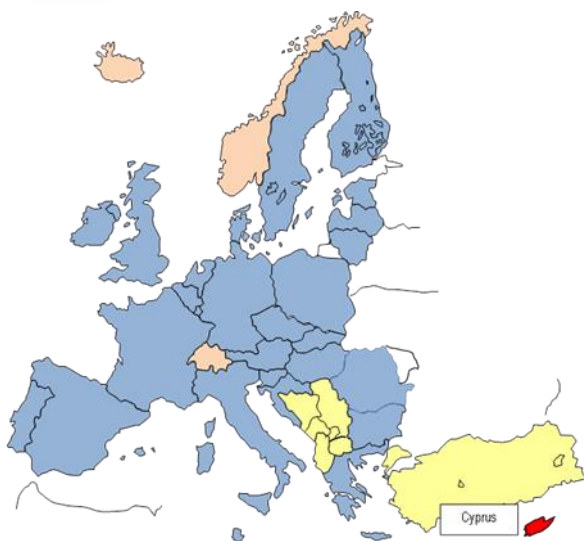
In 2010 Emma joined Cardiff Unit for Research and Evaluation in Medical and Dental Education (CUREMeDE) as a Research Associate. Working in close collaboration with the Wales Deanery, (School of Postgraduate Medical and Dental Education), her work focuses on topics around continuing professional development for medical and dental health professionals, and knowledge transfer and exchange.

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## Cyprus



In the EU/EEA since	2004
Population (2012)	862,000
GDP PPP per capita (2012)	€20,856
Currency	Euro
Main languages	Greek, Turkish & English

In Cyprus oral healthcare is provided largely through fully liberal, private general practice, as the public sector is very small. The amount contributed depends on income.

Number of dentists:	1,073
Population to (active) dentist ratio:	1,042
Members of Dental Association:	100%

The use of dental specialists is restricted as is the development of clinical dental auxiliaries.  
Continuing education for dentists is mandatory.

Date of last revision: 10<sup>th</sup> October 2013

### Government and healthcare in Cyprus

The Republic of Cyprus is on an island in the eastern Mediterranean Sea. Turkey lies to the north and Syria to the East. The land area of the island is 9,250 sq km, which makes it the third largest island in the Mediterranean. The highest point on the island (Mt Olympus) is 1,951 m. The capital, Nicosia is near the geographical centre of the island.

Independence from the UK was approved in 1960 with constitutional guarantees by the Greek, Turkish and UK governments.

However, following military intervention by Turkey in 1974, the island has been *de facto* divided, with a northern 37% being controlled as "Turkish Republic of Northern Cyprus", declared in 1983, recognised only by Turkey, and unaccepted as a legal entity by the rest of the world. There have been UN-led direct talks between the two sides to reach a comprehensive settlement to the division of the island from time to time but no progress has been made. The Republic of Cyprus became a member of the EU in 2004. The *Acquis Communautaire* will not be applied in the north part, for the time being.

The Republic is governed as a presidential democracy. The legislative power is administered through the House of Representatives and the judicial power is executed by the Supreme Court and the District Courts. There are six administrative districts.

About 81% of the population are Greek-Cypriot (including about 9,000 Maronites, Armenians and Latins), 11.0% are Turkish-Cypriot and 8% foreign residents and workers.

A National Health System had not yet been established by 2013. Health care is provided by the government (public sector), the private health care sector, and some schemes covering specific population groups. According to Cypriot

national legislation, health care in the public sector is provided by the Government Medical and Dental Services and is governed by the Government Medical Institutions and Services General Regulations of 2002.

The introduction of a General Health Insurance Scheme (GHIS) is scheduled for 2015. The GHIS will:

1. Provide general medical services, specialised in medical services, inpatient care, diagnostic tests, drugs, rehabilitation services and preventive dental care for children up to 16 years old and medical treatment abroad.
2. Change the structure of health care services, as well as the way providers are remunerated for their services. Primary care Physicians will be paid on a combined manner, 3-tiered approach (capitation rate, quality assurance, reward right referral pattern); specialists will be paid on a fee schedule. Hospital services payment will be paid on the Diagnostic Related Groups (DRGs) system.
3. Introduce elements of competition between the private and the public sector to stipulate greater efficiency, quality and effectiveness in the provision of health care services.

Improved institutional capacity, organisational structure and human resources through changes are expected to take place in order to provide the necessary infrastructure for the implementation of the GHIS.

Current legislation stipulates that financial criteria must be taken into account to define eligibility for receiving health care by the public sector.

The CSS is the Cyprus Statistical Service.

	Year	Source
% GDP spent on health	6.0% 2010	CSS
% of this spent by governm't	41.5% 2010	CSS

## Oral healthcare

Oral health care in Cyprus is provided by dentists and dental auxiliaries employed by the government (Dental Services of the Ministry of Health) and by private (non-governmental) dentists and dental auxiliaries financed by payments by patients or a source other than the government. Some dentists have contracts with workers' unions or other semi-governmental organisations, as well as insurance companies. They would

	Year	Source
% GDP spent on oral health	0.06% 2010	CSS
% of OH expenditure private	97% 2010	CSS

normally be paid on an item of service system.

A comprehensive spectrum of services is provided from the Public Dental Services including conservative and surgical treatment, as well as removable dentures. 83% of the population has almost free access to public oral healthcare (they pay only €3 regardless of the offered care and €75 for a denture). Primary school children receive free treatment from the public sector. For orthodontic care from the public sector only children up to the age of 18 receiving welfare assistance are eligible.

In the private sector, patients pay directly and the price is not regulated. Where there is insurance company involvement, the fees are agreed between the dentist and the company.

With the implementation of the General Health Insurance System (GHIS), the Ministry of Health has recommended the following adjustments related to Public dental services:

- Primary/preventive dental care up to the age of 16;
- Provision of dental services in Foundations (in mobile dental units);
- Public Dental Health;
- Dental Treatment for pupils aged 10 from private sector dentists - after the student's reference by dentists from the public sector;
- Dental Treatment for schools (in mobile dental units);
- Second degree dental care (Dental Surgery, Paedodontics, Periodontology) for special groups;
- Third Degree dental care services (Removable prosthetics and Oral/Maxillofacial Surgery - local and general anaesthesia) for special groups.

The proportion of the population receiving oral healthcare regularly (in a two-year period) is not known, but there is data for the public sector. Around 20 patients a day would normally be seen.

Oral examinations would normally be undertaken annually, or more frequently where active disease is present. There is an uneven distribution of dentists in Cyprus, but as the roads are in a very good condition and Cyprus is a small place, there is no actual problem of access.

Domiciliary care is normally provided by the Public Service, in certain cases.

### Private Insurance

Only a very small proportion of the population is covered by private insurance companies.

### Quality of Care

There are no routine checks and there is reliance on patients making complaints. The Cyprus Dental Association in collaboration with the Ministry of Health, were in 2013 preparing a new legal Act that will regulate the operation of dental clinics.

### Health data

	Year	Source
DMFT at age 12	1.14 2010	Min of Health
DMFT zero at age 12	54% 2010	Min of Health
Edentulous at age 65	No data	

"DMFT zero at age 12" refers to the number of 12 years old children with a zero DMFT. "Edentulous at age 65" refers to the numbers of over 64s with no natural teeth

### Fluoridation

There is no fluoride adjusted water scheme in Cyprus, although a very small proportion of the population receives fluoridated water at or above optimal levels (naturally fluoridated).

## Education, Training and Registration

### Undergraduate Training

There are no dental schools in Cyprus. About 75% of dentists practising in Cyprus have graduated from EU/EEA universities - mainly Greek Universities (Athens and Thessaloniki). To study in Greece, a student has to pass the entry exams organised by the Ministry of Education of Cyprus; there are usually 15 posts allocated for Cypriot citizens each year. If a student wishes to study in other countries he/she has to fulfil the requirements imposed by the country concerned.

### Qualification and Vocational Training

#### Vocational Training (VT)

There is no post-qualification training in Cyprus.

### Registration

According to the Articles 19A (1) and (2) of the amended Dentists' Registration Law 2004:

- (1) A dentist national of a Member State who holds one of the titles referred to in Annex V and is a resident of an EU Member State has the right to provide services in the Cyprus Republic without being registered with the Dental Council. (In this case he/she is registered in a record kept by the Dental Council)
- (2) In accordance with this Article, the Dental Council keeps a record of the names of dental practitioners who provide services.

According to the amended Dentists' Registration Law 2004 Article 4(1) the following persons are entitled to be registered as a dentist, if the Dental Council's requirements are met:

- a. Any person whose age is 21 years old and above.
- b. Any person who is a national of the Republic of Cyprus or is married to or is a child of a national of the Republic of Cyprus who has his permanent place of residence in, or is a national of a Member State.
- c. Any person who holds a diploma, certificate or other title applied to Annex III or holds a diploma or title which is not applied to Annex III but complies with the requirements at Annex IV, which is recognised by KYSATS and approved by the Dental Council or covered by the provisions in Article 4A.
- d. Is a person of good character presenting a certificate of the "judicial record" or, in the case of nationals of Member States, an equivalent document issued by a competent authority in the Member State of origin or the Member State from which the foreign national comes, given that this is updated (not more than three months since the date of issue up to the date of its presentation).

- e. Any person who has not ceased to practice because of professional misconduct.

In order to be allowed to practise dentistry in Cyprus, registration with the Cyprus Dental Council is mandatory first, for recognition of his/her title. Then, in order to practise the profession, he/she has to be registered with the Cyprus Dental Association (the professional body) so all dentists are members.

Exempted from the registration with the Cyprus Dental Association are the dentists who would like to provide services according to the relevant sectoral Directives. If an EU dentist wants to be established in Cyprus he/she also has to be registered with both CDC and CDA, but for a dentist who wants to provide services for a limited time period, registration with the CDC only is necessary. Nevertheless, with the new PQD Directive, the new harmonised legislation will state that if a dentist wishes to provide services, she/he will have to have a pro forma registration with the professional association.

#### Language requirements

Language requirements have been imposed with the new amended legislation (harmonisation with the EU Directive 2005/36) as regards the license to practice. The CDC requires basic knowledge of the Greek language, verified by a personal interview.

Cost of registration CDC (2013)	€ 35
Cost of registration CDA (2013)	€ 130

### Further Postgraduate and Specialist Training

#### Continuing education

Since 2012, the Cyprus Dental Association (CDA) has implemented a programme of Continuing Professional Development of Dentists (CPDD). This programme is mandatory for all dentists (private and public sectors) in order to obtain the Certificate of the Clinical Competence (CCCA).

This is obtained by accumulating a minimum of 45 Modules of Education (ME) in a period of 3 years. In a next step, and after the implementation of the Dental legislation, the Certificate of Clinical Competence Act, this will be connected to the renewal of the licence to practise dentistry in Cyprus, from the CDA.

#### Specialist Training

There is no specialist training in Cyprus. All specialists train overseas.

## Workforce

### Dentists

All dentists practising in Cyprus qualified overseas. In 2001 about 66% qualified in EU/ EEA countries, with the remainder qualified in third countries.

Year of data:	2013
Total Registered	1,073
In active practice	827
Dentist to population ratio*	1,042
Percentage female	49%
Qualified overseas	1,073

Of the 1,073 registered (in 2013), 136 were working outside Cyprus, 63 were not active and 47 were retired.

There was no reported unemployment amongst dentists in 2013.

#### *Movement of dentists across borders*

There is no significant movement of dentists from and to Cyprus. Dentists from the UK mainly come to get established in Cyprus, but not in large numbers. Cypriot dentists move to other EU/EEA countries (mostly the UK) to get postgraduate education and to work.

### Specialists

Since 2004, when new laws were enacted, the recognised specialties are:

- ✚ Orthodontists who have received at least 3 years' training, and
- ✚ Dento-alveolar surgery, after basic dental training plus at least 4 years' training, and.
- ✚ Oral Surgery, after basic dental training plus at least 3 years' specialist training, and
- ✚ Oral Maxillo-facial surgeons, after basic medical and dental training plus at least 4 years' specialist training.

Year of data:	2013
Orthodontics	46
Dento-alveolar Surgery	11
Oral Surgery	1
OMFS	8

Specialists usually practice in the towns, but as Cyprus is small there is no actual problem for patients to access them. About two thirds of the Oral surgeons have had dental training only and the remainder have received medical and dental training. The specialty of Oral-Maxillofacial Surgery is also recognised by the Cyprus Medical Council.

### Auxiliaries

Year of data:	2013
Hygienists	0
Technicians	130
Denturists	0
Assistants in public sector	34
Therapists	0

#### **Dental Hygienists**

There were 7 hygienists reported as working in Cyprus in 2008, but there is no data now (in 2013), as this is not a recognised profession.

#### **Dental Technicians**

Technicians are trained in Greece, the UK, other European countries, or the USA. The minimum requirement, for a dental technician to be registered, is 3 years study, after the completion of the secondary school studies. They normally work in separate dental laboratories and invoice the dentist for work done.

They have to be registered with the Dental Technicians' Council, comprised of 7 members, 1 public dental technician, 1 public dentist, 1 private dentist and 4 private dental technicians. There is no reported illegal practice.

#### **Dental Chairside Assistants**

Dental assistants are not qualified and in most cases are trained by their employers. There is no formal education programme.

The CDA reported that they had no information about how many are employed in the private sector.



## Practice in Cyprus

Only a small proportion of dentists work for the Public Health Services in the Dental Services of the Ministry of Health, and in the Armed Forces - these dentists cannot practise privately. The others are private practitioners.

There is no data available for the private sector relating to how many patients would normally see in a day, but in the public sector a dentist can treat about 15 patients daily.

Year of data:	2013
General (private) practice	787
Public dental service	39
University Hospital	
Armed Forces	2
General Practice as a proportion is	95%

### Working in General Practice

Most dentists practice in private practice. They work in a completely liberal, private fees-for-service system. However, there is a suggested minimum price, in a list set by the Cyprus Dental Association.

### *Joining or establishing a practice*

There are no specific rules about the location of a practice, for the time being. There is no government assistance to set up new practices, and these are usually funded through bank loans.

Most dental practices in Cyprus are solo practices. Only a small percentage of general dental practitioners work as assistants or associates.

### Working in Hospitals (the Public Dental Service)

Public Dental Services run 56 clinics in 5 district hospitals, 8 urban, 23 rural health centres and 2 foundations. Dentists working at the public sector are all salaried and are not permitted to undertake private practice. Primary and secondary dental care is provided at all the public clinics, while tertiary care is provided only at the district hospitals.

There are also a few small private hospitals, but only 3 or 4 clinicians provide services there, mostly oral maxillofacial surgery.

### Working in the Armed Forces

There are just a couple of dentists working full time for the Armed Forces.



## Professional Matters

### Professional associations

	Number	Year	Source
Cyprus Dental Association	773	2012	FDI

There is a single main national association, the Cyprus Dental Association. The Association was founded and was established by law in 1968 - with five local Dental Associations also. These are Nicosia-Keryneia, Limassol, Larnaka, Pafos and Famagusta Local Dental Association one in each District of Cyprus. Each dentist, under the Dentists Registration Law should be registered with the local Dental Association where he/she practises dentistry.

There are 23 members of the council of the Association and they elect the President, Vice-President, Secretary and Treasurer. Also, there is a scientific committee and executive committee. They have their regular meetings every two months and the elections for the new members of the council every three years.

The Association represents private and public dentists and combines this role by trying to emphasize to common professional matters.

The local dental associations have representatives in the Board of the CDA.

The CDA has owned a new building since 2007 and has one full-time secretary.

The Dental Council is made up of 4 dentists from the private sector and 3 from the public sector. The Council is appointed by the Council of Ministers. It is the competent authority for the registration of dentists in Cyprus and for the recognition of dental specialities.

### Ethics and Regulation

#### *Ethical Code*

Dentists work under an ethical code which covers relationships and behaviour between dentists, the contract with the patient. The ethical code is administered by the Cyprus Dental Association.

#### *Fitness to Practise/Disciplinary Matters*

Complaints from patients are presented to the Cyprus Dental Association and to the Court, depending on the nature of the complaint. The Disciplinary Committee of the Cyprus Dental Association judges the complaints. Dentists from both the public and private sectors sit as members of the committee. A complaint may be referred to the courts, depending on its severity.

Usually the remedies have to do with monetary compensation. The final sanction of the professional body could be the withdrawal of the licence for a specific duration of time. The

final sanction of the court could be a sum of money to be paid to the patient as penalty. The right of appeal is based on the National Law.

#### *Data Protection*

Cyprus has been harmonised with EU Legislation in regard to data protection.

#### *Advertising*

Advertising is not generally allowed. A dentist can display the title he/she bears, if this title is recognised by the Dental Council. However, when a young dentist is starting practice he or she may put an advertisement in a newspaper.

Dentists may use websites to inform the patients on general dental issues or inform their colleagues on a special kind of service they provide.

#### *Insurance and professional indemnity*

There is no mandatory professional indemnity cover in Cyprus. However, discussions have been held in the Parliament and in the CDA on this topic, but by 2013 it was still not mandatory by law.

#### *Corporate Dentistry*

This is permitted in Cyprus. Non-dentists may wholly or partly own the company, but in all cases at least one dentist must be employed

#### *Tooth whitening*

Cyprus has been harmonised with EU Directive since October 2012.

The CDA reported that there have been a few instances of illegal practice, which have been reported to the police.

### Health and Safety at Work

Most members of the dental workforce have been vaccinated with Hepatitis B vaccine, but this is not mandatory.

#### *Ionising Radiation*

There are specific regulations about radiation protection, according to the relevant EU Directives. Licensing of ionising radiation equipment is regulated through legislation and there are licensed users of ionising radiation, dentists are included.

There is no mandatory continuing education for ionising radiation. Dentists can attend seminars organised on this issue by the Ministry of Labour and Ministry of Health.

#### *Hazardous waste*

Cyprus adopted the European legislation on waste disposal in 2005. The disposal of clinical and hazardous waste is collected and managed by a licenced company. The Public Dental Service and all private practices have a contract with a private company for the safe disposal of clinical and hazardous waste.



For	Administered by
Ionising radiation	The Ministry of Labour and the Ministry of Health
Electrical installations	The Ministry of Communication & Works in collaboration with the Electricity Authority of Cyprus
Infection control	The Ministry of Health
Medical devices	The Ministry of Health and the Ministry of Commerce, Industry and Tourism
Waste disposal	The Ministry of Agriculture, Natural Resources and Environment.

## Financial Matters

### Retirement pensions and Healthcare

National normal pension age is 65 (63 if disabled). Pensions for dentists in the public sector are monitored through the Pensions Law of the civil servants. Public health workers receive a pension based on the years of service they have had in the civil service and on their final salary.

Dentists in the private sector can work past this retirement age. They claim their pension according to their contributions to the Social Insurance fund during their working life.

Since 2011, for dentists working in the private sector, it has been mandatory to contribute to the "Dentists and Doctors Pension Fund".

### Taxes

*National income tax:*

Cyprus has a progressive tax rate, commencing at 20% on incomes over €19,500 to 35% on earnings over €60,000. There are various allowances and exemptions.

In addition to income tax, social insurance premiums are paid as a percentage of salary. Employers pay a 6.8% contribution plus various funds and employees pay 6.8% also. Self employed persons pay 12.6% of income.

#### VAT/sales tax

The Standard rate of VAT is 18% (since January 2013). The rate will be raised to 19% in 2014. There are two reduced rates: 8% (hotels, restaurants) and 5% on foodstuffs, books, pharmaceuticals, medical, passenger transport, news-papers, admission to cultural entertainment and sporting events.

Medical and dental services are not subject to VAT.

## Other Useful Information

<b>Main national association and Information Centre:</b>	<b>Main information Centre:</b>
Cyprus Dental Association 1, 28 Octovriou Str., 2414 Nicosia, Cyprus or P.O. Box 27898 2434 Nicosia, Cyprus Tel: +357 22 819 819 Fax: +357 22 819 815 Email: <a href="mailto:cda@cytanet.com.cy">cda@cytanet.com.cy</a> Website: <a href="http://www.dental.org.cy">www.dental.org.cy</a>	Dental Services Nicosia General Hospital 1450 Nicosia Cyprus Tel: +357 22801620 Fax: +357 22669148 Email: <a href="mailto:director@ds.moh.gov.cy">director@ds.moh.gov.cy</a> Website: <a href="http://www.moh.gov.cy">www.moh.gov.cy</a>
<b>Main Professional Journal</b>	<b>Competent Authority:</b>
Dental Revue (ODONTIATRİKO VİMA) 1, 28 Octovriou Str., 2414 Nicosia, CYPRUS or P.O. Box 27898 2434 Nicosia, CYPRUS Tel: +357 22 819 819 Fax: +357 22 819 815 Email: <a href="mailto:cda@cytanet.com.cy">cda@cytanet.com.cy</a> Website: <a href="http://www.dental.org.cy">www.dental.org.cy</a>	Cyprus Dental Council 1, 28 Octovriou Str., 2414 Nicosia, CYPRUS or P.O. Box 2434 2434 Nicosia, CYPRUS Tel: +357 22 819 819 Fax: +357 22 819 815 Email: <a href="http://www.dental.org.cy">www.dental.org.cy</a> Website: <a href="mailto:cdcouncil@dental.org.cy">cdcouncil@dental.org.cy</a>

There are no dental schools in Cyprus