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Accounting skilled potential health care

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The bases of skilled policy in a health care are considered from the point of view of corporate strategy of management human capitals.

It is underlined that the corporate strategy of management human capitals consist of own development of perspective reference-points of the use of labor potential, his updating and perfection, development of motivation. It requires the account of substantial structural changes at the market of labor and quality changes in labor force on regional, national and global levels. General corporate policy in the sphere of labor assumes co-operating of this sphere with innovative, technological and financial strategies and general layouts of development of business.

Keyword: Government administration, skilled potential, monitoring of skilled, composition state prognosis.

1. Introduction

Forecasting, planning and programs for the economic development of the sector is an important component of state regulation and implementation of economic policy. Central to the development of programs of economic development along with investment policy belongs employment policies and the use of labor potential, that health is a key component of resource supply industry.

The aim of this work is to develop a scientific justification and principles, principles of health workforce and key areas of personnel policy.

We used the following methods: economic and legal methods of index calculation, comparative economic analysis of structural indicators, social hygiene, history and more.

2. Results and Discussion

The problem of determining the need for medical personnel is one of the leading places in the substantiation of health development strategies as they provide effectiveness and efficiency of the whole system we have healthcare of individual structures and facilities.

Calculation of the need for medical personnel complications imbalance of medical staff (city - village), an imbalance between primary care professionals (family physicians, general practitioners), secondary and tertiary units, uncontrolled migration of health personnel (effect of "dominoes"), low social protection poor quality of life and health of workers (which leads to a change occupations) and, finally, a mismatch between the amount of preparation, training programs are realized and the needs of industry.

Law of Ukraine "On State Forecasting and development programs of economic and social development of Ukraine" is the basic document governing the forecasting of development of Ukraine and its individual sectors. Calculations necessary, as described in a number of methodologies, have basically the same methodological reference and are based on the use of average standards of public service per 10 thousand inhabitants, the need for medical beds and jobs in the same dimension.

Such techniques are close to settlements need for health workers by means of standard regulations

and staffing from the perspectives of medical services, areas of medical care, demographic forecast area maintenance, economic opportunities in the region and so on. The use of standard specifications and model states with a view to forecast staffing requirements has certain limitations: States must be reviewed on a regular basis over a short period of time due to changes in medical technology, so over the medium and long - term forecast period , these figures quickly "get old".

In addition, these standards are tied to specific types of facilities and their capacities, they are aggregated by region. Consequently, the projections over 5 years on demand forecasting of a network of institutions and their facilities with adequate financial support, which is a difficult problem both from the methodology and rationale in terms of original features, as capital intensity . Power facilities is also difficult to predict and the calculations associated with advanced strength and morbidity.

Guidelines on predicting the need for medical staff are considered by us meet the requirements of transparency and simplicity of calculations, the possibility of predicting a wide range of structures, limit the number of indicators and factors that predicted heuristic methods, which substantially improves the reliability of the source data and provides a methodological approaches unity.

It is proposed to use the units and identical methods and techniques of forecasting. The calculation of the need for health workers based on the following assumptions: a determining factor in the volume of care and in accordance with staffing requirements approved dynamics and sex- age structure of the population. By providing the required volume meter healthcare equivalent applied last. Provided the requirements of equal population regions of providing them with medical care, which should be provided in the country under Articles 3, 21, 24, 49 of the Constitution of Ukraine.

The specificity of the professional activities of the ministries and departments in the submission and the balance with health care, creates a

structure of health workers in the fields, characterized by significant differences compared to the overall branch. Proportion of physicians, otolaryngologists and neurologists in health facilities of the Ministry of Internal Affairs (MIA) Ukraine respectively higher than in the institutions of the Ministry of Health, which is conditioned by the need for certain types of care.

In the overall structure of medical health care institutions of the Academy of Medical Sciences (AMS) of Ukraine is dominated by a surgeon that is associated with a corresponding network of clinics and outpatient surgical clinics , including research , experimental and more. For health care AMS characteristic works epidemic directly, which forms need doctor's account and reflected in their high specific gravity compared to other departments.

Structure of physicians in the fields of health care for the Ministry of Transport is characterized by a large proportion of doctors, neurologists and dentists. It is natural that in health care the state Department of Corrections office no family doctors, a very small proportion occupied by obstetricians.

Sex-age structure is characteristic that, in our opinion, reflects and summarizes the effects of other factors in the formation of health status. On the one hand, lifestyle, environment affect mortality rates, life expectancy of certain age groups and sex-vovikovu form the structure of the population, and the other - the sex and age structure of the population is a biological component of health, which indirectly reflects the regional features of the health of the population.

The task of determining the structure of medical personnel in the fields solved as a result of the calculations in a sequential chain, where the following is the result of the previous step: identifying the needs of the country or administrative units in the total number of health workers, the total need for training medical personnel for an factors of turnover for various reasons, the need for specific categories of professionals by dividing the total demand for training according to the predictive structure of the population prevalence of disease.

Calculations by Dataware have the methodological features: the number of doctors and skilled necessary to consider an individual that other dimensions do not meet the completeness of assessment (e.g. number of staff positions, including employment and can carry significant subjective components), the number of health workers is calculated for all levels of subordination and ownership to ensure that the volume of necessary medical care, provided by the Ministry of Health not only institutions but also institutional and commercial structures.

Chart performance predictions of the overall demand for medical personnel can be represented by the following successive stages:

- The estimation of the provision of medical care to the population of Ukraine and its regions by sex and age structure and population size in a retrospective and prospective periods;
- The estimation of the provision of medical care to the population of Ukraine and its regions belonging to the functional responsibilities of physicians;
- Payments need the total number of doctors and nursing staff for the future period;
- Payments need more doctors and nursing staff and to reflect changes in overall energy demand and the need to fill their disposal a variety of reasons.

The volume of medical care regions and the state as a whole, which is the base of calculation of the need for health workers, and calculated by multiplying the corresponding vuyutsya by year population in the age-sex structure on the performance equivalent of care provided in identical structures.

According to world statistics, and widely used. The age factor is characterized by a component so that the figure compared to the middle age group (age group 25-34 years, able-bodied men, equivalent tapes which is 2.0 units., Women - age group the rear women 19-24 years old with the equivalent of 2,5-3, 5) increases significantly in the younger and older age groups. In the group of male children up to 1 year, the equivalent is already 10.0 units. 2-4 years - 7.0 units, and

female children under 1 year, respectively, 5.0 units. 2-4 years - 3.5 units. For men and women older group aged 85 and over it is 13.0 units. For such a massive system, which is the population dynamics of specific indicators, which include equivalents is so steady momentum without excessive error they can take the same in terms of all retrospective and forward-years.

All the estimation of medical care performed in a standardized form separately for male and female, after which the results are summarized in the "both sexes" and in the whole population per year. The volume needs in the field of medical personnel associated with the provision of medical care using indicators of workload per doctor.

Our hypothesis also takes into account a number of health professionals reserve for unforeseen situations (of epidemics, new types of diseases, etc.). Total demand in the number of physicians in each year of the forecast period is calculated by dividing the population of Ukraine the volume needed medical help regarding unktivnyh duty doctors on specific indicators projected workload of doctors. Number of ordinary skill how to value and derived from the number of doctors and is determined by multiplying the number of doctors in forecasting accepted and the forecast period ratio. The need for doctors to health care regions of Ukraine uses the same methodological principles, except for the 3rd stage performance calculation load. Load level health workers by region must be equal for all, which will ensure equal conditions for obtaining medical care.

3. Conclusions

1. Central to the development of programs of economic development along with investment policy belongs employment policies and the use of labor potential.
2. The technique of forecasting demand for medical staffing industry in the medium term

4. References

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