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ANALYSIS OF THE STAFFING OF THE OUTPATIENT SERVICES

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Objective. Personnel policy is one of the leading socio-economic spheres of society, especially in the health sector. Consideration of such a problem as the lack of specialists in the field of health care, which is getting worse every year. Suffer the most state medical institutions, which are forced to compete with private clinics that provide more favorable working conditions specialists.

Aim: To assess the dynamics of staff turnover in the outpatient setting in Tver (Russia).

Materials and methods. The data of the official reports of the polyclinics Nos 1, 2, 3 of the state budget health care institution "City Clinical Hospital No 7" in the city of Tver were analyzed. The assessment was carried out for the period from 2011 to 2020 by comparing three time intervals: 2011-2014, 2015-2017, 2018-2020.

Results and discussion. Outpatient link of the state budgetary healthcare institution "City Clinical Hospital No. 7" serves the population of the Zavolzhsy district of Tver with a total number of 108586 people. Surgical Outpatient Department State Budgetary Institution "City Clinical Hospital No. 7" represented by surgical reception rooms in polyclinic No. 1, polyclinic No. 2 and polyclinic No. 3. Working conditions, equipment in clinics and the location of the institutions meet the standard requirements for receiving patients and providing them with highly qualified medical care.

Analysis of data from polyclinic No. 1 for the period 2011-2014 revealed the following: employment rate of surgeons - 88%, of nurses - 72%, junior medical staff - 40%. For the period 2015-2017, the percentage of employment of surgeons is 61%. Statistics on secondary and junior medical staff have not changed. For the time interval 2018-2020 years the percentage of employment of surgeons is 50%, of nurses - 54.5%, junior medical staff - 40%. From the analysis of data for polyclinic No. 1, one can notice a decrease in the percentage employment among doctors by 38% and among nurses by 17.5%. Employment of junior medical personnel did not change and remained below 50% for throughout the entire decade. There is a clear shortage of outpatient staff links.

Polyclinic No. 2 has the following indicators for 2011-2014 years: percentage of employment of surgeons - 100%, of nurses - 57%, of junior medical staff – 66%. As of 2015-2017 and 2018-2020, the values have not changed and are completely similar to those for the first period of the decade. This indicates a stable positive dynamics of employment of staff in the field. However, middle and junior medical personnel require an increase involving values in the specialty, as there are a large number of free rates.

The indicators of polyclinic No. 3 did not change for 10 years. The employment rate of surgeons is 57%, of nurses - 80%, of junior medical staff - 100%.

Conclusion. In comparison of the indicators of all three outpatient facilities of the City Clinical Hospital No. 7 you can notice the incomplete percentage of employment, as well as its decrease from the beginning to the end decades. It should be emphasized that the negative dynamics of statistics on outpatient care affects the period of the onset of the pandemic due to spread of SARS-Covid19 coronavirus infection (2019-2020). Medical institutions have suffered a significant blow to staff turnover from ordinary hospitals to infectious disease hospitals..Speaking about ways to solve the problems of staff turnover, it is worth touching on all aspects: salary level, working conditions, advanced training, the level of research bases, etc.