

To the Accreditation Council of the  
Eurasian Center for Accreditation  
and Quality Assurance  
of Education and Healthcare  
15.02.2025

**REPORT  
OF THE EXTERNAL EXPERT COMMISSION  
ON THE RESULTS OF THE ASSESSMENT OF THE EDUCATIONAL  
PROGRAMME  
7R01132 "PHYSICAL MEDICINE AND REHABILITATION ADULT,  
PEDIATRIC" OF LLP KAZAKHSTAN MEDICAL UNIVERSITY "HSPH"  
FOR COMPLIANCE WITH THE STANDARDS FOR ACCREDITATION OF  
POSTGRADUATE EDUCATION PROGRAMMES (RESIDENCY  
SPECIALTIES) OF MEDICAL EDUCATIONAL ORGANIZATIONS**

**Period of external expert assessment: January 21-23, 2025**

**Almaty, 2025**

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## LIST OF SYMBOLS AND ABBREVIATIONS

| Abbreviation   | Symbol                                                                              |
|----------------|-------------------------------------------------------------------------------------|
| University     | Higher education institution                                                        |
| WFME           | World Federation for Medical Education                                              |
| SAC            | State Attestation Commission                                                        |
| SCES           | State Compulsory Education Standard                                                 |
| DR             | Residency Department                                                                |
| DSD&QMS        | Department of Strategic Development and Quality Management System                   |
| DE&F           | Department of Economics and Finance                                                 |
| DS&C           | Department of Science and Consulting                                                |
| ECAQA          | Eurasian Center for Accreditation and Quality Assurance in Education and Healthcare |
| CS             | Clinical setting                                                                    |
| SUE on REM     | State-owned utility enterprise based on the right of economic management            |
| CME            | Control and measuring equipment                                                     |
| CED            | Catalog of elective disciplines                                                     |
| LEB            | Local executive bodies                                                              |
| MH RK          | Ministry of Healthcare of the Republic of Kazakhstan                                |
| MSHE RK        | Ministry of Science and Higher Education of the Republic of Kazakhstan              |
| STP            | Scientific and technical programme                                                  |
| RW             | Research work                                                                       |
| OHPE           | Organization of higher and postgraduate education                                   |
| EP             | Educational programme                                                               |
| OSCE           | Objective structured clinical examination                                           |
| TS             | Teaching staff                                                                      |
| RK             | Republic of Kazakhstan                                                              |
| PMSC           | Primary medical and social care                                                     |
| MM             | Mass media                                                                          |
| CYS            | Council of youth scientists                                                         |
| LLP KMU "HSPH" | Limited Liability Partnership "Kazakhstan Medical University "HSPH"                 |
| SC             | Standard Curricula                                                                  |
| AB             | Academic Board                                                                      |
| EMC            | Educational and Methodological Council                                              |
| DR             | Residency Department                                                                |
| CBL            | Challenge Based Learning                                                            |
| GPA            | Grade Point Average                                                                 |
| PhD            | Philosophy Doctor                                                                   |
| TBL            | Team Based Learning                                                                 |
| PBL            | Problem Based Learning                                                              |

## 1. Composition of the External Expert Commission

In accordance with the order of the ECAQA under No.01 dated 09.01.2025, the External Expert Commission (hereinafter referred to as the EEC) was formed to conduct an external assessment of the educational programme of residency in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" in the period from January 21 to 23, 2025, consisting of the following members:

| No. | Status in the EEC    | Full name                           | Academic degree/title, position, place of work/place of study, year, specialty                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----|----------------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | Chairperson          | Kudabayeva Khatimya Ilyassovna      | Associate Professor, Candidate of Medical Sciences, Professor of the Department of Internal Diseases No.1 of the NJSC "West Kazakhstan Medical University named after M. Ospanov"                                                                                                                                                                                                                                                                                                                                                                                                             |
| 2   | International Expert | Sheppley Yelena Vladimirovna        | MBA, Lecturer of the Department of Modern Management Technologies in Healthcare of the Private Educational Institution of Additional Professional Education "Academy of Medical Education named after I.F. Inozemtsev". Expert at the Federal State Budgetary Institution "National Institute of Quality" of Federal Service for Supervision of Healthcare in the project on the implementation of practical recommendations of Federal Service for Supervision of Healthcare. Deputy Director General of the Self-Regulatory Organization "Association of Private Clinics of St. Petersburg" |
| 3   | Academic Expert      | Akhmetova Almira Kalikapassovna     | Candidate of Medical Sciences, Associate Professor, Acting Professor of the Department of Infectious Diseases, Dermatovenereology and Immunology of the NJSC "Semey Medical University"                                                                                                                                                                                                                                                                                                                                                                                                       |
| 4   | Academic Expert      | Zhumalina Akmaral Kanashevna        | Doctor of Medical Sciences, Professor, Head of the Department of Pediatric Diseases with Neonatology of the NJSC "West Kazakhstan Medical University named after M. Ospanov"                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 5   | Academic Expert      | Bozhbanbayeva Nishankul Seitbekovna | Doctor of Medical Sciences, Head of the Department of Neonatology of NJSC "Kazakh National Medical University named after S. Asfendiyarov"                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 6   | Academic Expert      | Bagiyarova Fatima Arystanovna       | Candidate of Medical Sciences, Professor of the Department of Communication Skills of NJSC "Kazakh National Medical University named after S. Asfendiyarov"                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7   | Academic Expert      | Karibayeva Dina Orynassarovna       | Candidate of Medical Sciences, Associate Professor of the Department of General Medical Practice of NEI "Kazakh-Russian Medical University"                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 8   | Academic Expert      | Zhakenova Saira Sakhipkereyevna     | Candidate of Medical Sciences, Senior Lecturer of the Otolaryngology Course of NEI "Kazakh-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

|    |                 |                                     |                                                                                                                                                                                                                                                                                                                                              |
|----|-----------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                 |                                     | Russian Medical University"                                                                                                                                                                                                                                                                                                                  |
| 9  | Academic Expert | Kabildina Nailya<br>Amirbekovna     | Candidate of Medical Sciences, Professor, Oncosurgeon, Head of the Department of Oncology and Radiation Diagnostics of NJSC "Karaganda Medical University"                                                                                                                                                                                   |
| 10 | Academic Expert | Zhanaspayeva Galia<br>Amangaliyevna | Candidate of Medical Sciences, Head of the Rehabilitation Unit of RSE on the Right of Economic Management "National Scientific Center of Traumatology and Orthopedics named after Academician N.D. Batpenov" of Ministry of Healthcare of the Republic of Kazakhstan, doctor of physical medicine and rehabilitation of the highest category |
| 11 | Employer Expert | Kunayeva Gulbanu<br>Dzhanabayevna   | Deputy Director for Strategic Development of the Central City Clinical Hospital of Almaty                                                                                                                                                                                                                                                    |
| 12 | Student Expert  | Bekenova Asemkul<br>Berikovna       | Second-year postgraduate doctor in the specialty "Radiology" of the Kazakh National University named after Al-Farabi                                                                                                                                                                                                                         |

The EEC report includes a description of the results and the conclusion of the external assessment of the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" for compliance with the Programme Accreditation Standards for Postgraduate Education (residency specialties) of medical education organizations and conclusions (hereinafter referred to as the Accreditation Standards), recommendations of the EEC for further improvement of approaches and conditions for the implementation of the above-mentioned educational programme, as well as recommendations on accreditation for the ECAQA Accreditation Council on accreditation.

## 2. General part of the final report

### 2.1 Presentation of the Residency Educational Programme in the Specialty "Physical Medicine and Rehabilitation adult, pediatric"

|                                                                                         |                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Name of the organization, legal form of ownership, BIN                                  | LLP "Kazakhstan Medical University "HSPH"<br>BIN 011 240 001 712                                                                                                                                                     |
| Governing body                                                                          | Rector                                                                                                                                                                                                               |
| Full name of the first director                                                         | Auyezova Ardak Mukhanbetzhanovna<br>Rector, PhD.                                                                                                                                                                     |
| Date of establishment                                                                   | 21.07.1997                                                                                                                                                                                                           |
| Location and contact details                                                            | Republic of Kazakhstan, Almaty, Utepov St. 19A.                                                                                                                                                                      |
| State license for educational activities in residency (date, number)                    | License for educational activities<br>No. KZ18LAA00006861 dated 21.04.2016<br>Annex to the license for educational activities - Postgraduate education (7R011 - Healthcare), date of issue of the annex – 26.12.2023 |
| Year of commencement of the implementation of the accredited educational programme (EP) | start year - 2024<br>Total number of graduates since the beginning of the residency programmes - none.                                                                                                               |
| Duration of study                                                                       | 2 years                                                                                                                                                                                                              |
| Number of postgraduate doctors in the current academic year                             | In total, there are 39 residency programmes for 2024.<br>Programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" - 5 postgraduate doctors                                                          |
| Quality indicators in residency                                                         | The number of postgraduate doctors in the programmes is 39, of which 0 were expelled over a 5-year period, including 0 for                                                                                           |

|                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                        | academic failure.                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Full-time teachers/part-time workers involved in the implementation of the EP, incl. % of academic degree holders rate | <p>The total number of teachers is 112, including 42 full-time teachers, 70 part-time teachers-supervisors (clinical).</p> <p>The number of teachers in the department where learning is conducted under the programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is 38, including 3 full-time teachers who conduct learning under the accredited residency programme.</p> <p>The academic degree holders rate is 87%, 100% have a medical category.</p> |

LLP "Kazakhstan Medical University "HSPH" (hereinafter - LLP KMU "HSPH") was opened in 1997 as the Kazakhstan School of Public Healthcare (Resolution of the Government of the Republic of Kazakhstan No. 1142 dated July 21, 1997, (<https://adilet.zan.kz/rus/docs/P970001142>) and reorganized in 2016. LLP KMU "HSPH" is an independent university in the field of healthcare, providing postgraduate education and additional professional education in accordance with the State License without a term limitation for educational activities series No. KZ18LAA00006861 (link: License for Educational Activities), issued by the Committee for Control in Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan dated April 21, 2016.

KMU "HSPH" began residency training for the first time in 2024/2025 academic year. At the time of the assessment, a total of 114 postgraduate doctors are studying in residency in 18 educational programmes, including 5 postgraduate doctors in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric". To implement the residency programmes, the Residency Department was organized and the Regulation of the Residency Department was approved (dated September 13, 2024), the Rules for Admission to Residency were developed and approved, and the Department of Strategic Development and Quality Management System was organized.

The quality management system of KMU "HSPH" complies with the international standard ISO 9001:2015, was certified and confirmed by the international certification body - TQCSI (Kazakhstan) - certificate No. KZ282-QC dated January 13, 2017, recertification was passed dated April 13, 2023.

The teaching materials were developed for each specialty: educational programmes, syllabuses, CME, checklists. Internal policies, regulations and provisions have been developed and approved, such as the Academic Policy, the Regulations on Academic Honesty, the Regulations on Residency, the Rules for the Development of Educational Programmes, the Regulations on the Teaching Load of the Teaching staff of the KMU, the Regulations on the Academic Mobility of Students, the Regulations on the Admissions Committee, the Regulations on Monitoring and Assessment of Educational Programmes, the Regulations on Clinical Supervising.

A mission has been developed for educational programmes of residency, including for the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric", which is aimed at implementing the mission of the KMU "HSPH" to improve public health through high-quality education, applied science and effective consulting by training a highly qualified, competitive physician of physical medicine and rehabilitation (adult, pediatric) who is able to quickly and correctly respond to healthcare challenges, who is able to apply advanced innovative technologies, navigate complex clinical situations, focused on improving public health through quality education, applied science and practice.

The educational programme of the residency in the specialty "Physical Medicine and Rehabilitation adult, pediatric" includes a description of the possibility of further learning, a matrix of attainability of learning outcomes, a curriculum for the discipline, a description of the learning outcomes for the residency specialty 7R01132 Physical Medicine and Rehabilitation adult, pediatric, as well as a description of the resources necessary for the implementation of the educational programme.

The administrative staff and teaching staff for the residency programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric" are part of the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology. General teaching staff of the department: Baisultanova A.Ch. (Head), Iskakova G.B. (Deputy Principal), Dzhussipov A.K. (Professor), Karibayev K.R. (Professor), Aldasheva Zh.A. (professor), Zulfikarova E.T. (associate professor), Bepalova L.Yu. (Associate professor), Rakhmensheyev S.K. (teacher), Yessengarayeva S.D. (associate professor), Kumarbekova N.A. (teacher), Zhanseitova G.P., Torekulova A.A. (teacher).

To organize the educational process under the residency programme in the specialty "Physical medicine and rehabilitation adult, pediatric" by 5 postgraduate doctors for January 2025, 3 full-time teachers were identified: Yessengarayeva S.D., Torekulova A.A., Tanabayeva G.Sh.

Agreements were concluded with 81 clinical settings, including the bases of the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital No.12", the National Hospital of the Medical Center of the Presidential Administration of the Republic of Kazakhstan, RSE based on the Right of Economic Management "National Scientific Center of Traumatology and Orthopedics named after Academician N.D. Batpenov" of the Ministry of Healthcare of the Republic of Kazakhstan, JSC "Scientific Center of Pediatrics and Children's Surgery", Medical Center "Rekinetix" / LLP "Newest Rehabilitation Technologies", Republican state budget-supported enterprise "Children's Clinical Sanatorium "Alatau", which include adult and children's units, rehabilitation units, therapeutic exercise rooms and physiotherapy units both in inpatient settings and in outpatient departments and in day hospitals.

In 2023, the number of publications prepared and published in international peer-reviewed journals indexed in the international databases Web of Knowledge and Scopus amounted to 33 articles. Auyezova A.M., a teacher in the residency programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric" in the period from 2022 to 2024, carried out scientific work IRN AR 14872263, ongoing work is underway to attract foreign experts to the educational process and to carry out joint scientific activities.

## **2.2 Information about previous accreditation**

LLP KMU "HSPH" carries out postgraduate education and additional professional education in accordance with the State License without time limitation for educational activities series No.KZ18LAA00006861, issued by the Committee for Control in Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan dated April 21, 2016.

Up to now, accreditation of the educational programme 7R01122 "Physical Medicine and Rehabilitation adult, pediatric" has not been carried out.

## **2.3 Brief description of the analysis results of the self-assessment report of the educational residency programme in the specialty 7R01132 "Physical medicine and rehabilitation adult, pediatric" and conclusions on completion**

The self-assessment report of the educational residency programme in the specialty 7R01132 "Physical medicine and rehabilitation adult, pediatric" is presented on 154 pages of the main text and electronic versions of 87 documents located at the link <https://drive.google.com/drive/folders/1P1kuKjUSMDrBjWguu8rNIIHsEZnXCbbs>

The report is characterized by sufficient completeness of answers to all 9 main accreditation standards and criteria, structuring taking into account the recommendations of the Guidelines for conducting self-assessment of the educational programme provided to the educational organization by the accreditation center - ECAQA, as well as the internal unity of information. The report is accompanied by a cover letter signed by the rector Auyezova Ardak Mukhanbetzhanovna, which confirms the reliability and accuracy of the quantitative information, the adequacy and completeness of the data provided, information about which fully characterizes the above-mentioned accredited educational programme and contains sufficient information included in the self-assessment report.

The self-assessment report presents a list of 23 members of the internal commission for preparation for specialized accreditation: the head of the internal self-assessment commission Dzhumabekov A.T. Vice-Rector for Clinical Activities; Deputy Head Kamaliyev M.A. Vice-Rector for Academic and Scientific Activities. The list of participants of the internal self-assessment commission includes information about the representative of the LLP Kazakhstan Medical University "HSPH", responsible for conducting the self-assessment of the educational programme "Physical Medicine and Rehabilitation adult, pediatric", responsible for conducting the self-assessment of the educational programme for requesting and obtaining the necessary information: Abirova Akmaral Adilkhanovna - Director of the Residency Department.

Self-assessment of the educational programme 7R01122 "Physical Medicine and Rehabilitation adult, pediatric" was conducted on the basis of the order of the university rector No.139 dated September 23, 2024 "On the creation of a working group to conduct a specialized self-assessment and write a report."

All standards provide the actual practice of the KMU "HSPH" in training postgraduate doctors in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" taking into account the start of student admission in 2024, provide substantiated data and examples of the implementation of the objectives of the educational programme, national and international events, methodological support, confirming compliance with the requirements of accreditation standards. The description in the self-assessment report is quite complete and updated by the number of postgraduate doctors studying. The self-assessment report contains sufficient information on the selection and admission to the programme, the expected learning outcomes and the results of the assessment of knowledge and skills, a description of the physical facility of the university and clinical settings, contractual obligations with partners (universities, associations, bases), financial information, plans for development and improvement.

The report is submitted to the ECAQA in its final form, with adjustments to the data on the recommendations, written logically and meaningfully using professional terminology, the wording for each standard is clear and understandable, described in accordance with the criteria of the standards, tables and diagrams contain links to sources of documents and have continuous numbering.

### **3. Description of the external expert assessment**

The external expert work within the framework of the assessment of the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" was organized in accordance with the Guidelines for conducting external assessment of educational organizations and educational programmes of the ECAQA. Dates of the visit to LLP KMU "HSPH": January 21-23, 2025. The sequence of the visit over 3 days is presented in detail in Annex 3 to this report.

To obtain objective information, the EEC members used the following assessment methods and their results:

- conversation with management and administrative staff - 13 people;
- interviews with postgraduate doctors - 38 people;
- studying the website - <https://ksph.edu.kz/>;
- interviewing 25 employees, 29 teachers, 10 supervisors;
- questioning of teachers and postgraduate doctors - 37 and 37, respectively;
- observation of postgraduate doctor training: attendance of a practical lesson on the topic "Sensorimotor system and neuromuscular control. Definitions and principles"; teacher, Candidate of Medical Sciences Yessengarayeva S.D.; contingent of students - 5 postgraduate doctors in the specialty of physical medicine and rehabilitation of the 1st year of study; location - classroom No.1 at the "Rekinetix" Medical Center/ "Latest Rehabilitation Technologies" LLP;

Review of resources in the context of fulfilling accreditation standards: during the assessment, 2 practice/clinical engagement bases were visited, including clinical settings and the department where learning is conducted under the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" with the participation of 2 full-time teachers and 1 part-time worker;

A study of 29 educational and methodological documents was carried out both before the visit to the organization and during the visit to the divisions (the list of documents examined is in *Annex 2*).

On the part of the staff of LLP KMU "HSPH" as an accredited organization, the presence of all persons specified in the visit programme and in the lists of interview and conversations sites (Table 1) was ensured.

**Table 1 - Information on the number and category of participants in meetings, interviews and conversations with EEC members**

| No. | Position                                                                                      | Quantity |
|-----|-----------------------------------------------------------------------------------------------|----------|
| 1   | Management                                                                                    | 5        |
| 2   | Administrative staff                                                                          | 14       |
| 3   | Residency teachers                                                                            | 29       |
| 4   | Postgraduate doctors of all specialties                                                       | 39       |
| 5   | Postgraduate doctors in the specialty "Physical medicine and rehabilitation adult, pediatric" | 5        |
| 6   | Employers                                                                                     | 7        |

On the last day of the visit to LLP KMU "HSPH", a meeting of the EEC members was held on the results of the external assessment. The final discussion of the results of the external assessment of the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric", the study of documents, discussion of the results of the conversation, interviews and questionnaires were held. The EEC members began to draft the final report of the EEC. Generalizations of the external assessment results were made. The experts individually filled in the "Quality profile and criteria for external assessment of the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" for compliance with the ECAQA Accreditation Standards". The EEC members did not make any comments. Recommendations for improving the educational programme were discussed and the chairperson, Kh.I. Kudabayeva, held a final open vote on the recommendations for the ECAQA Accreditation Council.

Comfortable conditions were created for the work of the EEC, access to all necessary information and material resources was organized. The commission noted the high level of corporate culture of LLP KMU "HSPH", a high degree of openness of the team in providing the requested information to the EEC members.

*When conducting a survey of postgraduate doctors, 97.3% rated the work of the External Expert Commission for Accreditation as positive, 2.7% - as satisfactory. The majority of respondents (86.49%) believe that it is necessary to accredit an educational organization or educational programmes.*

*According to 83.78% of teachers, the survey conducted by the ECAQA is useful for developing recommendations for improving key areas of activity of the accredited educational organization.*

At the end of the visit programme, the Chairperson of the EEC announced recommendations based on the results of the external assessment as part of the specialized accreditation for the management of LLP KMU "HSPH" and employees of the educational organization.

#### **4. Analysis of compliance with accreditation standards based on the results of an external assessment of the residency educational programme in the specialty 7R01132 "Physical medicine and rehabilitation adult, pediatric"**

The following is evidence of implementation and compliance with standards and substandards, as well as deficiencies identified during the external assessment, a conclusion on compliance with accreditation standards and recommendations for improving the quality of the educational programme.

### **Standard 2: EDUCATIONAL PROGRAMME**

#### **2.1 Framework parameters of the postgraduate medical education programme**

The model of the educational programme for the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is determined based on the intended learning outcomes of postgraduate doctors, therefore it includes the following: learning consists of a mandatory component and an elective component. The content of the academic disciplines of the mandatory component is strictly regulated by the State Compulsory Educational Standard and the Standard Curriculum of the Ministry of Healthcare of the Republic of Kazakhstan and is reflected in the standard curricula of the disciplines of the educational programme. The intended learning outcomes are defined both at the level of the programme as a whole and at the level of each discipline, as evidenced by the documents: the educational programme itself and an example of the Syllabus.

Duration of study is 2 years. The consistency and transparency of learning is guaranteed by the fact that the educational programme is attached to the website of the organization. All procedures for approving educational programme documents are carried out in accordance with the regulatory documents of the Ministry of Science and Higher Education and the Ministry of Healthcare of the Republic of Kazakhstan. The residency EP complies with international requirements, level 8 of the national qualification framework in medical education and the Qualifications Framework in the European Higher Education Area.

To implement the educational programme in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric", the organization's documents contain teaching materials, which define the goal, take into account the integration of practical and theoretical components and independent work. Compliance with the State Compulsory Educational Standard and standard requirements has been established. At the same time, a discrepancy was found between the competencies specified in the EP according to the State Compulsory Educational Standard of the Ministry of Healthcare of the Republic of Kazakhstan and the Working Curriculum, independent work is carried out in two areas: IWPDCS (with a clinical supervisor) - 60%, IWPD - 20% of hours, and 20% is allocated to work with a teacher.

The list of the most common diseases and conditions subject to rehabilitation, given in the Standard Curriculum for the specialty "Physical Medicine and Rehabilitation adult, pediatric" is fully covered by the list of nosologies and conditions that a postgraduate doctor must master according to the programme 7R01122 "Physical Medicine and Rehabilitation adult, pediatric", developed based on a study of the requirements of regulatory documents, the needs of practical healthcare. ***At the same time, it was noted that the intended outcomes of the educational programme do not fully correspond to the requirements of the Professional Standard. The changes made to the Professional Standard "Physical Medicine and Rehabilitation" should be included in the learning programme.***

A working curriculum and an educational programme are developed that provide for a modular study of disciplines in compliance with the logical sequence of studying disciplines and are approved by the Chairperson of the Educational and Methodological Council and at a meeting of the Academic Board. The working curriculum contains a complete list of academic disciplines grouped into modules with disciplines, indicating the workload of each academic discipline in credits and academic hours.

The identified discrepancies require adjustments to the educational programme to bring it into line with the Professional Standard. The implementation of the proposed measures will improve the quality of graduate training and their demand in the labor market.

A practical lesson on the topic "Sensorimotor system and neuromuscular control" (teacher Yessengarayeva S.D.) for 1st-year postgraduate doctors was attended. This topic is relevant, relates to the subject being studied - kinesiotherapy, but this topic is not reflected in the syllabus and was not conducted according to plan. Before the start of the lesson, there was no entrance knowledge control. The lesson was held in an interactive format, where students actively participate in the process of mastering professional skills. During the lesson, postgraduate doctors completed practical tasks, applying theoretical knowledge in practice. Postgraduate doctors received feedback from the teacher, who analyzed their actions, pointed out their strengths and suggested ways to improve. Thanks to this learning format, postgraduate doctors have the opportunity to improve their skills by working on

identified errors and adapting their approaches in real time. Constant correction and individual analysis allow them to consolidate the material and improve their level of professional competence.

The organization ensures compliance with ethical aspects in the implementation of the educational programme. For this purpose, the code of ethics, which is spelled out in the document "Academic Policy of LLP KMU "HSPH"" (29.08.2024), was studied. However, when interviewing postgraduate doctors, it was revealed that they were not familiar with ethical obligations. ***It is recommended that in the process of familiarization with ethics, explanations for postgraduate doctors be included in strict accordance with the ethical standards of conduct in the work process, approved by the Regulation on Academic Honesty.***

The analysis of educational activities showed that the scientific basis and all scientific achievements in the relevant disciplines are not taken into account. The titles of the topics use outdated terminology. The bibliography of the teaching materials and syllabuses have not been sufficiently supplemented. At the same time, teachers use the latest scientific achievements and current clinical protocols of the Ministry of Healthcare of the Republic of Kazakhstan in their classes.

The supervising system described in the document "Regulations on clinical supervising of LLP KMU "HSPH" (29.08.2024) was assessed. There are only 2 supervisors. Supervisors are assigned to a specific postgraduate doctor during the postgraduate doctor's rotation in a given unit of the clinical setting, which allows them to accompany the postgraduate doctor's practical training.

***The procedure for informing postgraduate doctors on their rights and responsibilities is reflected in the document "Academic Policy" of LLP KMU "HSPH" (approved on 29.08.2024). The qualification obtained as a result of mastering the educational programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric" corresponds to level 8 of the national qualification framework (ESG1.2) and has the code 7R01132.***

Teachers use such methods of learning of postgraduate doctors as seminars at the junction of related disciplines, practical classes based on a case-based learning (CBL), team-based learning (TBL), problem-based learning (PBL), the use of situational tasks in practical classes. The list of learning methods is described in the syllabuses of disciplines. Thanks to these methods, postgraduate doctors can participate in providing medical care to patients. Teachers can provide a postgraduate doctor with supervision of approximately 5 issue-related patients per day and 20 patients per month. For example, postgraduate doctors of the educational programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric" upon completion of learning can carry out such procedures as independent kinesiotherapy and physiotherapy procedures.

Experts have established that the principles of academic honesty and anti-plagiarism are fully implemented in the educational organization. This is reflected in the document Regulation on Academic Honesty, adopted by the Kazakhstan Medical University "HSPH" on August 29, 2024. Academic honesty is applicable at such stages of learning of postgraduate doctors as practical training in specialized hospitals and polyclinics. And anti-plagiarism is applicable when postgraduate doctors are engaged in R&D. The organization has an anti-plagiarism system StrikePlagiarism.com Agreement 2023 Strike plagiarism.pdf. Postgraduate doctors are trained to promptly collect informed consent from patients for any diagnostic and treatment procedures. Experts noted that the medical records contain a corresponding document signed by the patient.

***Thus, by the end of 2 years of learning, postgraduate doctors will acquire basic skills and abilities in the specialty of Physical Medicine and Rehabilitation, which will allow them to work in institutions such as rehabilitation units of multidisciplinary hospitals, rehabilitation centers and rehabilitation rooms at the level of primary medical and sanitary care (PMSC) (ESG 1.2).***

The experts did not find any violations regarding the principle of equality in postgraduate education and continuing professional development, since the educational organization complies with the Constitution of the Republic of Kazakhstan, the Law on the Languages of the Peoples of the Republic of Kazakhstan and other regulatory legal acts in the field of education and healthcare. For example, 169 people work in the educational organization, of which 96% are women and 4% are men.

The educational organization has a mechanism for regular adaptation of teaching and learning methods to the requirements of modern science and education, as well as to the current needs of practical healthcare. This mechanism includes the work of the Department of Methodology and Quality of Educational Programmes, which is headed by Sarsenova L.K. It is planned to train teachers and clinical supervisors in modern teaching methods, assess the quality of implementation of educational programmes.

This indicates compliance with standard 2 in terms of adapting learning to the needs of postgraduate doctors.

## **2.2 Scientific method**

*The educational programme does not include scientific foundations and methodology of medical research. The formed learning outcomes and the disciplines proposed to achieve them are focused on the clinical aspect and insufficiently on scientific competencies.* In the process of mastering the core disciplines of the mandatory component through the IWPD (teacher's assignments), topics on evidence-based medicine will be introduced. At the same time, the list of disciplines recommended as elective does not include disciplines for the formation of scientific research skills.

During the conversation with the postgraduate doctors, the experts learned that they use scientific data in their learning and know the basics of evidence-based medicine. The teachers said that they teach postgraduate doctors in methods of critically evaluating literature, articles and scientific data and the application of scientific developments. During the learning in specialized disciplines, postgraduate doctors develop skills in critically evaluating literature, articles and scientific data in the framework of classes like "Journal Club". Postgraduate doctors will be given the opportunity to attend scientific and practical conferences, seminars, trainings and get involved in scientific projects.

*When questioning postgraduate doctors, it was found that the educational organization has access to the participation of students in R&D work and 9.19% of people are completely satisfied with this, 10.81% are partially satisfied, and 0% are not satisfied. Postgraduate doctors should engage in R&D and in response to the questionnaire 67.57% wrote that they are already engaged in R&D, 13.51% plan to start, 16.22% are looking for a topic for R&D, 2.7% are not engaged.*

## **2.3 Structure, content and duration of the residency programme**

There are documents containing requirements for the structure and content of educational programmes, including the Working Curriculum, the approved schedule of classes, approved syllabuses for disciplines, control and measuring equipment, reviews of the CME and a catalog of elective disciplines for the 2025-2026 academic year. The department is responsible for the selection and implementation of innovations in the educational process.

The content of the working programmes reflects the needs of the healthcare system. At the same time, the list of disciplines that are recommended as elective offers two disciplines of 4 credits each, which are topics of basic knowledge in the specialty. The choice of two disciplines does not provide an opportunity to meet the needs of students in mastering professional competencies directly related to the chosen specialty, as well as in acquiring additional skills. The list of elective disciplines should be expanded, including the inclusion of the formation of scientific research skills.

Experts have established that the educational programme takes into account the requirements of the legislation, including with respect to the ratio of classroom and extracurricular hours, elective disciplines. The number of academic hours for two years of study is 4200, which corresponds to 140 credits, 4 of which are for the elective component (EC) - elective disciplines. The ratio of classroom studies and independent work under the guidance of a supervisor and independent work of a postgraduate doctor is 20% -60% -20%.

Possible future roles of a residency graduate, namely, a medical expert, a manager is possible through case analysis. Legal aspects of a doctor's activities are not included in the programme. The scientific component in postgraduate doctor learning is possible through participation in journal clubs and in scientific and technical progress.

The educational organization guarantees the adjustment of the structure, content and duration of the educational programme in case of any changes in various sciences, demographic, as well as in

response to the needs of the healthcare system. For this purpose, there is a mechanism for selecting elective disciplines discussed at the Employers' Council, round tables with employers.

*Teachers provide postgraduate doctors with methodological and didactic materials, additional literature to prepare for classes, in which 72.97% are fully satisfied, 21.62% are partially satisfied, 5.41% are not satisfied. At the same time, in the syllabuses, postgraduate doctors are offered outdated and irrelevant literature.*

*The organization has concluded 2 contracts with medical organizations in the profile of the specialty, namely, the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital" of the Public Healthcare Administration of the Almaty Region. The self-assessment report presents the National Hospital of the Medical Center of the Presidential Administration of the Republic of Kazakhstan. At the same time, there is no agreement with the Rekinetix Physical and Neuro-Rehabilitation Center, where the practical lesson was held. The list of clinical settings includes settings with a pediatric profile for mastering skills in pediatric rehabilitation, but this information is not reflected in the self-assessment report. And to the question in the questionnaire, "Is there sufficient time for practical learning (patient supervision, etc.)?", 97.3% of postgraduate doctors responded with full agreement, 2.7% partially agreed. At the same time, 94.59% of postgraduate doctors claim that after the end of the classes, the teacher provides feedback (listens to your opinion, conducts a mini-questionnaire, error analysis session).*

*At the same time, to the question, "Do representatives of postgraduate doctors participate in the development of educational programmes?", the experts received the following answer: yes, they participate in the formation of the catalog of elective disciplines.*

*The surveyed postgraduate doctors are completely satisfied with the schedule of classes (97.3%).*

## **2.4 Organization of learning and the relationship between postgraduate medical education and the provision of medical care**

The management of the educational process reflected in the self-assessment report (**Standard 2**) and general approaches to management were confirmed during interviews with the management of the Residency Department, the Department of Strategic Development and QMS, the Department of Methodology and Quality of Educational Programmes and conversations with the director and employees.

During a visit to the clinical setting of the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital", the experts got acquainted with the work of the divisions, including inpatient rehabilitation beds as part of the units and the paraclinical service of physical medicine and rehabilitation. During a cross-interview, it was established that all postgraduate doctors have access to all patients. At the same time, when familiarizing themselves with the acquired practical skills, it was determined that the postgraduate doctors receive training that does not correspond to their qualification level, which may complicate their further professional activities and reduce their competitiveness in the labor market. Despite all the conditions and possibilities of the clinical setting of the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital", training that does not take into account the level of qualification of postgraduate doctors may contradict the established requirements for their learning and reduce the overall level of medical training. Thus, it is important to adjust the learning programme, including in it the skills of patient supervision and determining the patient's rehabilitation status with subsequent appointment and only then - implementation of rehabilitation procedures, so that postgraduate doctors can fully perform their professional duties and meet the requirements of their specialty.

Responsibility for choosing the setting of clinical training and practice of a postgraduate doctor in the specialty Physical Medicine and Rehabilitation is assigned to the department, which, led by the head of the department, determines the clinical settings where the postgraduate doctor can get maximum access to patients according to own profile of the educational programme of residency at all levels of medical care and the Department of Residency, which draws up agreements with clinical settings. The lawyer of LLP KMU "HSPH" is responsible for concluding and registering contracts with clinical settings. For EP in the specialty "Physical medicine and rehabilitation adult, pediatric", the

clinical settings are the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital" and the Rekinetix Center for Physical and Neuro-Rehabilitation.

The experts analyzed the information on the accreditation of clinical settings and made sure that these clinical settings are accredited. The clinical settings of the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology correspond to the goals and objectives of the EP "Physical Medicine and Rehabilitation adult, pediatric". The State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital" has an admission unit, a resuscitation and anesthesiology unit, a planned and emergency operating unit, 24 clinical units in 20 profiles, a clinical diagnostic laboratory, a unit of radiation and functional diagnostics, a unit of physiotherapy and medical rehabilitation, a consultative and diagnostic center and a day hospital. This clinical setting provides a sufficient number of issue-related patients in all 6 profiles of the 1st and 2nd stages of rehabilitation, according to the educational programme. Therefore, this organization is specialized in the field of Physical Medicine and Rehabilitation, and provides a lot of opportunities and conditions for qualified training of doctors in this specialty. However, the self-assessment report does not reflect, and interviews revealed a lack of sufficient understanding of the possibility of obtaining practical skills in the implementation of stage 3 rehabilitation and rehabilitation of pediatric patients. At the same time, the list of clinical settings includes multidisciplinary children's hospitals and PMSC for obtaining relevant practical skills.

When visiting a practical lesson on the topic "Sensorimotor system and neuromuscular control" (teacher Yessengarayeva S.D.) and talking with postgraduate doctors, the experts saw that the organization promotes the development of practical competencies of postgraduate doctors, including on special equipment. At the same time, postgraduate doctors deepen their theoretical knowledge and develop communication skills. However, this clinical setting is a privately owned organization and does not have a government order. In this regard, it does not have sufficient resources and capabilities for the full development of practical skills of the postgraduate doctor.

Integration between learning and the provision of medical care (on-the-job training) is carried out through a supervising system for postgraduate doctors. The learning is conducted in accordance with the clinical protocols for diagnosis and treatment of the Ministry of Healthcare of the Republic of Kazakhstan and modern clinical guidelines.

*Out of the 37 postgraduate doctors surveyed, 97.3% responded that teachers use active and interactive learning methods in classes quite often, 2.7% believe that they use rarely or sometimes.*

The following employees took part in the planning, discussion, approval and review of the educational programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric": teachers of the Department of Internal Diseases: Head of the Department Bapayeva M.K., Head of the Department Userbayeva G.M., Associate Professor of the Department Yessengarayeva S.D. employees of the Residency Department. The EP was approved in 2023. *The proper representation of postgraduate doctors was not observed during the planning, approval and review of the educational programme.*

**Conclusions of the EEC by the criteria.** Compliant out of 22 standards (including 19 basic and 3 improvement standards): fully - 18, partially - 4, do not comply - 0.

**Recommendations for improvement:**

1. Update the educational programme 7R01122 "Physical Medicine and Rehabilitation adult, pediatric" in accordance with the Professional Standard "Physical Medicine and Rehabilitation" (dated 25.01.2024) (Standard 2.1.2).
2. Provide postgraduate doctors with information on compliance with the ethical standards of conduct approved in the Regulation on Academic Honesty before the start of learning. (Standard 2.1.8)
3. Include a scientific component and topics on clinical epidemiology in the educational programme (Standard 2.2.1).

4. Determine the mechanism and involve postgraduate doctors in the development of the educational programme (Standard 2.4.4).

### **Standard 3: POSTGRADUATE DOCTOR ASSESSMENT**

#### **3.1 Assessment methods**

The study of control and measuring equipment for all sections of the educational programme (EP) in the form of 30 control questions for each section of the EP, 10 checklists for assessing practical skills, showed that the organization has implemented an appropriate assessment policy that allows for a comprehensive assessment of the academic achievements of postgraduate doctors. The certification policy, as well as the principles, goals, methods and practices of assessing students are described in the Academic Policy dated August 29, 2024, approved by the Academic Board.

During the interview, postgraduate doctors talked about the forms of assessment, for example, about assessing the performance of practical skills upon completion of the discipline "Therapeutic physical factors", namely, the electrotherapy procedure, as well as assessing the quality of filling out a medical record, in particular, the medical history of an inpatient, and that they are satisfied with everything. They also receive regular feedback from teachers. The assessment results appeal system is reflected in the Academic Policy and the Residency Regulations (dated August 28, 2024). There have been no precedents for appeals during the period of operation of the educational organization.

The criteria for permission to the final certification are successful passing of the student's midterm assessment, which will be carried out in accordance with the academic calendar, working curriculum and educational programme. Permission to the midterm assessment of students is based on the permission rating. The permission rating for a discipline must be at least 50%. The purpose of the final exam is to monitor the academic achievements of students. The main purpose of the final exam is to assess the level of mastery of the programmes of academic disciplines by students. This is documented in the "Academic Policy" and the "Residency Regulations".

Permission to the independent examination of postgraduate doctors is the completion of the entire curriculum. Students who have no debts for the studied disciplines and for tuition fees are admitted to the FC. The final certification of residency graduates consists of 2 stages: Stage 1 - independent comprehensive testing organized by the National Center for Independent Examination (NCIE); Stage 2 - mini-clinical exam (Mini-CEX) at the clinical settings of the KMU "HSPH". Based on the results of the two stages, a final (arithmetic mean) grade is given according to the point-rating system for assessing the academic achievements of students. In the practice of educational organization, postgraduate doctors (including other specialties) will take an independent examination for the first time.

To verify the data of **standard 3**, the experts asked questions to the head of the postgraduate education department, director of the Department of methodology and quality of educational programmes Sarsenova L.K., and checked the documents and methods for assessing postgraduate documents. The following questions were asked: what assessment methods are used to monitor the knowledge of postgraduate doctors and how are they objectively assessed?

- the following assessment sheets have been developed at HSPH: mini-clinical exam, assessment of the quality of medical record preparation (Chart Evaluation Tool), assessment of patient presentation skills, direct observation of procedural skills, assessment sheet of practical skills performance (DOPS).

The department has control and measuring equipment (CME) for all sections of the 1st year of study, questions for oral questioning, patient presentations for clinical analysis, 10 checklists for assessing practical skills, which are compiled by the teachers of the department and approved at a meeting of the Department of Internal Diseases, the Academic Committee (minutes No.5 dated 28.12.2024).

*All CME are reviewed and approved at a meeting of the department. There is a procedure for documenting and studying assessment methods. When studying the control and measuring equipment for the topic "Therapeutic Physical Education", it was revealed that there is no analysis of the compliance of the content of the method with the requirements of the educational programme*

*and professional standards (content validity), it is not determined whether the assessment method really measures the declared competencies (constructive validity). For example, the questions of the CME for the topic "Therapeutic Physical Education" raise doubts, namely: Therapeutic Physical Education as a discipline - does this assessment method really measure the declared competencies. The examination questions do not cover all the key competencies on this topic. There is no independent examination of control questions and test tasks, analysis of the validity of the CME. Given the small number of postgraduate doctors, validation should be used on external independent groups of students. Therefore, it is recommended to document the assessment of the reliability and validity of the CME for the purpose of their continuous improvement.*

The Head of the Department of Methodology and Quality of Educational Programmes responded that additions and updates to the control and measuring equipment are planned to be made at the end of the academic year, taking into account the fact that residency training in this organization began only in the current academic year.

The results of the postgraduate doctor assessment are documented as follows: assessments are entered into the "PLATONUS" programme, which creates an open system for assessing postgraduate doctor's knowledge. The assessment procedure is complete, accessible and facilitates the calculation of the postgraduate doctor's rating.

At the same time, 5 people received "excellent" and "good" based on the results of the final exam in the discipline "Therapeutic physical factors".

There is a document on appealing the assessment results - "Appeal Regulations", which was approved in 2024. To date, no appeal has been filed by postgraduate doctors.

During a visit to the organization and a conversation with the acting director of the Department of Strategic Development and QMS Turykbayeva Zh.B., the commission was convinced that there is a documentation system that is transparent and accessible to all teachers and employees. It includes documents such as annual operational plans, annual reports, division regulations, agreements with teachers and postgraduate doctors, regulations on the organization of the educational process, academic policy, rules for developing basic documents and educational and methodological documentation (work programme, working curricula, syllabuses, journals), assessment tools (checklists, statements), certificates, verifications and credentials. A review of the website showed that its pages contain the documents necessary for postgraduate doctors: the educational programme of the discipline, the requirements for the applicant, and there is information on the form of entrance examinations, which is regularly updated.

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### **3.2 Relationship between assessment and learning**

During the visit to the KMU HSPH, the EEC members confirmed that the postgraduate doctor assessment methods are comparable with the learning and teaching methods and cover the assessment of all students' competencies both during practical classes and during exams.

Differentiated assessment methods are used to assess various learning outcomes, so theoretical knowledge is mainly assessed by testing, and practical skills are assessed using assessment sheets for each section of practical work.

When interviewing 29 teachers regarding assessment methods, the experts received convincing information that tests, situational tasks and assessment of practical skills using checklists are used to assess knowledge. Postgraduate doctors in the specialty "Physical Medicine and Rehabilitation adult, pediatric" also shared their opinions on the timeliness of providing tests, conducting consultations before exams, the clarity of the entire assessment procedure and its fairness. For example, postgraduate doctors reported that the achievement of the learning outcomes stated in the educational programme is achieved due to a significant number of issue-related patients, as well as ongoing advisory assistance from a clinical supervisor or teacher. Postgraduate doctors are provided with the necessary access to patient management, to all types of medical documentation, to participation in consultations and clinical discussions with colleagues of related specialties and to work in a multidisciplinary team.

During their visit to the clinical setting, experts inspected the resources for organizing the assessment of knowledge and practical skills, namely, a sufficient number of patients, postgraduate doctors' access to all procedures and equipment, highly qualified teachers and clinical supervisors.

The experts determined that the choice of postgraduate doctor assessment methods is based on daily patient supervision, since the practical part of the learning is the main one. For example, such formative assessment methods as a "clinical case" contribute to interprofessional learning. And a method such as "implementing a practical skill" demonstrates the integration of learning and an emphasis on clinical skills. The established assessment methods ensure that the postgraduate doctor has mastered all sections of the educational programme and acquired the necessary practical skills.

Feedback from postgraduate doctors based on the results of their assessment is collected in the form of a questionnaire and published on the organization's website. In an interview, postgraduate doctors confirmed that they are provided with feedback after completing their learning.

The 7 interviewed employer representatives also indicated that the training of postgraduate doctors corresponds to the modern development of medical practice and science, since there is high competition in the labor market and highly qualified professionals are required. Employers said that they themselves participate in the assessment of postgraduate doctors, since they are included in the examination committee.

The development of new control and measuring equipment is carried out by teachers through studying world experience in assessing knowledge in residency and then implemented at the department.

At the same time, there are difficulties in developing control and measuring equipment, including those related to the lack.

***Conclusions of the EEC by the criteria*** Comply with 9 standards (including 6 basic and 3 improvement standards): fully - 8, partially - 1, do not comply - 0.

***Recommendation for improvement:***

1. Document the assessment of the reliability and validity of control and measuring equipment with the aim of their continuous improvement (Standard 3.1.4).

## **Standard 5: TEACHERS**

### **5.1 Recruitment and selection policy**

The medical educational organization has developed and implemented a policy for the recruitment, admission and motivation of teachers and clinical supervisors, which defines the required academic experience and qualifications of a practicing specialist in the relevant fields of medicine, criteria for scientific, educational, pedagogical and clinical achievements; includes a balance between teaching, scientific research and the provision of medical care; defines the responsibilities and duties of employees; takes into account the ratio of teachers to postgraduate doctors, sufficient for effective teaching and learning and monitoring the academic and professional achievements of postgraduate doctors.

One of the main resources of the university for the implementation of the residency programme 7R01122 "Physical medicine and rehabilitation adult, pediatric" is the teaching staff, which is a priority factor for ensuring the high quality of the educational process and training competitive postgraduate doctors, taking into account the needs of the labor market.

The personnel policy of the Kazakh Medical University "HSPH" is based on the following regulatory documents: "Personnel Policy of the KMU HSPH"; "Regulations on the procedure for competitive replacement of positions of teaching staff and research staff of KMU "HSPH"; "Regulations on the procedure for registration of labor relations of KMU "HSPH".

The HR Department carries out current procedures for the admission, registration, dismissal of teaching staff and employees. Faculty are hired through a competition for vacant positions, the procedure for which is regulated in the "Regulations on the procedure for competitive replacement of positions of teaching staff and research staff of LLP KMU "HSPH". In accordance with the Order of

the Minister of Education and Science of the Republic of Kazakhstan dated October 31, 2018 No.606 "On approval of the average ratio of the number of students to teachers for calculating the total number of teaching staff of higher and (or) postgraduate education organizations, with the exception of the Academy of Justice, military, special educational institutions, educational organizations in the field of culture" the university teaching staff is determined annually for the new academic year. The teaching staff is formed based on the needs for the effective implementation of educational programmes, as well as based on the total volume of the academic workload. The requirements for staffing and the educational process are determined by the qualification requirements for educational activities. In accordance with the State Compulsory Educational Standard for clinical training in residency in specialties, a supervisor is appointed from among qualified professionals in practical healthcare working at the residency bases, having the first or highest qualification category and at least 5 years of experience in the relevant specialty.

The presence of basic education in accordance with the planned pedagogical activity, the presence of scientific and pedagogical experience, an academic degree and an academic title are mandatory for the teaching staff training postgraduate doctors. These requirements are reflected in the job descriptions approved by the Rector of the KMU HSPH. The competition is held within the framework of the implementation of the Regulation on the procedure for competitive replacement of positions of teaching staff and research workers of the KMU "HSPH" and contributes to consolidating the position of the leading University among medical universities of the Republic of Kazakhstan.

A positive decision of the competition committee is the basis for concluding an employment contract with the teacher. The rights and responsibilities of the university's teaching staff are defined by job descriptions. Duties are distributed depending on qualifications, work experience, personal characteristics and production needs. The teachers hired as staff meet the requirements for the qualifications of the positions specified in the job descriptions for the positions of the teaching staff, which contain criteria for the scientific, pedagogical and clinical merits of the applicants.

The university ensures a balance between teaching, scientific research and the provision of medical care by the teachers hired. The number and composition of the teaching staff of the residency departments is planned based on the needs of the educational process, the standard teaching load per full-time teacher and the contingent of students.

The KMU "HSPH" has created a department of therapy with courses in gastroenterology, psychiatry. The number of staff for the EP is 4 teaching staff. 4 teachers are involved in the implementation of the educational programme in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric", of which 1 has a Doctor of Medical Sciences degree, 3 have a Candidate of Medical Sciences degree. In general, the academic degree holders rate of the teaching staff conducting classes for postgraduate doctors in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is 100%. The percentage of teaching staff with the highest category is 2 part-time teachers, 2 teachers have certificates of permission to clinical practice in the specialty of Medical Rehabilitation, but do not have practical experience.

For teachers of clinical departments, a mandatory requirement is that applicants have certificates and qualification medical categories and a number of other provisions in pursuance of the Labor Code of the Republic of Kazakhstan, job descriptions of teaching staff. The University plans to involve heads of units in the RDVD (Regional dermato-venereological dispensary) as clinical supervisors.

The recruitment of teachers to perform the EP is carried out through a competition for vacant positions, the procedure for which is regulated by the internal "Regulations on the procedure for competitive replacement of positions of teaching staff and research workers of the University". The Competition Committee is a permanent consultative and advisory body of the KMU "HSPH", created for the purpose of organizing and ensuring the implementation of procedures for competitive replacement of positions of teaching staff and research workers of the KMU "HSPH". In its activities, the Competition Committee is guided by the current legislation of the Republic of Kazakhstan, the Charter of the KMU "HSPH", the Regulation on the procedure for competitive replacement of

positions of teaching staff and research staff of the university, job descriptions for positions of teaching staff and research staff and other acts of the university adopted in the established manner. When hiring for teaching positions, the compliance of candidates with the qualification requirements is mandatory taken into account.

In accordance with the regulatory indicators established by the Law of the Republic of Kazakhstan dated July 27, 2007 No.319-III "On Education"; By the Order of the Minister of Education and Science of the Republic of Kazakhstan dated October 31, 2018 No.606 "On approval of the average ratio of the number of students to teachers for calculating the total number of teaching staff of higher and (or) postgraduate education organizations, with the exception of the Academy of Justice, military, special educational institutions, educational organizations in the field of culture" the teaching staff of the residency is determined annually.

The teaching staff is formed based on the needs for the effective implementation of educational programmes, as well as based on the total volume of the teaching load. When drawing up the staffing schedule for the new academic year, in order to conduct classes for postgraduate doctors, a mandatory requirement for teachers is the availability of basic education, compliance of the specialty code with the academic degree, academic title and work experience. Since the training of personnel in the residency is carried out in a clinical specialty, the level of qualification of the teaching staff plays an important role, the requirements also include the presence of the first or highest medical qualification category among employees, the presence of an academic degree of a doctor and candidate of medical sciences/PhD.

The main role in the clinical training of postgraduate doctors, mastering practical skills and the ability to make independent clinical decisions belongs to clinical supervisors. For supervisors of clinical departments, a mandatory condition is that applicants have the first and highest qualification medical categories and a number of other provisions in accordance with the Labor Code of the Republic of Kazakhstan, job descriptions of the teaching staff. For this purpose, specialists from large well-equipped clinical settings who are proficient in modern methods of instrumental diagnostics, patient rehabilitation, performing minimally invasive interventional techniques and surgical interventions are selected as supervisors.

A clearly formulated mission, goals and objectives of the educational programme, created in accordance with the current management system of the University, define a new approach of the University team in training postgraduate doctors, contribute to the development of broad competence of future doctors, support a constant desire to improve the quality of medical care and further continuing professional education and development.

In accordance with the Order of the Minister of Healthcare of the Republic of Kazakhstan dated December 21, 2020 No.KR DSM-304/2020 "On approval of the provisions on the clinical setting, clinic of the organization of education in the field of healthcare, university hospital, residency base, integrated academic medical center and the requirements imposed on them", supervisors involved in the training of students at clinical settings will have to meet the following criteria <https://adilet.zan.kz/rus/docs/V2000021848>: a qualified specialist with at least five years of experience in their primary field; trained as a supervisor to implement the residency educational programme.

The following healthcare professionals have been invited to conduct residency training in specialty 7R01122 "Physical Medicine and Rehabilitation adult, pediatric":

1. Yessengarayeva S.D. – Candidate of Medical Sciences, rehabilitation physician of highest category, part-time.
2. Turekulova A.S. - Professor, Head of the Unit of Rehabilitation and Physiotherapy, rehabilitation physician, part-time;
3. Tanabayeva B.Sh. - Lecturer, Candidate of Medical Sciences, certificate in the specialty "Medical Rehabilitation" - full-time employee;
4. Kumarbekova G.Sh. - Lecturer, Candidate of Medical Sciences, certificate in the specialty "Medical Rehabilitation" - full-time employee.

The HR Department ensures compliance with the HR policy requirements in the residency EP by monitoring the ratio of the teaching staff profile, compliance with the range and balance of teachers of basic biomedical sciences, behavioral and social sciences and core (clinical) disciplines required to implement the educational programme.

Employee incentives, motivation and encouragement are provided based on the HR policy of KMU HSPH. Labor motivation and incentives are the impact on personnel behavior to achieve personal, group and social goals. In order to increase the interest of employees in improving the quality and efficiency of labor, KMU "HSPH" applies incentive payments. The types, procedure and conditions for applying incentive payments are determined by the Regulation "On the organization of the system of remuneration and incentives for labor of LLP "Kazakhstan Medical University "HSPH" and acts of the university, taking into account the specifics of production activities, personnel tasks, financial capabilities of the university and other factors having an impact on the wage fund. The labor incentive system provides for the following main types of incentive payments: personal incentive allowances made to an employee in addition to the established official salary in order to encourage success in work, which are regular; bonuses are one of the types of incentive payments and represent cash payments for achieving certain results in work. As an additional type of payment (in addition to the established official salary) to teaching staff: for completing academic work in the postgraduate EP, as well as in the additional EP financed from the republican budget, in addition to the approved annual academic load; for completing additional academic classes with students in the postgraduate EP not provided for by the working curriculum, if additional academic classes are conducted on a paid basis; as well as in other cases stipulated by the current legislation and/or acts of KMU "HSPH".

*When questioning teachers, it was found that the majority (94.59%) are completely satisfied with the organization of work and the workplace in this educational organization, but 2.7% are partially satisfied. In this educational organization, teachers have the opportunity to engage in scientific work and publish the results of R&D - 91.89% completely agree, 8.11% - partially. Satisfied with the salary - 67.57% completely agree, 18.92% - partially.*

## **5.2 Obligations and development of teachers**

In order to verify the data of standard 5, during a meeting with the head of the HR department and during interviews with expert teachers, an opinion was obtained on approaches to the development of pedagogical competence of teachers, motivation to work with postgraduate doctors and supervising, which includes a teaching load for the teaching staff of clinical departments: head of the course, professor - 450 hours; senior teacher, teacher - 600 hours. The work schedule of residency teachers is agreed upon when drawing up the schedule of classes in the residency.

The activities of the teaching staff are planned in accordance with the individual plan of the teacher, which is discussed and approved at departmental meetings. Planning the teaching load of the teaching staff is carried out in academic hours.

The staffing level of the personnel conducting classes for postgraduate doctors in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" allows maintaining a rational ratio between the number of teachers and the number of postgraduate doctors, which guarantees their individual relationship and monitoring of the postgraduate doctors' achievements.

The proper level of professionalism of the employees of LLP KMU "HSPH" is supported and developed by the system of advanced training of employees of LLP KMU "HSPH" in the Republic of Kazakhstan and abroad. The main means of professional development of personnel and improvement of their quality characteristics are retraining and advanced training of employees. To achieve the set goals, LLP KMU "HSPH" uses the following forms of learning and advanced training of personnel:

1. participation in various seminars, conferences, round tables, trainings, etc.;
2. completion of special training courses for advanced training, seminars, etc.

The desire of employees to improve their qualifications is supported and encouraged by the management of LLP KMU "HSPH". The University has developed mechanisms and criteria for

systematically assessing the effectiveness of teachers, their level of competence, professional potential of the staff and readiness to solve the strategic tasks of our organization.

The main methods of assessment are certification, conversation, identification of personnel reserve, observation. In accordance with the plans of the University, an audit of departments is carried out annually on educational and methodological work, according to regulatory documents. To monitor and assess the quality of teaching, mutual visits to classes, open classes of teachers are held, the results of which are discussed at department meetings. The quality of classes and the teaching materials used, the timeliness of issuing assignments for independent work, the organization of control and assessment of students' academic performance are analyzed at department meetings.

The assessment of the activities of teachers is carried out based on the results of certification. The main goal of certification is to determine the compliance of the teaching staff with the positions they hold based on a comprehensive and objective assessment of their qualifications, professional competence and business qualities. Certification of the teaching staff is carried out among full-time teachers and is based on the Regulation on the procedure for conducting certification of the teaching staff of LLP "Kazakhstan Medical University "HSPH".

Various events are held at KMU "HSPH" to motivate and encourage employees: ensuring working conditions in accordance with the labor legislation of the Republic of Kazakhstan, an employment contract and a collective agreement, providing employees with equipment, tools, technical documentation and other means necessary for the performance of work duties; timely payment of wages and payment of incentive bonuses for high-quality work in accordance with the regulation on remuneration. In order to improve the professional and pedagogical culture of the teaching staff, stimulate and motivate teachers for further professional development, support scientific research and educational innovations, a competition for the title of "Best Teacher of KMU "HSPH" is held at KMU "HSPH". The competition for the title of "Best Teacher of KMU "HSPH" is held annually in the first half of the calendar year. Teachers with high achievements in pedagogical and scientific activities are allowed to participate in the competition. The rules for holding this competition are specified in the internal document "Rules for awarding the title of "Best Teacher of the KMU "HSPH".

The experts determined that teachers and postgraduate doctors have enough time for teaching, supervising and learning. The work schedule of teachers is set in accordance with the personnel policy. Working hours: from 8.00 a.m. to 4.00 p.m. Teachers conduct weekly seminars lasting 6 hours. Time for clinical reviews, clinical rounds is daily. Calls are once a month on Saturdays.

The experts received responses about the advanced training programme for teachers, which is held annually and 104 teachers participating in the implementation of residency educational programmes were trained in 2024, including teachers of the accredited educational programme in the specialty "Physical Medicine and Rehabilitation adult, pediatric" - 2 employees. These events are financed by the educational organization. Today, the advanced training system at the University is implemented in accordance with the plan for advanced training of the teaching staff of the KMU "HSPH". It is planned to update the advanced training system in accordance with the indicators of the Strategic Development Plan for 2020-2025.

The organization of advanced training courses (AT) for the development of pedagogical competencies and control over the advanced training of teachers is carried out by the HR department. All departments and teaching staff are sent an information letter about the upcoming AT course in accordance with the plan for advanced training of the University's teaching staff. Training events are held both within the University and with the invitation of foreign lecturers. The expert checked the certificates of teachers on such topics as "Pedagogical skills as a component of pedagogical science", "Development of communication skills and abilities of teachers", "Basic cardiopulmonary resuscitation in adults and children".

The salary fund for the "Residency" programme for 2024 amounted to 80,321.8 thousand tenge, taxes and deductions - 8,974.9 thousand tenge. The University's current expenses are planned in accordance with the financial regulations for higher education, approved by the order of the Ministry

of Healthcare of the Republic of Kazakhstan No.474 dated June 14, 2004 "On approval of the standards for calculating the cost of tuition for one student, postgraduate student, clinical resident (master's student) in higher medical educational institutions within the country under a state order."

Experts have found that teachers initiate R&D topics for postgraduate doctors, stimulate the need for additional learning and independent work with literature, medical documentation. The University participates in "Healthy Universities" project. The goal of this project is to integrate healthy lifestyle principles into the structure and educational process of universities by forming a responsible attitude to health and lifestyle among students, teaching staff and community.

On September 23, 2022, KMU "HSPH" held the International Congress "Global Health", dedicated to the 25th anniversary of the founding of KMU "HSPH" and the signing of the Agreement between the WHO Regional Office for Europe and the Ministry of Healthcare of the Republic of Kazakhstan. The event was held with the participation of the University' teaching staff, representatives of WHO, the Senate of the Republic of Kazakhstan, the Ministry of Healthcare of the Republic of Kazakhstan, the Akimat of Almaty, the National Center for Public Healthcare, the Social Health Insurance Fund, the Consulate of the People's Republic of China, medical universities, practical healthcare of the Republic of Kazakhstan, as well as leading experts from near and far abroad.

One of the key factors in improving the quality of training of medical personnel ready for independent practical work is the use of innovative teaching methods in pedagogical activity, as a result of continuous improvement of the pedagogical competencies of university teachers. To improve the effectiveness of learning for postgraduate doctors of KMU "HSPH", classes will be conducted using new educational technologies aimed at their active participation in the educational process.

The intended learning outcomes are achieved through the development and assessment of general and specific competencies of students: knowledge and understanding in the field of study (teaching and assessment methods used: CBL, TBL, D-PBL, illustrative practical classes, e-learning technologies - videos, video lectures, work on the MOODLE platform); practical skills (teaching and assessment methods used: TBL, D-PBL, prolonged clinical case (work at the patient's bedside), simulation technologies, standardized patient, etc.); communication skills (teaching and assessment methods used: TBL, facilitation, according to the Kolb model, etc.); scientific research skills (teaching and assessment methods used: analysis from the standpoint of evidence-based medicine, facilitation, updating of IWPD with a focus on the future specialty); general education (development of language competencies) - all technologies; socio-ethical (methods of teaching and assessment used: analysis through an integrated clinical symposium and conferences of medical errors); economic and organizational-managerial (methods of teaching and assessment used: E-learning technologies).

The ratio between the number of teaching staff and the number of postgraduate doctors is 1:3, which provides an opportunity for close personal interaction and monitoring. One of the tasks of improving clinical training of personnel is the introduction of supervising.

*In the educational organization, there is an opportunity for career growth and development of teacher competencies - 91.89% of the surveyed teachers answered, and 13.51% partially agree with this. Studied in advanced professional training programmes - 35.14% during the current year, 62.16% from 1 to 5 years ago, 2.7% over 5 years ago and 0% answered "I don't remember when it was." The university implements social support programmes for teachers - 56.76% answered that "yes, such programmes exist", 10.81% of respondents answered that there are no such programmes and 32.43% of respondents do not know about it.*

**Conclusions of the EEC by the criteria.** Compliance out of 8 standards (including 7 basic and 1 improvement standard): fully - 7, partially -1, do not comply - 0.

**Recommendations for improvement:**

1. Create a plan for training clinical supervisors in pedagogical competencies (Standard 5.2.2).

## **Standard 7: EDUCATIONAL PROGRAMME ASSESSMENT**

### **7.1 Monitoring and assessment mechanisms**

Monitoring of the educational programme includes a system of external assessment, which ensures transparency of the process and results:

- monitoring the provision of the educational process with the necessary resources (clinical settings, teaching staff, composition of clinical supervisors, educational literature, classroom fund, equipment, etc.);
- monitoring the compliance of the curriculum with the requirements of state educational standards;
- monitoring the compliance of the content of postgraduate doctor learning with the requirements of state educational standards, qualification requirements for specialists, professional standards, trends in the development of science and medicine;
- monitoring feedback from stakeholders on the quality of the content of the educational programme,
- monitoring the academic performance of postgraduate doctors, progress in mastering the competencies defined in the programme.

An annual analysis of the educational programme will allow the educational organization to make adjustments and improve the content. Initially, the EP underwent internal review at a meeting of the department and the methodological council of the HSPH, an external review of the EP "Physical Medicine and Rehabilitation adult, pediatric" was received from employers and a representative of a Kazakhstani university, where it was noted that the programme meets the requirements of "On approval of state compulsory standards for levels of education in the field of healthcare." Subsequently, the residency programme was approved at a meeting of the Educational and Methodological Council (minutes No.2, 20.04.2023).

Regular assessment of the quality of the educational programme in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" at KMU "HSPH" is carried out on the basis of the analysis of curricula, catalog of elective disciplines, schedule, individual plans of students, internal regulatory documents governing the implementation of educational programmes, surveys of students and employers, by means of Medical Advisory Committee and intra-university control during visits to open classes, lectures and other types of activities of the teaching staff to assess learning methods and assess the knowledge of students. The specialized department is responsible for the formation of postgraduate doctor competencies in specialized disciplines, the quality of teaching and updating the content of educational programmes in accordance with the development of science and medicine.

Educational programmes undergo the procedure of annual monitoring of the quality of implementation at a meeting of the department with the participation of students and employers. The teaching staff of the department, in order to harmonize the content of educational programmes with similar educational programmes of leading foreign and Kazakhstani universities, identify and analyze educational programmes of other universities. Based on the results of such activities, the university enters into cooperation agreements with universities in neighboring and distant countries.

When assessing the programme, the goals and objectives of learning, the intended learning outcomes (through postgraduate doctor assessment, independent examination) are taken into account. The process of implementing the educational programme is assessed through feedback from postgraduate doctors and teachers and the achievements of graduates. The residency department and teachers constantly monitor the development of the educational programme by postgraduate doctors. For each discipline, an analysis of the academic performance of residency students is carried out by teachers of the departments conducting classes in the residency. The results of postgraduate doctors' examinations in each discipline are discussed at department meetings. The specialized departments and the residency department carry out work to collect feedback from postgraduate doctors to determine their level of satisfaction with the content of the educational programme, the organization of the educational process in the form of a questionnaire after the end of each discipline, monitoring of appeals to the blog of the head, vice-rector, rector. The university has a feedback box, where postgraduate doctors can incognito leave their suggestions, wishes and complaints.

For example, a survey of 5 postgraduate doctors in the specialty Physical Medicine and Rehabilitation demonstrated the following: that postgraduate doctors are actively involved in the process of providing medical care at clinical settings, have access to mastering practical skills according to the intended learning outcomes. All postgraduate doctors have a portfolio, which also reflects their achievements and activities in research and socially significant events of the university and clinical settings. One postgraduate doctor in another specialty is a member of the "Council of Young Scientists".

The teaching staff participates in all stages of assessment through discussions at the department, advisory bodies, gets acquainted with the results of the questionnaire of students, with the feedback of clinical supervisors and representatives of clinical settings. Postgraduate doctors participate in all stages of assessment through questionnaires, familiarization with the results of the questionnaire, participation in advisory bodies.

The assessment of approaches to the admission of postgraduate doctors is carried out by analyzing the results of entrance examinations and the relevant regulatory documents. The selection and compliance of teachers and teaching methods is also carried out through feedback from postgraduate doctors. For this purpose, a new structure, "Department of Methodology and Quality Assessment" was organized at the university in June 2024. For example, the results of a survey of postgraduate doctors in 2024 showed that teachers and supervisors are highly valued for the quality of teaching. The assessment of methods for assessing the knowledge and skills of postgraduate doctors is carried out using control and measuring equipment, practical tasks and simulations. The adequacy and quality of educational resources is assessed by monitoring and analyzing postgraduate doctors' feedback and shows that the library collection, access to electronic resources and clinical settings meet modern requirements. This was confirmed during a visit to the practice base: State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital".

In the process of assessing the quality of educational programmes for residency, it was found that along with the achievements: high quality of teaching and supervising, good physical facility, clinical practice base, there are a number of problems, such as: strengthening feedback with students in order to promptly make changes to the educational process in accordance with their needs and expectations; improving the system of planning and informing postgraduate doctors about the schedule of lectures, classes and practices; developing internship programmes in specialized hospitals and foreign practices to increase the competitiveness of postgraduate doctors.

## **7.2 Teacher and postgraduate doctor feedback**

The educational organization plans to collect feedback from teachers, postgraduate doctors and employers on a regular basis. The university uses the rector's blog for feedback from teachers and postgraduate doctors, where students and university staff will receive answers to their questions about the terms of the educational programme.

The feedback results are analyzed and also discussed at department meetings, which helps to assess the current needs of students and teachers and allows for the development of plans for further improvement of the quality of graduate training.

In December 2024, a questionnaire form was sent to employers. The questionnaire has 9 questions and they are devoted to assessing the satisfaction of employers with the professional training of graduates of KMU "HSPH". The results of the employer survey conducted in 2024 indicate the need to strengthen the practical focus of the educational process, while over 71% of employers are satisfied with the theoretical and practical training of postgraduate doctors; employers are ready to participate in the teaching of specialized disciplines; in addition to professional knowledge, employers recommend (66%) to develop communication skills, teamwork and other personal qualities.

*The survey of postgraduate doctors was conducted in December 2024. The questionnaire included 8 questions and is devoted to the following topics: how satisfied are postgraduate doctors with the quality of theoretical and practical learning, how a postgraduate doctor evaluates the quality of teaching and supervising, whether the postgraduate doctor is satisfied with the conditions of the educational process, practice bases and others. The survey results revealed the strengths of the*

*educational process, 56% of respondents responded that they were completely satisfied with the material, technical and clinical settings. 12% noted the need to strengthen them. The majority of respondents rated the residency programme as the highest score (75.4% (5 points) and 16.9% (4 points). Satisfactory grades (3 points) were given by 5.6% of survey participants. In open-ended questions of the survey, postgraduate doctors voiced ideas for expanding practical opportunities, including field practices, trainings and internships. They expressed interest in programmes that promote the development of teamwork with colleagues from other specialties. After completing the residency, all graduates are included in the Book of Graduates, where their career growth and achievements will be tracked; if necessary, KMU "HSPH" provides support in continuing professional education.*

### **7.3 Postgraduate doctor and graduate results**

The results of postgraduate doctors and graduates are indicators of the quality of educational programmes. Each student can see the results of their academic performance in their personal account in the AIS Platonus, accordingly, the postgraduate doctor can monitor and track their academic performance. The syllabuses and working curricula reflect intended learning outcomes. An important role in assessing the educational programme is played by monitoring the achievement of intended learning outcomes by postgraduate doctors.

Analysis of midterm, and later final, certification of graduates by specialty will be discussed annually at department meetings with the participation of the Residency Department and the Academic Board. This mechanism will allow to make timely and relevant adjustments to the EP.

For the first year of study, the indicator for postgraduate doctors in the specialty "Physical Medicine and Rehabilitation adult, pediatric" is an average current 89.7 points (5 postgraduate doctors are studying),

Monitoring of academic performance and attendance is carried out by the teacher according to the class schedule, with data recording in an electronic journal; in the absence of students in classes, they inform the residency department by submitting an attendance report. Monitoring by the residency department is carried out on the basis of the results of formative assessment within the framework of the topics of the discipline (described in detail in the syllabus) and subsequently midterm and final certification.

Data of the conclusions of experts and employers on the quality of clinical training of postgraduate doctors, at the present time are difficult, since there are no graduates of this programme yet.

Since the entire process of training, monitoring of postgraduate doctors is concentrated in the residency department, the result of the assessment of the clinical practice of postgraduate doctors is carried out on the basis of the results of formative assessment within the framework of the topics of the discipline (described in detail in the syllabus) and in the future it is planned to observe the results of the midterm and final certification.

### **7.4 Stakeholders involvement**

The educational organization has approaches to the involvement of teachers and postgraduate doctors in the assessment of the educational programme and monitoring of its implementation.

The residency department collects feedback from postgraduate doctors, teachers, including teachers of related disciplines on the assessment and optimization of the content of the educational programme in the form of a survey, questionnaire. Questionnaires of students are conducted after the completion of each discipline. For this purpose, the questionnaire "Teacher through the eyes of a student" is used. The revision of the educational programme (EP) is carried out annually at department meetings, in which all teaching staff participate.

The results of the Independent Assessment of the NCIE and midterm assessment are used to improve the programme, the results will be discussed at department meetings, based on the results of which decisions will be made to improve the EP and the educational process.

Thus, the teaching staff participates in all stages of the assessment through discussions at the department, advisory bodies, familiarization with the results of the survey of students, with the

feedback of clinical supervisors and representatives of clinical settings. Postgraduate doctors participate in all stages of the assessment through questionnaires, familiarization with the results of the questionnaire, participation in advisory bodies. The results of the assessment of the educational programme will be announced at meetings of the EMC and the Academic Board.

Thus, on the recommendation of the EEC, it is planned to include postgraduate doctors in the advisory bodies of the university, since during interviews with postgraduate doctors it was revealed that they do not participate enough in planning the assessment of the programme through collegial bodies, where postgraduate doctors could participate in the discussion of all issues of the educational process.

Interviews with 7 employers were conducted online and included questions such as: knowledge of the university mission, participation in the development of the mission and proposals for the strategic plan, participation in the work of advisory bodies, satisfaction with the basic knowledge and skills of postgraduate doctors, participation in training postgraduate doctors through supervising, providing the department and postgraduate doctors with the necessary resources for practical training and the formation of clinical thinking. During a visit to the practice base of postgraduate doctors of the programme "Physical Medicine and Rehabilitation adult, pediatric", a meeting was held with the management of the State-owned utility Enterprise based on the Right of Economic Management "Central City Clinical Hospital", Deputy Director for Medical Affairs Abenova A.T., who emphasized the growing need for qualified doctors of the Physical Medicine and Rehabilitation and the importance of training young specialists. He expressed his readiness to provide comprehensive support to postgraduate doctors throughout the entire period of study and contribute to their professional growth.

#### **7.5 Procedure for approving educational programmes**

The educational organization has a system for documenting the educational process, including approval of the educational programme, which includes the following:

The educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is approved based on such criteria as the relevance of the programme content, ensuring the quality of education, accessibility for students with disabilities and the achievement of the intended learning outcomes in accordance with the State Compulsory Educational Standard, the Standard Curriculum and the Working Curriculum. The interested parties involved in approving the educational programme are: employers, teaching staff, postgraduate doctors, administrative and managerial staff and the department of methodology and quality assessment of educational programmes (EP). During a face-to-face meeting with a representative of the department of methodology and quality assessment of EP, it was announced that each programme had undergone internal and external examination, and in connection with changes in the intended learning outcomes in the EHEA register, a plan for revising all EPs was developed. The main document is the Regulation on Academic Policy, which reflects the methods of validation and assessment of the reliability of the EP.

A system for monitoring the quality and compliance of clinical settings, material and technical equipment and educational resources has been developed and implemented, which includes the following: regular inspections of clinical settings, assessment of material and technical equipment, analysis of learning outcomes, student and teacher surveys, comparison with similar programmes and adjustment of the programme based on the data obtained.

According to Order No.157 of the Ministry of Healthcare of the Republic of Kazakhstan, the University uses medical and preventive institutions of the city as a clinical setting on the basis of agreements. According to these agreements, clinical settings bear joint responsibility for the quality of training of future specialists, provision of high-quality educational facilities to departments, ensuring access to patients and modern diagnostic equipment.

***Conclusions of the EEC by the criteria.*** Comply with 10 standards (including 7 basic and 3 improvement standards): fully - 10, partially - 0, do not comply - 0

### **Standard 8: GOVERNANCE AND ADMINISTRATION**

## 8.1 Governance

Residency learning is conducted in accordance with the requirements of such regulatory rules regarding the admission of postgraduate doctors as the requirements for the level of training of residency graduates according to 7R01132 "Physical medicine and rehabilitation adult, pediatric" are formulated in the EP in accordance with:

- The Law of the Republic of Kazakhstan "On Education" dated June 27, 2007 No.319-III;
- The Code of the Republic of Kazakhstan "On Public Health and the Healthcare System" dated July 7, 2020 No.360-VI LRK;
- Order of the Minister of Healthcare of the Republic of Kazakhstan dated July 4, 2022 No.KR DSM-63. On approval of state compulsory standards for levels of education in the field of healthcare;
- Order of the Minister of Education and Science of the Republic of Kazakhstan dated April 20, 2011 No.152 On approval of the Rules for organizing the educational process using credit technology of education;
- Academic policy of LLP KMU "HSPH"
- Rules for admission to the residency of LLP KMU "HSPH"

Assessment of knowledge and skills is carried out on the basis of the Order of the Minister of Education and Science of the Republic of Kazakhstan dated March 18, 2008 No.125 "On approval of the Standard rules for conducting formative assessment of academic performance, midterm and final certification of students for organizations of secondary, technical and vocational, post-secondary education" and the Academic Policy of KMU "HSPH". To implement the educational programme, the educational organization has an organizational structure in which the educational sector is represented by collegial bodies (EMC, AB) and structural divisions (DR, departments) (link: <https://ksph.edu.kz/structure/>). The highest governing body of KMU "HSPH" is the Academic Board. The educational process of the residency is supervised by the vice-rector for clinical activities, to whom the DR is subordinate (link: [DR business process](#)).

The key structural unit responsible for training students in residency in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is the specialized department of therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology, which is directly responsible for the accredited educational programme. The experts were unable to review the documents on the completion of learning of postgraduate doctors, due to the first year of learning of postgraduate doctors. A certificate of completion of residency will be issued to postgraduate doctors who have completed learning in the educational programme of residency and successfully passed the final certification, and then the qualification of "doctor" in the corresponding specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric" is awarded and a certificate of completion of residency is issued free of charge. During the meeting with the Residency Department, it was revealed that the RD is in direct, close contact with postgraduate doctors, supervises the organization of the educational process, controls and monitors clinical settings and departments. During the survey of postgraduate doctors, positive feedback was heard about the work and interaction of the Residency Department with postgraduate doctors.

The quality assurance programme for postgraduate education has been developed, implemented and certified by the quality management system. The quality policy has been communicated to all employees, all team members, including management, have committed to participate in the development, maintenance and assurance of quality and has been approved by the Department of Strategic Development and Quality Management System (dated 15.01.2024). The Department of Strategic Development and Quality Management System (hereinafter referred to as DSD and QMS) took part in the development of the programme. The DSD and QMS participates in the development and promotion of an effective quality management system for all types of activities of the KMU "HSPH" based on the requirements of the International Standard ISO 9001-2015, plays an important role in ensuring quality assurance and transparency of the education system and passing accreditation. Transparency of the management and decision-making system is ensured by posting information on the KMU "HSPH" website.

## 8.2 Academic Leadership

The responsibilities and obligations of the management and employees for postgraduate medical education in the specialty 7R01132 "Physical Medicine and Rehabilitation adult, pediatric", specialized department of therapy with a course of medical rehabilitation are defined and are fixed by internal regulatory documents (link: [Guide to the development of the EP](#)) and the minutes of the department meeting No.9 dated May 5, 2023. Transparency of management and decision-making in the educational process is ensured by posting information on the website of LLP KMU "HSPH", which is reflected in the document Academic Policy of LLP KMU "HSPH" (link: [Academic Policy of LLP KMU "HSPH"](#)).

The educational organization evaluates the management of the educational process and employees in relation to the achievement of the residency programme mission, the expected intended learning outcomes by providing feedback to postgraduate doctors and teachers, conducting certification based on the document on monitoring, analysis and assessment of educational programmes (link: [Regulation on monitoring and evaluation of EP](#)).

The assessment of the quality of the educational programme by stakeholders includes: assessment by students of the pedagogical activities of the teaching staff involved in the implementation of the educational programme; an annual survey of students' satisfaction with the quality of educational services; a questionnaire for employers on the quality of training of KMU "HSPH" graduates; an annual collection and analysis of the results of graduate employment is planned.

*To the survey question "Do the organization's heads listen to your opinion regarding issues related to the educational process, R&D and clinical work?", 78.3% of teachers answered that they do so systematically, and 13.5% answered "sometimes." To the survey question "Do you think that this survey is useful for developing recommendations for improving the key areas of your organization's activities?", 83.8% of teachers answered that they agree, and 16.2% answered "sometimes."*

## 8.3 Budget for learning and resource allocation

The division responsible for planning and distributing finances in residency programmes is the Department of Economics and Finance; Department of Digitalization and Technical Support; Administrative Department. Determining the budget of the KMU "HSPH" and the university management structure is the responsibility of the first head of the university - the Rector. The position of Commercial Director is provided for in the university to manage financial issues, his/her powers and duties are defined in the job description.

The range of duties, responsibilities and powers are reflected in the job descriptions of the Department of Economics and Finance, approved on October 7, 2022.

A financial plan is drawn up annually, including a target budget for learning, which for 2024 is 1676.6 thousand tenge. In 2024, the plan provides for an increase in the revenue side of the budget compared to the expected execution for 2022, 2023 by 114%. For the long-term period until 2025, an annual sustainable growth of income is also predicted. The university budget planning for the current year is carried out by developing and approving the income and expenditure estimates.

The financial plan corresponds to the strategic plan for the period 2020-25. The share of funding for residency programmes, taking into account the expansion of residency specialties, cannot currently be determined dynamically, since only the EP has been operating for 4 months. In the structure of expenses, the largest share is occupied by expenses for paying salaries to employees under "Residency" programme - 80,321.8 thousand tenge. During a meeting with employees of the financial sector, experts found out that the KMU "HSPH" plans the budget according to the applications received from departments, forms the need to ensure the educational process and makes a decision on the supply system (purchase).

The salary fund for "Residency" programme is 80,321.8 thousand tenge, the scholarship fund is 1,477.5 thousand tenge (a scholarship for 3 postgraduate doctors for 4 months of 2024). At a meeting with postgraduate doctors, it was announced that the university, in order to motivate and support postgraduate doctors, reimburses the cost of cellular communications for 88 postgraduate doctors and for 4 months of 2024 this amounted to 1,056.0 thousand tenge.

A financial report is submitted annually, which is approved at a meeting of the Academic Board and is prepared according to international financial reporting standards (IFRS), in accordance with the Law of the Republic of Kazakhstan dated February 28, 2007 No.234-111 "On accounting and financial reporting", accounting policy, the order of the Ministry of Finance of the Republic of Kazakhstan dated May 23, 2007 No.185 "On approval of the standard chart of accounts for accounting", other regulatory acts in the field of accounting and demonstrates, among other things, the distribution of educational resources in accordance with the needs and coverage of all types of expenses of KMU "HSPH" for the implementation and development of the residency programme.

#### **8.4 Administration and management**

Administration and management of the educational process is carried out according to the organizational structure, which is agreed upon with the general meeting of participants and approved by the Rector. There is a corresponding administrative (46 people) and teaching (111 people) staff, including the management: The Rector is responsible for the educational process of the KMU "HSPH". The Residency Department oversees the planning and organization of the educational process of residency students, in accordance with the norms and requirements of the current legislation of the Republic of Kazakhstan; ensures a systematic approach to the development, approval, monitoring and assessment of educational programmes for residency, updates internal regulatory documents on educational activities and timely approves the educational and methodological documentation.

In order to effectively manage the educational process, the employees of the Residency Department underwent advanced training in 2024 on the topics: "Pedagogical skills as a component of pedagogical culture", "Development of communication skills and abilities of teachers", "Basic cardiopulmonary resuscitation in adults and children".

The experts found that the quality management system (QMS) was implemented in 2022 and includes regular internal and external audits, including those that support the residency programme processes. According to the approved schedule, the QMS conducts internal audits in all structural divisions of KMU "HSPH". Every year, the quality management system is subject to an external inspection audit. In accordance with regulatory documents, the activities of KMU "HSPH" are checked and a report is drawn up. Based on the approved documents, the Quality Manual, the Strategic Development Plan, the annual report and the external audit report of the QMS, an analysis of the activities of KMU "HSPH" is carried out annually by top management.

The Department of Strategic Development and Quality Management System is responsible for the implementation and monitoring of the QMS.

The teachers are aware of the QMS, which is confirmed during their interviews. The main documents of the QMS are the following: Quality Manual QMS-RPK-7.5.1/01-2022, approved by the Quality Council dated 31.10.2022, protocol No.5, which defines the Policy and Objectives of LLP KMU "HSPH" in the field of quality and describes the quality management system developed to implement this policy (link: [Quality Policy](#)).

Assessment of the administration and management of the educational process as a whole and the educational programme of the residency in the specialty "Physical Medicine and Rehabilitation adult, pediatric" is carried out by questioning the teaching staff and employees of KMU "HSPH" in order to study the satisfaction of the needs and expectations of consumers on a regular basis by departments and divisions. The results demonstrate such achievements as high satisfaction of postgraduate doctors with the quality of educational programmes, availability of educational materials and the effectiveness of interaction with teachers. The results also indicate a positive assessment of the organization of the educational process, including practical training and scientific activities, which was confirmed during a meeting with postgraduate doctors and teachers, that students have a direct interest in the implementation of the educational programme and regularly participate in the survey. For example: the questionnaire "Teacher through the eyes of students" and other questionnaires including questions about the expectations and actual competencies of students, the environment for implementing the educational programme, the availability of information resources and conditions. Which is further taken into account when monitoring the residency programme.

## 8.5 Requirements and regulations

The educational organization complies with the recommendations of national authorized bodies, including the Ministry of Science and Higher Education of the Republic of Kazakhstan and the Ministry of Healthcare of the Republic of Kazakhstan. Thus, in accordance with the classifier of residency specialties (On approval of the Classifier of areas of training personnel with higher and postgraduate education. Order of the Minister of Education and Science of the Republic of Kazakhstan dated October 13, 2018 No. 569). The choice of residency specialty is regulated in accordance with the Code of the Republic of Kazakhstan dated July 7, 2020 No.360-VI LRK "On public health and the healthcare system", the order of the Minister of Healthcare of the Republic of Kazakhstan dated December 15, 2020 No.KR DSM-270/2020 "On approval of the rules for placing a state order, admission to learning and training of medical personnel in residency" <https://adilet.zan.kz/rus/docs/V2000021802>, the order of the Minister of Healthcare of the Republic of Kazakhstan dated May 25, 2021 No.KR DSM - 43 "On approval of the list of medical specialties of residency programmes". The rules for admission to residency, the Academic Policy are developed in accordance with the Code of the Republic of Kazakhstan dated July 7, 2020 No.360-VI LRK "On public health and the healthcare system", the order of the Minister of Healthcare of the Republic of Kazakhstan dated December 15, 2020 No.KR DSM-270/2020 "On approval of the rules for placing a state order, admission to learning and training of medical personnel in residency", the Concept for the Development of Higher Education and Science in the Republic of Kazakhstan for 2023-2029. At the beginning of the 2023-2024 academic year, the educational organization provides learning in 27 specialties and plans to train in 27 specialties. All educational programmes are provided with relevant educational and methodological documents and teachers.

Representatives of practical healthcare are actively involved in the development and improvement of residency programmes. The university administration reported that for the effective planning and implementation of residency programmes, the advisory bodies (meetings of departments, educational and medical councils, academic board) include representatives of practical healthcare, students and teachers involved in the implementation of residency programmes. Employers confirmed that each of the listed representatives has the right to vote when making changes, suggestions and comments to the educational process of residency, as well as the right to vote when approving educational programmes for residency. The involvement of practical healthcare in the formation of educational programmes for residency and their high-quality implementation is reflected in the fulfillment of the terms of contracts with medical organizations.

Representatives of medical organizations and employers noted that clinical settings and employees involved in training contribute to the improvement of professional training in clinical areas.

When developing educational programmes, it is mandatory to take into account the needs of stakeholders, in particular, employers: the level of acquired theoretical knowledge and skills must meet the needs of the practical healthcare system.

The university administration reported that in order to monitor the needs of employers, the KMU "HSPH" regularly organizes the event "Open Day", which brings together representatives of practical healthcare and allows for meetings of the university management with the heads of medical organizations. Employers confirmed that such events allow identifying the existing advantages and problems of training in residency specialties and promptly developing action plans to eliminate deficiencies.

In order to ensure the connection of the educational programme with the needs of the healthcare system of the Republic of Kazakhstan, KMU "HSPH" maintains constant and effective communication with practical healthcare organizations and employers, for which purpose the Employers' Council functions. Information on the activities of the Employers' Council, provided by the university administration, confirms that the Council is an effective mechanism for ensuring that educational programmes meet the needs of practical healthcare. In general, it can be noted that the university has created conditions for effective interaction with employers and taking into account their needs in the development and implementation of educational residency programmes.

**Conclusions of the EEC by the criteria.** Compliant out of 11 standards (including 8 basic and 3 improvement standards): fully - 10, partially - 1, do not comply - 0

**Recommendations for improvement:**

1. Strengthen the role of clinical supervisors at departments and clinical training settings for postgraduate doctors (Standard 8.4.1).

**Standard 9: CONTINUOUS RENEWAL**

KMU "HSPH" is updating its organizational structure in order to continuously improve postgraduate education. This process is focused on the best global practices of educational management and takes into account the current needs of the reformed healthcare system of the Republic of Kazakhstan. As part of this, a revision and modernization of educational programmes is regularly initiated.

Adjustments are made based on the analysis of midterm assessment, reports and assessments of postgraduate doctors' practice. In the future, a detailed analysis of the final assessment will be carried out, the results of which will serve as the basis for adjusting syllabuses, supplementing the list of literature and concluding contracts with new clinical settings.

As a leading school in the field of public healthcare, KMU "HSPH" plans to expand elective disciplines aimed at in-depth study of the scientific foundations and methodology of medical research for the 2025-2026 academic year. In the process of mastering the core disciplines of the compulsory component and the elective component, topics on evidence-based medicine and research methods will be introduced. The results obtained are expected to be presented at the Council of Young Scientists and Clinicians, published in articles, conference proceedings and research projects.

Postgraduate doctors have the opportunity to engage in scientific activities under the guidance of clinical supervisors and teachers of specialized departments. In the first year of study, each postgraduate doctor chooses a topic for scientific research, which is carried out throughout the entire period of study. Particular attention is paid to the development of teamwork and solving interdisciplinary problems, which contributes to effective interaction with colleagues and patients.

To support scientific research, the Department of Science and Consulting (DSC) was created, which, together with the library, the local ethics commission and the scientific and practical journal "Medicine, Science and Education", helps in the publication of scientific results in domestic and foreign publications, and also promotes the commercialization of scientific papers. Active involvement of postgraduate doctors in scientific projects encourages their desire to develop in the research field. The University has a Council of Young Scientists, which promotes the development of the scientific potential of young people and the search for grant funding.

KMU "HSPH" strives for continuous improvement of the educational process, including conducting sociological research. One such study, dedicated to the psycho-emotional state of first-year postgraduate doctors, revealed both positive aspects and risks related to the emotional stress and involvement in the educational process. Most postgraduate doctors demonstrate resistance to stress, maintain a favorable atmosphere and are confident in their abilities.

Analyzing the world experience of postgraduate medical education, the university has introduced new learning methods, such as Case-Based Learning (CBL) and Research-Based Learning (RBL). Postgraduate doctors' participation in seminars, trainings and advanced training programmes contributes to their professional growth and adaptation to modern medical practices. In 2024, KMU "HSPH" organized the international congress "Global Health", where postgraduate doctors presented their reports and publications, receiving the corresponding certificates included in their portfolio.

The modern infrastructure of the university, including simulation rooms and clinical settings, ensures a high level of practical training. Continuous development of the organizational structure and management principles allows KMU "HSPH" to successfully adapt to changes, creating a sustainable educational environment that meets the requirements of all stakeholders. This is a key factor in improving the quality of training medical professionals and the further development of the university.

**Conclusions of the EEC by the criteria.** Comply out of 2 standards (including 1 basic and 1 improvement standard): fully -2, partially -0, do not comply - 0.

**CONCLUSION:** during the external assessment of the educational programme, it was found that out of 114 standards (including basic standards - 82 and improvement standards - 32), full compliance is demonstrated by 97 accreditation standards, including 68 basic standards and 29 improvement standards. Partial compliance is demonstrated by 14 basic standards and 3 improvement standards. No non-compliance of standards was found.

#### **5. Recommendations for improving the educational programme 7R01132 "Physical Medicine and Rehabilitation adult, pediatric":**

- 1) Update the educational programme 7R01122 "Physical Medicine and Rehabilitation adult, pediatric" in accordance with the Professional Standard "Physical Medicine and Rehabilitation" (dated 25.01.2024) (Standard 2.1.2).
- 2) Prior to the start of learning, provide postgraduate doctors with information on compliance with the ethical standards of conduct approved in the Regulation on Academic Honesty (Standard 2.1.8).
- 3) Include a scientific component and topics on clinical epidemiology in the educational programme (Standard 2.2.1).
- 4) Determine the mechanism and involve postgraduate doctors in the development of the educational programme (Standard 2.4.4).
- 5) Document the assessment of the reliability and validity of control and measuring equipment for the purpose of their continuous improvement (Standard 3.1.4).
- 6) Develop a plan for training clinical supervisors in pedagogical competencies (Standard 5.2.2).
- 7) Strengthen the role of clinical supervisors at departments and clinical settings for training postgraduate doctors (Standard 8.4.1).

## 6. Recommendation to the ECAQA Accreditation Council

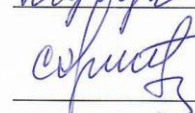
The EEC members came to a unanimous opinion to recommend that the Accreditation Council accredit educational programme **7R01132 "Physical medicine and rehabilitation adult, pediatric" of LLP Kazakhstan Medical University "HSPH"** for a period of 5 years.

|                            |                               |           |          |
|----------------------------|-------------------------------|-----------|----------|
| EEC Chairperson            | KHUDABAYEVA<br>ILYASSOVNA     | KHATIMYA  | /signed/ |
| International expert       | SHEPPLI YELENA VLADIMIROVNA   |           | /signed/ |
| Academic expert            | ZHUMALINA<br>KANASHEVNA       | AKMARAL   | /signed/ |
| Academic expert            | BOZHBANBAYEVA<br>SEITBEKOVNA  | NISHANGUL | /signed/ |
| Academic expert            | BAGIYAROVA<br>ARYSTANOVNA     | FATIMA    | /signed/ |
| Academic expert            | AKHMETOVA<br>KALIKAPASSOVNA   | ALMIRA    | /signed/ |
| Academic expert            | KARIBAYEVA<br>ORYNBASSAROVNA  | DINA      | /signed/ |
| Academic expert            | ZHAKENOVA<br>SAKHIPKEREYEVNA  | SAIRA     | /signed/ |
| Academic expert            | KABILDINA<br>AMIRBEKOVNA      | NAILYA    | /signed/ |
| Academic expert            | ZHANASPAYEVA<br>AMANGAZIYEVNA | GALIYA    | /signed/ |
| Expert-employer            | KUNAYEVA<br>DZHANABAYEVNA     | GULBANU   | /signed/ |
| Expert-postgraduate doctor | BEKENOVA ASEMKUL BERIKOVNA    |           | /signed/ |

## 6. Рекомендация Аккредитационному совету ЕЦА

Члены ВЭК пришли к единогласному мнению рекомендовать Аккредитационному совету аккредитовать образовательную программу 7R01132 «Физическая медицина и реабилитация взрослая, детская» ТОО Казахстанский медицинский университет «ВШОЗ» на период 5 лет.

|                       |                                   |
|-----------------------|-----------------------------------|
| Председатель ВЭК      | КУДАБАЕВА ХАТИМЯ ИЛЬЯСОВНА        |
| Международный эксперт | ШЕППЛИ ЕЛЕНА ВЛАДИМИРОВНА         |
| Академический эксперт | ЖУМАЛИНА АКМАРАЛ КАНАШЕВНА        |
| Академический эксперт | БОЖБАНБАЕВА НИШАНГУЛЬ СЕЙТБЕКОВНА |
| Академический эксперт | БАГИЯРОВА ФАТИМА АРЫСТАНОВНА      |
| Академический эксперт | АХМЕТОВА АЛЬМИРА КАЛИКАПАСОВНА    |
| Академический эксперт | КАРИБАЕВА ДИНА ОРЫНБАСАРОВНА      |
| Академический эксперт | ЖАКЕНОВА САЙРА САХИПКЕРЕЕВНА      |
| Академический эксперт | КАБИЛДИНА НАЙЛЯ АМИРБЕКОВНА       |
| Академический эксперт | ЖАНАСПАЕВА ГАЛИЯ АМАНГАЗИЕВНА     |
| Эксперт-работодатель  | КУНАЕВА ГУЛЬБАНУ ДЖАНАБАЕВНА      |
| Эксперт-резидент      | БЕКЕНОВА АСЕМКУЛ БЕРИКОВНА        |



Профиль качества и критерии внешней оценки образовательной программы (обобщение)

| Standard | Критерии оценки                  | Количество стандартов | БС*/СУ | Оценка                  |                        |                  |
|----------|----------------------------------|-----------------------|--------|-------------------------|------------------------|------------------|
|          |                                  |                       |        | Полностью соответствует | Частично соответствует | Не соответствует |
| 1.       | МИССИЯ И КОНЕЧНЫЕ РЕЗУЛЬТАТЫ     | 14                    | 9/5    | 9/3                     | 0/2                    | -                |
| 2.       | ОБРАЗОВАТЕЛЬНАЯ ПРОГРАММА        | 22                    | 19/3   | 15/3                    | 4/0                    | -                |
| 3.       | ОЦЕНКА РЕЗИДЕНТОВ                | 9                     | 6/3    | 5/3                     | 1/0                    | -                |
| 4.       | РЕЗИДЕНТЫ                        | 20                    | 14/6   | 11/5                    | 3/1                    | -                |
| 5.       | АКАДЕМИЧЕСКИЙ ШТАТ/ПРЕПОДАВАТЕЛИ | 8                     | 7/1    | 6/1                     | 1/0                    | -                |
| 6.       | ОБРАЗОВАТЕЛЬНЫЕ РЕСУРСЫ          | 18                    | 11/7   | 7/7                     | 4/0                    | -                |
| 7.       | ОЦЕНКА ОБРАЗОВАТЕЛЬНОЙ ПРОГРАММЫ | 10                    | 7/3    | 7/3                     | -                      | -                |
| 8.       | УПРАВЛЕНИЕ И АДМИНИСТРИРОВАНИЕ   | 11                    | 8/3    | 7/3                     | 1/0                    | -                |
| 9.       | НЕПРЕРЫВНОЕ УЛУЧШЕНИЕ            | 2                     | 1/1    | 1/1                     | -                      | -                |
|          |                                  | 114                   | 82/32  | 68/29                   | 14/3                   |                  |

**Список документов, изученных членами ВЭК в рамках проведения внешней оценки образовательной программы резидентуры**

| №  | Наименование документов                                                                                                                    | Дата утверждения |
|----|--------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 1  | ПРАВИЛА РАЗРАБОТКИ ОБРАЗОВАТЕЛЬНЫХ ПРОГРАММ ТОО КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ»                                               | 06.02.2023       |
| 2  | ПРАВИЛА ПРИЕМА В РЕЗИДЕНТУРУ                                                                                                               | 29.08.2024       |
| 3  | ПОЛОЖЕНИЕ О РЕЗИДЕНТУРЕ                                                                                                                    | 29.08.2024       |
| 4  | ПОЛОЖЕНИЕ ОБ ОРГАНИЗАЦИИ СИСТЕМЫ ОПЛАТЫ И СТИМУЛИРОВАНИЯ ТРУДА ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ»                           | 02.02.2023       |
| 5  | ПОЛОЖЕНИЕ ОБ АКАДЕМИЧЕСКОЙ МОБИЛЬНОСТИ ОБУЧАЮЩИХСЯ КМУ «ВШОЗ»                                                                              | 29.08.2024       |
| 6  | ПОЛОЖЕНИЕ О ПРИЕМНОЙ КОМИССИИ КАЗАХСТАНСКОГО МЕДИЦИНСКОГО УНИВЕРСИТЕТА «ВШОЗ»                                                              | 29.08.2024       |
| 7  | ПОЛОЖЕНИЕ О ПЕДАГОГИЧЕСКОЙ НАГРУЗКЕ ППС КМУ «ВШОЗ»                                                                                         | 29.08.2024       |
| 8  | ПОЛОЖЕНИЕ О МОНИТОРИНГЕ И ОЦЕНКЕ ОБРАЗОВАТЕЛЬНЫХ ПРОГРАММ ТОО КАЗАХСТАНСКОГО МЕДИЦИНСКОГО УНИВЕРСИТЕТА «ВШОЗ»                              | 29.08.2024       |
| 9  | ПОЛОЖЕНИЕ О МОНИТОРИНГЕ И ОЦЕНКЕ ОБРАЗОВАТЕЛЬНЫХ ПРОГРАММ ТОО КАЗАХСТАНСКОГО МЕДИЦИНСКОГО УНИВЕРСИТЕТА «ВШОЗ»                              | 21.04.2023       |
| 10 | ПОЛОЖЕНИЕ О КЛИНИЧЕСКОМ НАСТАВНИЧЕСТВЕ                                                                                                     | 29.08.2024       |
| 11 | ПОЛОЖЕНИЕ О ДОКТОРАНТУРЕ                                                                                                                   | 29.08.2024       |
| 12 | ПОЛОЖЕНИЕ ДЕПАРТАМЕНТА МАГИСТРАТУРЫ И ДОКТОРАНТУРЫ                                                                                         | 02.09.2024       |
| 13 | НОРМЫ ВРЕМЕНИ ДЛЯ РАСЧЕТА ОБЪЕМА УЧЕБНОЙ НАГРУЗКИ, ВЫПОЛНЯЕМОЙ ПРОФЕССОРСКО-ПРЕПОДАВАТЕЛЬСКИМ СОСТАВОМ КМУ «ВШОЗ» НА 2024-2025 УЧЕБНЫЙ ГОД | 29.08.2024       |
| 14 | Карта бизнес-процесса Департамент резидентуры                                                                                              | 31.10.2024       |
| 15 | АНАЛИЗ УДОВЛЕТВОРЕННОСТИ РАБОТОДАТЕЛЕЙ ВЫПУСКНИКАМИ ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ» ЗА 2023 ГОД                          | 25.12.2023       |
| 16 | АКАДЕМИЧЕСКАЯ ПОЛИТИКА ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШ ОЗ»                                                                  | 29.08.2024       |
| 17 | ПОЛОЖЕНИЕ ОБРАЗОВАТЕЛЬНАЯ ПРОГРАММА: РАЗРАБОТКА И ОБНОВЛЕНИЕ                                                                               | 29.08.2024       |
| 18 | СТРАТЕГИЧЕСКИЙ ПЛАН ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ» НА 2020-2025 ГОДЫ                                                    | 27.02.2020       |
| 19 | ПЛАН-ГРАФИК ПРОВЕДЕНИЯ ВНУТРЕННИХ АУДИТОВ НА 2024 ГОД                                                                                      | 16.09.2024       |
| 20 | ДОКУМЕНТИРОВАННАЯ ПРОЦЕДУРА УПРАВЛЕНИЕ РИСКАМИ                                                                                             | 31.10.2022       |

|    |                                                                                                                                           |            |
|----|-------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 21 | ДОКУМЕНТИРОВАННАЯ ПРОЦЕДУРА АУДИТЫ                                                                                                        | 31.10.2022 |
| 22 | ДОКУМЕНТИРОВАННАЯ ПРОЦЕДУРА АНАЛИЗ СО СТОРОНЫ РУКОВОДСТВА                                                                                 | 31.10.2022 |
| 23 | АНАЛИЗ УДОВЛЕТВОРЕННОСТИ РЕЗИДЕНТОВ ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ» КАЧЕСТВОМ ОБРАЗОВАТЕЛЬНЫ Х УСЛУГ НА КОНЕЦ 2024 ГОДА | 06.12.2024 |
| 24 | АНАЛИЗ УДОВЛЕТВОРЕННОСТИ РАБОТОДАТЕЛЕЙ ВЫПУСКНИКАМ ТОО «КАЗАХСТАНСКИЙ МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ» ЗА 2024 ГОД                          | 30.12.2024 |
| 25 | ПОЛОЖЕНИЕ ДЕПАРТАМЕНТА ЭКОНОМИКИ И ФИНАНСОВ                                                                                               |            |
| 26 | ДОЛЖНОСТНАЯ ИНСТРУКЦИЯ ГЛАВНЫЙ БУХГАЛТЕР ДЕПАРТАМЕНТА ЭКОНОМИКИ И ФИНАНСОВ                                                                | 07.10.2022 |
| 27 | ДОЛЖНОСТНАЯ ИНСТРУКЦИЯ ВЕДУЩИЙ БУХГАЛТЕР ДЕПАРТАМЕНТА ЭКОНОМИКИ И ФИНАНСОВ                                                                | 07.10.2022 |
| 28 | ПОЛОЖЕНИЕ О СИСТЕМЕ КЛЮЧЕВЫХ ПОКАЗАТЕЛЕЙ ЭФФЕКТИВНОСТИ ТОО «КАЗАХСТАНСКИЙ М ЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ»                                 | 06.09.2024 |
| 29 | ПОЛОЖЕНИЕ ДЕПАРТАМЕНТА МЕЖДУНАРОДНОЙ ДЕЯТЕЛЬНОСТИ                                                                                         | 07.10.2022 |