

«APPROVED» by
Rector of JSC «SKMA»
Seitzhanova Zh. S.



SOUTH KAZAKHSTAN
**MEDICAL
ACADEMY**

EDUCATIONAL PROGRAM OF RESIDENCY
7R01131
«NEONATOLOGY»

Shymkent, 2025 y.

The educational program of the residency 7R01131 " Neonatology "

was developed by the Department of Pediatrics-2

Head of the Department, Professor

Protocol № 8a from " 18 " 04 2025 y.



G.E. Bektenova

Agreed with the employer:

Head of the State Communal Enterprise on
the Right of Economic Management

«Regional Children's Hospital» of the Healthcare

Department of Turkistan Region




A.M. Dosanova

Discussed at the meeting of the Academic Committee
of Pediatric Profile

Chairman of the AC, Professor

Protocol № 4 from " 21 " 04 2025 y.

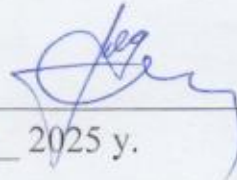


G.E. Bektenova

Approved by the Clinical Council

Chairman, Professor

Protocol № 8 from " 25 " 04 2025 y.



B.K. Nurmashev

Approved by the Academic Council

Protocol № 13 from " 02 " 05 2025 y.

QAZAQSTAN QAZAQSTAN MEDISINA AKADEMIASY «Оңтүстік Қазақстан медицина академиясы» АҚ		SOUTH KAZAKHSTAN MEDICAL ACADEMY АО «Южно-Казахстанская медицинская академия»
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Educational program passport

1. Mission of the educational program:

To be a recognized leader in the field of training highly specialized, competitive neonatologists.

2. Purpose of the educational program:

To prepare a qualified neonatologist with a system of universal professional competencies, capable and ready to provide qualified assistance to a newborn to restore and maintain the functions of vital organs and systems.

3. Rationale for EP:

Neonatology is a branch of pediatrics, the science of caring for newborns. The essence of neonatology: finding optimal methods for diagnosing and treating diseases in children in the first four weeks of life, rehabilitation of sick newborns, creating in the neonatal period the conditions necessary for the formation of a state of health throughout the subsequent life of a person. It is in the perinatal period (from the 28th week of a person's intrauterine life to the 7th day of life after birth) that primary and secondary prevention of many chronic human diseases is highly effective. Neonatology is a young science: if pediatrics as an independent branch of medicine arose only in the first half of the 19th century, then neonatology - in the 20th century. American pediatrician Alexander Shaffer proposed the terms "neonatology" and "neonatologist" in 1960 in the manual "Diseases of the Newborn."

Teaching this discipline includes modern knowledge of the anatomical and physiological characteristics of the fetus and newborn, as well as the growing organism during the 1st year of life, morphofunctional characteristics of the organs and systems of the newborn and child during various periods of development, and nutritional issues in modern conditions. An integral part of the discipline is the study of the pathogenesis of various childhood diseases in the neonatal period in the light of the latest achievements of medical science, as well as issues of diagnosis, treatment and follow-up of various types of pathology based on this knowledge.

Improving the organization of neonatal services. To introduce modern methods of diagnosis and treatment into practice, it is necessary to improve the organization of neonatal services as a whole. This includes optimizing the routing of pregnant women and newborns, developing a network of perinatal centers, and equipping departments with equipment in accordance with standards.

The introduction of new technologies also requires new knowledge from medical workers. It is necessary to modernize educational programs in neonatology, organize advanced training cycles, trainings and master classes on mastering best practices.

4. The professional standard on the basis of which the educational program is developed:

- Order of the Minister of Health of the Republic of Kazakhstan dated 07.04.2022 No. KR DSM-63 "On approval of state mandatory standards for levels of education in the field of healthcare";
- Professional standard «Neonatology» (Order of the Minister of Health of the Republic of Kazakhstan dated January 25, 2024 No. 46 "On approval of professional standards in the field of healthcare".
- On Amendments and additions to the Order of the Minister of Health of the Republic of Kazakhstan "On approval of the list of medical specialties of residency programs" dated May 25, 2021 No. KR DSM - 43 and "On approval of standard training programs in medical and pharmaceutical specialties" dated January 9, 2023 No. 4. (Order of the Minister of Health of the Republic of Kazakhstan dated 10 November 2023, No. 164).

5. Area of professional activity. Healthcare.

6. Objects of professional activity. Medical organizations providing inpatient and outpatient care, healthcare systems of the Republic of Kazakhstan.

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General information

1	Registration No	7R09100104
2	Code and classification of field of education	7R01 Healthcare (medicine)
3	Code and classification of areas of training	7R011 Healthcare
4	Group of educational programs	R031 Neonatology
5	Code and classification of field of education	7R01131 «Neonatology » (residency)
6	Type of EP	Updated educational program
7	Degree по ISCE	7
8	Degree по NFC	7
9	Degree по ORC	7
10	Distinctive features of EP	compiled according to the professional standard
	HED-partner	
	HED-partner	
11	List of competencies	CC1 Patient supervision: is able to formulate a clinical diagnosis, prescribe a treatment plan and evaluate its effectiveness based on evidence-based practice at all levels of medical care. CC 2 Communication and collaboration: He is able to effectively interact with the patient, his environment, and healthcare professionals in order to achieve the best results for the patient. CC 3 Safety and quality: He is able to assess risks and use the most effective methods to ensure a high level of safety and quality of medical care. CC 4 Public health: He is able to act within the legal and organizational framework of the healthcare system of the Republic of Kazakhstan in his specialty, provide basic assistance in emergency situations, and work as part of interprofessional teams to implement national health promotion policies. CC 5 Researches: He is able to formulate adequate research questions, critically evaluate professional literature, effectively use international databases in his daily activities, and participate in the work of a research team. CC 6 Training and development: He is able to study independently and train other members of a professional team, actively participate in discussions, conferences and other forms of continuous professional development.
12	Results of education	LO1: Able to formulate adequate research questions, critically evaluate professional literature on neonatology, effectively use international databases in their daily activities, participate in the work of the research team LO2: Able to conduct an examination and medical examination of newborn children, formulate a clinical diagnosis, prescribe a treatment plan and evaluate its effectiveness based on evidence-based practice using an

		international database and digital tools at all stages of neonatal care and carry out preventive measures. LO3: Able to act within the legal and organizational framework of the health care system of the Republic of Kazakhstan in providing neonatal care, intensive care, resuscitation, provide basic assistance in emergency situations, work as part of interprofessional teams to implement the policy of improving the health of the newborn LO4: Able to train independently and train other members of the professional team of neonatologists, actively participate in discussions, conferences and other forms of continuous professional development LO5: Able to assess risks and use the most effective methods to ensure a high level of safety and quality of neonatal care LO6: Able to effectively interact with relatives of the newborn, with healthcare professionals, taking into account the principles of inclusion in order to achieve the best results for the newborn.
13	Educational form	full-time
14	Language of education	Kazakh and Russian
15	Volume of credits	140
16	Training period	2 year
17	Awarded degree, qualification	Neonatologist
18	Availability of an annex to the license for the direction of personnel training	KZ36LAA00011387
19	Availability of EP accreditation	Have from 20.09.2022
	Name of accreditation organisation	IAAR
	Validity period of accreditation	№ KZ73LAA00011788 27.05.2021y. -26.05.2026y.
20	Information about disciplines	App 1.2

Application 1.1

Matrix for correlating learning outcomes in the educational program as a whole with the competencies being developed

	RE1	RE2	RE3	RE4	RE5	RE6
CC1		+				
CC2						+
CC3					+	
CC4			+			
CC5	+					
CC6				+		

Application 1.2

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Competency/learning outcome attainability matrix

№	Name of discipline	Brief description of the discipline	Cycle	Component	Num. of credits.	RE formation
Cycle of Profiling discipline Compulsory component						
1	Neonatology in the hospital	The discipline forms knowledge and skills in assessing the general condition, examination, diagnosis, prevention and treatment of diseases of newborn children, according to the clinical protocols of the Republic of Kazakhstan in a hospital setting, taking into account evidence-based medicine in the field of neonatology, skills in maintaining medical records, interpreting the results of laboratory, X-ray, functional research methods, prevention and treatment, within the framework of existing regulations-legal acts of the healthcare system, develops skills of working as part of interprofessional teams, formulation of conclusions based on scientific databases. Possess the skills of breastfeeding, caring for newborns and premature babies.	PD	UC	64	LO1 LO2 LO3
2	Pathology of newborns	Pathologies of newborns: causes and types. Physiological and neurological acquired pathologies. Genetically determined pathologies. Congenital defects of vital organs. Infectious diseases of newborns. Birth trauma. Diseases of the newborn period. Management of newborns with certain pathological conditions. Organizing and conducting treatment of newborns with perinatal lesions, taking into account the potential risks, principles of a safe environment for newborns.	PD	UC	14	LO2 LO5 LO6
3	Nursing premature babies	The concept of prematurity. Anatomical and physiological features of a premature baby. Stages of nursing of premature infants. The organization of health-protective regime. Feeding	PD	UC	14	LO2 LO3

		premature babies. Nursing of premature newborns at the first stage. Equipment for nursing newborns. Respiratory therapies and strategies to prevent lung damage. Care and treatment of newborns after asphyxia. Nursing of children with neonatal pathologies.				
4	Resuscitation and intensive care of newborns.	Diagnostics, etiopathogenetic treatment and intensive therapy of syndromic disorders and critical conditions in newborns. Nursing newborns. Monitoring of vital functions of newborns. Calculation of infusion-transfusion therapy, correction of electrolyte disorders, coagulological potential and gas composition of blood in newborns. Resuscitation and intensive care for critical conditions in newborns according to who programs.	PD	UC	14	LO3 LO4 LO5
5	Outpatient neonatology.	The discipline develops knowledge, skills and organization of outpatient management of newborns after discharge from maternity hospitals, rational diagnosis, assessment of general condition, examination, differential diagnosis, prevention and formation of a healthy lifestyle in a catamnesis room, vaccination and treatment according to the clinical protocols of the Republic of Kazakhstan, assessing potential risks, interactions with the patient, his environment based on the principles of inclusion. Develops skills to assess physical and neuropsychiatric development; on breastfeeding techniques and alternative feeding methods. Maintaining medical records, analyzing medical and statistical information.	PD	UC	14	LO2 LO5 LO6
6	Neonatal neurology	Criteria for evaluating the neurological status of newborns. Normal development of basic neurological functions. Diagnosis of diseases. Early diagnosis of developmental	PD	UC	7	LO1 LO2 LO6

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		pathologies. Features of the development of the nervous system of a full-term and premature newborn. Genetic predisposition and hereditary diseases. Pathological conditions of the perinatal period. Emergency care for newborns. Monitoring and rehabilitation of newborns.				
7	Neonatal surgery	Organization of assistance to newborns with surgical pathology. Malformations of the neonatal period. Purulent-septic diseases. Birth and household injuries. Prenatal diagnosis. Indications for emergency and planned neonatal operations. Modern methods of diagnosis and treatment of neonatal surgical diseases. Endoscopic surgery. Prospects for the development of neonatal surgery.	PD	UC	7	LO1 LO2 LO6
Cycle of Profiling discipline A component of choice						
8	Clinical laboratory diagnostics in neonatology.	Organization of the clinical and diagnostic laboratory. Legal issues of the laboratory service. Indications for the appointment of laboratory types of diagnostics of disorders and diseases characteristic of the perinatal period. Diagnostics of congenital malformations and hereditary diseases in the fetus. Indications for invasive methods of prenatal diagnosis in the fetus, assessing potential risks, taking into account the principles of a safe environment for children. Effective and safe methods of prenatal diagnostics.	PD	EC	4	LO1 LO5
9	Clinical pharmacology in neonatology.	Basic principles of clinical pharmacology in neonatology. Antibiotic therapy during the newborn period. Pain and pain relief in neonatology. Features of pharmacology of lactating women. The carrying out of pharmacotherapy a newborn. Determination of indications and contraindications, method of administration for prescribing medicines to newborns.	PD	EC		LO1 LO4 LO5
10	Fundamentals of	Introduction to genetics;	PD	EC		LO2

	medical genetics in neonatology.	Determination of birth defects and genetic syndromes. Determination of management and treatment tactics for newborns with birth defects and genetic syndromes. Organization and conduct of medical and genetic counseling. Determining the Genesis of congenital and hereditary diseases. Identification of the risk of giving birth to a sick child. Organization of newborn screening for hereditary diseases and metabolic diseases. Interpretation of the results of research methods using digital tools.				LO4 LO6
11	Management of scientific research	The discipline forms knowledge in the field of studying the rules of scientific research methodology, skills in choosing the methodology of analytical and experimental scientific research, determining the objects and errors of scientific research, skills in working in a research group on planning, organizing, conducting and formatting scientific research, compiling scientific papers with the analysis of literary sources.	PD	EC		LO 1 LO 4
	Total:				138	
	Final examination				2	
	Summary:				140	

Professional standard: "Neonatology"

Profession card "7.2 Neonatologist"

Description of work functions

List of work functions:	Mandatory labor functions:	1. Examination and medical examination of newborns of any gestational age (GW). Prevention, diagnosis and treatment of diseases and (or) pathological conditions in newborns and premature infants. 2. Carrying out and monitoring the effectiveness of measures for the prevention and formation of a healthy lifestyle, sanitary and hygienic education of the population 3. Participation in the management of medical documentation, medical and statistical information
	Additional labor functions:	1. Continuous professional development
Labor function 1:		

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Conducting an examination and medical examination of newborn children of any gestational age. Prevention, diagnosis and treatment of diseases and/or pathological conditions in newborns and premature infants.	Skill 1: Assessment of the general condition of a newborn baby at birth. Provision of qualified primary intensive care (stabilization) to newborn babies in the maternity unit, carrying out medical measures in accordance with the current procedures for providing medical care, clinical recommendations (treatment protocols).	Skills: 1. Receive information about the health status of the child's mother, the course and outcomes of pregnancies and childbirth. 2. Identify risk factors for the development of pathology in a newborn and premature baby, which may occur during childbirth and immediately after the birth of the child. 3. To evaluate the signs of live birth. 4. To carry out a standard examination and assessment of the condition of a healthy newborn and with pathology. 5. Possess the skills of conducting a clinical examination and assessment of the condition of a newborn child in the maternity unit, including using: assessment of the condition on the Apgar scale; assessment of respiratory disorders on the Silverman and Downs scales; assessment of physical development; assessment of the degree of maturity (Ballard scale), determine gestational age. 6. Possess the skills of providing primary resuscitation, stabilization, and respiratory support to newborns in the maternity unit. 7. Organize training for the operation of medical devices intended for the diagnosis and treatment of newborns and premature babies. 8. Possess the skills to maintain and restore vital body functions in life-threatening conditions in newborns and premature infants: apply heat-saving technologies depending on the gestational age and body weight of the newborn child; ensure patency of the upper respiratory tract; perform oxygen therapy; respiratory support (CPAP, ventilator, IVF), the introduction of surfactant using LISA INSURE methods, perform tracheal intubation; puncture and catheterize the umbilical vein; administration of medications, indirect cardiac massage, therapeutic hypothermia, monitoring of hemodynamic parameters, thermal monitoring. 9. Formulate a preliminary diagnosis based on the ICD. 10. Possess the skills of performing diagnostic manipulations: taking blood from the umbilical vein; determining blood type and Rh factor; performing pulse oximetry and ECG in a newborn child. 11. Diagnose surgical diseases in newborns and premature infants that require emergency medical care. 12. Interpret the results of laboratory tests in newborns and premature infants obtained in the first hours of life. 13. Possess the skills to transport a newborn and premature baby from the maternity unit in accordance with its condition, including: to maintain the body temperature of the newborn and
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	premature baby during transportation; to monitor and maintain the functions of vital organs and systems during transportation. 14. Carry out standard measures: vitamin K1 administration, blennorrhea prevention, neonatal screening, vaccination, breastfeeding. Knowledge: 1. The standard of organization of neonatal care in the Republic of Kazakhstan. 2. Clinical protocols of diagnosis and treatment of the Republic of Kazakhstan by activity profile. 3. International clinical guidelines on the activity profile. 4. Definitions and statistical concepts characterizing the antenatal, perinatal and neonatal periods. 5. Physiology and pathology of fetal development, periods of development. 6. Signs of live birth. 7. Formalized scales, tests adopted in neonatology, which are used to assess the condition of newborns and premature infants (the Apgar scale) and to standardize the assessment of the severity of clinical symptoms. 8. Methods for assessing the physical development of a newborn and a premature baby. 9. Methods of resuscitation and stabilization of a newborn baby in the delivery room, features of resuscitation for a premature baby. 10. Clinical picture and diagnosis of asphyxia at birth in newborns and premature infants requiring medical care. 11. Epidemiology and prevention of infections related to the provision of medical care to newborns and premature infants. 12. Principles of transportation of newborns and premature babies. 13. Methods of respiratory support. 14. Methods of surfactant administration. 15. Principles of breastfeeding. 16. Neonatal screening. 17. National Vaccination Calendar 18. Fundamentals of ethics and deontology.
The ability to recognize a skill:	Skill recognition is recommended
Skill 2: Conducting a medical examination of newborns and premature infants in childbirth, the order to establish a	Skills: 1. Receive information about the health status of the child's mother, the course and outcomes of previous pregnancies and childbirth, the course of current pregnancy and childbirth, the dynamics of the child's condition after birth, and the child's

diagnosis in accordance with current medical care procedures, clinical recommendations (treatment protocols) on medical care, taking into account the standards of medical care.	medical history. 2. Provide standard care for a newborn baby. 3. Perform a standard examination of a newborn baby. 4. Perform a neurological examination of a newborn baby. 5. Prescribe laboratory and instrumental examinations for newborns and premature babies. 7. To interpret the data of the clinical examination of a newborn and premature baby: to assess the general condition; to assess vital functions; to assess the neurological status; to assess physical development; to assess the degree of maturity; to assess the anatomical and physiological condition of organs and systems; to assess the severity of pathological conditions and disorders of vital functions. 8. To justify and plan the scope of laboratory tests in newborns and premature infants. 9. Substantiate and plan the scope of instrumental studies in newborns and premature infants. 10. To justify the consultations of specialist doctors for newborns and premature babies. 11. Analyze the results of examinations of newborns and premature babies by specialist doctors. 12. To identify neonatal transient conditions in newborns and premature infants. 13. To identify clinical symptoms and syndromes, pathological conditions and diseases in newborns and premature infants (including with the involvement of medical specialists): life-threatening conditions requiring intensive care and resuscitation; congenital malformations of organs and systems; diseases and pathological conditions of the nervous, respiratory, cardiovascular, digestive, genitourinary, endocrine, immune, osteoarticular, hematopoietic and lymphatic systems, as well as the skin, its appendages, umbilical cord, subcutaneous fat, sensory organs, ear, throat, nose; infectious and inflammatory diseases; thermoregulation disorders; disorders of nutritional status; water and electrolyte disorders; disorders of carbohydrate metabolism; disorders of acid-base and gas state of blood; disorders of bilirubin metabolism; disorders of hemostasis; genetic diseases, including hereditary and congenital metabolic disorders; oncological diseases; diseases requiring surgical treatment. 14. To carry out differential diagnosis of diseases and pathological conditions of newborns and premature infants. 15. Formulate a diagnosis based on the ICD, clinical recommendations (treatment protocols) on medical care, interpret and analyze the information received.
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	16. To carry out sanitary and educational work. Knowledge: 1. Etiology, pathogenesis, clinical picture of pathological conditions and diseases of full-term and premature newborn babies. 2. Statistics of neonatal, infant, and maternal mortality. 3. The concept of developmental care. 4. Effective perinatal care program. 5. The methodology of collecting information about the state of health, the course of pregnancy and childbirth in the child's mother, the anamnesis of life and the anamnesis of the child's illness. 6. Transient (borderline) conditions of a newborn child. 7. Methods for assessing the physical development of a newborn and premature baby. 8. National Vaccination calendar of the Republic of Kazakhstan. 9. Methods of audiological and ophthalmological screening of a newborn child.
The ability to recognize a skill:	Skill recognition is recommended
Skill 3: Carrying out feeding, nursing and treatment of newborns and premature babies in accordance with current medical care procedures, clinical recommendations (treatment protocols).	Skills: 1. Prescribe nutrition for newborns and premature babies. 2. Prescribe therapeutic nutrition to newborns and premature infants with diseases and pathologies. 3. To organize the conditions of nursing and methods of care for newborns and premature babies. 4. Have the skills to evaluate the effectiveness of breastfeeding newborns and premature babies. 5. Determine the treatment plan for newborns and premature babies. 6. Prescribe medications to newborns and premature babies. 7. Prescribe treatment for newborns and premature babies using medical devices. 8. Evaluate the effectiveness and safety of the treatment of newborns and premature infants. 9. Have the skills to install nasogastric and orogastric probes for newborns and premature babies. 10. Have breastfeeding skills and alternative feeding methods. 11. Prescribe and apply methods of nursing and care, including developmental, for newborns and premature babies. 12. To prevent infections in newborns and premature infants related to the provision of medical care. 13. Conduct individual conversations and consultations on

		breastfeeding. Knowledge: 1. Principles and methods of resuscitation care for newborns and premature infants. 2. Principles of feeding and therapeutic nutrition of newborns and premature infants. 3. Principles of the therapeutic and protective regime in neonatology. 4. Mechanisms of action of drugs used in neonatology; medical indications and medical contraindications for their use; possible complications and side effects. 5. Clinical pharmacology of neonatal age. 6. Features of drug administration to newborns and premature infants. 7. Principles and methods of non-drug therapy for newborns and premature infants (phototherapy, styling, immobilization for injuries, bandages (patches, films) for skin damage, restorative treatment; medical indications and medical contraindications; possible complications and side effects. 8. Principles and methods of infection control.
	The ability to recognize a skill:	Skill recognition is recommended
Labor function 2: Conducting and monitoring effectiveness of measures for prevention and formation of a healthy lifestyle, sanitary and hygienic education of the population	Skill 1: Conducting and monitoring the effectiveness of measures for the prevention and formation of a healthy lifestyle, sanitary and hygienic education of the population	Skills: 1. To carry out educational work to preserve the health of newborns and premature babies. 2. Carry out preventive medical measures to protect the health of newborns and premature babies. 3. Have the skills to train the child's legal representatives and caregivers in the skills of physiological care for newborns and premature babies and disease prevention. 4. To carry out activities to support breastfeeding. 5. Organize and conduct neonatal screening for hereditary and congenital diseases. 6. Organize and conduct vaccination of infectious diseases in newborns and premature infants. 7. To organize and carry

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		out anti-epidemic measures in case of outbreak of infection in neonatology departments (together with an epidemiologist). Knowledge: 1. The procedure for conducting medical examinations, including preventive medical examinations. 2. Fundamentals of physiological and developmental care for full-term and premature newborn babies. 3. Principles of neonatal screening. 4. Medical indications and medical contraindications for the vaccination of infectious diseases in newborns and premature infants. 5. Complications of vaccination in newborns and premature infants, their prevention and treatment. 6. Principles of anti-epidemic measures in case of an infection outbreak in the neonatology department. 7. Prevention of infections related to medical care in newborns and premature infants.
	The ability to recognize a skill:	Skill recognition is recommended
Labor function 3: Participation in the management of medical documentation, medical and statistical information		Skills: 1. Plan your work and compile a report analyzing your own performance indicators. 2. Keep medical records, including in electronic form, and monitor the quality of their management. 3. To analyze the medical and statistical indicators of the work of the specialized medical department. 4. Use patients' personal data and information in accordance with the law. 5. Use information systems in accordance with the established procedure.
	Skill 1: Maintaining medical records, analyzing medical and statistical information, in accordance with the requirements of regulatory legal acts in the field of	Knowledge: 1. Order of the Acting Minister of Health of the Republic of Kazakhstan dated October 30, 2020 No. KR DSM-175/2020 "On approval of Accounting Documentation forms in the field of healthcare, as well as instructions for completing them (registered with the Ministry of Justice of the Republic of Kazakhstan on November 4, 2020 No. 21579). 2. Order of the Minister of Health of the Republic of Kazakhstan dated December 22 2020 No. KR DSM-313/2020 "On approval of forms of accounting documentation in the field of healthcare"

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Additional function 1: Continuous professional development	labor		(registered with the Ministry of Justice of the Republic of Kazakhstan on December 23, 2020 No. 21879). 3. Order of the Minister of Health of the Republic of Kazakhstan dated December 10, 2020 No. KR DSM-244/2020 "On approval of the rules for maintaining primary medical records and submitting reports" (registered with the Ministry of Justice of the Republic of Kazakhstan on December 11, 2020 No. 21761). 4. Electronic accounting and documentation systems. 5. Confidentiality of patients' medical information. 6. Fundamentals of medical statistics.
		The ability to recognize a skill:	Skill recognition is recommended
			Skills: 1. Participate in professional training events: conferences, seminars, webinars, advanced training courses. 2. To participate in academic and scientific activities. 3. Participate in the work of professional associations, committees, and working groups to discuss health issues and share experiences with colleagues. Knowledge: 1. Order of the Minister of Health of the Republic of Kazakhstan dated December 21, 2020 No. KR DSM-303/2020 "On Approval of the Rules for additional and non-formal education of healthcare Professionals, qualification requirements for organizations implementing educational programs for additional and non-formal education in the field of healthcare, as well as the rules for recognizing the learning outcomes obtained by healthcare professionals through additional and non-formal education (registered with the Ministry of Justice of the Republic of Kazakhstan on December 22, 2020, No. 21847). 2. Order of the Minister of Health of the Republic of Kazakhstan dated December 20, 2020 No. KR DSM-283/2020 "On approval of the rules for confirming the results of continuous professional development of healthcare workers" (registered with the Ministry of Justice of the Republic of Kazakhstan on December 22, 2020 No. 21843). 3. Opportunities for networking and communication with colleagues from their professional field. 4. Current trends, research and development in a specialized field.
		Skill 1: Striving for professional improvement	
		The ability to recognize a skill:	Skill recognition is recommended

Personal competence requirements:	Empathy
	Communication skills
	Tolerance and respect
	Collaboration and teamwork
	Stress resistance
	Reflection and introspection
	Compliance with professional ethics
	Openness and willingness to learn
	Activity and initiative
	Striving for professional development

Head of the Educational and Methodical center



Doltayeva B. Z.