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**MEDICAL ETHICS ISSUES OF MEDICAL STAFF
IN THAI BINH PROVINCE TODAY**

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INTRODUCTION

1. The urgency of the thesis topic

In every human being, there are two basic elements to express and deal with society: talent (referred to as talent) and morality or mind (referred to as virtue). Society is always changing and constantly developing, so talent and virtue must always be cultivated and practiced. For the medical profession, in addition to the basic talent (medical skills) needed, professional ethics (medical ethics) is an indispensable factor, creating good, noble and sustainable values and qualities. of a medical officer, expressed through attitude, high sense of responsibility, trying to overcome all difficulties and challenges while being dedicated to work, wholeheartedly loving and caring for patients, and sympathizing with patients. the patient's pain.

Because of the special role of the medical profession, when graduating from school, a medical officer must swear the oath that the father of medicine Hippocrates taught in 377 BC. More than 200 years ago, in our country, the great physician Hai Thuong Lan Ong once said: "A physician is someone who protects human life, life and death are in his hands, good fortune is in his hands. So how can one not have complete knowledge, not perfect virtue, not have a big heart, not act cautiously, but dare to risk learning that noble profession? [26, p.25]. President Ho Chi Minh set out the following motto of behavior, action and service of ministries and medical staff towards patients: Officials need to love and care for patients like their own siblings. I consider them to be in pain as much as I am in pain. "A physician must be like a mother." A dedicated physician who tries his best to save the lives of terminally ill patients is also considered a mother who regenerates their lives. From a kind heart like a mother's, the necessary qualities of a medical staff arise such as warmth, gentleness in contact, dedication, carefulness, thoughtfulness in care, thoughtfulness, and meticulousness.

When giving advice and in difficult and critical cases, they are willing to work hard, suffer, sacrifice, and forget themselves to fulfill their duty to save people. "A physician is like a good mother" is the core of medical ethics.

Thai Binh is a coastal province, adjacent to Hai Phong, Hung Yen, Nam Dinh and Hai Duong. Thai Binh with an area of over 1,586.3 km². The population is about more than 1,860,447 million people. Thai Binh province has 8 districts and cities with 285 communes, wards and towns. Thai Binh province has a large population and a relatively developed economy. As of December 2022, the whole province has 260 medical stations in communes, wards, agencies and enterprises. Medical staff (managed by the Department of Health) is 7,000 people [25]. Since its establishment until now, the health sector of Thai Binh province has achieved many important achievements such as: the quality of health care is increasingly improved, medical services, and high techniques are increasingly applied. Many policies, mechanisms, changes in state health management agencies... have contributed to improving health care for the people of Thai Binh province and neighboring provinces. However, besides the achieved results, there are also limitations and weaknesses such as: management, implementation of health policies, implementation of medical ethics, policy regimes, remuneration, signs of decline. regression in political ideology, ethics and lifestyle of some medical staff... All of these limitations have had a negative impact on the health sector in Thai Binh province. Therefore, the issue of medical ethics of medical staff in Thai Binh province in general and the whole country in general is of special importance. On the other hand, for many years there has been no in-depth research evaluating the implementation of medical ethics by medical staff in medical facilities in Thai Binh province. Therefore, there is a need for scientific, methodical research, in-depth and systematic review to find

practical solutions to improve medical ethics for Thai Binh province's medical staff in the coming time. next.

Stemming from that urgent requirement and local practice has suggested for PhD student to choose to research the topic: "*Medical ethics issues of medical staff in Thai Binh province today*" to do doctoral thesis in philosophy.

2. The purposes and research tasks of the thesis

2.1. Research purposes

The thesis clarifies the theory of medical ethics of medical staff, analyzes the current situation of medical ethics of medical staff in Thai Binh province, points out some problems raised from that situation. Since then, the thesis proposes a number of directions and solutions to improve the medical ethics of medical staff in Thai Binh province in the coming time.

2.2. Research mission

Firstly, overview of research works related to the thesis topic. From there, generalize the scientific value of the review works and point out the gaps set for the thesis that need further research;

Second, clarify some theoretical issues about medical ethics of medical staff;

Third, analyze and evaluate the current situation of medical ethics of Thai Binh province's medical staff and some issues raised from this situation;

Fourth, propose some basic directions and solutions to improve the medical ethics of Thai Binh province's medical staff in the coming time.

3. Subject and scope of research of the thesis

3.1. Research subjects

Medical ethics issues of medical staff in Thai Binh province today

3.2. Research scope

Based on the available materials and research ability of the PhD student, the thesis is conducted within the following limitations:

- *Space*: Research in Thai Binh province

- *Time*: From 2018 to present. This is the time after 5 years of Thai Binh Provincial Party Committee summarizing the implementation of Plan No. 60-KH/TU dated January 11, 2018 on the implementation of the Resolution of the Sixth Conference of the 12th Party Central Committee on increasing strengthen the protection, care and improvement of people's health in the new situation; Plan No. 61-KH/TU dated January 11, 2018 on the implementation of the Resolution of the Sixth Conference of the 12th Party Central Committee on population work in the new situation.

- *Object*: Medical managers; Doctor; Medico; Pharmacist; Nurses/midwives; Technicians working in medicine.

- *Content*: Medical ethics issues of medical staff in Thai Binh province through the survey of medical staff are as follows:

1. Medical staff working at provincial hospitals include: Thai Binh Provincial General Hospital; Thai Binh Obstetrics and Gynecology Hospital; Thai Binh Children's Hospital; Thai Binh Eye Hospital; Thai Binh Rehabilitation Hospital; Thai Binh Traditional Medicine Hospital; Thai Binh Lung Hospital; Thai Binh Mental Hospital; Thai Binh Dermatology Hospital.

2. Medical staff working at district hospitals of Thai Binh province include: General Hospital of Thai Binh city; Dong Hung General Hospital; Vu Thu General Hospital.

3. The medical staff working in the field of preventive medicine and health centers of districts and cities of Thai Binh province include: Center for Disease Control of Thai Binh province; Thai Binh City Medical Center; Dong Hung District Health Center; Vu Thu District Medical Center.

The thesis does not research with the object of medical staff at commune, ward and township levels; service staff in medical facilities of Thai Binh province.

4. Theoretical foundations and research methods of the thesis

4.1. Theoretical foundations

The thesis is carried out on the basis of the point of view of Marx - Lenin, Ho Chi Minh's thought, the lines and views of the Communist Party of Vietnam, the Ministry of Health, the Thai Binh health sector on ethics, professional ethics, medical ethics (from a philosophical point of view).

4.2. Research methods

- The thesis uses the methodology of dialectical materialism and historical materialism as the most general research method.

- In addition, the thesis also uses historical method and logical method as the basic method. Combining the historical method and the logical method allows the graduate student to apply the research results of other methods such as analysis, synthesis, comparison, etc. to reflect honestly, scientifically and objectively the problem. Competition on medical ethics issues of medical staff in Thai Binh province today.

- Document research method, this is the method that the PhD student has conducted by finding documents related to the research topic such as dictionaries, books, related published research works. to the topic, select and retain highly reliable documents, refine, synthesize and complete the theoretical framework. On that basis, conduct analysis, synthesis and inheritance to build a theoretical basis for the thesis.

- The thesis uses survey methods, sociological survey and SPSS 20.0 software to process survey data. Research results are presented by tables, charts; Data are expressed as mean and percentage.

- In addition, the PhD student also uses other methods such as: statistical methods, deductive, inductive, the sciences of sociology, economics, history ... to clarify the problem to be studied. set forth in the thesis.

5. New contributions of the thesis

Firstly, the thesis has contributed to clarifying the achieved results and limitations due to the medical ethics of the medical staff in Thai Binh province today. From there, we highlight some medical ethics issues for Thai Binh province's medical staff in the coming time. On that basis, the thesis has proposed some basic directions and solutions to raise the awareness of medical staff in Thai Binh province today.

Second, the thesis contributes to clarifying a number of theoretical issues related to the medical ethics of today's medical staff. The contents raised by the thesis have a certain contribution to the development of philosophy, serving the training and theoretical research on medical ethics education for current medical staff.

6. Theoretical and practical meanings of the thesis

6.1. Theoretical significance

Clarifying the theoretical issues of medical ethics of the medical staff in general and the medical staff of Thai Binh province in particular.

6.2. Practical significance

The research results of the thesis can help Party committees, authorities of districts and cities, Department of Health, Provincial Party Committee, People's Council, People's Committee of Thai Binh province and related units to operate. used in the process of building medical ethics for medical staff. In addition, provide educational and ethical training activities for medical staff of Thai Binh province in the current period.

The research results of the thesis are also a reference source for research and teaching in subjects: Philosophy, Sociology, Psychology and medical ethics, education and

training at universities, schools, academies, and colleges of Medicine and Pharmacy throughout the country in general and Thai Binh University of Medicine and Pharmacy and Thai Binh Medical College in particular.

7. Structure of the thesis

In addition to the introduction, overview, conclusion, list of references and appendices, the thesis consists of 4 chapters and 12 sections.

Chapter 1
OVERVIEW OF RESEARCH RELATED TO THESIS TOPIC

1.1. Research about medical ethics

1.2. Research about medical ethics of medical staff

1.3. Research about the current situation and solutions to improve medical ethics for medical staff

1.4. Summarize the value of the overview works and the issues raised that need to be further studied in the thesis

1.4.1. Value of works overview

From the overview of the research situation related to the thesis topic, the PhD student draws the following values:

Firstly, research works on ethics and medical ethics; medical ethics of medical staff; The current situation and solutions to improve the medical ethics of medical staff in recent years have been published in increasing numbers, the quality is also increasingly improved, with many different approaches. The content of the works has also mentioned quite comprehensively many issues of medical ethics of medical staff such as: concept of ethics, medical ethics, medical ethics of medical staff; position, role, achievements, limitations and requirements for innovation of the health sector in the development of the country, in addition, research works also refer to the issue of medical ethics practice...

Second, the research works provide important theoretical and methodological foundations in the study of medical ethics issues of medical staff, from the point of view of Marx - Lenin (typically as follows: The works "Marx – Ph. Angghen - V.I. Lenin discuss morality" [120], "Our Party discusses morality" [121], "New morality" [68],), Ho Chi Minh's thought Minh (typically some works of authors Do Nguyen Phuong, Pham Manh Hung) to specific methodologies and research methods. There are scientists who are enthusiastic and have achieved many achievements in medical ethics research by medical staff,

such as Pham Manh Hung, Do Nguyen Phuong, Vu Thi Thanh, Nguyen Thi Thanh Ha, and Be Thanh Tinh.

Third, practical surveys and empirical research results on medical ethics of medical staff have given us a complete picture of medical ethics of medical staff. health care in Vietnam today, especially the research works of the Ho Chi Minh National Academy of Politics and the Academy of Social Sciences, together with documents from the Ministry of Health, Thai Binh Statistics Department... The results The results of that research have provided the researchers with valuable materials, which are both highly general and diverse, but also very specific and detailed.

Fourth, the assessments, comments and conclusions made by the researchers are very correct and authentic. Scientists all affirmed that the issue of medical ethics of medical staff is an important issue in the socio-economic development of the country, especially in the current period with the impact of the market economy. school, of international integration, of development achievements in medicine. The temptation of money leads to serious violations of medical ethics among medical staff. Therefore, scientists all agree that it is urgent to study the medical ethics of medical staff in Vietnam today. This point of view has great methodological value for the study of medical ethics issues of medical staff in Thai Binh province today.

However, regarding the thesis topic "Ethical issues of medical staff in Thai Binh province today" of the PhD student, there are still many issues that have not been discussed or clarified or only discussed. but not in Thai Binh province or not systematically mentioned in accordance with the purposes and tasks set out by the thesis topic.

1.4.2. Issues that need further research in the thesis

Firstly, clarifying more general theoretical issues on ethics, medical ethics, medical ethics content of medical staff;

the importance and factors affecting the medical ethics of the medical staff in general and the medical staff of Thai Binh province in particular. Due to different research subjects, scope and methods, domestic and foreign scientific works are either only research on ethics in general or research on medical ethics or evaluate the medical ethics status of the group. There are no specific studies that directly study the medical ethics of Thai Binh province's medical staff today. This is one of the problems posed and requires the thesis to be further studied systematically..

Second, on the basis of absorbing and inheriting the views of scientists on basic concepts related to the thesis topic, the author analyzes and clarifies the concepts of ethics and medical ethics. In particular, the concept of medical ethics of the medical staff and the determination of the research direction is "The medical ethics of the medical staff are the rules and ethical standards recognized by society in certain periods." certain history for the medical profession, in order to adjust the awareness, attitude, and behavior of medical staff towards patients, colleagues and society, expressed through conscience, responsibility, reputation. commitment, capacity, and personality of medical staff in carrying out their responsibilities and obligations". This is the tool concept and from the tool concept the thesis deals with the contents of medical ethics of the medical staff: 1) Medical ethics shows conscience and responsibility, always practicing to improve quality ethics of medical staff; 2) Respect the patient's right to medical examination and treatment and privacy. When examining and providing care, it is necessary to ensure confidentiality and politeness; 3) Respect the law and strictly implement professional regulations and rules of the industry. Fairness and equality in medical examination and treatment for the people; 4) Always have a warm, dedicated attitude and thoroughly explain the disease situation to patients and their families so they can cooperate in treatment, and inform

them about the patient's rights and obligations; 5) Be honest, united, respect colleagues, respect teachers. When you have shortcomings, you must consciously accept responsibility for yourself, not blaming colleagues and the front line. From there, the thesis can clarify the issue of medical ethics of Thai Binh province's medical staff today.

Third, The thesis does not stop at theoretical research, but also in-depth research, survey, and assessment of the current medical ethics status of Thai Binh province's medical staff in terms of: awareness, attitude, and behavior. behavior of medical staff on medical ethics and medical ethics relations (relationships with patients, colleagues, self, society and the law) of medical staff in Thai Binh province today. On the basis of assessing the current situation, the thesis clarifies a number of issues raised about the medical ethics of Thai Binh province's medical staff, from which, proposes directions and some solutions to improve the medical ethics of Thai Binh province.

Sub-conclusion of chapter 1

Chapter 2
MADICAL ETHICS ISSUES OF MEDICAL STAFF
- SOME THEORY ISSUES

2.1. Some concepts

2.1.1. Moral concept

Ethics is a form of social consciousness, which is a collection of social principles, rules and standards aimed at stipulating and regulating human behavior in the relationship between people and people. people with society. Made by personal beliefs, traditions and the power of public opinion [55, tr.8]

2.1.2. Concept and functions of medical ethics

2.1.2.1. Medical ethics concept

Medical ethics are the rules, patterns, and ethical standards that society expects, which require people working in the medical profession to have responsibilities, obligations and rights. Conducted voluntarily, voluntarily and actively in the course of professional activities

2.1.2.2. Functions of medical ethics

Firstly, cognitive function

Second, the educational function

Third, the function of behavior regulation

2.2. Concepts, characteristics and content of medical ethics of medical staff

2.2.1. Concepts medical staff

Medical staff can be understood as civil servants, public employees, employees working in state management agencies in charge of health and medical facilities.

The medical staff includes:

- 1) Persons directly involved in medical treatment;
- 2) Medical administrators;
- 3) Those serving in the healthcare industry.

2.2.1.2. Characteristics of the medical staff

- The medical staff in the medical profession are in constant contact with the disease
- The activities of the medical staff are diverse and complex
- Is a humanitarian profession
- Every act, gesture, and word of the medical staff has a strong impact on the patient
- With the help of many means of tools

2.2.2. Medical ethics content of medical staff

Medical ethics of medical staff are ethical rules and standards that are expected and recognized by society in certain historical periods, in order to adjust the awareness, attitude and behavior of medical staff. The Ministry of Health towards patients, colleagues and society, is expressed through the conscience, responsibility, honor, capacity and character of medical staff in performing their responsibilities and obligations.

Contents of medical ethics of medical staff:

2.2.2.1. Medical ethics shows conscience and responsibility, always practicing to improve the moral qualities of medical staff

2.2.2.2. Respect the patient's right to medical examination and treatment and privacy. When examining and providing care, it is necessary to ensure confidentiality and politeness.

2.2.2.3. Respect the law and strictly implement professional regulations and rules of the industry. Fairness and equality in medical examination and treatment for the people

2.2.2.4. Always have a warm, dedicated attitude and thoroughly explain the disease situation to patients and their families so they can cooperate in treatment and inform them about the patient's rights and obligations.

2.2.2.5. Be honest, united, respect colleagues, respect teachers. When you have shortcomings, you must consciously accept responsibility for yourself, not blaming colleagues and the front line.

2.3. Importance and factors affecting medical ethics of current medical staff

2.3.1. Importance of medical ethics for medical staff

- Medical ethics helps the medical staff to be more fully aware of their conscience and responsibility for the cause of people's health care.

- Medical ethics helps the medical staff to improve their own virtue and talent, which has the effect of educating, setting an example and building new ethical values.

- Medical ethics helps health workers maintain dignity, honor, conscience, create trust for the people

2.3.2. Factors affecting medical ethics of medical staff

2.3.2.1. Trends in globalization, international cooperation and the 4.0 industrial revolution

2.3.2.2. Market economy

2.3.2.3. Role of law

2.3.2.4. Remuneration policy for medical staff

2.3.2.5. Medical ethics education in medical schools and medical facilities

2.3.2.6. Role as a role model and role model among the medical staff

2.3.2.7. Cultural values, ethics, traditional medical ethics of the nation and locality

Sub-conclusion of chapter 2

Chapter 3
THE CURRENT SITUATION
OF HEALTH STAFF CURRENT THAI BINH PROVINCE
AND SOME ISSUES POSED

3.1. General overview of Thai Binh province and medical staff of Thai Binh province

3.1.1. General overview of Thai Binh province

3.1.1.1. About natural conditions affecting medical staff

Thai Binh is a coastal province in the Red River basin, located at coordinates from 20°17' vĩ Bắc và 106°06' đến 106°39' east longitude. The natural area is 1,586,3 km². The population is 1,860,447 people, of which 1,696,000 people, accounting for 93.7% of the population living in rural areas. The dense population density is over 11,000 people/km², compared to the whole country, second only to two big cities, Hanoi and Ho Chi Minh City. Most Thai Binh residents are Kinh people, living mainly by farming [2]. It is the narrow land, the large number of people, and the agricultural economy that have impacted the health sector in Thai Binh. This is also the reason why Thai Binh has many hospitals from public hospitals to private hospitals.

3.1.1.2. Regarding economic characteristics affecting the medical staff

GRDP scale at current prices Thai Binh province ranks 8th out of 11 provinces in the Red River Delta and 18th out of 63 provinces in the country. GRDP per capita in 2022 is estimated at 58.9 million VND [25]. The economic growth of Thai Binh province makes health care and protection the focus of the people. Therefore, Thai Binh province has always determined that investment in health is an investment in people, economic growth goes hand in hand with comprehensive improvement of people's lives towards sustainable development. The medical examination and treatment facilities

and the organization of the provincial medical apparatus have been completed in the direction of universalisation, expertise and modernity, and the quality of the medical staff has been improved. This has facilitated better medical care for the population in the province, promoting social progress. However, economic development may cause more diseases, people spend more on health care and medical examination and treatment. Meanwhile, despite the economic development of the province, but the life of health workers has not been improved, leading to the psychology of receiving gifts and envelopes from patients or finding ways to make it difficult for people to ask for help. medical staff... This has had a great impact on the medical ethics of Thai Binh province's medical staff.

3.1.1.3. Social characteristics affect the medical staff

The average population in 2022 in Thai Binh province is 1,878.5 thousand people. Per capita income in 2022 is estimated at 58.9 million VND [25].

Through the study of natural, socio-economic characteristics of Thai Binh province, it shows that: Thai Binh is a province with favorable conditions, potentials and resources for the development of the development of the health sector, especially the development of healthcare. of hospitals such as: High quality hospital; Lam Hoa General Hospital; An Duc Obstetrics and Gynecology Hospital; Phuoc Hai Hospital has had a great impact on the medical staff of the province. On the other hand, in the past 10 years, Thai Binh's urban population has generally increased compared to rural areas. This is the inevitable trend of urbanization in general and Thai Binh province in particular. It is the population growth that also makes the people's demand for medical examination and treatment increasing, posing many challenges to the health system such as: hospital overload, ethics of doctors, quality of human resources at line level. Below, issues of professional ethics, communication and behavior of medical staff in the

public health system... There are still some health workers who have a lack of professional attitude and communication, and have not considered patients. Be the customer, be the center, have a grateful attitude. Some negative phenomena, provocations, suggestions, make it difficult for the patient to ask for help, ask for help, to thank and even publicly suggest the improvement of the envelope even before the implementation. technique for the patient. This has also affected the medical ethics of Thai Binh province's medical staff today.

3.1.2. Overview of Thai Binh health sector

Firstly, about the organizational structure and staff

Medical staff (managed by the Department of Health) is 7,000 people (of which: 2,210 doctors, 716 physicians, 2,148 nurses and 389 midwives, 167 university pharmacists, 680 college and intermediate pharmacists, 13 pharmacists, 344 medical technicians and 1,193 other staff). By the end of 2022, the number of health workers per ten thousand people is 34.22, the number of doctors per ten thousand people is 11.26 doctors; the number of pharmacists/ten thousand people is 1.79 pharmacists [25]. The number of doctors is higher than that of the whole country (the number of doctors per ten thousand people nationwide is 9.0 doctors), the number of pharmacists is lower than the whole country (the number of pharmacists per ten thousand people nationwide is 2.0 pharmacists) [35].

Second, regarding recruitment, training, working conditions and remuneration policy of Thai Binh province for medical staff:

- Professional training
- Working conditions
- Remuneration policy

3.1.3. Characteristics of research subjects

- Characteristics of the medical staff by gender: 45.1% (388) male medical staff and 54.9% (472) female medical staff. The medical staff needs to be in good health and work with high

intensity, so the gender of the medical staff has an important effect on the practice of medical ethics [Appendix 2, p.193].

- Characteristics of the medical staff by specialty: the number of medical staff participating in the study was 296 doctors (accounting for 34.4%); 76 physicians (accounting for 8.8%); 327 nurses (accounting for 38.0%); 42 midwives (accounting for 4.9%); 87 technicians (accounting for 10.1%) and 32 other officers (accounting for 3.7%). The research ratio is 10.27/1 [Appendix 2, p.193]. From research results of medical staff according to expertise, the number of doctors and nurses in medical facilities in Thai Binh province accounts for a high proportion. This shows that the number of medical staff providing direct care to patients plays a huge role in implementing medical ethics.

- Characteristics of the medical staff according to training level: out of a total of 860 medical staff who received feedback on the medical ethics of the medical staff in Thai Binh province, there are currently: 56 (accounting for 6.5%) of staff with training qualifications such as PhDs and specialist doctors II; 116 (accounting for 13.5%) staff have master's degrees and specialist doctors I; 375 (accounting for 43.6%) officers have university degrees; 237 (accounting for 27.6%) officials have college degrees; 76 (accounting for 8.8%) staff have intermediate qualifications and there are no health workers with qualifications lower than intermediate [Appendix 2, p. 194]. Characteristics of the training level of medical staff in Thai Binh province show the demonstration of medical ethics in the attitudes, awareness, and ethical behavior of medical staff.

- Characteristics of the medical staff by position: the number of medical staff participating in the study was 42 (accounting for 4.9%) between the positions of Director and Deputy Director; 86 officers (accounting for 10.0%) between the positions of Head/Deputy Head of Faculty/Department/Center; 244 officers (accounting for 28.4%) are Doctors/Physicians; 369

staff (accounting for 42.9%) are Nurses/Midwives; 87 officers (accounting for 10.1%) are technicians and 32 officers (accounting for 3.7%) are employees of hospitals, district and city medical centers, and the Center for Disease Control of Thai province. Jar. The ratio of high/low research is 11.59/1 [Appendix 2, p. 194]. The number of medical staff surveyed who are hospital leaders and department/department/department leaders accounts for nearly 40%, showing the effect of implementing medical ethics among medical staff in medical facilities. of Thai Binh province.

- Characteristics of the medical staff according to seniority: the medical staff with the highest seniority is from 11 to 20 years with 320 (accounting for 37.2%) staff; The second is from 21 to 30 years with 271 (accounting for 31.5%) officers; The third is less than 10 years with 176 (accounting for 20.5%) staff and the lowest is the team of medical staff with 31 years of service or more with 93 (accounting for 10.8%) staff [Appendix 2, p.194]. Investigating the number of medical staff with 16 to 20 years of experience and 21 to 30 years of service, accounting for 68.7%, has a great effect in assessing awareness, attitudes, and ethical behavior. of the medical staff.

3.2. Current status of medical ethics of Thai Binh province's medical staff and the causes of this situation

3.2.1. Achievements and causes

3.2.1.1. Achievements on medical ethics of medical staff in Thai Binh province today

a) About medical ethics awareness of medical staff

Firstly, the perception of medical staff about medical ethics

Assessing the sense of responsibility and professional conscience of the medical staff in Thai Binh province today, 89.6% and 86.8% of the respondents said that they were at a good level [Appendix 2, p.197]. As health workers, they always exemplify the collective spirit, fight against individualism,

devote themselves to cultivating and building good relationships in medical facilities, and have a close and respectful attitude. Love the patient. In professional activities, they always have the right working attitude, love to work, self-discipline, creativity and discipline with productivity, quality and efficiency. The survey results show that 80.2% of the respondents have confirmed their professional qualifications, 83.2% of the current medical staff's professional skills are at a good level [Appendix 2, p.197].

Most of the current medical staff have a deep understanding and good implementation of the principles and rules of medical ethics, have ideals, and have a good sense of professional ethics. Along with the requirements of the construction of the national health sector in general and the health sector of Thai Binh province in particular, in the past time, the majority of health workers have realized the importance of the following principles: Code of ethics in medical practice.

Second, awareness of the role of medical ethics for medical staff

With the assessment results, the role of medical ethics for medical staff in Thai Binh province is important and very important in the medical ethics standards of medical staff over 78.4%. That affirms that the medical staff considers this a sacred task, not only in awareness but must be realized by actions, gestures and affectionate eyes for the patient.

The majority of medical staff in Thai Binh province think that medical ethics is very important and important to them (34.7%; 47.0% for each assessment content on the role of medical ethics for the team). medical staff). However, among them, there are still from 3.7% to 12.1% of health workers who are not fully aware of the role of medical ethics (very insignificant to normal) [Appendix 2, p.215] . All of these will

negatively affect the formation of correct awareness and ability to practice medical ethics of Thai Binh province's medical staff.

b) Regarding the ethical attitude of medical staff

The author's survey results in 11 hospitals, 04 medical centers of districts and cities and 01 medical center of Thai Binh province have 88.4% of health workers rated medical ethics as important and very important. important in the examination and treatment of patients at medical facilities [Appendix 2, p.203].

c) Regarding ethical behavior of medical staff

Most of the medical staff are positive, proactive, and creative in their work, making efforts and voluntarily striving to successfully complete their assigned tasks and responsibilities. One of the important measures of ethical behavior of Thai Binh province's medical staff today is expressed in the level of task completion according to assigned job positions. Associated with their responsibilities as leaders in medical facilities, despite working in difficult physical conditions, the majority of medical staff promote their pioneering and exemplary role. Always proactive, self-aware, creative, overcoming all difficulties and hardships to successfully complete assigned tasks and responsibilities.

Evaluating the performance of the current medical staff in Thai Binh province, 70.7% of medical staff asked about the medical staff have a sense of discipline; properly implement professional and professional processes, internal rules and working regulations of the industry and unit at good and very good levels and 27.1% at normal level [Appendix 2, p.201].

Evaluation of respect for the law; Understand and strictly implement legal documents on medical examination and treatment; Do not use patients as experiments for diagnostic, treatment, or scientific research methods without permission from the Ministry of Health and the patient's approval (good rating is 58.8% and rating very good is 12.2%) [Appendix 2, p.209].

d) About the medical ethics relationship of medical staff in relationships with the profession, patients, colleagues, law and society

Firstly, In relation to profession

The results show that most of the medical staff in Thai Binh province now highly appreciate the relationship with the profession. 90.5% of health workers rated it as good and very good for the content "strictly implementing the medical examination and treatment process". This clearly shows that at medical facilities of Thai Binh province, one of the deep impressions of patients when coming to each medical facility is the medical examination and treatment process.

Second, in the relationship with the patient

The majority of health workers in Thai Binh province now always respect the patient's right to examination and treatment, accounting for 71.1% (612 staff); always put the patient's life, health and interests first, accounting for 75.5% (649 staff); always explain to patients about their disease status, how to use drugs and policies, accounting for 72.4% (623 staff); equality, fairness and non-discrimination and discrimination against patients accounted for 70.0% (602 staff); health workers must keep confidential information about the health status and private life of patients accounted for 74.1% (637 staff) and devotedly close and sympathize with patients accounted for 66.1% (569 staff members). set [Appendix 2, p.206-207]. The survey results also reflect the fact that medical staff in medical facilities in Thai Binh province always respect the patient's right to be examined and treated.

Third, in relationships with colleagues

The medical staff always upholds the quality of solidarity, respect and trust in colleagues with 92.4% (764 medical staff) at good and very good levels. Solidarity, respect and trust in colleagues working in the same department, department, center, solidarity with other specialized colleagues

in the whole agency and unit in order to build a strong and clean collective.

Fourth, in relation to law and society

Thai Binh province's medical staff currently respects the law; Understand and strictly implement legal documents on medical examination and treatment; Do not use patients as experiments for diagnostic, treatment, or scientific research methods without permission from the Ministry of Health and the patient's consent with 71.0% of medical staff evaluated in good and very good levels [Appendix 2, p.209].

Thai Binh province's medical staff always comply with the provisions of law and the health sector, are aware of discipline and practice medical ethics; 70.7% rated it as good and very good (58.1% good and 12.6% rated it as good and very good) [Appendix 2, p.210].

3.2.1.2. The reason for the results achieved

- Leadership, direction and management of the Provincial Party Committee and People's Committee of Thai Binh province on health work

- Direct leadership and management of Thai Binh Department of Health

- Proactivity and self-awareness in forming medical ethics of each medical staff

- Impact of international integration on Thai Binh health sector

3.2.2. Limited and causes

3.2.2.1. The limitations about medical ethics of medical staff in Thai Binh province today

Firstly, in leadership, direction, and ethical management of medical staff

The system of documents, regulations on communication and behavior of medical staff has been promulgated. Training courses on attitudes and styles are widely held, but only general

skills are not specific to each object, so the effectiveness is still limited.

The financial and service management mechanism is still slow to innovate and has not properly and fully calculated health services. The inspection and examination of the health sector in Thai Binh province at all levels is not really effective, regular and continuous. A number of negatives in the medical industry have not been thoroughly resolved, causing frustration in public opinion.

Second, deterioration of medical ethics among medical staff

The disparity in income of medical staff is pushing to learn to run after money without losing medical ethics. In the profession, some medical staff, due to not complying with the principles of medical facilities and regulations of the profession, have made technical errors that cause complications for patients. In professional activities, there is still discrimination against each patient and patient's relatives, to the bureaucratic and disrespectful service attitude towards the patient. From the stage of receiving medical examination registration to the stage of examination and diagnosis and treatment, there are many negative complaints. Time spent consulting with each patient (the minimum necessary) is often not enough for the patient to understand and follow. General scans, scans, and tests are not required to enjoy the health insurance percentage.

Some medical staff have not been self-aware and trained themselves according to their required medical ethics standards. The survey results showed that 20.8% of health workers ranked the medical profession in the list of low-income, boring occupations besides the professions: business, engineering [Appendix 2, p.216], 12.3% of health workers want to change jobs, regret choosing medical profession [Appendix 2, p.215] and 18.3% of health workers when asked about the importance of medical profession Medical ethics for medical staff was rated at very unimportant,

unimportant and normal levels (3.7% very unimportant, 5.9% not important and 8.7% normal) [Appendix 2, p.215].

Third, the policy mechanism, remuneration and incentives of the province and Thai Binh health sector for medical staff are still limited

Government mechanisms and policies play an important role in the implementation of medical ethics by medical staff. It plays the role of concretizing and creating a legal corridor to realize the Party's directives and resolutions in life. In recent years, the identification of mechanisms and policies in the health sector in Thai Binh province to build a team of qualified and talented medical staff has achieved many encouraging achievements. However, the research, amendment and promulgation of mechanisms, policies and laws to adapt to the operation of the socialist-oriented market economy has not been timely; many regulatory documents are lacking. specific sanctions" [36]. This leads to confusion in the implementation organization, many regimes and policies of health workers are still slow to be implemented. Therefore, it has a significant impact on legitimate interests, and at the same time, does not create peace of mind in the dedication of the medical staff of Thai Binh province.

In addition, "the institutionalization and concretization of the Party's policies on some contents in personnel work is still slow, with inconsistent content between State laws and Party regulations; policies cadres have not really motivated cadres to be whole-hearted and devoted to their work" [36, p.91].

3.2.2.2. Cause of the restriction

- Some managers do not pay enough attention to medical ethics education for medical staff

- Some medical staff do not clearly see the role of training, self-study and self-improvement in medical ethics

- Forms and methods of medical ethics education for medical staff are not rich and diverse, and there are many shortcomings.

3.3. Problems facing the medical ethics of medical staff in Thai Binh province today

- Conflict between the increasing requirements for the position and role of medical ethics and the limitations in the implementation organization of the subjects.

- The conflict between the increasing requirements for medical ethics of medical staff and the quality of medical ethics education and self-training of medical ethics of some medical staff is still formal and the quality is not high.

- The conflict between the people's increasing need for medical examination and treatment and health care and the health sector's ability to respond in terms of facilities, techniques, salaries, allowances and remuneration policies remains. short.

Sub-conclusion chapter 3

Chapter 4
DIRECTIONS AND SOME BASIC SOLUTIONS
IMPROVE MEDICAL ETHICS OF CURRENT
TEAM HEALTH STAFF THAI BINH PROVINCE

4.1. Direction improve medical ethics of medical staff in Thai Binh province today

4.1.1. Thoroughly grasp the Party's viewpoint on medical ethics of medical staff

4.1.2. Well aware of the position and role of medical ethics; on renovating contents and methods of medical ethics education and building a healthy cultural environment in medical facilities for medical staff

4.1.3. Ensure consistency between medical ethics education combined with material incentives for medical staff

2.1.4. Associate the implementation of medical ethics with the development requirements of Thai Binh province

4.2. Some basic solutions to improve the medical ethics of medical staff in Thai Binh province today

4.2.1. Strengthen the leadership of party committees at all levels and the effective management of the government in improving medical ethics for medical staff

For the medical staff, the leadership of the Provincial Party Committee and party committees at all levels plays an even more important role, because the medical staff is an important part of medical facilities, focusing on team of leaders, direct staff, and service departments in people's health care work

Some specific solutions:

Firstly, strengthen the role models of medical staff working in the health sector.

Second, continue to promote the movement of self-criticism and criticism at all levels of the Party Committee of the Thai Binh health sector.

Third, promote inspection work of party committees at all levels, especially with the work of preventing and combating corruption.

Fourth, respect people's opinions in the implementation of medical ethics by medical staff.

Fifth, party committees at all levels need to continue to demonstrate the highest leadership role and directly organize staff work, including the work of organizing and implementing medical ethics.

Sixth, in addition to the leadership of party committees at all levels, the government's management also plays an important role in building a clean, strong team of medical staff who wholeheartedly serve the people.

4.2.2. Promote the campaign to study and follow Ho Chi Minh's ideology, ethics, and style in training medical ethics for medical staff

Thai Binh health sector strengthens effective implementation with focused and specific contents.

It is necessary to strengthen medical ethics education according to Ho Chi Minh's ideology and at the same time promote the role of self-education and self-training in medical ethics according to Ho Chi Minh's ideology, ethics, and style for medical staff and students. members of medical schools.

4.2.3. Increase awareness in improving medical ethics of medical staff

Increase awareness of medical ethics education for medical staff to create a favorable environment for medical staff to practice their expertise and medical ethics.

We must continue to improve the leadership capacity of Party committees at all levels in planning political policies in the health sector. "Promote the development of advanced science and technology applications, focusing on the application of biotechnology to serve agricultural development and people's lives.

4.2.4. Building a clean and healthy socio-economic environment, building mechanisms and policies and strengthening inspection, examination and handling of violations in the implementation of medical ethics by medical staff

Firstly, building a clean and healthy socio-economic environment creates conditions and premises for improving medical ethics for medical staff.

Second, build and improve mechanisms and policies to promote medical ethics of medical staff

Third, strengthen inspection, examination, and handling of violations in implementing medical ethics

4.2.5. Strengthen medical ethics education for medical staff

First, that education must include two aspects: communication and example.

Second, medical ethics education is also reflected in the education of the industry's medical ethics tradition.

Third, medical ethics education is lifestyle education for medical staff

Sub-conclusion chapter 4

CONCLUDE

The medical profession has an extremely important position in every society, because it is directly related to the care and protection of human life and health. The team of medical staff - those who directly perform the tasks of visiting, examining, treating and taking care of patients, require in addition to high expertise, they also need to have clear medical ethics with the spirit of "a doctor like a mother". can complete his difficult but glorious mission: curing diseases and saving people.

In recent years, the Thai Binh health sector has achieved many important results in people's health care. The medical ethics of medical staff are also increasingly emphasized. However, besides the achievements of the health sector, there are also violations of medical ethics - especially under the negative impact of the market economy, which has had a significant impact on the medical ethics of the medical staff. Thai Binh province. Since then, many good traditional medical ethical values of the nation have been eroded. Some medical staff have degraded in political ideology and lifestyle ethics in carrying out their assigned responsibilities and tasks. Violations of medical ethics by some medical staff in Thai Binh province in recent times are causing a lot of social discontent and are slowly being resolved.

On the basis of clarifying the theoretical basis of medical ethics of medical staff. Analyze and evaluate the current state of medical ethics of Thai Binh province's medical staff and the causes of this situation. The thesis has proposed 4 directions and 5 basic solutions to improve the medical ethics of Thai Binh province's medical staff in the coming time.

Regarding direction: *First*, thoroughly grasp the Party's views on medical ethics for medical staff; *Second*, be clearly aware of the position and role of medical ethics; on innovating the content and methods of medical ethics education and

building a healthy cultural environment in medical facilities for medical staff; *Third*, ensure consistency between medical ethics education combined with encouragement and ensuring material conditions for medical staff; *Fourth*, associate the implementation of medical ethics with the development requirements of Thai Binh province.

Regarding solutions: *First*, strengthen the leadership of party committees at all levels and the effective management of the government in improving medical ethics for medical staff; *Second*, promote the campaign to study and follow Ho Chi Minh's ideology, ethics, and style in training medical ethics for medical staff; *Third*, increase awareness in improving medical ethics of medical staff; *Fourth*, build a clean and healthy socio-economic environment, build mechanisms and policies and strengthen inspection, examination and handling of violations in the implementation of medical ethics by medical staff; *Fifth*, strengthen medical ethics education for medical staff.

Hopefully, the synchronous implementation of the above directions and some basic solutions will contribute to further improving the medical ethics of Thai Binh province's medical staff in the coming time, in order to contribute to the development of the health sector. Peaceful. From there, improve health care for the people, contributing to the successful implementation of the Resolution of the 20th Thai Binh Provincial Party Congress on building Thai Binh people for comprehensive moral development. , personality, intelligence, physical ability and capacity, improving the quality of people's health care, implementing social policies well and ensuring social security, building our beloved homeland to become increasingly rich and beautiful, civilized, in harmony with the country's progress on the path of promoting industrialization and modernization.

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