

Exploring the Significance of the Protection Column Model of Senior Professional and Technical Talents in Hospitals

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Abstract: Senior professional and technical personnel into the hospital senior, due to focus on administrative management, so that the mastery of professional skills cannot be carried out. What's more, some of them have gradually lost their ideals and beliefs after moving to leadership positions, and have inevitably become the key "hunting" objects, and finally slipped into the abyss of illegal and criminal offenses. For the country, medical field, hospitals, individuals, patients and society, this is a great loss. This paper focuses on the strategic long-term development of hospitals, based on the need to adapt to the development of medical and health care, mainly for the "protection of senior professional and technical personnel, value their existence, analysis and discussion of the significance of the protection of senior professional and technical personnel, to achieve the non-administrative mode of senior professional and technical personnel" to discuss.

Keywords: De-administrative; Hospital; Guardrail; Senior Professional and Technical Personnel.

1. Introduction

Medical professional and technical personnel are the first resource of the hospital, but also the basis of entrepreneurship, but also the driving force for the development of the hospital [1]. And talent is multi-level, the higher the level of talent, the greater the role of society, the greater the contribution to society [2]. There is a common phenomenon in the process of training professionals with senior titles: the transition from professional business directors to administrative hospital leaders. The unit selection of hospital leaders is based on education, title, age as the basic conditions. And senior title professionals are basically highly educated, technologically top-notch talents meet the conditions of elected hospital leaders. However, in the past ten years, there have been numerous cases of hospital senior leadership corruption, and the trend is rising, such as subjective intentional use of power for personal gain, power and money trading, power and color trading, power and name trading, etc., specifically bribery, solicitation of bribes, embezzlement, etc. [3]. According to incomplete statistics, in 2022 the whole year was investigated by the hospital director, secretary of about 75, is rising trend, and the beginning of 2023 to March, at least 55 hospital directors and so on have been investigated, the hospital senior professional and technical personnel is also therefore constantly reduced. Senior title professionals are often the backbone of the hospital, the brand, the hospital senior professional and technical personnel is the main creator of social and economic benefits of the hospital, the hospital's most valuable asset, its role in how to play will directly determine the rise and fall of the hospital and the success or failure of the [4]. The fact is that most of the senior title professionals are selected as hospital leaders, and when the leadership of most senior title professionals are younger, resulting in its mastery of professional skills are buried.

2. The Nature of Clinical Operations Work

With the deepening of reform and opening up and the transformation of the medical model, the scientific and technological content of health care requires more and more high level, the hospital competition rises to the competition of scientific and technological strength, and high-level talents are the core of the competition of hospitals [5]. Senior professional and technical personnel growth process for: internship, apprenticeship, unit of the probationary period as well as the examination of the title, primary, intermediate to senior (vice high and full high). The title is the professional and technical level of professional and technical personnel, ability, as well as the mark of achievement, reflecting the academic and work achievements of professional and technical personnel, but also an important means of incentivizing health personnel [6]. With the title of associate senior that is to become an expert, not only in the clinical work required to independently undertake the discipline of clinical medical ability, and have the ability to independently engage in clinical scientific research [7], including teaching, leading the team to conduct scientific research and academic exchanges and so on. This requires continuous learning, exams, writing papers, scientific research, to eliminate the phenomenon of only papers, only scientific research, seniority and other phenomena, more conducive to highlighting the professional work performance, strong professional skills, clinical practice ability and other talents to stand out [8]. Due to the special nature of health care, the industry is highly competitive, through comparing with peers the degree of difficulty of cases, diagnosis and treatment level, academic level, the quality and quantity of papers, scientific research grade, etc., and constantly selecting, and need to update the materials every year, increase hardware and software materials, and constantly enhance the competitiveness, and finally pass the assessment, really

Knowledge, abilities and qualities possessed by senior professionals and technicians: 1) Specialized knowledge, starting from the grass-roots level and under the supervision of higher-level doctors. 2) Skillful operation skills, through writing cases, doing surgery continue to accumulate experience, familiarity continues to improve, clinical handling ability continues to improve. 3) Ability to discover and solve problems, through comparing and contrasting cases, different clinical manifestations of the same case, discovering its universality and specificity, finding out the problem, and proposing diagnostic and treatment programs. 4) Have good comprehensive quality, both cultural basic quality and professional moral quality.

[illegible]

Points of interest: 1) Talent team construction is an important part of the hospital development and investment in construction, through the implementation of conscious initiatives to protect senior professional and technical personnel, fully mobilize the enthusiasm of the utilization of talent, is conducive to the cultivation and development of hospital talent team construction. 2) For hospital disciplines, hospital discipline construction relies on different levels, different echelons of talent construction, the progress and development of disciplines, often with a group of high-quality, high-quality high-tech talent behind the support. If modern hospitals want to build first-class disciplines and create a well-known brand of hospitals, they must pay attention to high-tech talents. See this, the protection of senior professional and technical talents for the construction and development of the department gains is great. 3) For hospital units, the high prestige, high management level and high expectation of the public of senior professional and technical talents make the business income of the unit rising and the income of the workers increasing. 4) In the long run, this is an important contribution to the development of China's medical and health care industry and the establishment of a sound medical system.

5. Comprehensive Analysis

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the society. In the face of the complexity of the temptation of interest, senior professional and technical personnel to become a hospital leader needs to weigh the interests of gain and loss, gain is the position promotion and honor, but the loss of a specialty, a field of top technology and social influence, or even the cost of life.

6. Conclusion

Hospitals lose professional and technical talents across the range of job titles, from senior experts in the front line to senior management talents in the logistics department, as well as young technical talents actively cultivated by the hospital. But the main thing is the loss of senior professional and technical talents. Therefore, in order to the continuity of medical technology, authority, and to reduce the loss of talent due to corruption and illegal crimes, it is recommended to start the mode of protection column for senior professional and technical talents. For the young and middle-aged professional and technical cadres to be promoted to senior positions, especially the highly educated talents with development potential should highlight the training of practical clinical work ability, and through correct evaluation of the role of scientific research papers and scientific research results in the promotion of professional and technical positions, the attention of professional and technical personnel will be transferred to improve the level of clinical expertise and improve practical work ability. Business technology and administrative work cannot be both, administrative leadership decisiveness is a comprehensive ability, not a long time engaged in clinical business technology of intellectuals can adapt. Senior professional and technical personnel have been working in the clinic for a long time, and it is important to consider whether they have higher leadership ability. Administrative work is complicated and busy, and there is no time to engage in clinical work, if the ideals are not firm enough, failed to strictly require their own, unknowingly into the trap cannot extricate themselves. In order to avoid the loss of talents and the corrosion of senior technical professionals who move towards leadership positions and end up on the path of lawlessness and crime. Where conditions permit, such highly educated, highly titled professional and technical talents need to be consciously protected so that they can concentrate on the upgrading and development of clinical technology, on scientific research, and on creating a happier life for patients and society. This is more favorable to the actual interests of individuals, departments, hospitals, patients, the state and society. For the leadership issue of hospital management, it should be accomplished by people who specialize in hospital management or selected from middle-level cadres who are good at managing hospitals. Cherish the senior professional and technical talents, especially the experts with unique technology are especially precious, once lost, the loss is incalculable. And, comprehensively strengthen the hospital discipline inspection and supervision work is very urgent, for this reason, it is necessary to strengthen the construction of hospital discipline inspection and supervision cadres, in order to do a good job in the hospital party spirit of honesty and

integrity building and anti-corruption work to provide strong protection of the organization and talent. Therefore, it is necessary to start the protection column of senior professional and technical talents, to protect the senior professional and technical talents, cherish their existence value, and realize the non-administrative mode of senior professional and technical talents.

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