



INTRODUCTION OF NEW EFFECTIVE METHODS IN THE TRAINING OF NURSING STAFF IN PRIMARY HEALTH CARE INSTITUTIONS

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| Article history: | Abstract: |
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| Received: August 24 th 2022 Accepted: September 24 th 2022 Published: October 30 th 2022 | This article analyzes the role of PMS nurses in society, professional potential, qualification categories, social status and professional qualities. According to the study, we can conclude about the state and modern methods of training paramedical workers |

Keywords: Advanced training, medical education, patronage nurse, training, specialization, qualification category, certification, professional fatigue, stress, quality of work, labor productivity.

INTRODUCTION

The nursing profession belongs to the category of professions with a special reputation among the population, which is also determined by the attractive appearance of the image of nurses. Paramedical workers working in the primary care system occupy a special place, unlike other medical workers, and act as a kind of bridge between the population and the health care system.

At the same time, the issues of improving the professional potential of a medical worker in order to further increase his prestige remain relevant. In particular, the influence of distance learning in the field of medicine on the quality of medical services, their economic and social efficiency has been studied very little. Like all countries, over the past 20 years, the Republic of Uzbekistan has initiated consistent reforms in the healthcare sector, especially in the field of primary health care. This, in turn, requires not only the modernization of the health care system, but also the improvement of the work of medical personnel and the improvement of the quality of training, advanced training and continuing professional education (CPE). As a result of the initiated reforms, the burden on medical workers in primary health care institutions has increased significantly. In particular, the workload on paramedics has increased – they provide patients with high-quality, efficient and safe nursing care. The role of nurses in working with a healthy population is especially great, it is the promotion and formation of a healthy lifestyle, participation in the examination of the population for common diseases and the implementation of preventive measures.

PURPOSE OF THE STUDY: to study the socio-medical and professional characteristics of the nursing staff working in primary health care institutions, and

evaluate the impact of these characteristics on the effectiveness of nursing care to the population.

THIS STUDY IS A SCIENTIFIC INNOVATION. It was held for the first time among medical associations and paramedical workers in the Navoi region. Based on the study, it became known that when interviewing the population and patients about paramedical workers working in primary health care institutions in Uzbekistan, they paid attention first to the appearance of nurses, and then to their professional qualities, knowledge, skills and abilities. When asked how much you trust your nurse, the majority of the population responded positively. When asked what is the reason for the deterioration in the quality of services provided by nurses, the majority of respondents named high workload (38.7%), paperwork and various documents (30.04%), low wages (18.5%) and professional skills knowledge (12,

In order to improve the quality of service, an employee, in addition to his professional knowledge and skills, must be well aware of his duties, defined by regulatory legal documents. In this regard, they must know the legislation of the state, in addition to their legal literacy, observe ethics and rules. If they do not respect their profession, are honest and responsible in their work, we cannot accept them as medical workers. The form of contextual learning developed by A.A. Verbitsky is aimed at changing the attitude of mid-level medical workers to their work and profession, improving their professional skills (competencies). With this form of training, the indicators of medical workers increase on the following 4 scales: aspiration, professional motivation, locus of control "I" (criteria,

Although this depends on the allocation of funds for the training process and specialization of nursing staff, these costs will be offset by an increase in the quality



and efficiency of services provided by qualified personnel at all lower levels of health care. care system in the future, because the trained all-round work of a professional mature worker pays off. Providing the population with quality medical services is associated not only with the amount of wages, but also with the ability to apply modern high technologies, modern methods and information bases in labor activity.

Training of secondary medical and pharmacists with secondary education in Uzbekistan According to the Decree of the Cabinet of Ministers No. 319 dated December 18, 2009 "On improving the system of training and retraining of medical personnel" Regulation and health care of the Republic of Uzbekistan Regulated on the basis of the order of the Ministry dated August 24, 2015 No. 336 " On the training and specialization of secondary medical and pharmaceutical personnel.

The training cycle is conducted offline and/or online once every 5 years. 144 credits for the advanced training cycle of the training program, of which 104 hours for specialization - 2/3 part - 44 theoretical hours, 60 hours for practical classes. The advanced training module corresponds to 1/3 of the 32 hours allotted for subjects. Then advanced training - 144 hours, retraining (specialization) - 216, 288, 432, 576 hours, thematic advanced training - 18, 36 hours. After passing the final state attestation, graduates are issued a state-recognized certificate.

Based on this, it is important to study the activities of paramedical workers, especially primary health care institutions, and develop measures to improve the quality and efficiency of medical services to improve the medical and social services for the population.

For this reason, in order to comprehensively improve the skills of holders of these professions in the Navoi region, research work was carried out on the application of modern methods in the field of continuing professional education of paramedical workers on the job. The study began with a survey and analysis of the results among paramedical workers of primary health care institutions under the health department of the Navoi region. In total, 1532 mid-level medical workers took part in the event. In research work in the period from 2020 to 2022, to study the medical and social characteristics of students trained at the Navoi regional branch of the Center for Advanced Studies of Medical Workers and Pharmacists, In the Navoi region, research work was carried out to determine the efficiency and quality of medical services provided by medical personnel, a standardized social survey was conducted among employees of primary health care institutions on the topic

"Professional activities of medical workers working in primary health care institutions." . The questionnaire consisted of 100 questions, each participant studied age, length of service, working conditions, activities, family and social status, level of education, working conditions, professional potential, attitude to issues in the system. Separate trainings and categories were studied, knowledge and skills were emphasized, the level of knowledge, professional skills and work experience of the employee were studied, responsibility for one's work, relationships in the team were studied in detail,

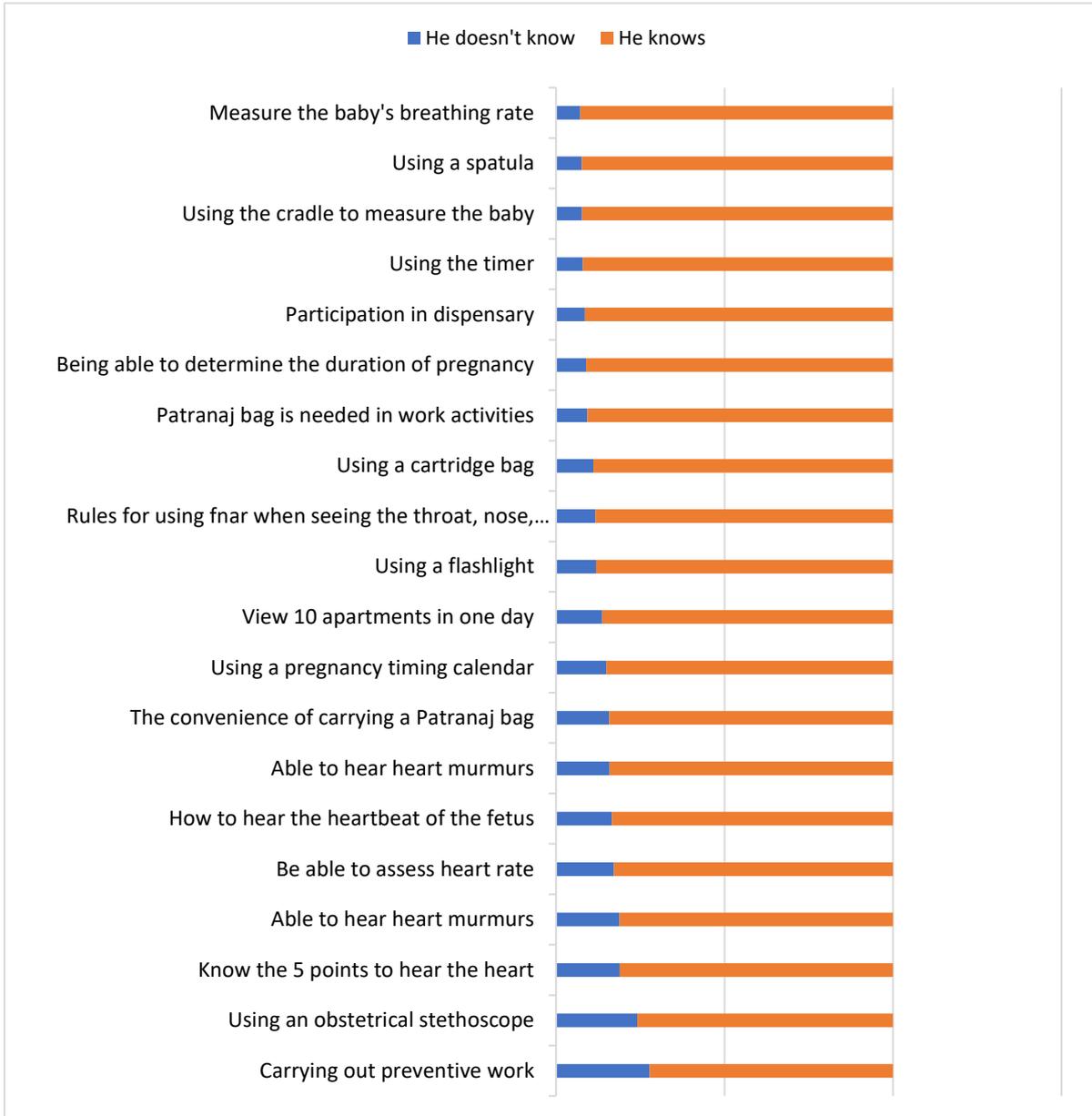
Analysis of the results of the study showed that 1475 respondents (96.3%) were women, 57 (3.7%) men, and the average age of the respondents was 36.8 years. It is shown that 56% of senior nurses and 20.6% of chief physicians can correctly assess the quality of work of nursing staff in many institutions. 57.5% of employees said that the term for obtaining the category is 3-5 years, and 36.3% of employees said that the term for obtaining the category is 1-2 years. 6.1% of participants said they would apply for the category in 5-10 years. 45.1% of these workers said they have improved their skills, 28.1% have increased wages, and 24% have increased self-confidence. According to 1% of participants, their reputation with employees will increase.

Regarding the issues of professional development, 79.6% of medical workers stated that they have received professional training in the last 5 years, and 20.4% of workers have not received professional training in the last 5 years. 14% of the participants said they did not upgrade their skills during their career.

On questions of specialization, 67.6% of employees stated that they had specialization, of which 36% reported that the fees were paid at their own expense, 30.3% were paid by the labor organization, 1.2% were paid by sponsors. The remaining 32.4% said that the employee did not undergo specialization.

To the question about methodological aids organized at the workplace and electronic literature, software, etc. in terms of increasing knowledge in vocational education, 87.1% of employees answered in the affirmative, and 12.9% of participants answered that there were no such opportunities in the workplace. During work hours, 85.6% of participants were able to find time to read books to improve their skills and knowledge, while 14.4% said they did not have time for such activities and could not read due to work and family. All customers want to be served by competent employees. As a result of the check, the opinion of paramedical workers about their competence was formed as follows (Figure 1.).

Figure 1. Definition of basic skills of nurses



All these criteria should be quantified through a system of relevant indicators reflecting the quality of services provided. Then you can determine the level of service and quality of work of employees in the institution, as well as the reputation of the institution. Therefore, we have promoted the introduction of new methods in order to improve the quality of education through the promotion of distance learning. Primary health care facilities need to be trained as physician assistants and trained in a wide range of practical skills. In this process, concepts and changes came to us, such as distance education, distance learning, online platform, offline mode, which were not previously familiar to us, and, despite the difficulties at first, found their solution and new methods and

methods "telemedicine", "smart medicine" and "automated nurse's station" were introduced. The use of such innovative approaches in the field of medicine was a novelty.

Training based on this method plays an important role in the comprehensive training of specialists and serves to strengthen the positions of working nurses in their professional activities and increase their level of knowledge. This makes it more convenient for paramedical workers to receive postgraduate education in medical schools, especially in institutions for advanced training and retraining and specialization, and also leads to cost savings on the economic side. For example, in April, May, June 2020, in connection with the pandemic, distance-online training courses



were organized in the center and the branch. In this process, modern communication technologies, social networks and teleconferencing systems, as well as the online educational platform hamshiramalaka.uz were widely used.

Online and distance forms of vocational education in specialties using a credit-modular advanced training

system, as well as innovative technologies that make it possible to improve the skills of medical workers on the job; . In particular, for the period from 2020 to 2022, a total of 11,214 paramedical workers were trained in short-term courses at the branch (Table 1)

Table 1

Number of paramedical personnel who completed advanced training remotely using the Internet platform

| years | 6 hours (Covid-19) | 18 hours | 12 hours | medical team | Number by years |
|----------------|--------------------|-------------|------------|--------------|-----------------|
| 2020 | 4847 | 1790 | 537 | 0 | 7174 |
| 2021 | 0 | 1363 | 97 | 1525 | 2985 |
| 2022 | 0 | 962 | 93 | 0 | 1055 |
| General | 4847 | 4115 | 727 | 1525 | 11214 |

These courses are short-term (6, 12, 18 hours) and are a type of thematic training that involves the involvement of mid-level medical workers for on-the-job training and informing working specialists about the current problems of modern medicine, the

achievements of medical science in a particular field, as well as leading medical workers In order to teach new principles of management and organization of healthcare, it is carried out on the basis of instructions from the Ministry of Health.

Of these 11,214 paramedical workers, 7,174 (64%) were trained in 2020, 2,985 (27%) - in 2021, 1,055 (9%) - in January-May 2022. (picture-2)

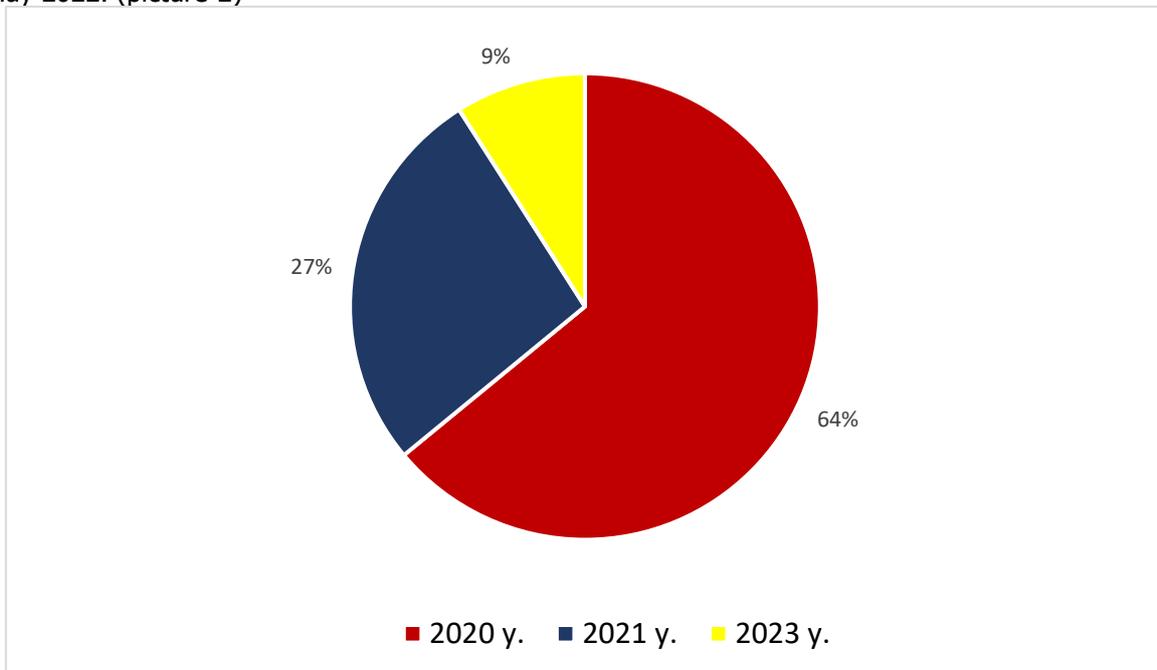


Figure 2. Share of distance learning students (for 3 years)

Therefore, these employees should be involved in training during 2022. These are 640 people (41.8%) of those who took part in the survey. Given the lack of classrooms for training these workers and the employment in the classrooms of medical teachers,

distance learning is very useful in this situation. That is, an audience is not required, and the teacher-teacher will be able to conduct training sessions for a wider contingent at the same time. In addition, his



marital status does not allow him to study without work.

CONCLUSIONS

So, A student, regardless of age and region of residence, will have equal opportunities with other participants in choosing and studying in educational programs that suit him. Employees in a remote village, in another corner of the country, have the same status as students in the center, and can study remotely even in educational programs of foreign countries. The paramedic will be able to do his job and course of study at the same time, through distance learning. In this case, if he wants, he can study in parallel in several other educational areas. Therefore, this method is the most convenient means of continuous professional education of the listener. In the process of distance learning, the student saves the cost of travel, accommodation, meals, rent, etc. compared to traditional teaching. On the other hand, educational organizations also save on classrooms, teaching staff salaries and similar expenses. Economic efficiency is one of the reasons for the widespread use of this method throughout the world.

In our time, it is not difficult to use modern educational resources for distance learning, in connection with this, the level of coverage of the population with Internet services has significantly increased. Therefore, I believe that there is no technical problem in online education. Because almost all segments of the population have the necessary tools at home (laptop, tablet, smartphone, smart TV, etc.).

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