

**IMPLEMENTATION OF REFORMS IN THE FIELD OF PERSONNEL TRAINING IN THE HEALTHCARE SYSTEM OF THE FERGANA VALLEY.**

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**ABSTRACT**

This article analyzes the processes of organizing personnel training in the healthcare system during the years of Uzbekistan's independence, the existing problems, and the stages of development of personnel of this system in the Fergana region. Also, the issues of personnel of the healthcare system in Fergana region are analyzed through the decisions and periodical press materials related to the field. Also, the reforms created in the healthcare system in our country are scientifically studied.

**Index Terms:** village medical center, Kardiologiya, gastroenterologiya, endokrinologiya, nevrologiya, gematologiya, pulmonologiya, allergologiya, revmatologiya Fvrgana region, Secondary medical staff

**1. Cost:**

Since the year of independence of Uzbekistan, in order to restore the health of the population, the policy of fundamental reform of the health care system has been implemented in our country. The main focus in reforming the health care system was to train representatives of the field as doctors. In Fergana region, systematic reforms were carried out regarding the training of specialist personnel in the healthcare system. In studying the history of this field in Uzbekistan today, it is very important to study and research the history of the health care system, to implement reforms in this regard, and to analyze the processes of solving existing problems.

**2. Methods:**

The article is presented on the basis of generally recognized methods, such as historical comparison, systematization and analytical conclusions, in which the activity of rural medical centers established for the purpose of reforming the health care system and providing effective medical services to the population in Fergana region was studied.

**3. Research results:**

Among the measures for the development of the health care system of the Republic of Uzbekistan, a lot of work has begun to be done on the issues of providing qualified personnel in this field. Since the first years of independence, the demand for representatives of the industry was increasing. In 1990, the Bukhara Medical Institute was opened in the Bukhara region to implement this process. Later, the Urganch branch of the 1st TashTI, the Fergana branch of the 2nd TashTI, and the Nukus branch of the Tashkent Medical Pediatric Institute were established. Large clinics providing services in cardiology, gastroenterology, endocrinology, neurology, hematology, pulmonology, allergology, rheumatology and other fields have been launched. By 2003, the number of hospitals in Uzbekistan increased to 1010, and the number of places in them was 140072 [ 4. № 3].

Since 1999, changes have been made in the training of medical nurses [2. № 100]. Since July 2004, cooperation with the Japanese government has been carried out for the period of 2004-2009 under the "Improvement project of nursing education in Uzbekistan". On the basis of the project, seminars and trainings were conducted in the country during the training of nurses.

Also, on November 10, 1998, the Decree of the President of the Republic of Uzbekistan No. 2107 "On the State Program for Reforming the Health Care System of the Republic of Uzbekistan" was adopted. According to this decree, from the 1999-2000 academic year, departments in the field of

"Higher Nursing" began to operate in all medical institutions of our Republic. Since 2007, a master's degree in this direction has also been opened.

Starting from the 1999-2000 academic year, qualifications for admission to nursing departments of medical institutes were implemented, 556 students studied in the specified departments. In 2002, the first graduation of 121 nurses was carried out in highly qualified, working nursing leaders educational institutions, nursing teachers medical colleges. 81,000 doctors worked in health care facilities [ 6. № 2].

The number of nurses graduating varies greatly from year to year. Thus, it increased from 13,889 people in 1991 to 30,154 in 1996 and decreased to 15,622 in 2002. and increased again to 41955. In 2005, the number of nursing graduates per 1,000 population decreased from 1.3 to 0.6 between 1996 and 2002, but peaked at 1.6 in 2005 [3. P-73].

As in a number of health systems, there was a shortage of personnel in some specialties in Uzbekistan. There are several mechanisms in the country's healthcare system to regulate the number of medical workers, the first of which is to train students of medical universities and vocational colleges related to the regulation of the number of admissions. All medical educational institutions are public institutions, and the number of students admitted as well as the number of seats for training in various medical specialties is set by the government every year.

The structure of medical education in Uzbekistan was determined to be carried out only in state educational institutions. They developed a separate scheme for training specialists of four professional categories. Higher education trains doctors and dentists, medical schools provide basic nursing staff, and the Tashkent Pharmaceutical Institute trains pharmacists. By 2005, new faculties in medicine began to operate in universities, and one of them was the "Higher Nursing Department". During these years, six medical universities and three regional branches were operating in the country.

In 2005, two leading medical institutions of the Republic - the First and Second Tashkent Medical Institutes - the Tashkent State Medical Academy were established. Tashkent Pharmaceutical Institute is the only educational institution in the country where you can get higher education in the pharmaceutical field. In 2004-2005, there were 57 vocational colleges in Uzbekistan, which trained nursing personnel.

In 1995-2005, along with the reorganization of healthcare institutions, special attention was paid to the staffing of medical personnel. That is, in these years, the number of medical personnel was increased to 4159 people, which showed that during the first years of independence, the provision of doctors for 10 thousand people was 33.3%, but in the indicated years it was reduced to 26.8%. As a result, the level of staffing of posts with specialists increased from 86.7 percent to 91.3 percent.

At the same time, in 1995-2005, despite a number of reforms being carried out in healthcare institutions, there was a shortage of specialists, first of all, laboratory technicians, psychiatrists, physiatrists, and radiologists. 86.7 percent of the positions of laboratory assistants, 82.5 percent of radiologists, 87.5 percent of psychiatrists, and 88.9 percent of physiatrists are provided in the republic, while in Surkhandarya, Syrdarya, Tashkent region and the city, the number is even less. was This situation shows that there were shortcomings in the planning of this system and in the training and distribution of personnel.

In 2005, only 895 (34.8 percent) of 2,571 graduates of medical universities found employment. It can be said that this is due to the lack of desire of graduates to go to work in regions and medical institutions where there are vacancies. It was also known that specialists with extensive experience in health care are moving to other fields. Higher-educated personnel did not pay attention to the development of their knowledge and experience, and did not use the opportunities created wisely. As a result, in 2004, 19.7 percent of all doctors, 16.4 percent in Jizzakh region, 16.4 percent in Fergana region, 15.5 percent in Surkhandarya, and 15.9 percent in the Republic of Karakalpakstan received their qualifications. 51.4% of the 36.5 thousand doctors or physicians had the qualification category,

including 17.8% - higher, 30.4% - the first category, 3% - the second category. Only 36.9 percent of doctors in Samarkand region, 48.3 percent in Fergana region, and 37.1 percent in the Republic of Karakalpakstan had the category [3. P. 73].

It should be noted that in the process of reforming the first level of health care, personnel policy was changed. The patient is initially referred to a specialist - this is considered a general practitioner. Accordingly, from 1998 to 2005, more than 7,000 general practitioners were trained at higher educational institutions and the Tashkent Medical Training Institute. The place where the system of general practitioners is introduced is mainly rural health institutions, especially rural medical centers. By the end of 2005, 4164 such specialists worked in these institutions. A total of 4,489.75 state units were allocated for general practitioners in the republic, and by 2005, 92.3 percent of them were provided. The analysis of the level of provision of general practitioners in rural areas shows that the demand for doctors with certain narrow specialties has increased in recent years. There have also been cases of distribution of doctors' notes between urban and rural institutions. Only 47.7% of doctors worked in rural areas where 64% of the population of the republic live. In rural areas, the rate of provision of doctors per 10,000 inhabitants was almost 2 times lower than in cities (20.4 and 39.2 percent). This difference is especially large in Fergana region (15.9 and 41.0), Syrdarya (16.3 and 38.7), Jizzakh (16.2 and 29.4) regions [3. P. 73].

In the course of studies, it was found that the number of secondary medical workers in the republic at the end of 2005 was 261,901 or 99.5 per 10,000 people. Compared to 1995, their total number increased to 12,330. But when recalculated per 10,000 people, it was found that it decreased from 109.1 to 99.5. After all, the growth of the population was ahead of the rate of increase of medical workers. The ratio of doctors to the number of medical staff increased from 1:3.3 to 1:3.7. According to statistics, only 14 percent of secondary medical workers improve their qualifications every year. Unfortunately for medical personnel, we can say that these opportunities created for every specialist to improve their knowledge once in five years are not enough, which has had an impact on the quality of medical personnel. In the case of the Fagana region of the Republic of Uzbekistan, according to the analysis of the process of training and provision of personnel in the health care system, we see that as of January 1, 2005, the following information [3. P. 74] has been compiled.

Doctors			Secondary medical staff				
Total number	according to the provision of every 10,000 people			Total number	according to the provision of every 10,000 people		
	total	the city	village		total	the city	village
<b>6241</b>	<b>22,0</b>	<b>41, 0</b>	<b>15,9</b>	<b>31494</b>	<b>110, 9</b>	<b>127,7</b>	<b>108, 7</b>

In 2002, 72368 doctors worked in the republic, 15924 doctors in the valley (6044 in Andijan region, 4940 in Namangan region, 4940 in Fergana region). The work of secondary medical staff is also effective in this field, according to 2002, 254,666 people worked in the republic, 73,616 people in the valley (Andijan - 22,010, Namangan - 20,036, Fergana - 31,570) [ 6. № 2].

This is one of the problematic aspects of the health care system. Uzbekistan. Although traditionally the number of employees in health care was much higher at the time, there is a shortage of well-educated, qualified and experienced personnel. In other important sectors of the economy, there was a decrease in the number of medical workers. In addition, the reorganization of medical institutions, the reduction of admissions to medical universities and the decrease in the admission rate of their graduates, working in medical institutions - these factors contributed to the gradual decrease in the number of current medical workers between 1991 and 2005.

Since 2005, the number of health workers has increased. The distribution of doctors in cities is very uneven, most of them are located in rural areas, and especially remote areas suffer significantly

from the lack of staff. Roughly two-thirds of the country's population lives in rural areas, but less than half of its health workers. There is also an imbalance between the number of general practitioners and doctors; specialists, this is expressed in the lack of general practitioners practice compared to medical specialists, but at the same time there is a lack of specialists in areas such as laboratory medicine, psychiatry, tuberculosis treatment and radiology. Only a fifth of all doctors have completed the courses of improvements. The number of nurses is very high, but the number of nurses working full time is decreasing. The private sector covers mainly pharmacists, sometimes private doctors working in group medical practice rooms in cities and outpatient departments of large clinics, although there are also mechanisms for concluding private contracts with doctors working in the public sector. The general level of satisfaction of medical workers with their work was very low.

In accordance with the decision of the President of the Republic of Uzbekistan dated 02.10.2007 No. PQ-700 "On measures to improve the organization of medical institutions of the Republic", the chief doctors of medical institutions and their deputies are briefed on the management of medical institutions the tasks of further improvement of the system of training and retraining of medical personnel, which provide for teaching in term special courses, were defined. According to it, from the beginning of 2008, among all regions of the republic, in the districts of Fergana region, chief doctors and deputies of medical institutions studied and improved their skills in courses organized on the management of medical institutions [4. № 3 ].

As a result of the analytical studies of the processes of staffing in the health care system of Fergana region at the district level, in 2010, a total of 6,845 doctors worked in Fergana region, of which 1,903 were in Fergana city. 960 people in the city of Ko'kan, 132 people in the city of Kuvasoy, and 523 people in the city of Margilon. Also in regional districts, namely Altariq district 238 people, Baghdad district 198 people, Beshariq district 268 people, Buvayda district 267 people, Dangara district 245 people, Kuva district 321 people, Koshtepa district 187 people, Rishton district 323 people 63 doctors of Sokh district, 181 of Tashloq district, 342 of Uzbek district, 311 of Uchkoprik district, 191 of Fergana district, 196 of Furqat district, 87 doctors of Yozhiovon district worked.

In 2010, the provision of secondary medical personnel in the region was 38,122. Also, there were 6,093 people in the city of Fergana, 4,319 people in the city of Kokan, 893 people in the city of Kuvasoy, and 2,498 people in the city of Margilon. Also in regional districts, namely Altariq district 1,548 people, Baghdad district 1,979 people, Beshariq district 2,026 people, Buvayda district 1,378 people, Dangara district 3,086 people, Kuva district 3,086 people, Koshtepa district 1,589 people, Rishton district 2,311 people, Sokh district 350 people, Tashloq district 1,418, Uzbekistan district 2,017, Uchkoprik district 1,605, Fergana district 1,893, Furqat district 1,225, Yozyovon district 654 secondary medical staff.

In 2011, a total of 6,942 doctors worked in Fergana region, 1,895 of them in Fergana, 992 in Kokan, 145 in Kuvasoy, 500 in Margilon. formed a person. Also in regional districts, namely Altariq district 235 people, Baghdad district 202 people, Beshariq district 271 people, Buvayda district 276 people, Dangara district 239 people, Kuva district 343 people, Koshtepa district 180 people, Rishton district 235 people 58 doctors of Sokh district, 188 of Tashloq district, 355 of Uzbek district, 234 of Uchkoprik district, 206 of Fergana district, 196 of Furqat district, 92 doctors of Yozhiovon district worked.

In 2011, the provision of secondary medical personnel in the region was 39,637 people. There were also 5,737 people in the city of Fergana, 4,539 people in the city of Kokan, 933 people in the city of Kuvasoy, and 2,576 people in the city of Margilon. Also in regional districts, namely Altariq district 1,581 people, Baghdad district 1,811 people, Beshariq district 2,085 people, Buvayda district 2,021 people, Dangara district 1,429 people, Kuva district 3,154 people, Koshtepa district 1,677 people, Rishton district 2,410 people, Sokh district 414 people, Tashloq district 1,494, Uzbekistan



district 2,196, Uchkoprik district 1,692, Fergana district 1,958, Furqat district 1,238, Yozyovon district 692 secondary medical staff.

During the two years when these indicators were analyzed, the supply of doctors and secondary medical personnel increased in cities and districts of Fergana region, and in both cases, the level of supply of medical personnel increased in some districts. If so, we can see that the indicator has remained unchanged in some districts, while in others it has decreased a little.

In 2012, there were a total of 5,624 doctors, 36,851 secondary medical workers in the region, in 2013 there were 6,686 doctors, 41,185 secondary medical workers, in 2014 there were 6,862 doctors, 41,683 secondary medical workers medical staff, in 2015 there were 6,891 doctors, 42,090 of them were secondary medical staff.

Taking these indicators as an example of the city of Kokan, in 2012 there were 852 doctors, 4172 secondary medical workers, in 2013 there were 863 doctors, 4337 secondary medical workers, in 2014 there were 874 doctors, 4297 secondary medical workers, in 2015, there were 995 non-profit doctors, and 4,918 were secondary medical staff. Also, from the districts of Uzbekistan, in 2012 there were 361 doctors, 2325 secondary medical workers, in 2013 there were 361 doctors, 2267 secondary medical workers, in 2014 there were 364 doctors, 2290 secondary medical workers, in 2015 We can see that 354 doctors, 2309 of them are secondary medical staff. This indicates the information about the cities and districts with the highest index when taking the process of provision of doctors and paramedics by region in the section of cities and districts. Now studying scientific heritage, socio-political activities and acquaintance youth charity of our above-stated ancestors is considered one of the main urgent objectives of the modern intellectuals.

The conclusion shows that in the years of independence, the supply of personnel in the health care system was satisfactory, and the indicators of personnel supply changed every year according to the level of population growth. Sometimes these situations also caused problems in the provision of personnel in the regional health care system. For this reason, the health care system of the republic demanded that special attention be paid to the system of personnel improvement and retraining. Today, 6,300 doctors and 31,900 secondary medical workers work in 97 hospitals in the regional health care system. There are 413 outpatient polyclinics, 214 rural medical centers, 61 rural medical clinics, and 28 dispensaries in the regional districts. Rest houses and sanatoriums "Chimyon", "Uzbekiston", "Kyziltepa", "Nurafshon", "Temir Yolchi" and regional ambulance departments are working effectively to restore and protect the health of the population.

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