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Labor Motivation of Medical Staff

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Annotation: This article provides ideas and feedback on the work motivation of medical staff.
Keywords: work motivation, health, medical care, resource.

I. INTRODUCTION

Recently, comprehensive measures have been taken in our country to reform the health care system, aimed at radically improving the quality of medical services provided to the population, strengthening the human resources of the state health system, improving the resource potential of medical institutions.

In order to systematically and qualitatively organize the work on the accelerated development of the national health system in Uzbekistan, the salaries of general practitioners, community nurses, rural medical centers, emergency and ambulance services have been increased, market methods of labor incentives have been identified.

In our country, based on the aspects of socio-economic development, advanced mechanisms have been introduced to assess the work of medical workers and ensure that their salaries and bonuses are clearly and directly related to the complexity of the work performed and the quality of medical services.

At the same time, in the context of the need to raise the country's healthcare system to a qualitatively new level, the state focuses on the introduction of an innovative model of medical management, the continuation of financial incentives for health workers, creating appropriate conditions and incentives for their professional development.

In order to strengthen the social protection of employees of public medical institutions and health authorities, increase their financial interest, create favorable conditions for effective work, the formation of high professional capacity:

President of the Republic of Uzbekistan "On measures to strengthen financial incentives for employees of public medical institutions and health authorities" dated 07.11.2018. № PQ-4007 announced the decision.

The resolution provides for a gradual increase in the amount of remuneration of medical and pharmaceutical workers of state medical institutions from December 1, 2018 by 1.2 times and from April 1, 2019 by 1.15 times.

The Ministry of Health and the National Chamber of Innovative Health of the Republic of Uzbekistan together with the Ministry of Finance and the Ministry of Employment and Labor Relations, based on the study of international experience, The court ordered:

introduction of basic salaries depending on the position and qualifications of medical and pharmaceutical workers of state medical institutions, the level of complexity and responsibility of medical care, as well as the specialization of treatment and prevention institutions;

Introduce modern methods of assessing the performance and productivity of health workers, including the gradual introduction of electronic statistics of treated patients and online surveys among patients, a radical overhaul of the current procedure for financial incentives for medical and pharmaceutical workers, the quality of their work.

To ensure that the results and results of medical services are paid for by the public, to give the heads of medical institutions the right to set monthly personal allowances at a rate of up to 100% of the tariff rate at the expense of the Fund for Material Incentives and Development of Medical Institutions.

The Ministry of Finance of the Republic of Uzbekistan will provide additional funding for public medical institutions in connection with the increase in salaries of medical and pharmaceutical workers in 2018 at the expense of the State Budget of the Republic of Uzbekistan;

From 2020, it is planned to ensure a gradual increase in the amount of funds allocated for the formation of the Fund for Material Incentives and Development of Medical Organizations.

The proposal of the Ministry of Health, the Ministry of Finance and the Ministry of Employment and Labor Relations to establish a Fund for Material Incentives (hereinafter referred to as the Fund) under the Ministry of Health, which does not have the status of a legal entity, was approved.

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The following are identified as sources of funding for the Fund:

1) Deductions in the following amounts

a) 2% of the amount of receipts for medical services provided by state medical institutions on a paid basis, including the services of specialized scientific and practical medical centers of the republic;

b) 5% of the amount of receipts on paid training contracts accumulated in the accounts of higher medical education institutions;

c) 10 percent of the amount of receipts at the increased rate of training contracts accumulated in the accounts of higher medical education institutions;

d) 20% of the amount of receipts in the system of state duties paid by applicants for licenses for the right to engage in pharmaceutical and medical activities, including the retail sale of medicines and medical devices;

2) Income from the placement of temporarily vacant funds of the Fund;

3) Charitable donations of individuals and legal entities;

4) Other sources not prohibited by law.

It was noted that from the Fund's funds:

financing of financial incentives and social protection measures in the form of bonuses, financial assistance, surcharges, allowances and other types of incentive payments to employees of health management bodies, as well as payment for their sanatorium and medical services;

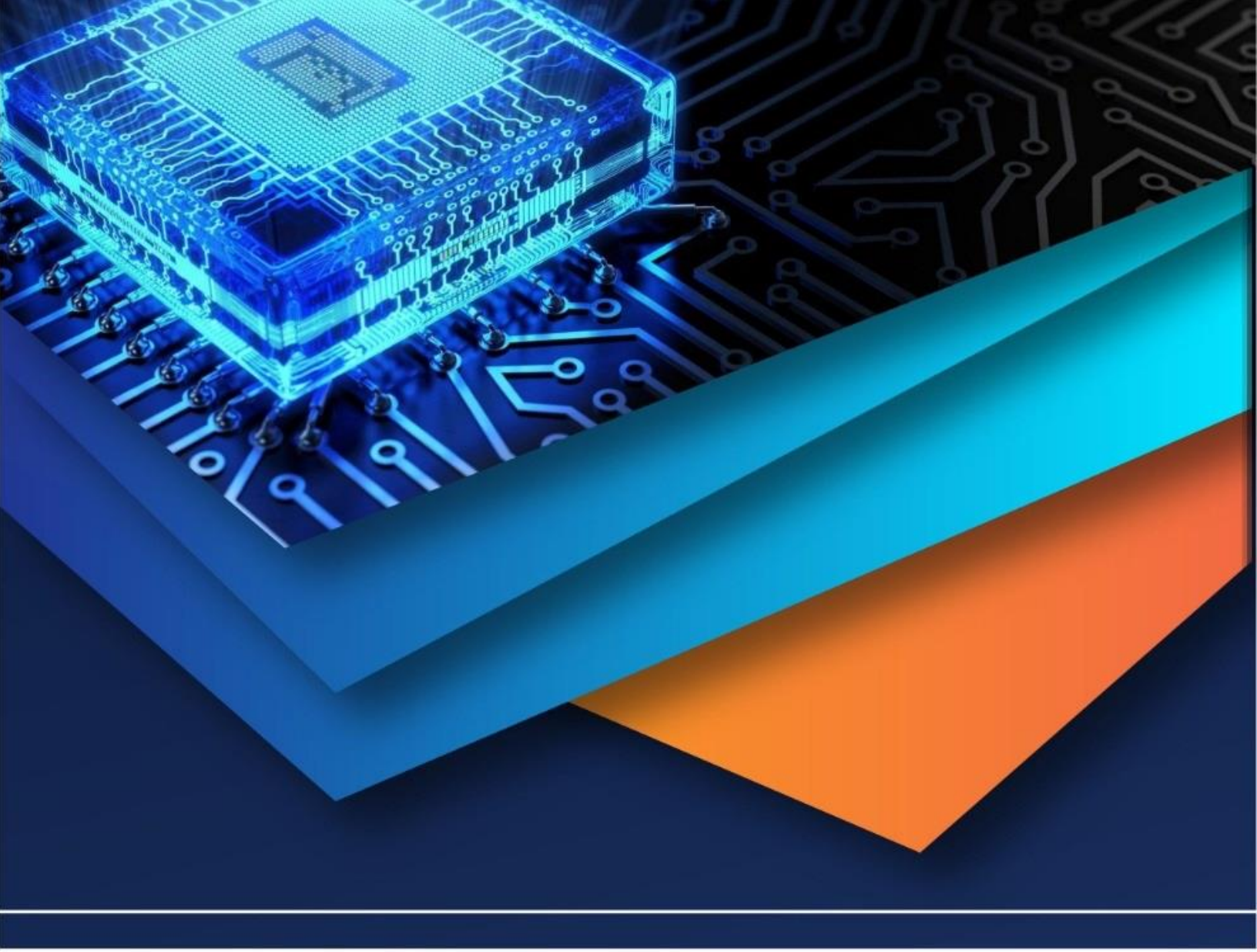
financing the costs of improving housing, including through the organization of housing for health workers and health workers of organizations in the system of the Ministry of Health of the Republic of Uzbekistan; Reimbursement of expenses related to the organization of training, advanced training and internships of employees of health management bodies, including their visits to foreign countries, participation in conferences, seminars and other events outside the territory of Uzbekistan, business trips;

strengthening the material and technical base of health management bodies, procurement of software products and maintenance of information and communication networks; involvement of foreign experts and consulting organizations; financing the cost of special scholarships for gifted students of higher medical education; used for other measures aimed at strengthening the human resources capacity of health authorities.

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