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Personnel Policies in Public Administration of Healthcare of Ukraine

Myckola V. Banchuk*

1. National Academy of Public Administration under the President of Ukraine, Kyiv, Ukraine

Development of medical personnel potential in Ukraine is analysed. Such tendencies as dynamics of quantity of doctors and middle-level medical personnel were studied. There was investigated how the population of Ukraine is provided by medical service. Prognosis characteristics of human resources of health care field are illustrated. The recommendations concerning state administration of field are given.

Keyword: Personnel potential in health care, State administration, Personnel policy in national economy field, Prognosis characteristics of human resources.

1. Introduction

Development and implementation of personnel policy - one of the urgent problems of modern society, which is heavily influenced by political, social and economic factors. Complex socio-economic conditions, and changes that are found in on - state, define new content of personnel policies of public bodies.

Problems of personnel policy and its implementation in the sectors of the economy to some extent, have not been studied. Reform process takes a very specific sector of the economy - health care. Therefore, it becomes an urgent need for a deep theoretical study of all aspects of the business sector, including for the development of personnel policy, its implementation and application of key provisions in practice.

The necessity of research defined: necessity and urgent need for a deep and comprehensive study of the problems of personnel policy and its implementation in the field , as human resources and the use of theoretical these provisions in practice , human resources development needs of the national economy with the help of industry personnel policies , the lack of theoretical models

developed public participation in the formulation and implementation of personnel policies in health care , the need to develop a coherent theory and methodology of formation and implementation of personnel policies , the formation , maintenance and demand of human resources in the field of economy.

Also emphasize the lack of sociological models of industry personnel policy, the terms "personnel policy in the national economy", although the phenomenon exists. In existing classifications of personnel policy not specified branch personnel policy.

The aim is to study the population's medical staff Ukraine, prognostication characteristics of human resources in the health sector and the formulation of recommendations for public sector management.

2. Scientific Degree Problem Development

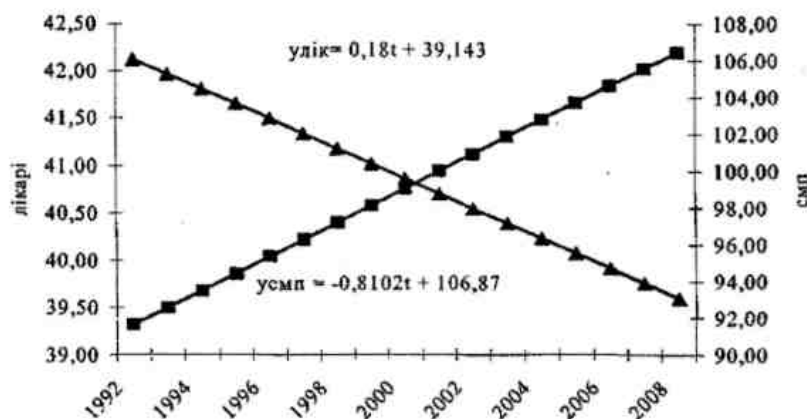
Much of the literature on personnel policies devoted to questions of personnel policy in state government, in the civil service, with enough

depth and detail the essence of public personnel policy.

Leading role in the human resource capacity of health care take medical staff working in health facilities of the Ministry of Health (MOH) of Ukraine. The structure of medical training professions in terms of their qualifications influences the dynamics of qualitative indicators of the industry as a whole. Therefore, continuous analysis of staffing healthcare facilities of MOH of Ukraine is crucial.

3. Results and Discussion

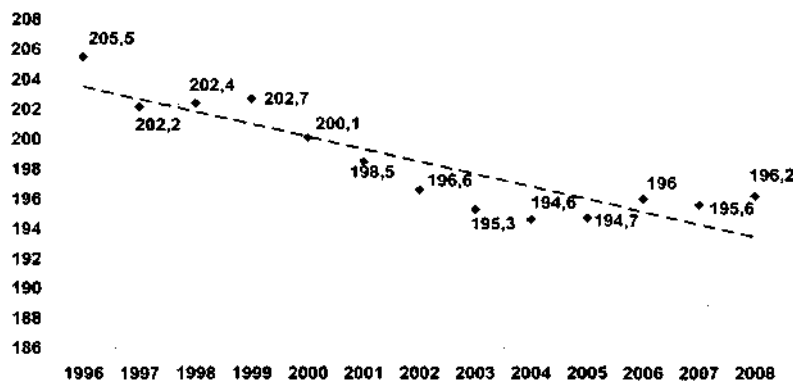
The development of human resources in Ukraine (pic. 1) is characterized by a number of trends. The ever decreasing number of health workers against the general decline in the population, providing a relatively stable dynamics of 10 thousand people.



Pic 1: The nature of the trend indicators of public health personnel in health Ministry of Health Care of Ukraine for the years 1992 -2008.

If the rate of provision of public doctors is quite chaotic dynamics with a tendency to increase, the provision of public nurses steadily decreases. The rate of decline in availability of nurses 4 times higher than the rate of population growth providing physicians.

In the health care system of the Ministry of Health employs more than 1 million people, including 196,198 physicians (excluding dental) 430 090 403 234 nurses and junior nurses to care for patients. Dynamics of the total number of physicians of the Ministry of Health has a tendency to decrease (pic. 2).



Pic 2: Changes in the number of doctors in institutions Health of Ukraine Ministry of Health for years 1996-2008 (in thousands)

Quite significant is the proportion of physicians who work in SRI. In 2008, they accounted for 7.5% of the total number of doctors in the system of the Ministry of Health (14 811 people.).

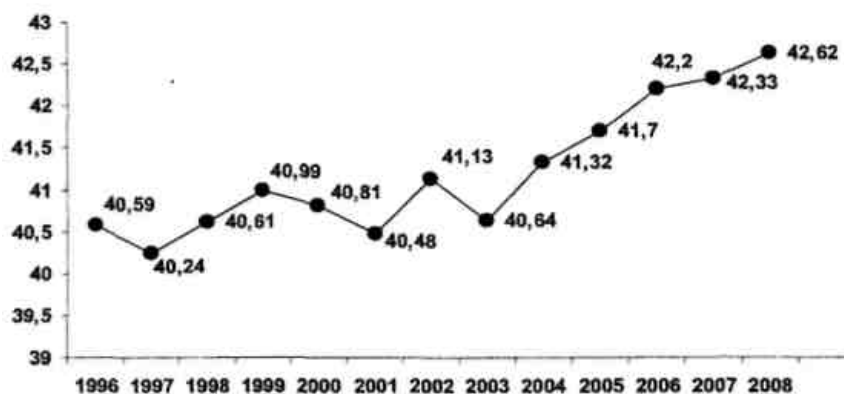
Trends in the number of nurses and doctors are common in nature. Rate of decline in the number of doctors is significantly lower compared with that among nurses. It follows from the equations of the dynamics in the figures: the number of doctors is reduced annually by 0.8432 units, While the number of nurses - by 8.127 units. This dependence form dynamic ratio between these categories and has the character of a gradual reduction in 1:2.57 1:2.43 1996 to in 2000 and 1:2.19 in 2008 year.

With staffing problems in garden health professionals should provide high levels of staffing positions dentists individuals (in 2007, there were 1.47 each as individuals compatibility coefficient - 1.30 , the positions of dental technicians employed an average of 1 12 men) , as well as staffing of medical schools post Research Institute, where 1 worked as 1,02 people. Along with SMP office staffed by

midwives 94.0%, paramedics - by 90.1%, laboratory of clinical laboratories - in 86.5%, roentgenographer - by 91.4%, pharmacists - by 72.4%.

Of the total number of employed physicians 22.91% were persons of retirement age, of which 44.60% - in Dnipropetrovsk, Donetsk, Lviv, Odessa, Kharkiv and Kyiv (the proportion of retired physicians in this group is 24.53 %). With the number of employees of nurses - 14.98% pensioners. In rural areas, is 4.86% doctors of the total system MOH.

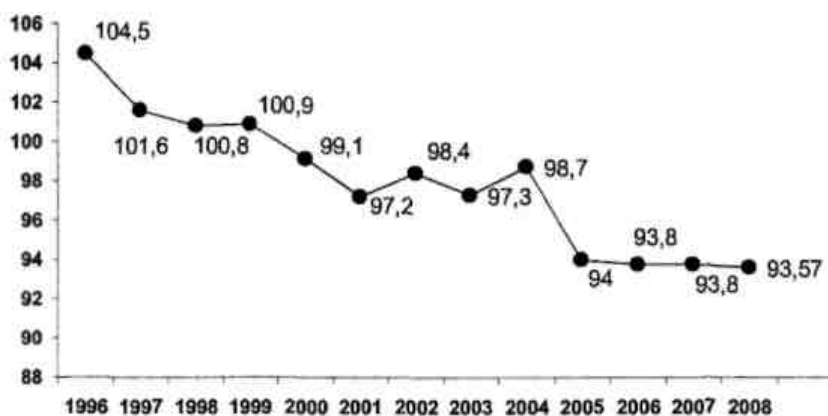
Supply of doctors Ukraine constantly increased (Pic. 4). In 2008. Provide certainty-rate was 42.69 per 10 thousand Provision practice physicians practicing fixed at 26.80 on the 10-th, which is lower than the average European level (33.00 per 10 thousand population) in rural administrative pa-ions - 26.25. In 2007, 51.0% of graduates (1900 people) were sent to work in the countryside. However, remain vacant positions 4.80 thousand doctors.



Pic 4: Dynamics of availability of Ukraine doctors (without teeth) for 10 thousand people in years 1996-2008. (Health care Ministry of Health of Ukraine from institutions NDI)

The above leads to changes in the volume of demand for health care personnel: doctors and forecasted number of nurses is expected to decline for the industry as a whole from 223.8 thousand in 2005 to 218.6 thousand in 2010 and 210.7 thousand in 2015. Accordingly, changes in the number of medical health care system characterized by a decrease in the Ministry of Health of 199.2 thousand in 2005 to 192.6 thousand in 2010 and 185.3 thousand in 2015.

Provision of population of nurses (on 10 thousand) has the opposite character - its level steadily decreased (pic. 5).



Pic 5: Dynamics of availability of Ukraine nurses in years 1996-2008 (10 thousand people)

In 2015 projected increase of the ratio of 1:2,42 doctors and SMP to that health care system of the Ministry of Health of Ukraine fell 1:2,57 in 1996 (1:2,62 - in 1995) to 1:2,43 in 2000, in 2005, 1:2,25 and 1:2,19 in 2008, the whole industry value growth trend has changed in recent we rock it to the gradual decline and today remains level 1:2,39 (1:2,40), which is not consistent with the concept of health and the provision of cross comprehensive program «Health of the Nation», which proclaimed the need to increase this parameter.

4. Conclusions

The ultimate goals of reform of personnel policy in the health sector is not addressing social competence of specialists and refocusing their activities on market interest in health.

It is important to efficient use of human resources sector and individual health care providers. A criterion for rational use of human resources.

Proved one of the most important criteria for personnel policy in health care - "systematic".

Current national personnel policy requires a more active and aggressive work on the study of predictive human resources, HR status for at least 3-5 years. To do this , first of all, to consider the dynamics of the national labor market , the economic activity of the working population , demographic trends and changes in the system of motivation of employees.

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