Regierung von Mittelfranken

Koordinierungs- und Beratungsstelle Berufsanerkennung (KuBB)

Academic Healthcare Professions

www.kubb.bayern.de

Do you have a professional qualification as a medical doctor, dentist, pharmacist, psychotherapist or a veterinarian from abroad and would like to work in Bavaria?

We are happy to help you with free advice and support!

About us

The **Coordination and Advice Centre for Recognition of Professional Qualifications (Koordinierungs- und Beratungsstelle Berufsanerkennung - KuBB)** is a part of the Government of Middle Franconia and has an international team of specialists from various professional fields. We provide **individual, neutral and free** advice on the recognition of foreign professional qualifications.

Academic healthcare professions – specific information

In order to practise as a medical doctor, dentist, pharmacist, psychotherapist or veterinarian, you need a formal professional authorisation. This can be either a **licence to practise (Approbation)** or a **temporary licence (Berufserlaubnis)**. Practising these professions without the required authorisation is prohibited by law.

The Government of Upper Bavaria (ZAABY) is responsible for the recognition of foreign academic healthcare professions in Bavaria.

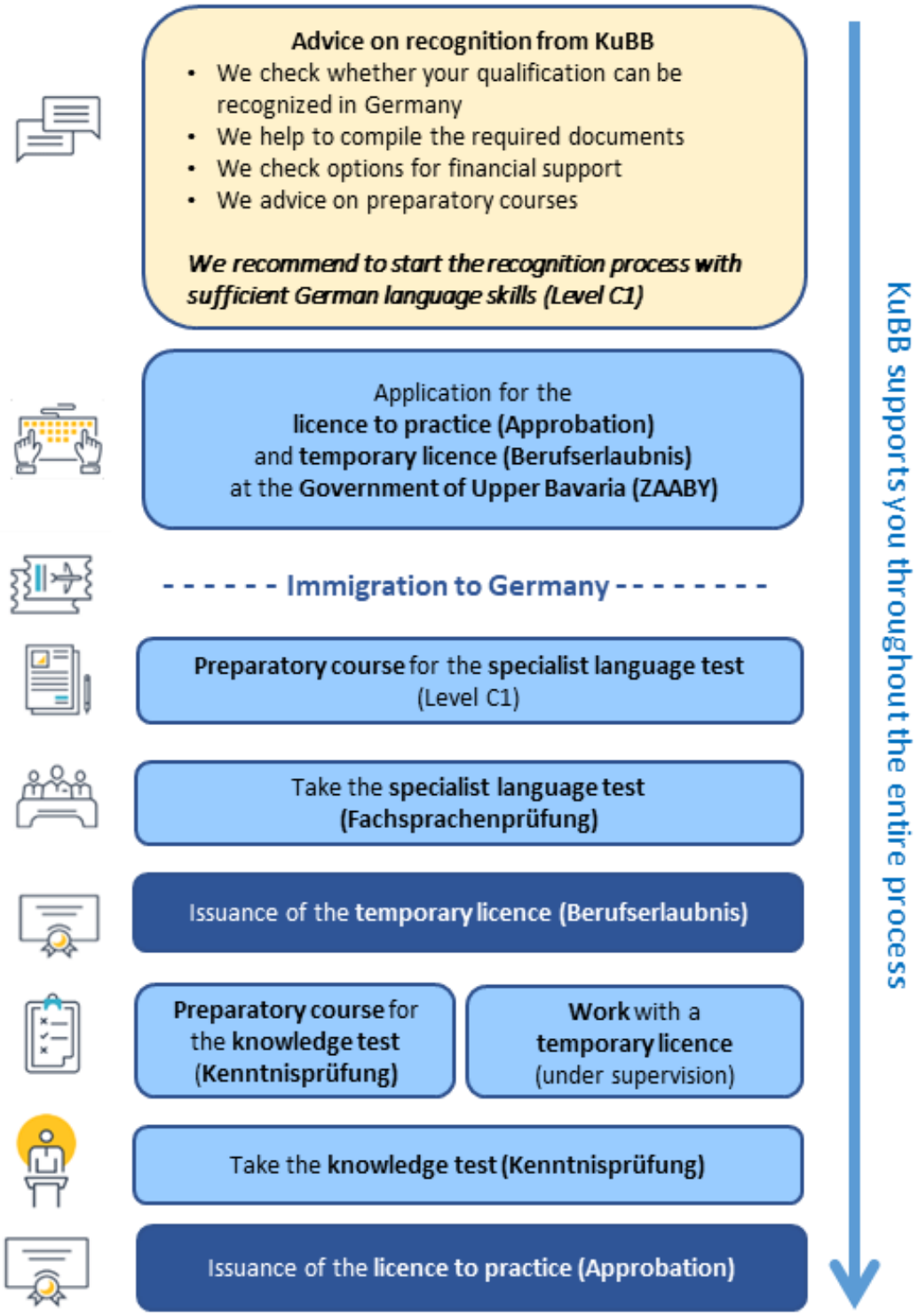
Your questions

- How does the **recognition procedure** for academic healthcare professions work?
- What **documents** are required? How **long** does the procedure take?
- What is the **difference** between a licence to practise and a temporary licence?
- What kind of **work** am I allowed to do until I obtain the licence?
- What level of German language proficiency is required? Do I have to take a **specialist language test**?
- What are the **possible outcomes** of the recognition process?
- Is the **professional experience** gained in my home country taken into account?
- What rules apply for qualifications from **EU/EEA Member States**?
- How much does the recognition procedure **cost**? Is **financial support available**?

We answer these questions and guide you through the recognition process

Our team speaks German, English, Bosnian/Croatian/Serbian, French, Russian, Spanish, Turkish and Ukrainian.

Your path to recognition
Qualifications in academic healthcare professions



This chart is a general overview and does not apply to all cases.

Key points

Licence to practise and temporary licence

A **licence to practise (Approbation)** is the formal authorisation to practise an academic healthcare profession (as a medical doctor, dentist, pharmacist, psychotherapist or veterinarian). Holders of a licence to practise are permitted to work in their profession **without any restriction** and for an **indefinite period**.

Persons holding qualifications from a third country (non-EU/EEA country) may also apply for a **temporary licence (Berufserlaubnis)**. A temporary licence is valid for up to **two years** (up to four years for veterinarians). Holders of a temporary licence are **not permitted** to work independently or in leading position.

Both applications (licence to practise and temporary licence) can be submitted at the same time.

Licence to practise - assessment of equivalence

To obtain a licence to practise based on a qualification from a third country, you must prove that your training is equivalent to the corresponding German qualification. The foreign training is fully equivalent if there are no **substantial differences (wesentliche Unterschiede)** to the corresponding German qualification.

Equivalence may be demonstrated by passing a **knowledge test (Kenntnisprüfung).** Alternatively, you can choose a **document-based assessment of equivalence (Gleichwertigkeitsprüfung)** when you submit your application. The document-based assessment is based on an **expert report (Gutachten)** prepared by the Government of Upper Bavaria (ZAABY). The applicant has to cover the costs for the expert report.

Licence to practise - Knowledge test

Choosing the document-based assessment **does not automatically replace** the knowledge test. Based on the outcome of the expert report, ZAABY will decide whether your training is fully equivalent to the German qualification:

- If the report confirms full equivalence, no knowledge test is required.
- If the report identifies substantial differences, you might still be required to pass the knowledge test in order to obtain a licence to practise.

Whether a knowledge test is required in addition to the expert report can only be determined by ZAABY as part of the individual recognition procedure.

Specialist language test

To work in an academic healthcare profession, you must prove proficiency in the German language. For most of the professions, this is assessed through a **specialist language test (Fachsprachprüfung)** at level C1. You must demonstrate that you are able to use professional language confidently in practical situations at work. The **Bavarian associations for healthcare professions (Ärztekammer, Apothekerkammer, Zahnärztekammer, Psychotherapeutenkammer)** are responsible for conducting the specialist language test.

Veterinarians are not required to take a professional language test. A language certificate at level B2 is sufficient for them.

Automatic recognition (EU Member States)

Automatic recognition (**automatische Anerkennung**) is only possible for **certain EU professional qualifications.** If your qualification is listed in the applicable EU Directive it is recognised automatically.

However, you must still apply to the Government of Upper Bavaria (ZAABY). You must also prove German language proficiency as well as personal and health suitability. But in this case, there **is no assessment of equivalence**, neither through the document-based assessment nor the knowledge test.

Recognition grant (Anerkennungszuschuss)

The **recognition grant** (**Anerkennungszuschuss**) provides financial support for the recognition of foreign professional qualifications. As a rule, only individuals residing in Germany are eligible. Support is available for unemployed persons, jobseekers and employed persons who are unable to cover the costs themselves. Eligible costs may include administrative fees, translation costs and preparatory courses. You must apply for financial support before submitting your application for recognition. Only in this case costs can be covered.

Cost overview

- Administrative fee for the temporary licence: 100 EUR per year of validity
- Administrative fee for licence to practise: 200 to 500 EUR
- Specialist language test (Fachsprachprüfung): 400 EUR to 550 EUR
- Expert report (Gutachten): 1.000 to 3.000 EUR
- Knowledge test (Kenntnisprüfung): approx. 1.200 EUR (medical doctors), approx. 700 EUR (pharmacists), approx. 1.300 EUR (dentists)
- Translation and certification of documents: Costs vary depending on provider
- Preparatory courses: Costs vary depending on provider and course format. Financial support may be available for some courses.

This overview is for guidance only. Costs may vary in individual cases and are subject to change.

How to contact us

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