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## **FUNCTIONING OF HEALTH CARE INSTITUTIONS IN THE CONDITIONS OF TRANSFORMATION CHALLENGES**

Given the relevant changes in the external and internal environment of the functioning of healthcare institutions, the organizational and economic support of these processes is significantly influenced by such factors. The European vector of development requires appropriate reforms in the system of functioning of healthcare institutions (HCPs), on the other hand, military operations on the territory of the state make their own adjustments to the specified processes. Today, in conditions of a difficult security situation and economic crisis, the issue of financial support for the development of HCPs is of critical importance. The instability of state funding, high inflation, growth in energy resources and the cost of medicines require significant financial support. Some state institutions that are reoriented to the needs of the front have significant needs for additional financial capabilities to ensure their functioning [1].

The issue of staffing plays an important role, given the significant migration processes in the state, which are associated with the security situation, insufficient level of remuneration (especially for first-line medical care personnel), social insecurity of employees, have led to a significant shortage of staffing. Such problems create a certain pressure on the heads of health care institutions in the issues of finding a personnel reserve, attracting employees on additional motivational terms, and forming flexible work schedules. Taking into account the needs of the front, part of the health care institution staff provides medical care in cities, which leads to a shortage of specialized personnel in working cities.

In the areas of implementing organizational changes, digitalization and the introduction of such technologies into the functioning of health care institutions play an important role. Such basic elements include the electronic registry system (eHealth), which simplifies access to medical services and employees. However, in the issues of separate implementation of digital technologies, the state of financing of the institution, its technological and personnel capacity for the development of digital content play a role. Taking into account the new challenges facing health care institutions related to the rehabilitation of victims of military actions, the task of changing the structure of services of such institutions arises, taking into account new needs in services and personnel. To this end, cooperation with international partners and organizations is being intensified to train personnel in such rehabilitation processes, and to find additional sources of financing for such programs [2].

Migration, mobilization, losses, low wages - all this has negatively affected the human resources potential of the system. The issue of providing primary health care in rural areas, as well as in the field of mental and psychological health, is particularly acute today. In this regard, the state is faced with the task of reforming the health care system in the direction of creating appropriate centers for mental and psychological rehabilitation for the population affected by military actions.

### **References**

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