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**THE STATE'S ROLE IN PROVIDING HEALTH CARE PERSONNEL OF  
UKRAINE TOWARDS EUROPEAN INTEGRATION  
РОЛЬ ДЕРЖАВИ У ЗАБЕЗПЕЧЕННІ КАДРІВ ОХОРОНИ ЗДОРОВ'Я  
УКРАЇНИ НА ШЛЯХУ ЄВРОІНТЕГРАЦІЇ**

***Summary.** The role of the state in the process of the health care system formation and provision with highly qualified personnel in the context of Ukraine's integration into the European space has been outlined in the paper. The state support programs for the health care sector at the world and European levels, priorities for the medical education development have been analyzed. The problems of the Ukrainian health care system have been identified and suggestions regarding the transformation of the mechanism of personnel support in the field of health care by bringing medical education closer to European standards have been made.*

***Key words:** state, state policy, European integration, human resources potential, health care system.*

**Анотація.** У статті окреслено питання ролі держави у процесі формування і забезпечення системи охорони здоров'я висококваліфікованим кадровим потенціалом в умовах інтеграції України у європейський простір. Проаналізовано програми державної підтримки сфери охорони здоров'я світового та європейського рівнів, пріоритети розвитку медичної освіти. Визначено проблеми української системи охорони здоров'я та надано пропозиції щодо трансформації механізму кадрового забезпечення сфери охорони здоров'я шляхом наближення медичної освіти до європейських стандартів.

**Ключові слова:** держава, державна політика, євроінтеграція, кадровий потенціал, система охорони здоров'я.

**Problem statement.** The human resources potential of the health care sector is an important basis for the Ukraine's state policy implementation regarding the achievement of the Sustainable Development Goals (SDGs) and is of crucial importance for the country's health care system functioning. It includes workers in a number of professions that are aimed at strengthening or improving public health and whose main feature is the appropriate medical education and competent skills. In the conditions of an active state policy as to the overcoming the consequences of the COVID-19 global pandemic, military actions, the main tasks of the government are the integration of medical education into the European educational space and its transformation in accordance with the European experience.

State support for the health care system should be a priority both in peacetime and in wartime. The main socio-economic principles for ensuring a high-quality and effective health care system in Ukraine are: protection of human rights (to protect the rights of all people to live in such natural and social environment that would support human dignity and health, to avoid discrimination, to ensure equality of opportunity); the rule of law (to observe a

transparent, accountable and democratic procedure for adopting laws in the specified area and their implementation; to ensure equality under the law of all individuals and legal entities, as well as institutions); proper governance (to ensure the effectiveness, efficiency, openness and inclusiveness of the managerial process, accountability and responsibility of management subjects in the health care sphere; to promote the implementation of managerial decisions with the participation of the parties concerned at the national, regional and local levels); participation of the public, business and social partners (to ensure the stakeholders' participation in the decision-making process, social dialogue formation, corporate social responsibility and public-private partnership introduction; implementation of the appropriate procedures for informing, consulting and participation of all interested parties and institutions of civil society); integration of policy and administration (promotion of the economic, social and environmental policies integration, coherence of sectoral and regional policies at all levels of management); using the best available knowledge (ensuring all necessary conditions for the development, evaluation and implementation of policies in the specified area based on the best available knowledge); the principle of prevention (using preventive measures to avoid negative consequences for human health at the stage of the activity planning) and others.

**Recent research and publications analysis.** The role of the personnel policy justification as one of the main directions of public administration, the issues of the quality of the medical personnel training and the impact of European integration processes on the Ukraine's educational competitiveness are studied in the scientific works of domestic scientists V. Korolenko [1], V. Lugovy [2], K. Magrlamova [3], Zh. Talanova [2], T. Yurochko [1] and others, as well as in the papers of the foreign scientists, namely, Ali Reza Yusefi [4], Mehrdad Sharifi [4], Ellen Kuhlmann [5], Peter Groenewegen [5], Ronald Batenburg [5], Carl-Ardy Dubois [6], Martin McKee [6]. However, nowadays

the issues of the medical education improvement still remain open for discussion.

**Problem statement.** Thus, the purpose of the article is to determine the role of the state in the process of the country's qualified, competent personnel potential formation to ensure sustainable development and European integration processes.

**Paper main body.** Taking into account the importance of the effective human resources policy implementation in the field of health care and the Sustainable Development Goals, the strategy "Global strategy on human resources for health: workforce 2030" of the World Health Organization, which defines the directions of the strategic development of human resources in the field of health care, was approved at the global level. The basis of the framework policy in the field of health care in Europe "Health 2020", adopted by the European Regional Committee of the World Health Organization in 2012, is the strengthening of health and well-being. The "Health 2020" policy emphasizes the need to engage politicians, professionals and civil society representatives to improve health and reduce health inequalities through a whole-of-society and whole-of-government approach. At the political level, the programs cooperate with national governments to strengthen administrative frameworks, enabling health workers to deliver medical assistance efficiently, safely and with quality to achieve the best health outcomes.

Thus, the Ukrainian health care system is currently facing many problems. Access to health care has been severely impacted by security challenges, limited mobility, disrupted supply chains and mass displacement. In the period from February 24 to April 27, 2022, 2,968,716 Ukrainian refugees arrived to Poland that makes 55% of the total number of refugees. In Ukraine many principles have been transformed during the martial law which constantly amplifies additional problems, tasks and supplementary processes of attracting international aid.

WHO, through collaboration with the Ministry of Health, national health institutions and numerous partners and donors, was able to reach almost 7.4 million people during the last two months with life-saving supplies, equipment and medicines. However, reaching some of the worst-affected areas in the east, where health systems have collapsed, remains a challenge. For example, almost all medical facilities and hospitals in Luhansk region are either damaged or destroyed. The situation in several other areas remains critical.

WHO supports the Ministry of Health in the detection, diagnosis and clinical treatment of infectious diseases. The minimum package for providing primary medical care by mobile clinics was developed and presented to the Health Cluster on April 26. Professional organizations of doctors become the basis of multiple powerful organizations of global impact. Nowadays, new associations of doctors are emerging with the aim of improving health care systems. Such associations make a large group of international organizations – professional associations. Such organizations include: European Society of Cardiology (ESC), American College of Surgeons (ACS), World Organization of Family Doctors (WONCA), International Society of Aesthetic Plastic Surgery (ISAPS) and other organizations [7].

The contemporary mechanisms of state regulation in Ukraine are implemented through certain regulatory and legal actions of state authorities as to the impact on prices, volumes, structure, and quality of services in the health care system and require support on the part of the global and European organizations.

Each country determines its own development priorities but the only basis for the industry efficiency ensuring is quality medical education. The European Association for Quality Assurance of Higher Education has developed Standards and Guidelines for Quality Assurance in the European Higher Education Area which serve as the basis for reforming the management system in higher education and ensure the quality of the education process. The average duration

of basic medical education in European countries is 5-7 years. Medical education in Belgium lasts 7 years, in Denmark it is 6.5 years, in Germany – 6 years, in Israel – 3 years of academic training and 3 years of clinical practice, in France – 2 years of training in institutes and 4 years of training in medical universities, in Great Britain – 7 years, not including a one-year internship and studies at the medical faculty of the university. Taking the registration training is a prerequisite for initial qualification in Ireland and Sweden.

European standards provide for a large amount of students’ independent work, individualization of learning, implementation of special educational programs. For example, the three-day program of the IESE Business School of the University of Havre (Barcelona, Spain) “Challenges in the European Healthcare Market. Winning through Innovation” includes an overview of transformations in the field of health care, a study of tools, innovations in the field and mechanisms of their implementation in practice.

In the conditions of reforming the health care system in Ukraine, one of the directions of development of the government policy is the transformation of the mechanism of personnel support in the field of health care by bringing medical education closer to European standards. The main regulatory and legal documents in this direction are the Decree of the President of Ukraine dated January 12, 2015 No. 5/2015 On the Sustainable Development Strategy “Ukraine – 2020”, the Association Agreement between Ukraine and the European Union, the National Strategy for Reforming the Health Care System in Ukraine for the period 2015-2025. The priority of European integration is qualitative changes in the system of training medical personnel (basic and postgraduate education) in accordance with European standards. In Ukraine, basic medical education can be acquired after 6 years of study in higher educational institutions. Postgraduate education includes internship training from 1 to 3 years, Master’s degree and medical residency.

One of the main problems of providing human resources in the field of

health care in Ukraine are the problems of improving the qualifications of medical personnel, cross-industry and labour migration of qualified medical personnel to other countries, low level of practical training of young specialists, ineffective mechanisms of monitoring the employment of graduates of medical educational institutions. Under such conditions, the main goal of reforming medical education is to increase the scientific, educational and professional level of medical personnel through the introduction of innovative information technologies into the educational process in accordance with European educational and medical standards.

Recognizing the global shortage of medical personnel and recognizing that an adequate and affordable health workforce is fundamental to an integrated and effective health care system, the process of providing medical services, it is necessary to create the country's strong, qualified, competent human resource potential by: bringing educational programs of basic and postgraduate education in accordance with European standards and terms of study; introducing national exams that meet the requirements of European agencies for the specialists' certification; expanding opportunities for acquiring medical education throughout life using innovative distance learning methods (web platforms, teleconferences, online trainings, etc.) [8].

**Conclusions.** The contemporary mechanisms of state regulation in Ukraine are implemented through certain state authorities' regulatory and legal activities concerning the impact on prices, volumes, structure, and quality of services in the health care system and require support from global and European organizations.

Strategic planning, support and strengthening of the human resources potential are required to ensure the effective functioning of the health care system. Strategic approaches, which include consideration of issues related to the number and availability of medical workers; their distribution; special knowledge and skills acquired during proper training; organization of ways of



providing services; safe and decent working conditions, including occupational safety and health; operational review of policy and regulatory provisions; supporting mechanisms, including financial resources are necessary to build up and deploy an effective personnel policy in the field of health care.

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