



## **CURRENT ISSUES OF MEDICAL STAFFING IN SURKHANDARYA REGION (1991–2000)**

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**Abstract.** This article analyzes the problems of providing the medical system with personnel in Surkhandarya region in the first decades of independence. The article shows the difficulties that arose in the process of providing medical institutions with qualified specialists, such as the geographical location of the region, the location of some regions in remote and remote areas, and the insufficient development of social infrastructure.

**Keywords:** staffing, doctors, paramedical staff, advanced training.

Any healthcare system directly depends, first of all, on the level of its provision with qualified and highly trained personnel. Therefore, from the first years of independence, special attention was paid to the issues of providing the medical system with qualified specialists, increasing the potential of existing personnel, and systematically improving the professional qualifications of medical workers. However, at that time, the problem of shortage of qualified personnel in the medical system remained relevant in some regions of the country, including Surkhandarya region.

In Surkhandarya region, maintaining the level of medical services achieved until the 1990s in the years of independence and reforming it to meet the requirements of the times has become one of the important and urgent tasks of the transition period. During this period, there were also many problems in providing the population of the republic with qualified medical personnel.

of the region, the remoteness of some regions, and the insufficient development of social infrastructure have created certain difficulties in providing medical institutions with qualified specialists. As a result, there has been a shortage of doctors and paramedical staff in some medical institutions, which has also affected the quality and efficiency of medical services provided to the population to a certain extent.

The text also emphasizes that the shortage of general practitioners and narrow specialists in remote and hard-to-reach areas of the republic, the lack of necessary practical training in medical educational institutions, as well as the slow introduction of modern forms and methods of organizing continuing professional education, require the adoption of urgent measures to further improve the system of training medical and pharmaceutical personnel.

This problem is clearly demonstrated in the case of Termez district. The text states that although the number of doctors with higher education in Termez district has increased to a certain extent from year to year, the lack of sufficient opportunities for specialists to work and live, as well as the lack of financial interest, have required serious research in this area. In



particular, as a result of the neglect of the work of encouraging and supporting young specialists, their interest in the work has waned.

In 1991, 4,100 doctors with higher education worked in the regional health system, and by 1992 this figure had reached 4,310 [1, p.111]. In 1990, 3,399 doctors with higher education worked in the regional health system, and by 1991, this figure had reached 3,549 [2].

If we analyze by individual districts: Altynsay district: in 1991, there were 188 doctors with higher education, but by 1995 their number had reached 210 [1]; Termez district: in 1992, 33 and 39 medical workers with higher education provided medical services to the population in the region. In 1992, there were 143 in Termez [3]; Zharkurgan district: in 1992, there were 81.5 percent of the seats per 10,000 people in the region, but by 1993, this figure had reached 79.3 percent. In Zharkurgan, this figure was 57.1 percent [4].

The number of hospital beds in Shurchi district was 990 in 1992, 425 in 1998, 385 in 2000, and 455 in 2003, and the beds per 10,000 people were 92 in 1992, 44 in 1995, 32 in 1998, 27.8 in 2000, and 37.2 in 2003. The number of doctors in medical institutions was 249 in 1992, 279 in 1995, 284 in 1998, 286 in 2000, and 288 in 2003. The number of doctors per 10,000 population of Shurchi district was 23.1 in 1992, 23.2 in 1995, 21.4 in 1998, 20.6 in 2000, and 19.6 in 2003 [5].

The number of hospitals in the Kumkurgan district was 7 in 1992, 7 in 1995, and 8 in 2000; the number of beds was 1,075 in 1991, 580 in 1995, and 360 in 2000; the number of doctors in medical institutions was 213 in 1991, 210 in 1995, and 254 in 2000; the number of paramedical staff was 687 in 1991, 739 in 1995, and 870 in 2000 [6].

Denau district: In 1995, the district had 900-bed hospitals, 5 polyclinics, 14 medical outpatient clinics, 69 paramedical and midwifery centers, 14 pharmacies, and 2 dispensaries. In 1995, 390 doctors and 1,630 paramedical staff served in the district [7].

In order to eliminate these problems, a number of systematic measures were implemented at the republican and regional levels. In particular, special attention was paid to expanding the scope of training specialists in higher medical educational institutions and secondary specialized educational institutions, attracting young specialists to the regions, providing them with social support and creating the necessary conditions for their professional activities. In addition, various training courses, advanced training programs, and scientific and practical seminars were organized to improve the skills of medical workers working in practice and enrich them with modern medical knowledge and skills.

lot of work has also been done to train qualified specialists for each regional, city, and district treatment and prevention institution. In 1997, more than 50 secondary medical workers and more than 10 doctors improved their skills in the 1st regional hospital. This figure increased to more than 60 nurses and more than 15 doctors in 1998, and 62 nurses in 1999. Similarly, nurses who had previously graduated from the Termez Medical School on the basis of the 1st regional hospital improved their skills in therapy and surgery for two to six months a year [9].



The number of doctors with higher education in the regional health system increased from 3,399 to 4,310 between 1990 and 1992 [8]. In some districts, the number of doctors increased gradually (for example, in Oltinsoy, Shurchi, Denau). In Shurchi district, the number of doctors per 10,000 people decreased from 23.1 in 1992 to 19.6 in 2000 - this indicates that population growth has exacerbated the problem of staff shortages [5].

In general, in the early years of independence, there were serious problems in staffing the medical system in Surkhandarya region due to geographical factors, underdeveloped infrastructure, and low material incentives.

In conclusion, systematic measures have been taken to eliminate the problems: the construction of new medical facilities, the organization of advanced training courses, and a system of incentives and rewards for specialists. However, even during the period under study, the activities of patronage nurses in rural medical stations were not sufficiently established, and the training of specialists who could use modern medical equipment was not up to the required level.

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