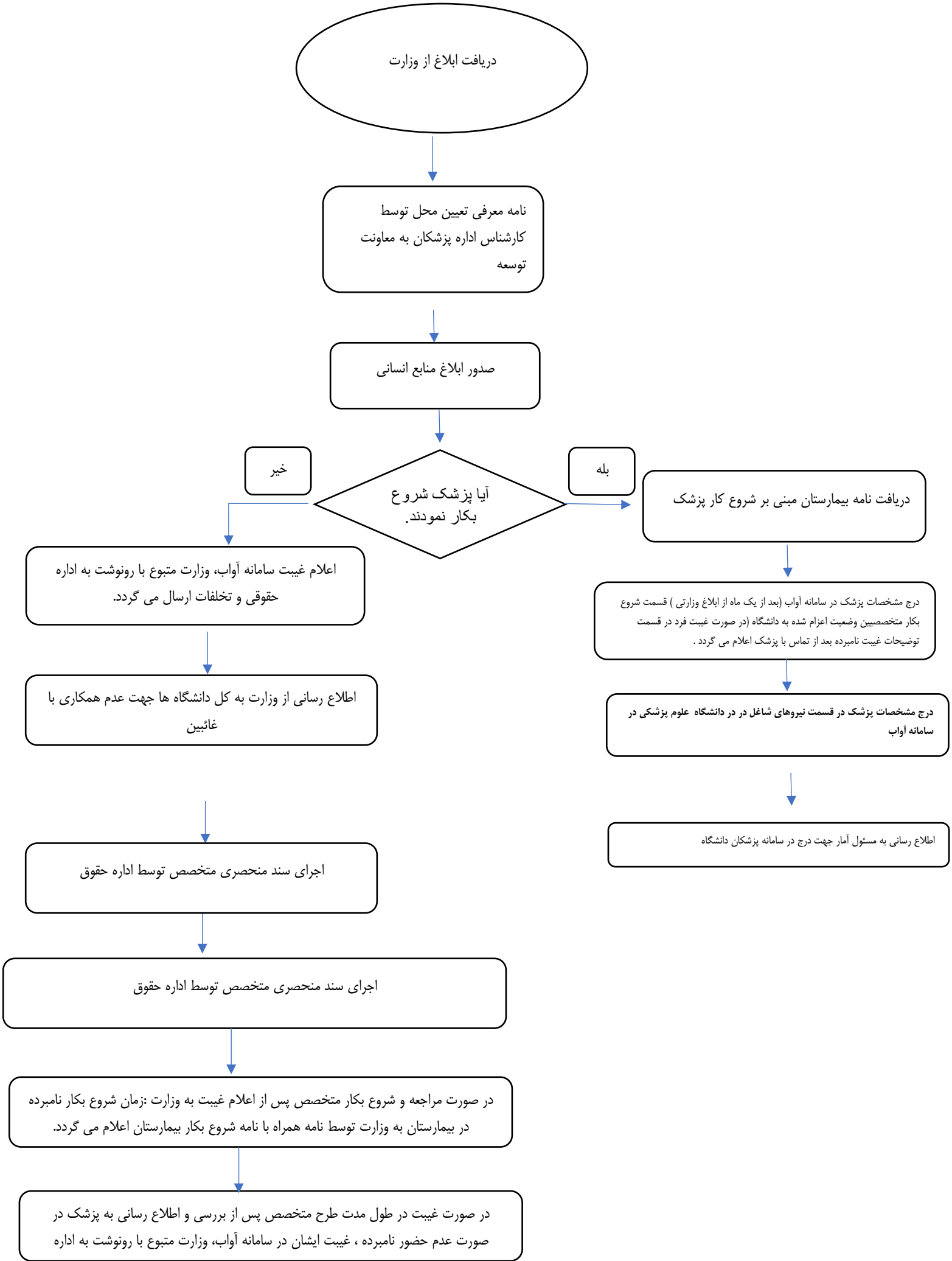فرایند شروع بکار پزشکان