

To the Accreditation Council
of the Eurasian Center for Accreditation
and Quality Assurance
of Education and Healthcare
February 03, 2025

**REPORT
OF THE EXTERNAL EXPERT COMMISSION
ON THE RESULTS OF THE ASSESSMENT OF THE EDUCATIONAL
PROGRAMME
IN THE SPECIALTY 7R01116 "PSYCHIATRY 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 of Medical Education
SAC	State Attestation Commission
SCES	State Compulsory Education Standard
RD	Residency Department
DST&QMS	Department of Strategic Development and Quality Management System
DEF	Department of Economics and Finance
DSC	Department of Science and Consulting
ECAQA	Eurasian Center for Accreditation and Quality Assurance in Education and Healthcare
CS	Clinical setting
MSE on SEM	Municipal state enterprise based on semi-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
RDVD	Regional dermatovenerologic dispensary
EP	Educational programme
OSCE	Objective structured clinical examination
TS	Teaching staff
RK	Republic of Kazakhstan
FMOC	Family medical outpatient clinic
MM	Mass media
CYS	Council of young scientists
CYSC	Council of young scientists and clinicians
LLP KMU "HSPH"	Limited Liability Partnership "Kazakhstan Medical University "HSPH"
SC	Standard curricula
AB	Academic Board
EMC	Educational and methodological council
RD	Residency department
CBL	Challenge Based Learning
GPA	Grade Point Average
PhD	PhilosophyDoctor
TBL	Team Based Learning
PBL	ProblemBasedLearning
MHC	"Mental Health Center" of the Almaty Public Healthcare Administration

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 7R01116-"Psychiatry 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 Orynbassarovna	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 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 Galiya 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 the Ministry of Healthcare of the Republic of Kazakhstan, doctor of physical medicine and rehabilitation of the highest category
11	Employer Expert	Kunayeva Gulbanu Dzhanabayevna	Deputy Director for Strategic Development of the Central City Clinical Hospital of Almaty
12	Student Expert	Bekenova Asemkul Berikovna	Second-year postgraduate doctor in the specialty "Radiology" of the Kazakh National University named after Al-Farabi
3	ECAQA Observer	Umarova Makpal Aldibekovna	Head of the Accreditation and Monitoring Department of the NI "Eurasian Center for Accreditation and Quality Assurance in Education and Healthcare"

The EEC report includes a description of the results and the conclusion of the external assessment of the educational programme 7R01116-"Psychiatry 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 implementing the above-mentioned educational programme and recommendations for accreditation for the ECAQA Accreditation Council for accreditation.

2. General part of the final report

2.1 Presentation of the residency educational programme in the specialty 7R01116-"Psychiatry adult, pediatric"

Name of the organization, legal form of ownership, BIN	LLP "Kazakhstan Medical University "HSPH" BIN 011 240 001 712
Governing body	Rector
Full name of the first director	Auezova Ardak Mukhanbetzhanovna 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 No. KZ18LAA00006861 dated 21.04.2016 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 Total number of graduates since the beginning of the residency programmes - none.
Duration of study	from 2 to 3 years
Number of postgraduate doctors in the current academic year	39, including 1 postgraduate doctor - psychiatrist
Quality indicators in residency	Number of postgraduate doctors in programmes "_39_" expelled over a period of 5 years - _0_, including for poor performance - _0_ people.
Full-time teachers/part-time workers involved in the implementation of the EP, incl. % of academic degree holders rate	Total number of teachers - 112, including full-time - 42, part-time - 70 teachers-mentors (clinical). Academic degree holders rate, % - 81% Categorization, % - 100

KMU "HSPH" began training in residency for the first time in the 2024-2025 academic year. At the moment, a total of 114 postgraduate doctors are studying in 18 educational programmes, including 7 postgraduate doctors in the specialty 7R01116 - "Psychiatry adult, pediatric"

To implement these educational programmes, the Department of Residency, the Department of Strategic Development and Quality Management System were created. Teaching materials for each specialty have been developed: educational programmes, syllabuses, CME, checklists. Regulatory and legal documents have been developed: Academic Policy, Regulations ("Residency Regulation", "Educational Programme Regulation: Development and Update", "Academic Mobility Regulation", "Admissions Committee Regulation", "Regulation on Monitoring and Assessment of Educational Programmes", "Clinical Supervising Regulation") and Rules ("Rules for the Development of Educational Programmes", "Rules for Admission to Residency").

A mission has been developed that is "aimed at implementing the mission of the LLP KMU "HSPH" by training a highly qualified, competitive psychiatrist (adult, pediatric), capable of quickly and correctly responding to healthcare challenges, able to apply advanced innovative technologies, navigate complex clinical situations, focused on improving public health through quality education, applied science and practice." The administrative staff and teaching staff are fully staffed.

Agreements have been concluded with 56 clinical settings, including the State-owned utility Enterprise based on the Right of Economic Management "Mental Health Center" of the Healthcare Administration of Almaty.

2.2 Information about previous accreditation

KMU "HSPH" carries out postgraduate education and additional professional education in accordance with the State License without a term 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. To date, accreditation of the educational programme 7R01116-"Psychiatry 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 7R01116 "Psychiatry adult, pediatric" and conclusions on completion

Report on the self-assessment of the educational residency programme in the specialty 7R01116 "Psychiatry adult, pediatric" (hereinafter referred to as the report) is on 154 pages of the main text, annexes on 13 pages, copies or electronic versions of 38 documents located at the link <https://drive.google.com/drive/folders/1P1kuKjUSMDrBjWguu8rNIIHsEZnXCbbs>

The report is characterized by the 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 Rector A.M. Auyezova, which confirms the accuracy of the quantitative information and data included in the self-assessment report.

The report contains a list of 23 members of the internal self-assessment commission indicating the responsibility of each employee, information about the representative of the organization responsible for conducting the self-assessment of the educational programme - Abirova Akmaral Adilkhanovna - Director of the Residency Department.

The self-assessment of the educational programme 7R01116 "PSYCHIATRY ADULT, PEDIATRIC" was carried out on the basis of Order No.139 dated September 23, 2024 "On the establishment of a working group".

All standards provide the University's actual practice of training postgraduate doctors in the specialty 7R01116 "Psychiatry adult, pediatric" taking into account the start of student admission in the 2024-2025 academic year, substantiated data, examples of the implementation of the educational programme objectives, 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 in terms of the number of postgraduate doctors, teachers, administration, information on selection and admission, learning outcomes, knowledge and skills assessment results, the physical facility of the university and clinical settings, contractual obligations with partners (universities, associations, bases), financial information, development and improvement plans.

The report is submitted to the ECAQA in its completed form, with data adjustments based on the above recommendations, written in literate language, the wording for each standard is clear and understandable and is described in accordance with the criteria of the standards, tables contain links in the text and has continuous numbering.

3. Description of the external expert assessment

The external expert work within the framework of the assessment of the educational programme was organized in accordance with the Guidelines for conducting the external assessment of educational organizations and educational programmes of the ECAQA/ Dates of the visit to the organization: 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 methods and their results:

- Conversation with the management and administrative staff - 13 people;
- interviews with postgraduate doctors - 38 people, including foreign (*none*);
- website study- <https://ksph.edu.kz>;
- Interviews with 25 employees, 29 teachers, 10 supervisors;
- Questionnaires of teachers and postgraduate doctors (different specialties) - 37 and 37, respectively;
- Observation of postgraduate doctor training: attendance of 1 practical lesson on the topic of "Delusional and other psychotic disorders", teacher – Bepalova Lyudmila Yuryevna, first-year psychiatrist postgraduate doctors, clinical setting – Municipal State Enterprise based on the Right of Economic Management "Mental Health Center" of the Healthcare Administration of Almaty;

- Review of resources in the context of fulfilling accreditation standards: 1 practice/clinical training base was visited in the specialty "Psychiatry adult, pediatric", including Municipal State Enterprise based on the Right of Economic Management of "Mental Health Center" of the Healthcare Administration of Almaty, where learning is conducted under 1 educational programme with the participation of 3 full-time teachers/part-time workers;

- Study of 29 educational and methodological documents both before the visit to the organization and during the visit to the divisions (the list of documents studied is in **Annex 2**).

The staff of the accredited organization ensured the presence of all persons specified in the visit programme and in the lists of interview and conversations sites (Table 1).

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

No.	Position	Quantity
1	Vice-Rector for Academic and Scientific Activities	1
2	Vice-Rector for Clinical Activities	1
3	Commercial Director	1
4	Department of Science and Consulting, Director	1
5	Scientific Council, Secretary	1
6	Residency Department, Director	1
7	Residency Department, Deputy Director	1
8	Educational and Clinical Center, Specialist	1
9	Department of International Activities, Acting Director	1
10	Department of Methodology and Quality of Educational Programmes, Director	1
11	Department of Strategic Development, QMS, Acting Director	1
12	HR Department, HR Specialist	1
13	Department of Digitalization and Technical Support, Director	1
14	Library, Librarian	1
15	Department of Continuing Professional Education, Director	1
16	Academic Board, Secretary	1
17	Department of Economics and Finance, Chief Accountant	1
18	Head of Department of Therapy with courses in gastroenterology, psychiatry , medical rehabilitation and gerontology	1
19	Head of the Department of Therapy with courses in gastroenterology, psychiatry , medical rehabilitation and gerontology	1
20	Professor of the Department of Therapy with courses in gastroenterology, psychiatry , medical rehabilitation and gerontology	3
21	Teacher of the Department of Therapy with courses in gastroenterology, psychiatry , medical rehabilitation and gerontology	3
22	Postgraduate doctor in the specialty 7R01116-Psychiatry adult, pediatric	p
23	President of the Association of Clinics of Almaty	1
24	Director of JSC "Scientific Center for Pediatrics and Children's Surgery"	1
25	Director of the Municipal State Enterprise based on the Right of Economic Management "Emergency Hospital"	1
26	Director of the Municipal State Enterprise based on the Right of Economic Management "Children's Emergency Medical Care Center"	1
27	General Director of the Medical Center "Keruen Medicus"	1

On the last day of the visit to the organization, 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, the study of documents, the results of the conversation, interviews and questionnaires was held. The EEC members began drafting the final report of the EEC. The results of the external assessment were summarized. The experts individually filled out the "Quality Profile and Criteria for External Assessment of the Educational Programme 7R01116 "Psychiatry adult, pediatric" for compliance with the ECAQA Accreditation Standards." The EEC members did not make any comments. The recommendations for improving the educational programme were discussed and the chairperson, Kudabayeva Khatima Ilyassovna, 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 notes the high level of the University's corporate culture, the high degree of openness of the team in providing 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 conduct accreditation of 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 for the management and employees of the educational organization based on the results of the external assessment as part of the specialized accreditation.

4. Analysis of compliance with accreditation standards based on the results of an external assessment of the residency educational programme in the specialty 7R01116 "Psychiatry adult, pediatric"

Standard 1: MISSION AND INTENDED OUTCOMES

1.1 Stating the mission

During the implementation of the activities of the visit programme, based on the results of a conversation with the management of the LLP Kazakh Medical University "HSPH", as well as interviews with postgraduate doctors of various specialties and teachers, compliance with the criteria of *standard 1* was established. Participants in the educational process are familiar with the mission of the educational programme and took part in formulating the mission. At the same time, the mission was communicated to students through the website, social networks; information letters were sent to medical organizations. The strategic plan of the organization for the period 2020-2025 was reviewed (approved at the meeting of the Academic Board, minutes No.1 dated 27.02.2020), including such areas as training competitive and healthcare professionals in sought-after specialties and specializations, improving the quality of educational programmes, agreed upon by the senior management and employees of the University directly involved in the process of their development, in the main areas of activity, development of the university as an integrated medical center operating on the basis of the trinity of education, science and practice, which confirms the fulfillment of the accreditation standard and demonstrates the goals, objectives and prospects of the organization. From interviews with postgraduate doctors, it was established that before the start of classes, teachers inform them about the mission of the educational programme in psychiatry, the work plans of the KMU "HSPH", and also indicate sources for obtaining the necessary information about the educational programme, teachers, training bases.

During the visit to the divisions, the experts noted the strengths of the LLP Kazakh Medical University "HSPH" in relation to the accredited educational programme, including: developed partnerships with practical healthcare organizations demonstrate the integration of theoretical education with practical training and joint responsibility in the training of medical personnel; the university's participation in employee exchange and internship programmes indicate a desire to achieve its mission

and goal; the system of student support and the development of creative learning abilities is one of the important strategic directions for the development of the university.

In KMU "HSPH" there are divisions that are directly related to the educational programme 7R01116 "Psychiatry adult, pediatric", which can be noted as the best practice in education, namely, the Residency Department, the Educational and Clinical Center, the Department of Methodology and Quality of Educational Programmes. This conclusion is made because these divisions demonstrated the conditions for starting the implementation of the EP in achieving the intended outcomes.

The results of the documentation study allowed us to conclude that the mission of the KMU "HSPH" and the mission of the educational programme 7R01116 "Psychiatry adult, pediatric" reflect the activities of the university aimed at training sought-after and professionally trained specialists in the field of psychiatry, the educational process is built in accordance with the State Compulsory Educational Standard and current regulatory and legal acts in healthcare.

The educational organization conducts training of postgraduate doctors in the following clinical settings and units: MSE based on the Right of Economic Management "*Mental Health Center*", which provides for the organization of work on the joint use of the Clinic's equipment and ensures a patient-oriented approach through strengthening interdisciplinary and team learning. The educational organization pays due attention to the safety and autonomy of patients by ensuring healthy and safe conditions when training postgraduate doctors in the University Clinics and at clinical settings. For example, the Mental Health Center, using a biopsychosocial algorithm in a patient-oriented approach, uses not only drug treatment and psychotherapy, but also organizes social therapy through work therapy in the front garden, a vegetable garden where vegetables are grown, the creation of a culinary school in the children's psychiatric units, a theater studio. The experts found that the postgraduate doctors have appropriate working conditions to support their own health, since the educational organization provides conditions for independent work of postgraduate doctors, work of postgraduate doctors under the guidance of teachers (supervisors), rest during breaks and provision of first aid, the possibility of hot meals, work with specialized educational and scientific literature, also during the visit to the center, the experts visited the winter garden with songbirds, where doctors, patients and postgraduate doctors can rest and recover.

Such basic competencies of postgraduate doctors in the accredited specialty as the formation of knowledge and skills in conducting clinical examinations, laboratory and instrumental studies, differential diagnostics and selection of effective treatment for patients, as well as special competencies, including mastering practical skills in the specialty 7R01116 "Psychiatry adult, pediatric", further improvement in interpreting the results of modern diagnostic methods and mastering the latest treatment methods, mastering the skills of scientific research activities, help the educational organization to apply innovative forms of learning with an interdisciplinary and team approach to learning. This allows postgraduate doctors to develop such skills and qualities as management skills, communication skills and teamwork skills.

The educational organization encourages postgraduate doctors to strive to participate in research in the chosen specialty through involvement in research projects and also ensures the participation of postgraduate doctors in such academic events as scientific and practical conferences, a competition for young scientists.

During the implementation of the programme activities, namely, following the conversation with the first head of the organization, members of the Academic Board, the Educational and Methodological Council, the Council of Young Scientists, in interviews with postgraduate doctors and teachers, compliance with the criteria of *Standard 1* was established. Many participants in the educational process know the mission of the educational programme, took part in the formation of proposals for formulating the mission, while the mission was communicated to potential postgraduate doctors through the website, social networks, information letters to medical organizations. The strategic plan of the organization for the period 2020-2025 was reviewed, including such areas as improving the quality of the educational process, integrating science, clinic and practice, which confirms the implementation of the Accreditation Standard and demonstrates the goals, objectives and prospects of the organization. From interviews with postgraduate doctors, it was established that before the start of classes, teachers inform about the mission,

work plans of the educational organization, tell where to get the necessary information about the educational programme, teachers, training bases.

During the visit to the divisions of the educational organization, the experts noted the strengths of the educational organization in relation to the accredited educational programme, including: the presence of the Dissertation Council for the specialties "Public Healthcare", "Medicine", developed partnerships with practical healthcare organizations demonstrate the integration of theoretical learning with practical training and joint responsibility in the training of medical personnel; the participation of the university in international scientific projects, exchange programmes and internships of employees indicate the desire to achieve its mission and goal; the system of support for students and the development of creative learning abilities is one of the important strategic directions of the university development.

The educational organization has divisions that are directly related to the educational programme 7R01116 "Psychiatry adult, pediatric" that can be noted as the best practice in education, namely the Department of Methodology and Quality of Educational Programmes, the Department of Science and Consulting, the Department of Strategic Development and QMS. This conclusion is made, since these departments are involved in the implementation of the intended learning outcomes, in improving the quality of the educational process, strengthening the scientific component.

The results of the documentation study demonstrate that the mission of the organization and the mission of the educational programme 7R01116 "Psychiatry adult, pediatric" and the educational process are built in accordance with the State Compulsory Educational Standard and current regulatory legal acts in postgraduate education and healthcare.

1.2 Professionalism and professional autonomy

A visit to the clinical setting, an open class, meetings with teachers and postgraduate doctors made it possible to see that, adhering to a patient-centered approach in the clinical process, maintaining the need for assistance, each postgraduate doctor develops an individual level of such quality as professionalism. Formation of professionalism is based on direct learning in the workplace, where postgraduate doctors are faced with clinical situations of varying levels of complexity, adopting the experience of senior colleagues, and thereby building their own model of behavior.

Based on the Law on Education of the Republic of Kazakhstan, which establishes the autonomy of higher and postgraduate education organizations, which gives the right, on the basis of standard rules, orders, etc. RLA, the university independently determines the development of an educational programme, assessment, selection and admission of postgraduate doctors, selection/shortlisting of teachers and distribution of resources.

The Regulation on Residency reflects the rights of postgraduate doctors, the implementation of which is facilitated by the department. Ensuring freedom of expression of postgraduate doctors' opinions on issues of their learning, as a rule, is carried out through anonymous questionnaires. An analysis of feedback on satisfaction with learning is reported at a department meeting.

During the interviews with postgraduate doctors, it was established that freedom of practical and research activities is realized through the work of postgraduate doctors, where under the supervision of a department employee, work is carried out in research, subsequent analysis and interpretation of data, and then writing an article or thesis.

The experts found that the educational organization fully implements autonomy in relation to the selection of postgraduate doctors for the accredited specialty 7R01116 "Psychiatry adult, pediatric", the development of an educational programme, determining approaches to assessing postgraduate doctors (developed by the CME), since there are teachers trained in testing, clinical settings and clinical supervisors. Responsible employees demonstrated to the experts a document defining the requirements for teachers of the residency programme (Regulations on Clinical Supervising, 29.08.2024). There is no employment of postgraduate doctors, since there were no graduates. For this specialty, postgraduate doctors were enrolled only in this academic year, a total of 5 postgraduate doctors.

To verify *Standard 1* a meeting was held with the heads of the organization: Vice-Rector for Academic and Scientific Activities, Doctor of Medical Sciences, Professor Kamaliyev M.A., Vice-Rector for Clinical Activities, Doctor of Medical Sciences, Professor Dzhumabekov A.T. During the conversation, the experts asked the following questions: what is the vision of the implementation of the

EP in the context of the scientific component, what is the resource provision of the EP, does the mission of the university and the EP 7R01116 "Psychiatry adult, pediatric" meet the needs of practical healthcare in the regional aspect. During the answers, confirmation was received that the KMU "HSPH" has created the necessary conditions for the implementation of the programme 7R01116 "Psychiatry adult, pediatric". Vice-Rector for Clinical Work Dzhumabekov A.T. confirmed that, based on the principle of the trinity of education, science and clinic – postgraduate doctors, taking into account the patient-centered approach, are trained under the guidance of clinical supervisors professionally in third-level maternity institutions of the city of Almaty, where all the conditions for the educational process are available.

The academic freedom of postgraduate doctors is manifested in the choice of elective disciplines, the introduction of proposals for updating the EP is ensured by the educational organization through such mechanisms as _ holding a round table with employers, on the basis of which the catalog of elective disciplines is updated annually, which is described in the document "Academic Policy" of the KMU "HSPH" (approved on August 29, 2024).

When conducting a survey of 37 postgraduate doctors (on the resource <https://webanketa.com/>), out of 22 questions, a number were devoted to the quality of the educational process and the educational programme. It was found that 97.3% of postgraduate doctors will recommend studying in this educational organization to their acquaintances, friends, relatives. And 94.59% of respondents believe that the heads of the educational programme and teachers are aware of the problems of students related to learning. To the question "Do you think this educational organization allows you to acquire the necessary knowledge and skills in your chosen specialty?", _100% of postgraduate doctors answered positively.

The 37 teachers surveyed (21 questions of the questionnaire) also answered that 94.59% are satisfied with the organization of work and the workplace in this educational organization, and 2.7% partially agree with this statement. The experts determined that the organization has a healthy microclimate, since the head is quite accessible to both postgraduate doctors and employees, responds promptly to applications and suggestions. In the questionnaire, 89.19% of teachers are satisfied with the microclimate of the organization, and 8.11% are partially satisfied. According to 89.19%, in the educational organization, a teacher has the opportunity to realize himself/herself as a professional in his/her specialty. For your information, a total of 37 people responded (42 on staff in total), with 10.81% having up to 5 years of teaching experience, 13.51% having up to 10 years and 75.68% having over 10 years of teaching experience.

1.3 Intended learning outcomes

The intended learning outcomes presented in the programme 7R01116 "Psychiatry adult, pediatric" are aimed at developing a qualified professional in the field of psychiatry, capable of working as a psychiatrist and providing specialized psychiatric care at the inpatient level.

The intended learning outcomes are defined and included in the document "Educational programme 7R01116-Psychiatry adult, pediatric" after discussion at meetings of the collegial bodies of the KMU "HSPH". The working groups for the formation of residency programmes include heads of departments, professors, teachers of departments providing the educational process, leading specialists in practical healthcare, employers and representatives of the contingent of students. The composition of the working group is approved by the rector of the KMU "HSPH" (Order "On the creation of project teams for the development of the EP").

The educational programme 7R01116 "Psychiatry adult, pediatric" was discussed at a meeting of the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology, and at meetings of collegial bodies, which include representatives of practical healthcare, the Council of Employers, the Educational and Methodological Council (Minutes of the Meeting of the Educational and Methodological Council dated 20.04.2023) and approved at a meeting of the Academic Board (Minutes of the Meeting of the Academic Board dated 27.04.2023). Informing interested parties about the intended learning outcomes of postgraduate doctors in the specialty 7R01116 "Psychiatry adult, pediatric" is carried out by publishing on the official website of the university <https://ksph.edu.kz/>. The experts were convinced that the professional behavior and communication skills of postgraduate

doctors are formed on an ongoing basis through conversations, participation in trainings conducted by the department staff and are reflected in the relevant document - the "Residency Regulation" (approved on August 29, 2024). The Code of Honor of a Student and Teacher of KMU "HSPH", which is set out in more detail in the document "Academic Policy" of KMU "HSPH" (approved on August 29, 2024). The Code defines the basic rules of corporate culture and is an establishment of a set of norms of behavior of the teaching staff, students and employees of KMU "HSPH", and also determines the attitude of postgraduate doctors and doctors to patients. The Code of Honor of teachers and staff is also spelled out in the document "Regulation on Academic Integrity", which teachers and staff are informed about. The Regulation on Academic Honesty of Teachers and Staff (approved on August 29, 2024) includes the principles of ethical behavior of teachers and staff, anti-corruption culture, etc.

When determining the intended learning outcomes, the staff of the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology and the Department of Residency took into account the previous learning outcomes in the bachelor's degree and internship, and also took into account the goals and objectives of subsequent continuing professional development in the chosen specialty. The educational organization has a Department of Additional and Professional Education, which organizes learning in additional and non-formal education (continuing professional development), including programmes in the specialty of the accredited educational programme. For example, a programme on the topic: "Gambling addiction - psychopathological aspects" with a duration of 60 hours has been developed and implemented.

The surveyed teachers answered that 40.54% are fully satisfied with the level of previous training of postgraduate doctors and 51.35% are partially satisfied.

The experts established a clear continuity between the intended outcomes of the previous learning of postgraduate doctors (prerequisites) and learning in residency, and subsequent programmes of continuing professional development. The organization has developed 2 programmes of additional education, including for the specialty "Psychiatry". Postgraduate doctors are informed about this.

83.78% of the teachers-respondents believe that students of this educational organization have a high level of knowledge and practical skills after completing the learning programme and 13.51% partially agree with this.

1.4 Participation in mission and intended outcomes formulation

The experts noted that all stakeholders (university employees, residency graduates, healthcare and education authorities, healthcare organizations, employers, professional medical associations, the public) participate in the formation of the mission and intended outcomes of learning, taking into account their proposals.

The mission and intended learning outcomes for the specialty 7R01116 "Psychiatry adult, pediatric" are formulated on the basis of the Standard for the organization of psychiatric care to the population in the Republic of Kazakhstan (November 30, 2020 No.KR DSM-224/2020) and work is currently underway to amend the EP "Psychiatry adult, pediatric" according to the updated version dated December 27, 2024 No.114.

All stakeholders (university staff, residency graduates, employers, professional medical associations) took part in developing the goals and objectives of the educational programme, which is confirmed by the document Regulation: Educational programme: development and updating, approved by the rector dated August 29, 2024. Since programme on the psychiatry is focused on employer expectations and labor market needs, the elements of the residency programme and the catalog of elective disciplines (CED) are agreed upon with employers. Employers and members of professional associations are involved in reviewing the residency programme and discussing the results at meetings of the learning quality assurance commission.

Proposals were made to strengthen the intended learning outcomes of postgraduate doctors in clinical skills, knowledge of legal aspects, ability to work in an information system and development of communication skills. When updated regulatory legal acts and orders in education and healthcare are issued, the developers of the educational programme take into account proposals from the Council of Employers, postgraduate doctors and make appropriate changes. For example, proposals from practicing

psychiatrists were simplified in the form of elective disciplines of the educational programme: "Social Therapy in Psychiatry", "Gambling addiction in adolescents and young adults".

At the same time, when meeting with postgraduate doctors and employers, experts did not receive a clear answer to the question "Do you participate in formulating the mission and goals of the organization, educational programme?", "What is the personal contribution of postgraduate doctors to improving the educational programme?". Postgraduate doctors answered these questions by giving proposals for regulating the redistribution of the hourly load in favor of increasing the practical component. At a meeting with employers, the director of the Almaty Mental Health Center, Rakhmenshiyev Sapar Kuttybayevich, shared his devotion to the KMU "HSPH", as he is a graduate of this university in the "Public Healthcare" programme and is ready to support his alma mater, provide learning opportunities for psychiatrist postgraduate doctors. He noted that postgraduate doctors, being assistants to clinics, must master the skills of primary emergency care, providing general medical and psychological support in emergency situations and non-standard situations (for example, situations with Covid-19). The psycho-emotional status of postgraduate doctors is regularly monitored, postgraduate doctors are satisfied with the clinical settings and supervisors.

Conclusions of the EEC by the criteria. Comply with 14 standards (including 9 basic and 5 improvement standards): fully - 14, partially - 0, do not comply - 0.

Standard 2: EDUCATIONAL PROGRAMME

2.1 Framework parameters of the postgraduate medical education programme

The educational programme in the specialty 7R01116 "Psychiatry adult, pediatric" is compiled in accordance with the State Compulsory Educational Standards and the Standard Rules of the Ministry of Healthcare of the Republic of Kazakhstan. 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.

The model of the programme 7R01116 "Psychiatry adult, pediatric" is determined on the basis of the intended learning outcomes of postgraduate doctors, therefore it includes the following: The learning consists of a compulsory component and an elective component. The content of the academic disciplines of the compulsory component is strictly regulated by the State Compulsory Educational Standard and the Standard Rules 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 implementation of the programme 7R01116 "Psychiatry adult, pediatric" is planned using the following educational and clinical activities: 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. Duration of study is 2 years. The systematicity and transparency of learning is guaranteed by the fact that the educational programme is attached to the website. The list of the most common diseases and conditions subject to diagnosis and treatment by a psychiatrist, given in the Standard Curriculum for the specialty "Psychiatry adult, pediatric" is fully covered by the list of nosologies and conditions that a postgraduate doctor must master according to the programme "Psychiatry adult, pediatric", developed on the basis of a study of the requirements of regulatory documents, the needs of practical healthcare. A working curriculum and an educational programme are developed, providing 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 labor intensity of each academic discipline in credits and academic hours.

To implement the programme 7R01116 "Psychiatry adult, pediatric" in the organization's documents there are teaching materials, which define the goal, take into account the integration of practical and theoretical components, independent work. Conformity with the State Compulsory Educational Standard and standard requirements, including the needs of practical healthcare, has been established.

When visiting a practical lesson in the specialty of psychiatry, on the topic of "Delusional and other psychotic disorders", the volume of hours is 3, the experts received convincing data that the learning is carried out according to plan, before the start of the lesson the postgraduate doctor passes a pre-test, receives feedback from the teacher, has the opportunity to improve such skills as mastering a specialized anamnesis collection in a delusional patient, conducting a differential diagnosis, ways of socializing patients with various nosologies. The organization ensures compliance with ethical aspects in the implementation of the educational programme, since the experts have studied the code of ethics, which is spelled out in the document "Academic Policy of LLP KMU "HSPH" (29.08.2024) and during the interview, the postgraduate doctor responded that they were informed about the content of this document.

The analysis of educational activities showed that the scientific basis and all scientific achievements in the relevant disciplines are taken into account, but insufficient additions have been made to the bibliography of the teaching material and syllabuses. 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, which is described in the document "Regulations on clinical supervising of KMU "HSPH" (29.08.2024), was assessed. Only 2 supervisors. Supervisors are assigned to a specific postgraduate doctor during the postgraduate doctor's rotation in this unit of the clinical setting, which allows them to accompany the practical learning of the postgraduate doctor.

The procedure for informing postgraduate doctors about their rights and responsibilities is reflected in the document "Academic Policy" of the KMU "HSPH" (approved on 29.08.2024). The qualification obtained as a result of mastering the educational programme in the specialty "Psychiatry adult, pediatric" corresponds to level 8 of the national qualification framework (ESG1.2) and has the code 7R01116.

Teachers use such methods of teaching postgraduate doctors as seminars at the intersection 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 take part 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 "Psychiatry adult, pediatric" upon completion of learning can conduct such skills as choosing a safe and effective treatment based on the principles of evidence-based medicine taking into account potential risks and the patient's comorbidities, the postgraduate doctor masters various psychological scales for the primary diagnosis of anxiety, depression, various neurotic conditions; participates in various types of examinations (labor, legal capacity, disability, forensic), etc.

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 university on August 29, 2024. Academic honesty is applicable at such stages of postgraduate doctor learning as practical training in hospitals, maternity institutions. And anti-plagiarism is applicable when postgraduate doctors are engaged in R&D work. 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 profession of "Psychiatry", which will allow them to work in institutions such as mental health centers, psychiatric units of multidisciplinary adult and pediatric hospitals, (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, headed by Sarsenova L.K., who announced that learning of teachers and clinical supervisors in modern teaching methods and assessment of the quality of implementation of educational programmes has been conducted and is planned in the future.

This indicates compliance with Standard 2 in terms of adapting learning to the needs of postgraduate doctors. The university has an anti-plagiarism system: StrikePlagiarism.com Agreement 2023 Strike plagiarism.pdf.

2.2 Scientific method

In order to improve knowledge of the scientific foundations and methodology of medical scientific research, in the process of mastering the core disciplines of the compulsory component and the elective component through the IWPD (teacher's assignments), topics on biostatistics, evidence-based medicine and methods of scientific research will be introduced, the results of which will be heard at the Council of Young Scientists and Clinicians (<https://ksph.edu.kz/young-scientists/>), and reflected in articles, collections of publications of conferences and congresses, scientific projects. And this will also be preparation for passing exams upon admission to doctoral studies.

During a conversation with postgraduate doctors, the experts learned that they use scientific data in learning and know the basics of evidence-based medicine. The teachers said that they teach postgraduate doctors in methods of critically assessing literature, articles and scientific data and the application of scientific developments. During the learning in specialized disciplines, psychiatric postgraduate doctors develop skills in critically evaluating literature, articles and scientific data within the framework of classes such as "Journal club". Also, psychiatric postgraduate doctor participates in practical trainings organized by the *Association of Psychiatrists of Kazakhstan* on psychotherapeutic methods, which are held annually in the fall, but that the corresponding certificate was presented.

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 be engaged in R&D and in response to the questionnaire, 67.57% wrote that they are already engaged in R&D, 13.51% are planning to start, 16.22% are looking for a R&D topic, 2.7% are not engaged.

2.3 Residency programme structure, content and duration

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 (reviewer Deputy Director of the "Mental Health Center" Khudair Zh.R.) 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 and the catalog of elective disciplines reflect the needs of the healthcare system, including "Late-life mental disorders in general clinical practice", "Somatogenic psychosomatic and somatoform mental disorders in general clinical practice", as well as the specifics of R&D and scientific achievements of teachers (2024-2026). For the successful implementation of the educational programme in the specialty "Psychiatry", the organization has resources for organizing the assessment of the practical skills of postgraduate doctors (Simulation Center, clinical supervisors). However, there are difficulties in planning, developing and approving educational programmes, since the content of the learning programme in the specialty 7R01116 "Psychiatry adult, pediatric" changes depending on the results of the programme assessment, legislation requirements, the needs of practical healthcare and the study of international experience. Experts have found 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 EC (Elective courses) - 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, are formed through such disciplines (or topics) as case analysis on psychotic disorders in adults, Asperger's syndrome in children. Legal aspects of the doctor's activities are discussed in classes on the discipline "Psychiatry, including pediatric in hospital -1", as well as participation twice a month in meetings of the "School of mental education" with the participation of employees of the Patient Support and Quality Control Service. The scientific component in postgraduate doctor training is formed through participation in international conferences and events.

The University guarantees 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. The Employers' Council includes heads of Almaty city clinics, including the director of city clinic No.17 Tazhiyeva A.Ye., where postgraduate doctors of various specialties practice their consulting skills.

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.

The organization has entered into an agreement with a psychiatric organization. And to the question of the questionnaire "Is there enough time for practical training (patient supervision, etc.)", 97.3% of postgraduate doctors answered with full agreement, 2.7% partially agreed, 0% disagreed. At the same time, 94.59% of postgraduate doctors claim that after the end of classes the teacher provides feedback (listens to your opinion, conducts a mini-questionnaire, error analysis session).

At the same time, to the question "Do postgraduate doctors' representatives 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 governance 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 Almaty City Public Healthcare Administration "Mental Health Center", the experts familiarized themselves with the work of the divisions, including: the children's unit, the general psychiatric women's unit, the admissions room, the psychological research room, the CTG Unit, an area with a winter garden for stress relief, with a vegetable garden for occupational therapy of patients. Three meetings were held and during a cross-interview it was established that all postgraduate doctors have access to all patients, units of the laboratory and diagnostic service, including CTG, the library fund of the center.

Thus, clinical settings are selected for compliance with the residency programme by the Residency Department, which draws up contracts with clinical settings. The lawyer of LLP KMU "HSPH" is responsible for concluding and registering contracts with clinical settings. The department, led by the head of the department, determines clinical settings where the postgraduate doctor can get maximum access to patients according to his/her profile of the residency educational programme at all levels of medical care. For the EP in specialty "Psychiatry adult, pediatric", the clinical settings are the "Mental Health Center" of the Public Healthcare Administration of Almaty city.

Experts analyzed the information on the accreditation of clinical settings and confirmed that these clinical settings are accredited. "Mental Health Center" is a unique research, medical institution, as well as an educational base of the leading universities of the country. It harmoniously combines many years of experience of the doctor with innovations in medicine and science in the field of adult and pediatric psychiatry. The clinic provides medical care to adults and children, was established in 1973 and in 2019 launched the second building with modern, spacious units and wards overlooking the winter garden. It is noteworthy that in the psychiatric clinic in the new building there are no bars on the windows, instead there is armored glass for the safety of patients with psychiatric nosology. The clinic has a 24-hour inpatient department with 360 psychiatric beds, including 35 beds for children, a gerontology unit, a psychosomatic disorder unit with 25 beds each and a drug addiction service (inpatient unit with 272 beds).

MSE based on the Right of Economic Management "Mental Health Center" of the Public Healthcare Administration of Almaty, has a license to provide inpatient care to the population, in the specialty: psychotherapy, narcology, rehabilitation treatment No.19023324 dated November 29, 2019; general psychiatry No.19023322 dated November 29, 2019. "Mental Health Center" (hereinafter referred to as the MSE on the REM "MHC") of the city of Almaty is a medical enterprise providing emergency psychiatric, outpatient and inpatient medical and diagnostic, preventive, medical and social psychiatric, psychotherapeutic care to the population of the city of Almaty. The center provides consultative and methodological assistance to the general medical network of the city. The training of postgraduate doctors in the specialty "Psychiatry" is aimed at meeting the needs of practical healthcare. Therefore, this organization is specialized in the field of psychiatry and provides opportunities and conditions for qualified training of professionals in psychiatry and narcology. Thus, during a conversation with the management of the organization, experts received information that postgraduate doctors have access to patients, laboratories, work in the library, a conference hall, have classrooms equipped with modern equipment, and teachers confirmed that the training of postgraduate doctors is carried out directly in the clinical units: children's unit, general psychiatric women's, men's unit, narcology unit, admission room. Postgraduate doctors of this specialty can supervise patients suffering from mental disorders, such as delusional disorder, paranoid personality disorder, depression and schizophrenia.

This is facilitated by supervising, which is carried out in the organization "Mental Health Center" of the PHA of Almaty.

When visiting a practical lesson on the topic of "Delusional and other psychotic disorders", lasting 3 hours, and talking with postgraduate doctors, the experts saw that the organization promotes the development of practical competencies of postgraduate doctors, including work on the "Damu Med" portal, rules for filling out documentation and registering patients. At the same time, postgraduate doctors deepen their theoretical knowledge and develop communication skills.

Integration between learning and the provision of medical care (on-the-job training) is carried out through a supervising system for postgraduate doctors. 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 staff members participated in planning, discussing, approving and reviewing the educational programme in the specialty "Psychiatry adult, pediatric": teachers of the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology, staff of the Department of Residency, reviewer of KazNMU named after S.D. Asfendiyarov, Doctor of Medical Sciences, professor Bepalova L.Yu.

Conclusions of the EEC by the criteria. Comply with 22 standards (including 19 basic and 3 improvement standards): fully - 21, partially -1, do not comply - 0.

Recommendations for improvement:

- 1) Introduce scientific foundations and methodologies of medical research as an elective discipline in the educational programme in the specialty "Psychiatry adult, pediatric" (Standard 2.2.1).

Standard 3: POSTGRADUATE DOCTOR ASSESSMENT

3.1 Assessment methods

A study of the control and measuring equipment (a bank of 600 tests (MCQ) in all sections of Psychiatry, including pediatric, 75 tasks, questions for oral questioning, patient presentations for clinical analysis, 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 29.08.2024, 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 "Psychiatry, including pediatric in hospital-1", as well as an assessment of the quality of filling out a medical record, in particular, a description of the psychotic status and that they are satisfied with everything. They also receive regular feedback from teachers. The system of appeal of assessment results is reflected in the documents "Academic Policy" and "Residency Regulation" (dated 28.08.2024). During the period of operation of the educational organization, there were no applicants for appeal. The assessment covers not only knowledge and practical skills, but also clinical skills, the image of a doctor and communication skills, which is confirmed by the following: at the end of the discipline "Psychiatry, including pediatric in hospital-1", a 360-degree assessment was carried out.

The criteria for permission to the final certification are the successful passing of the midterm attestation of the student, which is carried out in accordance with the academic calendar, the working curriculum and the educational programme. Permission to the midterm attestation of students is carried out on the basis of the permission rating. The permission rating for the 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 "Residency Regulations".

Permission to 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 final certification. The final certification of residency graduates consists of 2 stages: Stage 1 - independent comprehensive testing organized by the National Center for Independent Examination; 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 the educational organization, postgraduate doctors (including other specialties) will take an independent examination for the first time.

Reliability validation and assessment of postgraduate assessment methods (tests, tasks, cases) is carried out as follows: it is carried out in the form of a study and analysis of the control and measurement fund (exam questions, situational tasks).

The educational organization plans to involve external examiners in the assessment of postgraduate doctors, in particular, Deputy Director for Quality Control of Medical Services Khudair Zh.R., and Deputy Director for Medical Affairs Zholdybayev Zh.S., which is reflected in the rules in the "Residency Regulations". This ensures the independence and objectivity of the assessment results.

Thus, to verify the *Standard 3* data, 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 doctors. 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 the HSPH: a mini-clinical exam, Chart Evaluation Tool, Patient Presentation Rating, Direct Observation of Procedural Skills, an assessment sheet for the performance of a practical skill (DOPS).

The department has a CME, including a bank of 600 tests (MCQ) in all areas of psychiatry, 80 tasks, questions for oral questioning, patient presentations for clinical analysis, 10 checklists for assessing practical skills, which were compiled by the teachers of the department and approved at a meeting of the Department of Therapy with courses in gastroenterology, psychiatry and medical rehabilitation and gerontology, the Academic Committee (minutes No.5 dated 28.12.2024), reviews of the CME reviewer Deputy Director of the "Mental Health Center" Khudair Zh.R.

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

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 and includes such documents 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 the development of basic documents and educational and methodological documentation (work programme, working curricula, syllabuses, journals), assessment tools (checklists, statements), certificates, verifications and evidences. A review of the website showed that the documents required for postgraduate doctors are posted on its pages: 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.

During the visit to the organization, the management was asked the question: "Are external examiners involved in order to improve the fairness, quality and transparency of the assessment process?" And the answer was received: it is planned to involve the heads of the MHC clinic, Deputy Director for Medical Affairs Khudair Zh.R. and Deputy Director for Medical Affairs Zholdybayeva Zh.S. from external examiners in the assessment of postgraduate doctors' knowledge in the specialty of psychiatry.

3.2 Relationship between assessment and learning

During the visit to the KMU "HSPH", members of the expert commission confirmed that the methods of assessing postgraduate doctors are comparable with the methods of learning and teaching and cover the assessment of all competencies of students 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 residency teachers regarding assessment methods, experts received convincing information that tests, situational tasks and assessment of practical skills using checklists are used to assess knowledge. Postgraduate doctors of other specialties shared their opinions on the timeliness of providing tests, the rules for conducting consultations before exams, the clarity of the entire assessment procedure and its fairness. For example, a psychiatrist postgraduate doctor interviewed said that the achievement of the learning outcomes stated in the residency programme is achieved due to a significant number of issue-related patients in the units of the "Mental Health Center", as well as constant advisory assistance from a clinical supervisor or teacher. The postgraduate doctor is 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, work in a multidisciplinary team.

During a visit to the clinical setting, the experts inspected the resources for organizing the assessment of knowledge and practical skills, namely, a sufficient number of patients, access of postgraduate doctors 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 supervision of patients, since the practical part of the learning is the main one. For example, such current assessment methods as a "clinical case" contribute to interprofessional learning. A method such as "implementation of practical skills" demonstrates the integration of learning and an emphasis on clinical skills. 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 the 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, no examples of test validation were presented to the experts.

Conclusions of the EEC by the criteria correspond to 9 standards (including 6 basic and 3 improvement standards): fully - 6, partially - 0, do not correspond - 0.

Standard 4: POSTGRADUATE DOCTORS

4.1 Admissions and selection policy

The educational organization has a policy for the admission of postgraduate doctors, which is called "Rules for admission to residency" (dated 29.08.24). Approaches to the admission of postgraduate doctors are based on the requirements of the country and internal regulations, namely, according to the "Standard rules for admission to study in educational organizations implementing postgraduate educational programmes", approved by the Order of the Ministry of Education and Science of the Republic of Kazakhstan dated 31.10.2018. 2018, No 600, with additions and amendments made on May 24, 2021 (No.241. The Regulation on the admission of students to higher and postgraduate education at the HSPH is posted on the university website and is available to all interested parties. Section 5 of the Admission Rules regulates the procedure for admitting students to postgraduate educational programmes.

The specialty exam includes 3 stages, assessed on a 100-point assessment scale, where: Stage 1, 20% - is the sum of the GPA score for the period of study in the internship +

GPA for the period of study in the bachelor's degree; Stage 2, 30% - the result of computer testing on the 7th year FS (independent testing conducted by the NCIE). If the applicant did not have an independent testing assessment in the year of completion of the internship, the applicant presents a specialist certificate / or category and a document confirming work experience of more than 5 years; Stage 3, 50% - motivational interview with video/audio recording. During the interview, members of the examination committee must assess the applicant's potential for the future, interest in the specialty, motivation, basic knowledge in the training profile.

The document takes into account the requirements for residency applicants in terms of their previous achievements in undergraduate and internship studies (for example, GPI for this period of study).

The appeal procedure for the results of admission to residency is prescribed in the "Rules for Admission to Residency". In case of disagreement with the grade given for the oral stage of the exam, an Appeals Committee is created (Order No.70-N dated 20.05.2024), which decides on adding or denying points to the person appealing the results of the entrance exam in specialties (clause 8.3).

To date, there have been no appeal applicants.

Representatives of students were not included in the process of developing the policy for the admission and selection of postgraduate doctors, since enrollment to residency was carried out for the first time.

In the current academic year, a revision of the admission and selection policy, the number of postgraduate doctors is planned. The Department of Residency headed by Director – Abirova Akmaral Adilkhanovna is responsible for this.

During the conversation between the EEC experts and postgraduate doctors - psychiatrists, it was confirmed that applicants who actively participated in scientific clubs and conferences during their studies, have mastered the internship programme well, have good practical skills, clinical thinking and are constantly working on developing and improving their competencies (from interviews with postgraduate doctors, teaching staff and vice-rector for academic activities) have advantages in enrolling in residency in the specialty "Psychiatry adult, pediatric".

Thus, the experts validated the data according to Standard 4. In general, all criteria are met. The experts reviewed the documentation for the admission of residents, including entrance exam tickets, statements and personal files of applicants.

4.2 Number of postgraduate doctors

The EEC experts confirmed that the KMU "HSPH" complies with the requirement established by the Order of the Ministry of Education and Science of the Republic of Kazakhstan dated 31.10. 2018 No.606 and paragraph 8 of Article 52 of the Law of the Republic of Kazakhstan dated July 27, 2007 "On Education" (with additions and amendments). The number of postgraduate doctors in the specialty "Psychiatry adult, pediatric" per teacher is 1:3. Adjustments to the admission figures are made by the authorized body - the Ministry of Healthcare of the Republic of Kazakhstan. Enrollment of postgraduate doctors for all educational programmes, including 1 postgraduate doctor for programme in the specialty "Psychiatry adult, pediatric" was carried out for the first time:

No.	Full name of the postgraduate doctor	Name of the group	Form of study
1.	Kudaibergenov Aidos Zhetkergenuly	Psych 24-001	on a contractual basis

Accordingly, the first graduation of postgraduate doctors in all specialties will be in the next academic year. The educational organization analyzed the need of practical healthcare for specialists and plans to form an application for a certain number of places for each residency specialty in March-April of the current year based on a request from the Ministry of Healthcare of the Republic of Kazakhstan in accordance with the annexes of the state license, analysis of concluded contracts for clinical training, qualification of teaching staff, material and technical resources.

4.3 Support and consulting of postgraduate doctors

During the conversation of the EEC experts with postgraduate doctors, it was established that safe conditions for training postgraduate doctors have been created and are being provided at the KMU "HSPH". In order to protect the interests of postgraduate doctors, to provide them with assistance in educational, scientific, extracurricular activities, the university provides various services for organizing advisory, psychological, social, medical support for students.

During interviews with postgraduate doctors and graduates, the following information was obtained: during the learning period, if a problem arises, postgraduate doctors can seek help and advice from a teacher/supervisor (in case of emotional burnout, psychological problems, etc.); for questions on interaction with teachers, department staff and other divisions - to the Residency Department; for legal advice - contact the university's full-time lawyer. Postgraduate doctors also noted that financial support consists of providing postgraduate doctors studying under the LEB (local executive body) grant with a monthly stipend; those in need are provided with a dormitory. A system of discounts is provided in accordance with contractual obligations (10% - for postgraduate doctors with less than 5 years of

experience as a doctor, 15% - for postgraduate doctors with 5 years or more of experience as a doctor). Postgraduate doctors receive information about student support services from information via websites and the university's WhatsApp chats. The rector's blog and helpline are functioning.

The university has a department "Pedagogy, Psychology and Social Sciences", which has developed a "Program for psycho-emotional support of residency students aimed at identifying and preventing burnout syndrome." The programme provides psychological support to postgraduate doctors, including regular consultations and questionnaires to assess their emotional state and identify needs for additional assistance.

In the event of various disagreements with colleagues, postgraduate doctors, the postgraduate doctor has the opportunity to use a wide choice of clinical setting, change the curator, clinical supervisor while maintaining confidentiality.

Psychological support for postgraduate doctors is provided through consultation with a full-time psychologist, which is conducted confidentially.

4.4 Representation of postgraduate doctors

HSPH postgraduate doctors participate in the development of the residency programme by choosing elective disciplines. Postgraduate doctors have the right to make a proposal, to include in the catalog new elective disciplines, in their opinion, necessary for study and contributing to the improvement of the educational programme as a whole. Proposals from postgraduate doctors submitted orally or in writing are necessarily taken into account. An example of this is that at this stage the catalogue of elective courses for the next academic year in the specialty "Psychiatry adult, pediatric" has been completely revised and expanded, which includes disciplines proposed by the postgraduate doctor.

As a result of feedback (questionnaire), after completing each discipline, postgraduate doctors can influence the organization of the educational process (choice of teaching staff, learning conditions, including the clinical setting).

Postgraduate doctors are included in such advisory bodies as the "Council of Young Scientists", which was transformed into the Council of Young Scientists and Clinicians (CYSC), after the enrollment of postgraduate doctors to the KMU "HSPH" (Order "On the composition of the Council of Young Scientists and Clinicians of the KMU "HSPH" (minutes No.3 dated October 24, 2024). However, postgraduate doctors in the specialty "Psychiatry adult, pediatric" are not included in the Council of Young Scientists of the KMU "HSPH". Therefore, the representation of postgraduate doctors in advisory bodies should be expanded. In order to plan the career of residency graduates, it is necessary to assign a person responsible for career planning and employment of graduates.

4.5 Working conditions

The training of postgraduate doctors in the specialty "Psychiatry adult, pediatric" is currently carried out at the own expense of the student (1 postgraduate doctor). Based on the "Residency Regulation" of the KMU "HSPH", it is regulated to plan the postgraduate doctor's academic workload based on this time; night and day calls, as well as other types of work are included in the specified academic workload. Postgraduate doctors' call at the clinical setting is one of the types of independent work and is aimed at mastering the learning objectives. Call planning is reflected in the discipline syllabus.

In case of pregnancy, the postgraduate doctor is exempted from call at the clinical setting at night. Learning according to an individual schedule in residency is allowed only if there are appropriate medical recommendations. Provided that the postgraduate doctor provides the appropriate certificate, the department and DR decide to provide him/her with the opportunity to study according to an individual schedule.

Postgraduate doctors are given the opportunity to work at extracurricular time, which is reflected in the document - "Residency Regulation" of LLP KMU "HSPH". There are currently 2 such postgraduate doctors. In total, the educational organization has 1 clinical setting for training psychiatrist postgraduate doctors, while the "MHC" has two locations and is divided into psychiatric care and drug addiction care, each hosts various events in which postgraduate doctors participate. For example, 2 round tables were held on the topics: "stress disorders in the modern classification of depression" and "Modern aspects of depression treatment". As a rule, postgraduate doctors supervise 5 patients per day, 20 people

per month. Postgraduate doctors make thematic reports, such as "Biological therapy", psychotherapy and sociotherapy of mental disorders", and other topics in magazine clubs in the Republic of Kazakhstan. They participate in health education work, including in the theater club and culinary school of the "MHC" of the PHA of Almaty. Postgraduate doctors also attend "Schools of mental education" with the participation of employees of the Patient Support and Quality Control Service.

Conclusions of the EEC by the criteria. Comply with 20 standards (including 14 basic and 6 improvement standards): fully - 19, partially - 1, do not comply - 0

Recommendations for improvement:

- 1) In the organizational structure of the university, determine the division or person responsible for implementing career planning, employment and monitoring activities of graduates of residency programmes (Standard 4.3.3).

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 that defines the required academic experience and qualifications of a practicing professional 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 programme 7R01116 "Psychiatry adult, pediatric" is the teaching staff, who meet the qualification requirements, have comprehensive knowledge and own modern teaching methods, the necessary skills and experience for the effective transfer of knowledge to students during the educational process.

The personnel policy of KMU "HSPH" is based on the following regulatory and legal documents:

1. Personnel policy of KMU HSPH (link: [Personnel policy of KMU HSPH](#));
2. Regulation on the procedure for competitive replacement of positions of teaching staff and research staff of LLP KMU "HSPH" (link: [Regulation on the procedure for competitive replacement of faculty](#));
3. Regulation on the procedure for formalizing labor relations of LLP KMU "HSPH" (link: [Regulation on the procedure for formalizing labor relations](#));

The HR department carries out current procedures for the hiring, registration, dismissal of teaching staff and employees. Teachers are hired through a competition for vacant positions, the procedure for which is regulated in the Regulation on the procedure for competitive replacement of positions of teaching staff and research staff of LLP KMU "HSPH" (link: [Regulation on the procedure for competitive replacement of faculty](#)). 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's 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.

Basic education in accordance with the planned teaching activity, scientific and teaching experience, academic degree and 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 staff of the KMU "HSPH" and contributes to consolidating the position as 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 obligations of the university teaching staff are defined by job descriptions. Responsibilities are distributed depending on qualifications, work experience, personal characteristics and production needs.

The hired teachers 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 and the following criteria for the positions:

1. Head of Department/Course: Higher (or postgraduate) education; possession of the academic degree of Doctor of Science, Candidate of Science and Doctor of Philosophy (PhD) in the field, academic title, work experience of at least 5 years of scientific and pedagogical activity; possession of a specialist certificate in the field of taught disciplines, the highest or first medical category.

2. Professor: Higher (or postgraduate) education; possession of the academic degree of Doctor of Science, Candidate of Science and Doctor of Philosophy (PhD) in the field, academic title; work experience of at least 5 years of scientific and pedagogical activity; possession of a specialist certificate in the field of taught disciplines, the highest or first medical category.

3. Associate Professor: higher (or postgraduate) education; candidate of science degree or academic degree of Doctor of Philosophy (PhD) in the field; at least 5 (five) years of experience in scientific and pedagogical activity; specialist certificate in the field of taught disciplines, the highest or first medical category.

4. Assistant: higher (or postgraduate) education; at least 3 years of experience in the specialty and (or) master's degree; specialist certificate in the field of taught disciplines, and the first or second medical category.

The University ensures a balance between teaching, scientific research and the provision of medical care by invited teachers. The number and composition of the teaching staff of the departments for residency is planned based on the needs of the educational process, the standard academic load per full-time teacher and the contingent of students. Scientific work is an integral part of the activities of university teachers and a prerequisite for the training of postgraduate doctors in the specialty 7R01116 "Psychiatry adult, pediatric". The KMU "HSPH" has created a course "Psychiatry". Three teachers participate in the implementation of the educational programme in the specialty 7R01116 "Psychiatry adult, pediatric", 2 of them have an academic degree. The academic degree holder rate of teachers of the programme 7R01116 "Psychiatry adult, pediatric" is 100%. All teachers have the highest/first category in the specialized specialty.

Teachers of the course "Psychiatry" actively participate in conferences, including conferences in near and far abroad. They regularly publish articles in journals with a non-zero impact factor, publications in collections of international conferences. The results of scientific research in the form of teaching aids are used in the practical mastering of disciplines in the profile, and the technologies developed during scientific research are introduced into practical healthcare and mastered by young specialists, including postgraduate doctors. All educational and methodological literature is reviewed at a meeting of the departments and is reviewed by at least two specialists with an academic degree, competent in the relevant field.

The teaching staff of the course actively provides assistance to practical healthcare. In addition to providing qualified specialized medical care to the population at the clinical settings of the University, the course staff assist and help the Ministry of Healthcare of the Republic of Kazakhstan and its structural divisions in coordinating the psychiatric service in Almaty and the Almaty region, developing standards, protocols for the diagnosis and treatment of diseases of internal organs, reviewing medical documentation and examining fatal cases, including maternal fatalities. Thus, Professor Bessalova L.Yu.

organized and held 2 round tables for psychiatrists of the MHC (Mental Health Center) divisions on the topics: "Stress disorders in the modern classification of depression" and "Modern aspects of depression treatment".

Leading employees from practical healthcare with the highest or first qualification category of a doctor are actively involved as clinical supervisors. 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 the teaching staff.

The University plans to involve heads of units of clinical practice bases as clinical supervisors and examiners.

The recruitment of teachers for the implementation of the EP is carried out through a competition for vacant positions, the procedure for which is regulated by the internal Regulation on the procedure for competitive replacement of positions of teaching staff and research staff of the KMU "HSPH" (link: Regulation on the procedure for competitive replacement of teaching staff positions).

The Competition Committee is a permanent consultative 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 workers of the KMU "HSPH", job descriptions for positions of teaching staff and research workers and other acts of the KMU "HSPH" adopted in the established manner.

When hiring for teaching positions, the compliance of candidates with the qualification requirements is mandatory taken into account.

The main objective of the healthcare industry is to create and develop its own scientific and innovative potential, and also to select employees with already formed motivation that meets the requirements of the workplace. In accordance with the regulatory indicators established by the Law of the Republic of Kazakhstan dated July 27, 2007 No.319-III "On Education"; 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 academic load. When drawing up a staffing schedule for the new academic year, in order to conduct classes for postgraduate doctors, a mandatory requirement for teachers is the presence of basic education, compliance of the specialty code with the academic degree, academic title and work experience. Since the training of personnel in 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 doctor and candidate of medical sciences/PhD.

The main role in the clinical training of postgraduate doctors, the acquisition of practical skills, the ability to make independent clinical decisions belongs to clinical supervisors. For supervisors of clinical departments, a mandatory condition is the presence of the first and highest qualification medical categories among applicants and a number of other provisions in pursuance of 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, surgical interventions are selected as supervisors.

A clearly formulated mission, goals and objectives of the residency programme in psychiatry, created in accordance with the current university management system, 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 must meet all the criteria <https://adilet.zan.kz/rus/docs/V2000021848>.

To conduct classes in the residency in the specialty 7R01116 "Psychiatry adult, pediatric", a course in psychiatry was created and leading healthcare professionals were invited:

1. Zulfikarova Elvira Talgatlovna – Candidate of Medical Sciences, professor, psychiatrist of the highest category.
2. Beshpalova Lyudmila Yuryevna – Candidate of Medical Sciences, professor, psychiatrist of the highest category;
3. Rakhmensheyev Sapar Kuttybayevich – Master's degree in Healthcare, psychiatrist of the highest category.

Among the part-time workers from practical healthcare, doctors involved in training postgraduate doctors, all have the highest category. The Human Resources Department ensures compliance with the requirements of the human resources policy in the residency programme by monitoring the ratio of the profile of the teaching staff, compliance with the range and balance of teachers of basic biomedical sciences, behavioral and social sciences and specialized (clinical) disciplines necessary for the implementation of the educational programme.

Encouragement of employees, creation of motivation, stimulation of employees is carried out on the basis of the personnel policy of KMU HSPH. Labor motivation and stimulation is the impact on the behavior of personnel 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 the application of incentive payments are determined by the Regulation "On the organization of the system of payment and incentives for labor" at the university and internal acts of KMU "HSPH" 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 allowances - incentive payments made to an employee in addition to the established official salary in order to encourage success in work and stimulate their further increase, having a regular nature; - bonuses - are one of the types of incentive payments and represent cash payments for achieving certain results in work and in matters of stimulating their further increase.

- As an additional type of payment (in addition to the established official salary) to teaching staff:
- for the performance of educational work financed from the republican budget, in excess of the approved annual academic load;
 - for performing additional academic classes with postgraduate students 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 current legislation and/or acts of the of KMU "HSPH".

When experts asked about incentives and rewards for the teaching staff, the teachers confirmed that the administration rewards teachers when publishing articles in international peer-reviewed journals.

When surveying 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 do 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 Commitments and development of teachers

In order to verify the data of Standard 5, at a meeting with the head of the HR department and during interviews with teachers, experts received an opinion on approaches to the development of pedagogical competence of teachers, motivation to work with postgraduate doctors and supervising,

which includes an academic load for the teaching staff of clinical departments: head of the course, professor - 450 hours; Senior Lecturer, Lecturer – 600 hours.

The work schedule of the 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 department meetings. Planning the academic 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 7R01116 "Psychiatry 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 KMU "HSPH" employees is maintained and developed by the system of advanced training of the KMU "HSPH" employees in the Republic of Kazakhstan and abroad. The main means of professional development of personnel and improvement of its quality characteristics are retraining and advanced training of employees. In order to achieve the set goals, KMU "HSPH" uses the following forms of learning and advanced training of personnel:

1. participation in various seminars, conferences, round tables, trainings, etc.;
2. passing special learning cycles of advanced training, seminars, etc.

The desire of employees to improve their qualifications is supported and encouraged by the management of 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 on educational and methodological work, according to regulatory documents is carried out annually. To control 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 educational and methodological 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 teachers' activities is planned to be carried out based on the results of certification. The main purpose 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 among full-time teachers of KMU "HSPH" is based on the Regulation on the procedure for conducting certification of the university's teaching staff.

KMU "HSPH" holds various events to motivate and encourage employees: ensuring working conditions in accordance with the labor legislation of the Republic of Kazakhstan, the employment contract and the 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, KMU "HSPH" holds a competition for the title of "Best Teacher of KMU "HSPH". Teachers with high achievements in teaching and research activities are allowed to participate in the competition. The rules for holding this competition are spelled out in the internal document "Rules for conferring the title of "Best Teacher of KMU "HSPH".

Experts have determined that teachers and postgraduate doctors have enough time for teaching, supervising and learning. The work schedule of teachers is established 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 and clinical rounds is daily. Calls are twice a month.

The experts received responses about the advanced training programme for teachers, which is held annually and 104 teachers participating in the implementation of the educational programme were trained in 2024, including teachers of the programme 7R01116 "Psychiatry adult, pediatric" - 3 people. These activities are financed by the educational organization.

Today, the advanced training (AT) system at the University is carried out in accordance with the plan for advanced training of the teaching staff. It is planned to update the advanced training system in accordance with the indicators of Strategic Development for 2020 - 2025.

The organization of AT courses for the development of pedagogical competencies and control over the advanced training of the teaching staff 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 the topics "Pedagogical mastery 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 KZT, taxes and deductions are 8,974.9 thousand KZT. Planning of current expenses of the University is carried out in accordance with the financial standards for higher education, approved by order of the Ministry of Healthcare of the Republic of Kazakhstan No.474 dated June 14, 2004 "On approval of the norms for calculating the cost of tuition for one student, graduate 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 training and independent work with literature and medical documentation. Thus, a postgraduate doctor psychiatrist chose the R&D topic: "Gambling addiction - psychopathological aspects and modern approaches to treatment." The university participates in the "Healthy Universities" project. The goal of this project is to integrate the principles of a healthy lifestyle 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 the university 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. The postgraduate doctor psychiatrist and teachers of the course "Psychiatry" took part in the congress, which is confirmed by certificates of participation.

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 the teaching staff. In order to improve the efficiency of learning, classes in residency in the psychiatry will be conducted using new educational technologies aimed at their active participation in the educational process.

The objectives of 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 (applied teaching and assessment methods: CBL, TBL, D-PBL, illustrative practical classes, e-learning technologies - videos, video lectures, work on the MOODLE platform);

- practical skills (applied teaching and assessment methods: TBL, D-PBL, long-term clinical case (work at the patient's bedside), simulation technologies, standardized patient, etc.);

- communication skills (applied teaching and assessment methods: TBL, facilitation, according to the Kolb model, etc.);
- scientific research skills (applied teaching and assessment methods: analysis from the standpoint of evidence-based medicine, facilitation, updating the IWPD with a focus on the future specialty);
- general education (development of language competencies) - all technologies;
- social and ethical (applied teaching and assessment methods: analysis through an integrated clinical symposium and conferences of medical errors);
- economic and organizational and managerial (applied teaching and assessment methods: E-learning technologies).

The ratio between the number of teaching staff and the number of postgraduate doctors is 1:3, which allows 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 professional advanced 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 organization implements social support programmes for teachers - 56.76% answered that "yes, such programmes exist", 0% "I have already used this", 10.81% of respondents answered that there are no such programmes, and 32.43% of respondents do not know about this.

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

Standard 6: EDUCATION AND TRAINING RESOURCES

6.1 Physical facilities and equipment

To carry out professional training of resident doctors in the specialty 7R01116 "Psychiatry adult, pediatric", KMU "HSPH" has sufficient and appropriate physical facilities, information resources, educational and information technologies, resources for clinical training of postgraduate doctors and for conducting scientific research.

The physical facility of the University includes: lecture halls, classrooms, library/coworking center, educational and clinical center with simulation rooms, computer labs, dormitory, fitness room, coffee shop, medical office, clinical settings - multidisciplinary clinical hospitals in Almaty and the regions of the Republic of Kazakhstan.

Based on the Law of the Republic of Kazakhstan "On Education" and 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, the clinic of the organization of education in the field of healthcare, the university hospital, the residency base, the integrated academic medical center and the requirements imposed on them", cooperation agreements were concluded between LLP KMU "HSPH" and leading medical institutions of Almaty and the regions of the Republic of Kazakhstan. The clinics are equipped with modern medical equipment, apparatus and laboratories of a modern type. In total, LLP KMU "HSPH" has 54 agreements with clinical settings, both public and private. Clinical settings are multidisciplinary hospitals, which allows expanding the practical horizons of resident doctors in related specialties.

Based on the cooperation agreement, the psychiatry course of the therapy department with the courses in gastroenterology, psychiatry, medical rehabilitation and gerontology is based in the Almaty City Mental Health Center.

The experts visited the university library. The library collection is stocked with educational, educational-methodical, scientific, reference literature. Additional sources of acquisition are books received as a gift from the university teaching staff and from other organizations.

The library operates on the automated library and information system "KABIS", which meets international standards. There is an electronic catalog (EC), which reflects all scientific and educational

literature in the state, Russian and foreign languages, dissertations and author's abstracts are introduced. The electronic catalogue forms the databases "Book Fund", "Readers' Card Index" and "Electronic Resources and Articles".

In order to create favorable conditions for the formation of a single scientific and information space, providing students, researchers of universities and research institutes with electronic resources, the Ministry of Science and Higher Education provides free centralized access to foreign information resources.

The University has signed an agreement with Wiley Online, one of the largest international academic publishers publishing full-text scientific resources in all areas of modern science and knowledge. In addition, an agreement was signed with electronic libraries: "Student Consultant" (www.studentlibrary.ru) and "Doctor Consultant" (www.rosmedlib.ru), which allows postgraduate doctors to effectively study materials. One of the criteria for evaluating a library is free user access to electronic resources and high-quality replenishment of the electronic library. Work has been intensified to digitize the traditional fund and place publications in the electronic library.

The library structure includes 1 reading room combined with a subscription, the number of seats is 20, the total area of the library is 92.8 sq.m., equipped with computers connected to a local network and having Internet access.

KMU "HSPH" provides full free access for students to electronic databases. There is remote access to the electronic library catalog. Postgraduate doctors will undergo initial registration through the IP address of the university. Thus, acquiring a login and password for remote access to the electronic resources of the university, such as Wiley. Postgraduate doctors are aware of this.

Before the beginning of the relevant discipline of the educational programme, the postgraduate doctor receives a syllabus from the teacher and knows what skills he/she should acquire and develop during the period of study in residency.

Every year, the university allocates significant funds for the expansion and modernization of the physical facilities in order to implement the mission, policy and goals. Most computer classes are equipped with the latest generation of modern equipment; according to the long-term plan for informatization, it is being modernized and updated, taking into account the modern development of information and communication technologies. Availability of modern electronic document management and an electronic platform for the implementation of the educational and scientific process of the educational institution. Resources that ensure the informatization of education and University management.

Availability of educational, methodological and scientific literature on general educational, basic and major disciplines of educational programmes, including in the state language and the effectiveness of its use; updating of literature funds in accordance with the standards determined by the qualification requirements for licensing. Availability of educational literature on electronic media, the share of electronic educational materials in the total volume of library resources; electronic textbooks developed by university teachers, purchased. Compliance with their qualification requirements for licensing. Availability of electronic textbooks, the fund of the electronic reading room, educational TV, etc. for students. Availability of electronic catalogs in the library and their availability on the Internet (Intranet); support for students, teaching staff and employees in access to modern databases (Scopus, Thomson Reuters, etc.). Number of annual subscription publications on the university profile (domestic and foreign). A survey of teaching staff and students regarding the compliance of technical teaching aids with modern requirements is carried out once a year - during the preparation of the procurement plan. The procurement plan for technical teaching aids is formed on the basis of applications from university departments. Today, all departments have projectors, laptops and new-generation computers. Every year, it is planned to update computer equipment at the university. Evaluation of the dynamics of development of material and technical resources and the effectiveness of using the assessment results for adjustments in budget planning and distribution is carried out regularly. An analysis of the implementation of the income and expenditure budget for the current year is carried out quarterly.

The necessary funds are allocated for the development of the physical facilities and uninterrupted operation: the acquisition of fixed assets (computers, laptops, printers, interactive whiteboards) in the

amount of 11,469.1 thousand KZT, educational literature and intangible assets (textbooks, books, subscription to electronic databases) in the amount of 10,814.7 thousand KZT.

6.2 Clinical settings

Based on the cooperation agreement, the Department of Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology trains future psychiatrists at the Municipal State Enterprise based on the Right of Economic Management "Mental Health Center" (MHC) of the Public Healthcare Administration of Almaty.

At the MHC, the postgraduate doctor supervises patients in the women's general psychiatric unit, in the children's general psychiatric unit, in the admissions room and consults patients under the supervision of supervisors (Rakhmensheyev S.K.), is on call. The training room is equipped with a personal computer, the assembly hall has a multimedia installation.

The postgraduate doctor psychiatrist is allowed to all divisions of the MHC clinic under the guidance of clinical supervisors. Supervision of the clinical practice of postgraduate doctors is carried out directly by the head of the department, supervisor, head of the unit, doctors - residents. Postgraduate doctors-psychiatrists can participate daily in joint rounds with a professor, consultations, consulting other specialized units, medical organizations in Almaty, other regions and cities of the Republic of Kazakhstan via telemedicine, online consultations, and will also master practical skills during calls in units as an assistant to the doctor on calls or a postgraduate doctor, which meets the requirements for residency training in the specialty 7R01116 "Psychiatry adult, pediatric"

The premises of the clinical settings meet sanitary and hygienic standards, fire safety and meet qualification requirements.

The number of specialized patients at the clinical settings of the "Psychiatry" course is sufficient for training, there is a variety of nosological forms of psychiatric diseases, which fully meet the requirements for the specialty 7R01116 "Psychiatry adult, pediatric".

"Psychiatry" course at the MHC (Almaty, Abish Kekilbaiuly Street, 117a) has 1 classroom with an area of 16 sq. m., 1 course director's office (15 sq.m.), and postgraduate doctors have the opportunity to use a conference room during training. If the number of postgraduate doctors in the specialty of psychiatry increases, the clinic management will allocate additional premises for classrooms. At the MHC, all teaching staff have their own personal offices, as well as doctor's and postgraduate doctors' offices.

In order to validate the implementation of the report data and obtain evidence of the quality of the programmes, interviews were conducted with postgraduate doctors. The experts asked questions about satisfaction with learning, sufficiency of time for patient supervision, work with medical documentation, satisfaction with teaching methods and the qualifications of teachers, social and moral support for postgraduate doctors in need and the availability of resources from international databases of professional literature. In general, postgraduate doctors are satisfied with the learning, assessment methods and purposefully entered this organization, as they believe that the educational organization has good resources, image and international connections, postgraduate doctors actively participate in the management of patients, but so far under the strict supervision of supervisors, and also actively participate in international events.

The KMU "HSPH" has a Clinical and Educational Center (hereinafter - CEC), the activities of which are aimed at training and independent assessment of clinical skills of students on simulators, mannequins and virtual training devices. During the academic year, postgraduate doctors will study at the CEC according to the schedule, where they will practice and improve their practical skills.

The Clinical and Educational Center is located in the main building of the KMU "HSPH" and occupies an area of 84.6 sq.m, which includes 3 simulation rooms. The total amount of equipment in the CEC is 86 units. The residency programme in psychiatry provides for the development of the following key practical skills: conducting a structured psychiatric interview, assessing the patient's mental status, formulating a preliminary diagnosis, developing an individual treatment plan, conducting psychoeducational interventions, providing assistance in emergency mental states such as suicidal behavior, psychomotor agitation and delirium.

Work at the above-mentioned clinical settings contributes to the effective independent work of the postgraduate doctor (IWPD) and is aimed at mastering professional competencies: be ready to effectively and competently provide medical care to the population; taking into account physical, psychological, social factors; solve patient problems and make decisions based on the principles of evidence-based medicine; be able to apply scientific achievements in medicine; introduce modern treatment and diagnostic technologies in their professional activities; demonstrate appropriate communication skills, observing the principles of medical ethics when communicating with the population, interacting with colleagues, social services employees; apply management principles to the organization and implementation of medical care to the population; have teamwork skills and leadership qualities; be able to teach others and improve their knowledge and skills throughout their professional career.

Postgraduate doctors - adult and pediatric psychiatrists regularly participate in the organization and conduct of annual events dedicated to the diagnosis and prevention of the most socially significant diseases.

Compliance of medical centers with the requirements for clinical settings of KMU "HSPH" is analyzed based on the results of internal and external audits, portfolio analysis and assessment, postgraduate doctor and teaching staff reports and intra-departmental control.

6.3 Information technology

KMU "HSPH" implements a policy on the effective use of information and communication technologies and is guided by the Law of the Republic of Kazakhstan "On Informatization" dated November 24, 2015 No.418-V LRK. There is a software and hardware base and computer equipment connected by a single corporate wired and wireless local area network, with Internet access. Computers are 100% connected to the Internet. Internet connection speed: outgoing channel 200 Mbit/s, incoming channel 200 Mbit/s. The connection speed in the corporate network is 200 Mbit/s. Within the University, data exchange is carried out through the University server. There are 2 computer classes, including lecture halls with multimedia equipment. All clinical departments located in medical institutions of the city have access to Internet resources.

General information about the activities of KMU "HSPH" is posted on the official website of the University – <https://ksph.edu.kz/> presented in 3 languages: Kazakh, Russian and English. The site contains general information about the University and by types of activities. KMU "HSPH" is provided with a Wi-Fi zone.

To implement the educational process and methodological work, resources for learning and support of students have been created and attracted: the educational process management system AIS "Platonus", the educational portal "Moodle". The syllabuses of disciplines for all educational programmes are loaded to "Platonus" AIS, teachers give grades for formative and summative assessment.

KMU "HSPH" provides free access to national and foreign databases in the field of medicine for students and teachers: Wiley Online Library <https://onlinelibrary.wiley.com/>, Cochrane library <https://www.cochranelibrary.com/>, "Web of Science" Platform <http://apps.webofknowledge.com/>, "Scopus" DB www.scopus.com, "Sciencedirect" DB www.sciencedirect.com, Springer Link (Springer) <https://link.springer.com/>.

In accordance with the Order of the Minister of Healthcare of the Republic of Kazakhstan dated July 4, 2022 No.KR DSM-63 "On approval of state mandatory standards for levels of education in the field of healthcare", the departments implementing educational activities in the specialty 7R01116 "Psychiatry adult, pediatric" have developed syllabuses that are uploaded to the AIS "Platonus", where postgraduate doctors have access.

Postgraduate doctors of the KMU "HSPH" are provided with full access to all library resources in both printed and electronic form.

For independent work, users are provided with electronic resources of the library, including purchased electronic and multimedia textbooks, learning programmes, as well as subscription databases.

The library collection contains the necessary educational, educational-methodical and scientific literature in specialties, in accordance with the established qualification requirements for licensing, accreditation and certification of educational activities.

6.4 Clinical teams

The clinical setting where postgraduate doctors of the specialty 7R01116 "Psychiatry adult, pediatric" are trained is a multidisciplinary medical organization. This guarantees that psychiatrist postgraduate doctors gain experience of working in multidisciplinary teams of professionals. Postgraduate doctors learn teamwork skills during joint rounds with the department's teachers.

The 7R01116 "Psychiatry adult, pediatric" programme promotes the development of teamwork skills and effective interaction with other healthcare specialists and includes direct work of postgraduate doctors with a clinical supervisor in all areas of the clinical setting. Taking into account the specifics of the patient profile, psychiatrist postgraduate doctors constantly collaborate with specialists from related and other areas of healthcare (urologists, cardiologists, pulmonologists, nephrologists, rheumatologists, gastroenterologists, endocrinologists, etc.), gaining experience working in a multidisciplinary team.

Training in an interdisciplinary/interprofessional team is based on the principles of membership, integration and teamwork skills, which helps each physician postgraduate doctor think effectively in various difficult situations. Working in a team of various specialists allows one to learn not only the collegiality necessary for further work, but also significantly increases the postgraduate doctor's knowledge in related specialties; allows one to assess the role of a leader in a team and teaches the managerial skills that are necessary in the practical daily work of a physician.

Training of psychiatric postgraduate doctors in clinics providing planned, emergency and urgent care for various mental disorders provides a unique opportunity to train postgraduate doctors to work in a team with specialists of other profiles: neurologists, psychotherapists, clinical psychologists, social workers, narcologists, therapists, endocrinologists and others.

In the questionnaire, postgraduate doctors noted that they have free access to patients at clinical settings and all the conditions for improving their practical skills - 97.3% of teachers completely agree with this, 2.7% partially agree, 0% found it difficult to answer.

6.5 Medical scientific research and achievements

One of the important aspects of the scientific activity of KMU "HSPH" is the development of new technologies and the introduction of medical science achievements into healthcare practice and the educational process. The research work of postgraduate doctors of the specialty 7R01116 "Psychiatry adult, pediatric" is carried out and will be carried out in the future in the form of studying, collecting data, forming electronic databases, conducting statistical analysis and presenting the results together with teachers of departments in the most relevant scientific areas of medicine, as well as in the idea of in-depth development of practical skills, analysis of the work of the structure of the specialized department. Also, postgraduate doctors participate in scientific and practical conferences of various levels with speeches, reports, publications.

In the syllabuses of the disciplines of the programme 7R01116 "Psychiatry adult, pediatric", a research-based learning (RBL) is designated as independent work of postgraduate doctors - preparation of abstracts, presentations based on the analysis of international databases of scientific research; use of library resources, an Internet class for independent study of monographs, other literary sources, scientific publications on topical issues of mental illness. Based on the results of the conducted scientific research, the postgraduate doctors will organize conferences on problematic topics in psychiatry.

KMU "HSPH" creates all the conditions and encourages students to participate in R&D. The R&D conducted by postgraduate doctors helps to consolidate theoretical knowledge and practical skills, as well as use their creative potential to solve urgent healthcare problems. Scientific supervision is carried out by all university teachers with academic degrees and experience in conducting scientific research. The R&D of postgraduate doctors is included in the educational process and is carried out at extracurricular time in the form of IWPD and IWPDCS.

For example, when surveyed, postgraduate doctors said that they independently conduct patient surveys as part of research work, report and receive permission to conduct research from the Local Ethics Commission. Postgraduate doctors independently search for and analyze scientific literature within the

framework of the research-based learning method (RBL). This method allows studying clinical research and the epidemiology of the main pathologies of internal organs, which serves as a scientific basis and methodology for medical research and improving the clinical practice of postgraduate doctors.

An important area of encouraging scientific research is also the participation of postgraduate doctors in clinical conferences of various levels and webinars, which contributes to the acquisition of additional clinical and scientific knowledge and skills.

KMU "HSPH" annually holds the International Scientific and Practical Conference of Young Scientists, where the acquired knowledge and skills can be used to prepare reports and publications.

When interviewing teachers of the "Psychiatry" course, experts established a two-way relationship between the university and clinical settings, where all conditions for training postgraduate doctors have been created at the clinical settings, both in the practical direction and in scientific research work (permission of postgraduate doctors to patients, a sufficient number of issue-related patients, time for maintaining medical records, independent work).

6.6 Expertise in education

At the stage of developing the residency programme, KMU "HSPH" adheres to general mechanisms in planning, implementing and assessing the educational programme (EP), such as identifying current and future market needs, analyzing the personnel training market, analyzing the university's capabilities to implement the EP, creating a working group to develop the EP. When designing an EP, importance is attached to the formulation of learning outcomes, identification of professionally significant competencies, design of methods and means for assessing learning outcomes and determination of resource needs for implementing the EP.

The programme for assessing the EP includes measures to monitor the compliance of the educational programme goals with the development objectives of the professional field, proper implementation of the educational programme of postgraduate education in the process of learning and knowledge control and the availability of conditions for the implementation of the educational programme; systematic collection of information in order to determine the value and quality of the programme, as well as actions to improve the educational programme in the specialty "Psychiatry adult, pediatric". The programme on assessment 7R01116 "Psychiatry adult, pediatric" is aimed at achieving a new quality of education, developing innovations in learning technology, developing human resources and a new cultural and educational environment, modernizing educational laboratories and clinical settings, technical learning tools, interacting with partners and improving the organizational structure of University management.

Educational programme 7R01116 "Psychiatry adult, pediatric" will be regularly studied and evaluated by receiving feedback from postgraduate doctors, teaching staff and employers, as well as by analyzing the academic achievements of postgraduate doctors. This practice is available at the university, and the experts were convinced of this during their visit to the divisions of KMU "HSPH". Postgraduate doctor surveys are used as feedback for events and corrective action plans to improve the educational programme in the specialty 7R01116 "Psychiatry adult, pediatric".

At the same time, the process of postgraduate doctors' perception of the programme, mastering the programme, the degree of change in postgraduate doctors' behavior and the achievement of educational objectives are analyzed.

In order to develop the skills of expert assessment of the educational programme for residency and to develop the interest of employees and teachers in conducting research in the field of postgraduate education, advanced training is regularly conducted for the teaching staff of the departments teaching residency disciplines in the specialty 7R01116 "Psychiatry adult, pediatric".

Periodic assessment of the activities of the KMU "HSPH" management is carried out by:

- analyzing and generating reports and plans;
- conducting internal audit and self-assessment;
- analyzing the implementation of the university's strategic goals;
- analyzing the university's risks;
- work of internal and external commissions.

Heads of administrative divisions report at meetings of the staff meeting and at the Academic Board. Vice-rectors' reports are heard at meetings of the Academic Board. The Rector of LLP KMU "HSPH" reports at an extended meeting of the University Academic Board.

6.7 Training in other institutions

One of the main processes of the Bologna Declaration and one of the important aspects of the process of integration of Kazakhstani universities and science into the international space is academic mobility.

To implement exchange programmes at the international level, the University has concluded Memorandums and agreements on cooperation with universities in Russia, Turkey, Uzbekistan, Kyrgyzstan, Belarus, etc. Academic exchange at the national level is carried out on the basis of the concluded memorandum with KazNMU named after S.D.Asfendiyarov.

To ensure academic mobility of students and recognition of educational programmes (of all levels and forms of higher and postgraduate education) in the European educational space, it is necessary to convert Kazakhstani credits into ECTS credits. According to the European Credit Transfer and Accumulation System (ECTS), the academic disciplines mastered by students (with credits and grades) are compared and converted when changing the educational trajectory, educational institution and country of study. An academic credit within the ECTS measures the labor intensity of studying a discipline, both in the classroom and during independent work. The credit transfer for disciplines completed at a foreign university is carried out on the basis of a transcript; according to the Bologna system, 1 credit is equal to 30 hours in Kazakhstani and European universities. The workload of one Kazakhstan academic credit (30 academic hours) corresponds to 1 ECTS credit (25-30 academic hours) in accordance with the 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".

During the opening and development of KMU "HSPH", close professional relations have been established with a number of international organizations, primarily with the World Health Organization (WHO). The Kazakhstan School of Public Healthcare (SPH) was initially established in 1997 in accordance with the Agreement between the WHO Regional Office for Europe and the Ministry of Healthcare of the Republic of Kazakhstan and maintains cooperation to this day. The International Congress "Health for All" is constantly held by LLP KMU "HSPH" with the participation of WHO representatives, representatives of the Ministry of Healthcare of the Republic of Kazakhstan, leading local and international experts.

KMU "HSPH" is a member of 5 leading international associations:

1. Asia-Pacific Academic Consortium for Public Health "APACPH"
2. Association of Schools of Public Health in the European Region "ASPHER"
3. International Union for Health Promotion and Education "IUHPE"
4. Organization for PhD Education in Biomedicine and Health Sciences in the European System (ORPHEUS) (International Union for Doctoral Programmes).
5. The European Public Health Association

Currently, negotiations are underway with universities in Russia and Uzbekistan to implement joint educational EP in the specialties of "Public Healthcare" and "Medicine", with the subsequent possibility of opening representative offices or branches of KMU "HSPH" at partner universities. There is also a joint double-degree programme "Healthcare Governance", "Healthcare Management" with the Higher School of Economics and Innovation (Lublin, Poland).

Agreements have been signed with the Strategic Partner - Shenzhen University, PRC. At the moment, a Memorandum of Mutually Beneficial Cooperation has been signed with it.

Currently, 40 scientific centers, research institutes, large clinics and outpatient clinics of the Republic of Kazakhstan are the bases for pedagogical, professional and research practices of LLP KMU "HSPH". Agreements have been concluded with 54 organizations that are clinical settings of LLP KMU "HSPH".

Conclusions of the EEC by the criteria. Compliant out of 18 Standards (including 11 basic and 7 improvement standards): fully - 16, partially - 2, do not comply - 0

Recommendations for improvement:

- 1) Provide a methodology for conducting practical classes with a standardized patient in the simulation center and introduce virtual reality (VR) technologies (Standard 6.2.2).
- 2) When planning and implementing international cooperation and academic exchange, provide for the implementation of a programme for inviting foreign teachers to conduct training events with postgraduate doctors in the specialty "Psychiatry adult, pediatric" (Standard 6.7.3).

Standard 7: THE 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 (described in detail in the self-assessment report).

An annual analysis of the educational programme will allow the University to make adjustments and improve the content. Initially, the educational programme underwent internal review at a meeting of the department and the methodological council of the KMU "HSPH", an external review of the programme "Psychiatry adult, pediatric" was received from employers and a Kazakhstani university, where it was noted that the programme meets the requirements of "On approval of state mandatory 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 7R01116 "Psychiatry adult, pediatric" will be carried out on the basis of the analysis of curricula, catalog of elective disciplines, schedules, individual plans of students, internal regulatory documents governing the implementation of educational programmes, surveys of students and employers, by means of the Medical Advisory Commission 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 concludes cooperation agreements with universities in neighboring and distant countries.

When assessing the programme, the goals and objectives of learning, the intended learning outcomes (through assessment of postgraduate doctors, 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' exams 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 box for collecting feedback, where postgraduate doctors can incognito leave their suggestions, wishes and complaints.

For example, a survey of one psychiatrist postgraduate doctor demonstrated the following: 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 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, the "Department of Methodology and Quality Assessment", has been organized at the university since June 2024. For example, the results of the postgraduate doctors' survey in 2024 showed that teachers and supervisors are highly valued for the quality of teaching. The assessment methods for assessing postgraduate doctors' knowledge and skills are assessed using the CME, practical tasks and simulations and demonstrate sufficient reliability and validity. The adequacy and quality of educational resources is assessed by monitoring and analyzing postgraduate doctor feedback and shows that the library collection, access to electronic resources and clinical settings meet the modern requirements of psychiatric practice. This was confirmed during a visit to the Almaty Mental Health Center.

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

7.2 Feedback from teachers and residents

The university plans to collect feedback from teachers, postgraduate doctors and employers on a regular basis. The rector's blog is used 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 developing plans to further improve the quality of graduate training.

In December 2024, potential employers of KMU "HSPH" graduates were surveyed. The questionnaire has 9 questions. The results of the employer survey 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 teaching 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, including 8 questions. The survey results revealed the strengths of the educational process, 56% of respondents responded that they were completely satisfied with the material and 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 scores (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 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. However,

there is no separate responsible employee or division responsible for the career and employment of graduates of residency programmes at KMU "HSPH" yet.

7.3 Results of postgraduate doctors and graduates

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, so the postgraduate doctor can control and track their academic performance. The syllabi and working curricula reflect the intended learning outcomes. An important role in assessing the educational programme is played by monitoring the achievement of the intended learning outcomes by postgraduate doctors.

Analysis of the 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 making timely and relevant adjustments to the EP.

For the first year of study, the highest indicator is among postgraduate doctors in the specialty "Psychiatry adult, pediatric" - an average current of 90.08 points (one postgraduate doctors is studying), and the lowest indicator of academic performance is among postgraduate doctors in the specialty "Endocrinology adult, pediatric" - 75.97 points.

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

Data from expert and employer reports on the quality of clinical training of postgraduate doctors is currently difficult to obtain, since there are no graduates of this programme yet.

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

7.4 Stakeholder involvement

The university has approaches to involving teachers and postgraduate doctors in the assessment of the educational programme and monitoring 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. The survey of students is conducted by the DR after the completion of each discipline. For this purpose, the questionnaire "Teacher through the eyes of the student" is used. The revision of residency programmes is carried out annually at department meetings.

To improve the programme, the results of the Independent Assessment of the NCIE and midterm assessment are used, the results will be discussed at department meetings, based on the results of which decisions are 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 feedback from 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 university's advisory bodies, 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 developing 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.

A meeting of experts was held with the head of the Mental Health Center, who is a graduate of the KMU "HSPH" in the specialty "Public Healthcare".

The visit to the Mental Health Center made a positive impression. The head of the clinic emphasized the growing need for qualified psychiatrists and the importance of training young specialists. He expressed his readiness to provide comprehensive support to postgraduate doctors throughout the entire learning period and promote their professional growth. One of the features of the clinic is its modern building with a winter garden. This solution is not typical for psychiatric hospitals and creates a favorable environment for patients and employees. Modern equipment (CTG), qualified personnel (high percentage of doctors with degrees and medical categories), friendly atmosphere, training rooms and innovative approaches to treating patients. Participation of young doctors and postgraduate doctors in the work of children's clubs at the unit: Theater studio, culinary school - all this creates conditions for effective work and learning. Obviously, this clinic pays great attention to the training of young specialists, the clinic's readiness to train postgraduate doctors, which is an important contribution to the development of psychiatric services.

7.5 Procedure for approving educational programmes

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

The educational programme "Psychiatry 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 achieving the intended learning outcomes, according to the State Compulsory Educational Standard, SC, WC. The stakeholders involved in approving the educational programme are: employers, the Association of Psychiatrists of Kazakhstan, the teaching staff, postgraduate doctors, graduates, administrative and managerial staff and the department of methodology and quality assessment of the educational programme. During a face-to-face meeting with a representative of the department of methodology and quality assessment of the educational programme, 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 educational programmes had been developed. The main document is the Regulation on Academic Policy, which reflects the methods of validation and assessment of the reliability of the educational programme.

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 departments with high-quality educational facilities, access to patients and modern diagnostic equipment.

Conclusions of the EEC by the criteria. Comply out of 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 in the specialty 7R01116 "Psychiatry adult, pediatric" is conducted in accordance with the requirements of the state and the Academic Policy of the KMU "HSPH", the Rules for admission to the residency of the 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 7R01116 "Psychiatry adult, pediatric" is the specialized department of therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology, which is directly responsible for the residency programme in psychiatry.

The experts were unable to familiarize themselves with the documents on the completion of training of postgraduate doctors, due to the first year of training of postgraduate doctors. A certificate of completion of residency will be issued to postgraduate doctors who have completed training in the educational programme of residency and successfully passed the final certification, and then the qualification of "doctor" in the corresponding specialty 7R01116 "Psychiatry adult, pediatric" is awarded and a certificate of completion of residency is issued free of charge.

When meeting with the employees of the Residency Department, the experts determined its close relationship and contact with postgraduate doctors. The residency department oversees the organization of the educational process, controls and monitors clinical settings and departments. When interviewing postgraduate doctors, positive feedback was heard about the work and interaction of the department staff 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. DSD and QMS participates in the development and promotion of an effective quality management system for all types of activities of 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 University has defined the responsibilities and obligations of the management and staff for postgraduate medical education in the specialty 7R01116 "Psychiatry adult, pediatric", which is the specialized department of therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology and is enshrined in internal regulatory documents (link: [Guide to the development of the EP](#)) and the minutes of the meeting of the department of "Therapy with courses in gastroenterology, psychiatry, medical rehabilitation and gerontology", No.9 dated May 5, 2023. Transparency of governance 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 University 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 (see Section 7.2 of the report), conducting certification based on the document on monitoring, analysis and assessment of educational programmes (link: [Regulation on monitoring and assessment of the EP](#)).

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

To the question of the questionnaire "Do the organization's heads listen to your opinion regarding issues related to the educational process, R&D, clinical work?", 78.3% of teachers answered that they do so systematically, 13.5% answered "sometimes". In response 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, 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's governance structure is the responsibility of the first head of the university - the Rector. To manage financial issues, the KMU "HSPH" has a position of Commercial Director, his powers and duties are defined in the job description.

The scope 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 is 1,676.6 thousand tenge for 2024. In 2024, the plan provides for an increase in the revenue side of the budget by 114% compared to the expected performance for 2022 and 2023. For the long term until 2025, an annual steady growth in revenue is also predicted. Planning the budget of LLP KMU "HSPH" for the current year is carried out by developing and approving an estimate of income and expenses.

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. At the moment, it is impossible to determine in dynamics, since the EP has only been operating for 4 months. In the structure of expenses, the largest share is occupied by expenses for paying salaries to employees under the "Residency" program - 80,321.8 thousand tenge. During a meeting with employees of the financial sector, experts found out that in LLP KMU "HSPH" budget planning is carried out according to the applications received from departments, the need for ensuring the educational process is formed and a decision is made on the provision system (purchase).

The salary fund for the "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).

During a meeting of experts with postgraduate doctors, the head of the course announced that the university, in order to motivate and support postgraduate doctors, reimburses the cost of cellular communications to 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 of LLP KMU "HSPH" 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 (52 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 approval of 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 senior 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 on 31.10.2022, protocol No.5, 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](#)).

The assessment of the administration and management of the educational process as a whole and the educational programme of the residency in the specialty "Psychiatry adult, pediatric" is carried out by surveying the teaching staff and university employees in order to study the satisfaction of the needs and expectations of consumers on a regular basis by departments and divisions, and 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 of different specialties and teachers of different departments, that postgraduate doctors have a direct interest in the implementation of the educational programme. And they regularly participate in surveys, for example: the questionnaire "Teacher through the eyes of students" and other questionnaires, including questions about the expectations and actually obtained competencies of students, about the environment for implementing the educational programme, the availability of information resources and conditions. Which is then taken into account when monitoring the 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, in accordance with the classifier of residency specialties. The experts made sure that the universities comply with all the necessary regulations in postgraduate education. A detailed list of legislative acts and internal regulations is presented in paragraph 8.5 of the Self-Assessment Report of the educational programme and will not be duplicated in this part of the report.

As of the beginning of the 2024-2025 academic year, learning is conducted and educational programmes have been developed for 18 and 27 residency specialties, respectively. All educational programmes are provided with relevant educational and methodological documents and teachers.

Representatives of practical healthcare actively participate 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 learning contribute to the improvement of professional training in clinical areas.

When developing educational programmes, a mandatory condition is to take into account the needs of stakeholders, in particular, employers: the level of acquired theoretical knowledge and skills must correspond to 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 help to identify the existing advantages and problems of training in residency specialties and promptly develop 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 KMU "HSPH" has created conditions for effective interaction with employers and taking into account their needs in the development and implementation of residency educational programmes.

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

Standard 9: CONTINUOUS RENEWAL

The procedure for updating the organizational structure is carried out by the KMU "HSPH" with the aim of continuously improving the postgraduate educational process in accordance with the best practices of world educational management, taking into account the needs of practical healthcare of the Republic of Kazakhstan, which is in the process of reform, regularly initiates a review and update of the process. In the process of learning postgraduate doctors and the changes introduced in the Professional Standard, it is planned to make updates to the programme "Psychiatry adult, pediatric".

It is planned to make updates by listening to the results of the midterm certification, reports and assessments of the practice of postgraduate doctors, and in the future, it is planned to analyze the results. Final certification of postgraduate doctors, based on the results of which, the findings will be announced and accompanied by the development and adjustment of syllabuses, will supplement the list of literature, draws up agreements with new clinical settings.

Since KMU "HSPH" is a leading school in the field of public healthcare, in the 2025-2026 academic year it is planned to introduce additional electives to improve knowledge of the scientific foundations and methodology of medical scientific research, in the process of mastering the core disciplines of the compulsory component and the elective component through the IWPD (teacher's assignments) topics on biostatistics, evidence-based medicine and methods of scientific research will be introduced, the results of which are planned to be presented at the Council of Young Scientists and Clinicians and reflected in articles, collections of publications of conferences and congresses, in scientific projects.

At the university, postgraduate doctors are engaged in scientific activities under the scientific supervision of a clinical supervisor/teacher of the specialized department. In the first year of study, the postgraduate doctor chooses the topic of scientific research and carries out scientific research during the

period of study (for example, 1st year postgraduate doctor psychiatrist Kudaibergenov S. is doing research on the topic of "Gambling addiction - psychopathological aspects"), which was presented in the protocol during a visit to the supervising department at the clinic. Attention is paid to the development of teamwork skills and interdisciplinary problem-solving skills in postgraduate doctors, which is extremely important for effective interaction with colleagues and patients.

To support the teaching staff and students in the organization of scientific research, the Department of Science and Consulting (hereinafter referred to as DSC), the library, the local ethics committee, the scientific and practical journal "Medicine, Science and Education" assist in the publication of scientific results in leading domestic and foreign publications and promote the commercialization of the results of scientific work.

By involving postgraduate doctors in research projects, they are encouraged in their desire to become researchers and scientists in the field of healthcare and medicine. A Council of Young Scientists was organized at KMU "HSPH" to promote the development of the potential of young scientists and the search for grant support.

The university plans to allocate resources for the continuous improvement of the educational process and support of postgraduate doctors.

In order to purposefully improve the educational process, sociological studies are conducted, including a study of the psycho-emotional state of 1st-year postgraduate doctors, which showed that among the students there are both positive aspects and significant risks related to the emotional state of postgraduate doctors and their involvement in the educational process. Most students demonstrate resistance to stress, strive to maintain a friendly atmosphere and are confident in their ability to cope with emotional difficulties, and literature on postgraduate medical education is also studied ("Student Consultant" (www.studentlibrary.ru) and "Doctor Consultant" (www.rosmedlib.ru). In the process of such analysis, approaches to teaching in residency were revised, and such methods as Case-Based Learning (CBL), a research-based learning (RBL) were introduced. Postgraduate doctor's participation in seminars, trainings and advanced training programmes will help young doctors stay abreast of modern practices and successfully adapt to changes. In 2024, the University held the international congress "Global Health", where postgraduate doctors participated with reports and publications. Postgraduate doctor-psychiatrists additionally completed advanced training courses (for example: postgraduate doctor-psychiatrist Kudaibergenov "Bullying - causes, forms, prevention"). The presence of modern equipment, simulation rooms and clinical settings at KMU "HSPH" allows for practical learning at a high level.

KMU "HSPH", constantly improving its organizational structure and management principles, not only effectively adapts to changes, but also creates a sustainable educational environment that meets the needs of all stakeholders. This is a key factor in the successful development of the university and improving the quality of training of medical professionals.

Conclusions of the EEC by the criteria. Compliant 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), 110 accreditation standards demonstrate full compliance, including 79 basic standards and 31 improvement standards. 3 basic standards and 1 improvement Standard are partially fulfilled. No non-compliance with standards was found.

Currently, the primary accreditation of the educational programme in the specialty 7R01116 "Psychiatry adult, pediatric" is being carried out, and the first admission of postgraduate doctors was carried out in the 2024-2025 academic year. In pursuance of the requirements of the Law on Education of the Republic of Kazakhstan, KMU "HSPH" initiated specialized (programme) accreditation with the number of students - 1 postgraduate doctor. Therefore, the tasks of the external expert commission included assessing the university's readiness to accept a larger number of postgraduate doctors, studying the existing principles and approaches to training postgraduate doctors, quality assurance mechanisms

and management of the residency educational programme using other educational programmes as an example. The external expert commission specifically studied the organization of learning in the specialty 7R01116 "Psychiatry adult, pediatric", including documentation, teaching staff, educational resources and other important issues related to compliance with accreditation standards.

5. Recommendations for improving the educational programme of residency 7R01116 "Psychiatry adult, pediatric" of LLP Kazakhstan Medical University "HSPH":

- 1) Introduce scientific foundations and methodologies of medical research in the form of an elective discipline in the educational programme in the specialty "Psychiatry adult, pediatric" (Standard 2.2.1).
- 2) In the organizational structure of the university, determine a division or person responsible for implementing activities on career planning, employment and monitoring of graduates of residency programmes (Standard 4.3.3).
- 3) In the simulation center, provide for a methodology for conducting practical classes with a standardized patient and introduce virtual reality (VR) technologies (Standard 6.2.2).
- 4) When planning and implementing international cooperation and academic exchange, provide for the implementation of a programme for inviting foreign teachers to conduct training events with postgraduate doctors in the specialty "Psychiatry adult, pediatric" (Standard 6.7.3).

6. Recommendation to the ECAQA Accreditation Council

The EEC members came to a unanimous opinion to recommend that the Accreditation Council accredit the educational programme **7R01116 “Psychiatry adult, pediatric” of LLP Kazakhstan Medical University “HSPH”** for a period of 5 years.

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

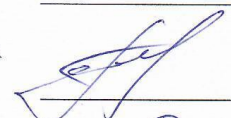
6. Рекомендация Аккредитационному совету ЕЦА

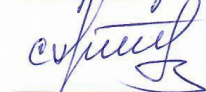
Члены ВЭК пришли к единогласному мнению рекомендовать Аккредитационному совету аккредитовать образовательную программу **7R01116 «Психиатрия взрослая, детская» ТОО Казахстанский медицинский университет «ВШОЗ»** на период 5 лет.

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

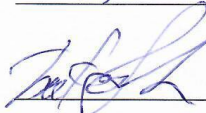










**Профиль качества и критерии внешней оценки образовательной программы
(обобщение)**

Стандарт	Критерии оценки	Количество стандартов	БС*/СУ	Оценка		
				Полностью соответствует	Частично соответствует	Не соответствует
1.	МИССИЯ И КОНЕЧНЫЕ РЕЗУЛЬТАТЫ	14	9/5	9/5	0	0
2.	ОБРАЗОВАТЕЛЬНАЯ ПРОГРАММА	22	19/3	18/3	1	0
3.	ОЦЕНКА РЕЗИДЕНТОВ	9	6/3	5/3	0	0
4.	РЕЗИДЕНТЫ	20	14/6	13/6	1	0
5.	АКАДЕМИЧЕСКИЙ ШТАТ/ПРЕПОДАВАТЕЛИ	8	7/1	7/1	0	0
6.	ОБРАЗОВАТЕЛЬНЫЕ РЕСУРСЫ	18	11/7	10/6	2	0
7.	ОЦЕНКА ОБРАЗОВАТЕЛЬНОЙ ПРОГРАММЫ	10	7/3	7/3	0	0
8.	УПРАВЛЕНИЕ И АДМИНИСТРИРОВАНИЕ	11	8/3	8/3	0	0
9.	НЕПРЕРЫВНОЕ УЛУЧШЕНИЕ	2	1/1	1/1	0	0
		114	82/32	79/31	114	

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 ДЕПАРТАМЕНТА 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 «ВШОЗ»	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 УПРАВЛЕНИЯ 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 ОБРАЗОВАТЕЛЬНЫХ 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 МЕДИЦИНСКИЙ УНИВЕРСИТЕТ «ВШОЗ»	06.09.2024
29	ПОЛОЖЕНИЕ ДЕПАРТАМЕНТА МЕЖДУНАРОДНОЙ ДЕЯТЕЛЬНОСТИ	07.10.2022