



## HYGIENIC ASPECTS OF IMPROVING WORKING CONDITIONS FOR MEDICAL PERSONNEL

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### Annotation.

The article examines the issues related to the psychological and emotional strain that may arise as a result of the high workload and intensity of modern medical work, the increase in occupational risk, as well as the challenges of ensuring effective working conditions within the healthcare system. These problems have a direct impact on the work efficiency and overall health of medical professionals. Therefore, conducting scientifically grounded research aimed at improving their working conditions, reducing psychological and emotional stress, and minimizing occupational risks is considered both urgent and highly significant.

**Keywords:** medical personnel, occupational workload, mental-emotional stress, occupational hazard, preventive measures

### Relevance of the Topic

The hygienic aspects of improving the working conditions of medical personnel are particularly important within the context of modern healthcare systems. Medical workers are exposed to high physical and psychological demands, as they continuously interact with patients, make rapid decisions in emergency situations, and perform tasks that require prolonged concentration and strict discipline. At the same time, the psychological and emotional strain, fatigue, occupational hazards, and increased levels of stress that arise during the work process negatively affect both work efficiency and the overall health of healthcare workers [3, 5, 11, 12].

Research has shown that unfavorable working conditions not only reduce job performance but also increase the risk of occupational diseases, including cardiovascular and nervous system disorders. Therefore, improving the working conditions of medical personnel, protecting their mental and physical health, and developing scientifically grounded hygienic measures aimed at minimizing occupational risks are among the most urgent tasks of today [1, 4, 7, 8].

This topic serves as an important foundation for scientific research aimed at preventing the long-term negative consequences of high workloads and stress factors experienced by doctors, nurses, and other healthcare professionals. In this regard, the development and implementation of occupational hygiene measures contribute not only to preserving the health of medical staff but also to enhancing the overall efficiency of the healthcare system [2, 6, 9, 10].

### Aim and Objectives

The primary aim of this study is to develop scientifically grounded health-promoting measures aimed at optimizing the working conditions of medical personnel. To achieve this aim, it is necessary to examine the impact of unfavorable occupational factors and to conduct an in-depth analysis of the key aspects of working conditions as described in relevant scientific literature.

### Result

At a time when reforms are being carried out in the national healthcare system, the Resolution of the President of the Republic of Uzbekistan No. PD-6221 of November 9, 2025, "On

Measures to Support Medical and Pharmaceutical Workers,” has acquired significant importance. This resolution serves as an important legal document aimed at addressing personnel issues within the healthcare system of Uzbekistan, improving incentives, and enhancing the working conditions of medical and pharmaceutical staff.

The primary goal of Resolution PD-6221 is to improve the professional and working conditions of doctors, nurses, and other healthcare personnel employed in medical institutions across the country, to enhance labor productivity, and to raise the quality of medical services.

This resolution encompasses several important directions:

- Starting from 2026, employees of state medical institutions will be rewarded annually on the occasion of “Medical Workers’ Day.” The amount of the reward will be equal to the minimum wage.
- The working schedule in medical institutions will be changed from a six-day to a five-day workweek. In cases where the continuous operation of medical institutions is required, shifts will be organized on holidays and weekends.
- Social and material benefits for medical and pharmaceutical personnel include, in some cases, partial coverage of children’s higher education tuition fees, provision of housing (including mortgage support), scientific and moral incentives, access to free sanatorium or medical services, and other privileges.
- Incentives for leading institutions and personnel include cash rewards for doctors who implement new treatment methods, as well as recognition through awards and competitions for specialists and institutions providing high-quality services.

Thus, Resolution PD-6221 is a comprehensive document that serves as a fund for the material, social, and professional support of medical personnel.

The anticipated results of the study include the following:

1. Enhancing employee motivation through acknowledgment of their efforts, professional competence, and accomplishments.
2. Maintaining workforce stability through the recruitment of young professionals and promoting their retention within the healthcare sector.
3. Enhancing the quality of healthcare services by reinforcing accountability to the organizational mission, patient care, and established quality standards.
4. Enhancing labor productivity, mitigating stress and professional strain, and safeguarding the mental and physical well-being of staff.
5. Aligning the healthcare system with global standards and enhancing public confidence.

The incentives and benefits provided in the resolution serve not only material purposes but also support the health and well-being of employees. For example:

1. A shortened work week (5-day week) allows employees to get enough rest and recovery — which is important in reducing mental and emotional stress and fatigue.
2. Sanatorium referrals, free medical care, housing benefits - provide employees with stress, social and material security, and increase their value in society.
3. Incentives aimed at improving quality and professional skills through incentives and competitions - this, in turn, strengthens the professionalism and professional motivation of employees, which contributes to improving the quality of healthcare services.

Therefore, decisions like PD-6221 are not just economic incentives, but also strategic instruments that serve to ensure occupational hygiene, employee health, and professional stability in the healthcare system.

**Conclusion.** Taking into account the above ideas and considerations, increasing the resistance of medical workers to existing negative factors is currently one of the most important and urgent tasks in the field of occupational physiology and hygiene.

The rapid development of modern medicine, the increasing physical and psychological workload of medical workers, as well as the increase in high-stress working conditions, are placing more responsible tasks on hygienists.

In this regard, it is necessary to develop a system of scientifically based preventive measures to reduce occupational hazards associated with the work of medical workers, maintain their health, and achieve sustainable efficiency in their work. This system should meet the requirements of modern medicine and include a comprehensive approach aimed at eliminating stress, fatigue, psycho-emotional stress, and other harmful factors arising in the work process. Proper planning and implementation of preventive measures improves the working conditions of medical workers, reduces the risk of occupational diseases, and strengthens their overall health. As a result, a healthy and stable workforce is formed, which contributes to further improving the quality of medical services.

Thus, the increasing volume of information required in work requires medical workers to work in highly stressful psycho-emotional conditions. In such a situation, they are required to take great responsibility, simultaneously receive and process a large amount of information, and make quick decisions.

At the same time, the lack of sufficient physical activity, and in some cases, the irrationality of the work and rest schedule, are contributing to an increase in existing occupational hazards. These factors negatively affect the overall health, mental stability, and work efficiency of medical workers.

The above-mentioned situations indicate the need to introduce effective preventive measures aimed at preserving the health of medical workers, forming a healthy lifestyle, and optimally supporting their professional activities. To this end, it is important to develop a comprehensive set of measures, such as improving working conditions, creating a scientifically based system of rest and recovery, increasing physical activity, and reducing emotional stress.

The establishment of systematic work in this area will help strengthen the health of medical workers, reduce occupational risks, and improve the quality of medical care.

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