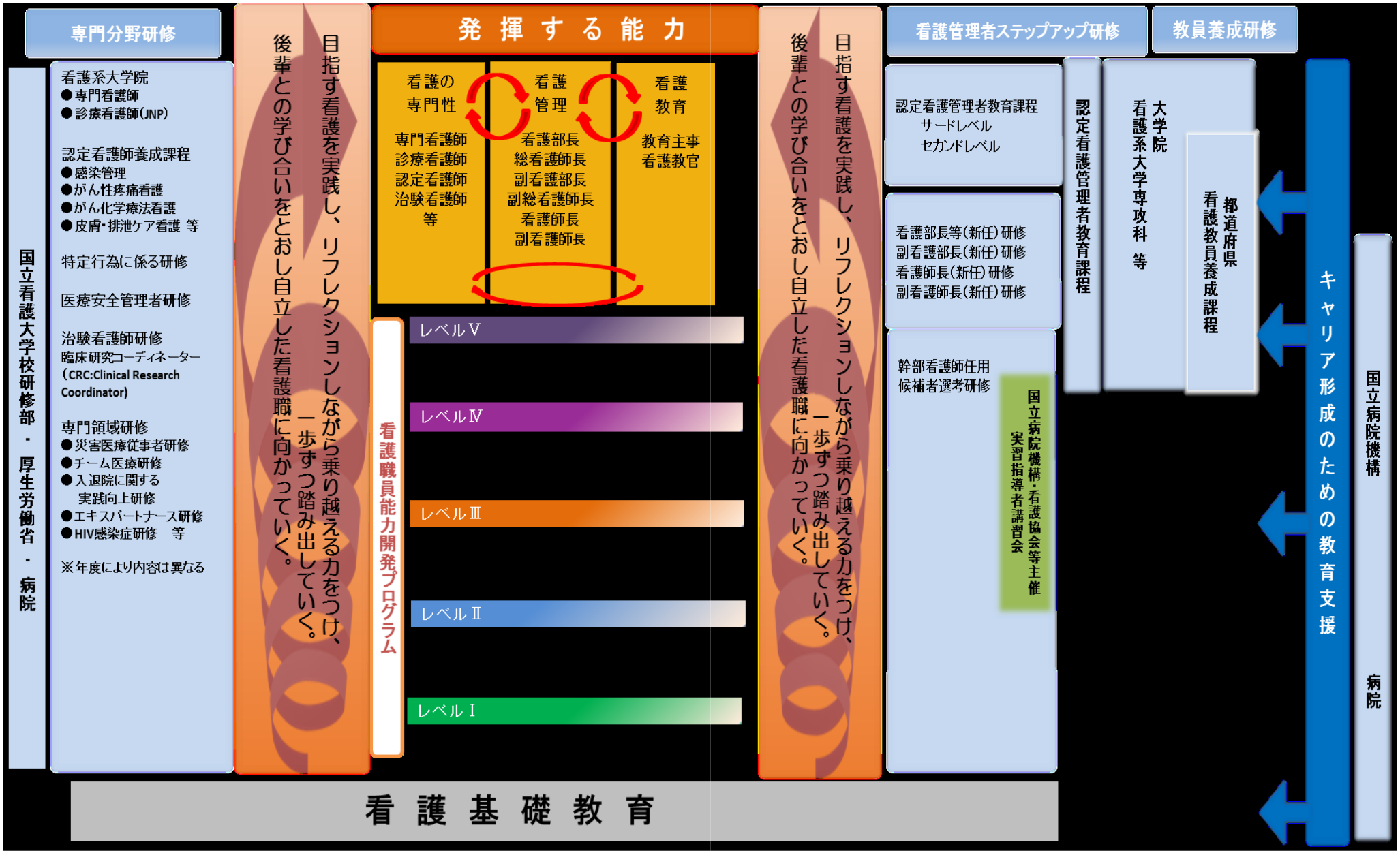看護職員の能力開発（研修）体系図