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**ТИББИЁТДА ЯНГИ КУН  
НОВЫЙ ДЕНЬ В МЕДИЦИНЕ  
NEW DAY IN MEDICINE**

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## THE ROLE OF DISTANCE EDUCATION IN IMPROVING THE QUALIFICATION OF SECONDARY MEDICAL STAFF

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### ✓ Resume

*This article discussed the role of distance learning in the health care system, in particular, the advanced training and specialization of nursing staff of primary health care institutions. On a pilot test example in the Navoi branch of the Republican medical continuing education and specialization center for nurses and pharmacists in the direction of "Strengthening Public Health and Their Patronage Services."*

*Keywords: distance education, distance education, online education, online testing, patronage nurse, advanced training, specialization, public health.*

## ЎРТА ТИББИЁТ ХОДИМЛАРИ МАЛАКАСИНИ ОШИРИШДА ДИСТАНЦИОН ТАЪЛИМНИНГ ЎРНИ

<sup>1</sup>Тўрақулов В.Н., <sup>2</sup>Эргашев В.А.

<sup>1</sup>Республика ўрта тиббиёт ва фармацевтика ходимлари малакасини ошириш ва уларни ихтисослаштириш маркази Навоий филиали

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### ✓ Резюме

*Ушбу мақолада масофавий ўқитишнинг соғлиқни сақлаш тизимидаги ўрни, хусусан, (БТСЁИМ) бирламчи тиббий санитария ёрдами муассасалари ўрта тиббий ходимларини малакасини ошириш ва ихтисослаштириш масалалари муҳокама қилинган. Таҷриба-синов мисолида Республика ўрта тиббиёт ва фармацевтика ходимлари малакасини ошириш ва уларни ихтисослаштириш маркази Навоий филиалида "Аҳоли саломатлигини мустаҳкамлаш ва уларга патронаж хизмати кўрсатиш" йўналиши бўйича таълим олувчилар ўртасида ўтказилди.*

*Калит сўзлар: Дистанцион таълим, масофавий таълим, онлайн таълим, онлайн тест, патронаж ҳамшира, малак ошириш, ихтисослаштириш, аҳоли саломатлиги.*

## РОЛЬ ДИСТАНЦИОННОГО ОБРАЗОВАНИЯ В ПОВЫШЕНИИ КВАЛИФИКАЦИИ ВТОРИЧНЫХ МЕДИЦИНСКИХ КАДРОВ

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### ✓ Резюме

*В этой статье обсуждались роль дистанционного обучения в системе здравоохранения, в частности, повышение квалификации и специализация среднего медицинского персонала учреждений первичной медицинской санитарной помощи. на опытно-испытательном примере в Навоийском филиале Республиканского центра повышения квалификации и специализации средних медицинских работников и фармацевтов. Среди обучающихся по направлению «Укрепление здоровья населения и их патронажное обслуживание».*

*Ключевые слова: дистанционное обучение, дистанционное обучение, онлайн-обучение, онлайн-тестирование, патронажная медсестра, повышение квалификации, специализация, общественное здравоохранение.*



## Relevance

The national personnel training program of the Republic of Uzbekistan envisages the formation of a well-rounded person through a continuous education system that is inextricably linked with the intellectual and spiritual-moral education of a person.

The implementation of these tasks before the continuing education system depends on the effectiveness of the educational process, and the effectiveness, in turn, depends on the organization and activation of the activities of learners and providers.

At present, there is an objective basis for qualitatively rapid transition to new technologies of teaching and upbringing, because innovative processes in economic and social life require radical changes in education itself. No teacher-pedagogue can be left out without joining this process sooner or later.

In this regard, we started a new project in the Navoi branch of the Republican center for training and specialization of medical and pharmaceutical workers in order to provide comfort to medical workers working in district medical institutions located far from the regional center. First of all, secondary medical workers operating in remote Zarafshan, Tomdi and Uchkuduq districts of the region began to be trained in the form of remote teleconference. This training was carried out without separating employees from their main work. The first attempts paid off. The project was very effective, and in the future, research work on the wide application of distance education to the process of professional education of medical personnel was started.

**The purpose of the study:** On the basis of medical and social studies, the specific characteristics of the health and professional activity of primary medical workers, development of reasonable measures to improve their work in the current conditions.

In order to achieve the objective of this study, the following issues should be addressed.

1. Researching the professional activities of secondary medical staff working in primary health care (PHC) institutions;
2. Evaluation of the medical, social and professional activity of the studied group of nurses;
3. To analyze the opinions of BTSYo nurses and other secondary medical personnel about their work and to determine the factors that help to improve nursing care;
5. Studying the features of the post-diploma training of secondary medical workers working in the Institutes of Health, developing measures to improve their activities and evaluate their effectiveness;

As a scientific innovation, this research was carried out for the first time in the territory of Navoi region (I think it is appropriate to conduct monitoring through this survey in other regions as well).

- Analyzing the professional activities of patronage nurses and other secondary medical workers based on the results of the survey, taking into account the socio-demographic and medical characteristics of the secondary medical workers working in the BTSUs, and organizing specific and systematic work based on the results. Improving the professional training of nurses, evaluating the quality and efficiency of their work, and developing and implementing measures based on the obtained results.

**Practical significance:** In the results of the research, the real situation of the socio-demographic characteristics of the secondary medical workers working in the Navoi region BTSYo (KTMP, OP, QOP and QVP) is reflected, the analysis of opinions on the activities of nurses in the system, professional tasks, the work of nurses - the assessment of the quality of the medical services they provide gave the opportunity.

304 respondents took part in this survey, which was conducted among primary medical workers of DPM of Navoi region, and according to the results of the survey, the situation in this field was shown as follows.

### Including:

- it was found that 94.01% of working employees are women and 89.5% are family employees. The number of family members of these participants is 26%-5 people, 27%-4 people, 16.6%-6 people, that is, more than half, 69% are families with many children.
- according to the results of the survey, 65.5% of employees rated their family situation as good, and 32.2% rated it as an average family situation. 2.3% of low-income people.

- - 94.4% of the respondents have their own place of residence, and 4.8% live on rent.
- - 60.2% of participants have more than 10 years of experience, and 3% have 1 year. 45.9% of them are employees working at the rate of 1, 28.6% at the rate of 0.75, 23.3% at the rate of 0.5. It was found that 2.3% of the respondents were employees working at the rate of 0.25.
- - 92.8 participants stated that this job is their main job and they don't have a side job.
- - 127 out of 304 participants (41.8%) did not have a category. employees, and the remaining 58.1% were employees who received the category.
- - 21% of the respondents said that they have not yet received training, while 45.5% said that they had received training five years ago.
- - 97% of respondents said that they have medical literature at work, and 88% of them have time to read.

From the results of the survey it was clear that almost all DPMs have additional studies done externally (95.5%). And in doing so, senior nurses are regularly teaching their staff the procedures.

80.5% of the participating patronages said that they visit 10 patients' homes in one day. 98.9% of them always carried out preventive work.

Almost all of the patrons stated that the patronage bag is necessary for work and that it is fun to use it all the time.

66.2% of employees rated the senior nurse and 16% the chief physician according to the correct evaluation of the quality and results of the employees' work.

30.8% of employees plan to get a degree in the next 1-2 years and 66.2% of employees in 3-5 years. 51.1% of these respondents stated that professional skills will increase as a result of promotion. 27% said that self-confidence will increase. 18% of the participants mentioned that their salary may increase when the category increases.

95.5% of nurses answered the question, "Is there a risk of losing your job?" If you lose your job, 6.8% of the participants answered that it is not a problem to find such a job, and 41.4% said that it is not easy to find such a job.

46.6% of employees stated that the salary they receive for their work is low, and 53.4% rated the amount of salary as average. The majority of employees (94.7%) defined the duration of the working week as 6 days.

79% chose a good team, 69% interesting work, and 61% proximity of work to their place of residence. 2.3% of the respondents mentioned the possibility of promotion at work and the height of the position.

Does your team have very low quality DPMs? To the question, 30.8% wrote that yes, they do.

As for the punishment measures applied to employees: warning-72.9%, suspension-17.3%, fine-9%.

84.2% of the respondents said that they like their work and have no desire to change it. 15.8% said that they think about it a lot. When changing their job to a job in another field, 71.4% of participants wanted to be specialized by the state or institution. 28.6% agreed to specialization at their own expense for a good job.

According to the results of surveys, more than 80% of employees chose their profession because they love it, and 96.2% of their colleagues stated that they are highly responsible for their work.

Among the factors that determine the work of a medical worker, the most voted ones were: the first place was professional interest - 84.8%, the second place was helping the patient and the feeling of compassion - 67.4%, and the factor of professional growth took the third place with 59.1%. Earning money for living is listed in the fourth place with 22.7%.

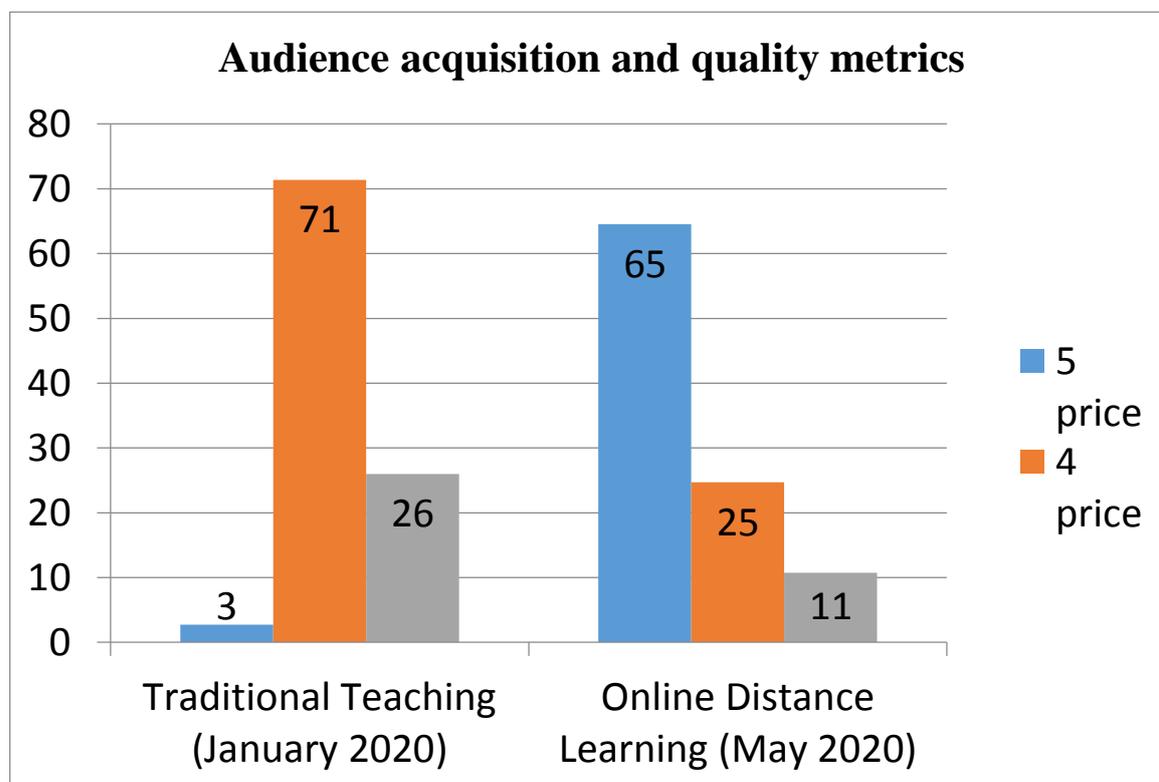
89% of the employees indicated their responsibility towards the patient and his family as an incentive for conscientious and quality work. In the next places, recognition before the society and recognition of colleagues are leading.

50% of Patronages said that they do not use transport to see patients, and 16% said that they always use it.

According to the results of the survey, 55.3% of the employees said that unscheduled workloads have a negative impact on the quality of work, and 88% of the employees mentioned that medical workers should have a special status.

It is clear from the results of the research that 43% of employees are stable and 42% are hopeful about the development of the health sector in Uzbekistan.

The majority of respondents (39.4%) associated the lack of doctors and specialists in the field of full compliance with the standards of treatment in the field. 26% believed that there is a lack of appropriate equipment in the regions. Based on this, 59.1% of the participants recommended directing the funds to acquire modern treatment techniques in the financing of the sector.



#### Conclusion

1. As a result of the introduction of a number of reforms in the field, it can be said that the work of nurses and the quality of nursing care for patients have increased to a satisfactory level, because .

2. Tasks such as working with unplanned additional work and carrying out excessive workloads in nursing activities are the cause of inefficient use of working time of secondary medical workers. According to the results of the survey, the rational distribution of work (redistribution of functional tasks, optimization of the work schedule, simplification and integration of reporting documents and forms, as well as automation of their processing on a computer) significantly increases the efficiency of work time and the quality of work, reduces financial costs, and efforts aimed at treating the patient the efficiency of actions increases.

3. As a result of optimization of the activities of secondary medical staff in BTSYo institutions, it has been confirmed that the wide use of modern distance forms and interactive methods of ensuring continuous training of employees and increasing their professional training can achieve significant results in practice. In particular, the practice of distance learning and improving professional knowledge in the current pandemic is a clear example of this.

To put it simply, since a few months ago, due to the pandemic, training in the center and branch was organized remotely online. Modern communication technologies, social networks and teleconference systems and platforms were widely used in this process. As a result, the audience's time and costs have been significantly reduced. Now the medical worker not only devotes more time to his work and family, but also his work efficiency has increased significantly. You can see for yourself in the chart below that the acquisition of these listeners has in turn increased significantly.

#### Practical recommendations

1. Inconsistencies in the quality indicators of secondary medical workers have a negative impact on the quality of nursing care and require changes in organizational and management approaches to

personnel work at the regional and city levels. It is necessary to improve the level of professional education and qualification, to solve the issues of optimizing the personnel potential of hospitals by improving the incentive system, and to achieve effective use of the work of current specialists by introducing and improving their modern technologies.

2. Significantly reducing additional workloads of nursing specialists in healthcare institutions, significantly saving working time, allows to increase the share of the main activity of the nurse to provide quality medical services to the patient.

3. We recommend using a modern (modular-credit) system in the educational system in addition to in-service training of secondary medical workers without spending a lot of time and money, in particular:

- training of primary specialties in a distance (online and offline) system based on a continuous credit module system involving the most qualified teachers of leading institutions on the basis of hospitals;

- the use of modern information technologies, in particular, the elements of distance education, in turn, leads to a significant saving of the time of medical workers and an increase in work efficiency;

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