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RESEARCH OF EXISTING RISKS WITH EMPLOYEES OF PHARMACY INSTITUTIONS AND CLASSIFICATION OF RISKS BY DIFFERENT TYPES OF SAFETY

The article sets forth the substantiated results of analysis of the existing occupational risks with pharmacy professionals (PhP) at workplaces, and it is focused on their needs for physical, psychological, social, financial, moral securities and occupational safety. The list of the most wide-spread complaints from PhP as for the risks that impede or pose a threat to health of employees of pharmacy institutions is examined and their classification according the psycho-emotional charge is performed. Theoretic substantiation is given to the necessity to create the system of social services on the basis of the above and to form the "standard of social services for PhP".

Key words: social protection of pharmacy professionals; occupational risks; occupational safety; social services; social standard

STATEMENT OF THE PROBLEM

The contemporary social and economic situation in Ukraine encourages intensification of the social protection matters, in particular for PhP, which fact requires a search for new areas to improve the social protection of pharmacy professionals (SPPhP). So that PhP will have the adequate standard of living and the goal and targets of social programs will be intensified, it is necessary to hold a number of researches of the existing occupational risks and to create the European system of social services and to form the "standard of social services for PhP" [3, 4, 7] on their basis.

Protection against the occupational risks that arise on the basis of the specific employment of PhP remains an acute matter in the system of SPPhP. Unfortunately, currently the employers are not interested in admitting the fact that there are occupational risks for health and psycho-emotional condition of the pharmacy employees. This owes to the fact that solution of the above matter is quite a complicated and expensive process, and, in the first line, it refers to the fact that workplaces shall be assessed, work schedule shall be adjusted, the labour protection law shall be complied with, etc., in order to confirm the high risk.

ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS

Examination of the modern information base as regards the occupational risks that PhP face at their

workplaces has shown that the contemporary academic literature provides for no characteristics of such risks. Problems of social security and matters of social protections have been studied in particular by domestic scholars: A. A. Kotvitska, Z. M. Mnushko, O. V. Posylkina, A. S. Nemchenko, V. M. Tolochko, etc., yet the issue of necessity to create the unified base of social services and to form the "standard of social services for PhP" on its basis has not been reviewed. Therefore, inference should be drawn that it is quite a fresh area in our country and it has a promising future and when put into practice of social services it will improve social security of employees of the pharmacy sector of the health care industry, and as a result it will enhance the level of SPPhP.

Subject to the analysis of the legislative and regulatory base in respect of SPPhP, it has been found that the state shall ensure and guarantee the rights of citizens for occupational safety, relevant conditions at workplace, safety of technological processes, etc. All the employees are subject to mandatory social insurance against accidents and occupational diseases. However, as a matter of practice, the said guarantees are of rather declarative nature and are not particularly observed in the pharmacy sector of health care. Based on the above, this topic is acute and requires further researching [1, 2, 8, 9].

IDENTIFICATION OF ASPECTS OF THE PROBLEM UNSOLVED PREVIOUSLY

One should note that the benefits granted to the employees, who are engaged in operations un-

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der hard and hazardous conditions of labour, are topical for PhP only after the workplaces have been assessed. Upon such assessment, they can count upon reduction of the working hours, free-of-charge provision with the healthful and dietary meals, etc. Pursuant to the effective law, the employees of pharmacy institutions have additional vacations and special uniform [6, 9-12].

Despite the fact that the rights and obligations of employers and employees in regard to occupational safety are uniform for everyone and if so specified by the law the compliance therewith and performance thereof are binding, there are a lot of pharmacy institutions that fail to ensure the aforesaid rights of PhP.

OBJECTIVE STATEMENT OF THE ARTICLE

While this article is being prepared, we have stated the following tasks: to analyze the existing occupational risks, which are available, in the opinion of PhP, in pharmacy institutions, and to group them pursuant to the physical and psycho-emotional charge.

For accuracy of data processing, we have created the software: ADPQ_(SPPPhP) (Automatic data processing questionnaires (attitude to an existing social protection for pharmacy specialists (SPPPhP)) in order to screen the occupational risks of PhP that they face at workplaces. Thus, we will be able to group them and develop the social services' standards for PhP on their basis.

PRESENTATION OF THE MAIN MATERIAL FOR THE RESEARCH

In order to avoid occupational risks, the pharmacy institutions shall, by all means, carry out the occupational safety arrangements. CEO shall form,

in each pharmacy institution, its structural unit and at the workplace, the labour conditions in consistence with the requirements of the regulatory instruments, and also ensure that the employees' rights as secured by the labour protection law are complied with. CEO shall ensure functioning of the occupational safety management system and preclude emergence of occupational risks for his employees [6, 10, 11].

While studying this matter, we have found that there are a lot of factors as for emergence of occupational risks for the pharmacy institutions' employees, and the regulatory-legal base governing such issues should be revised and reformed in terms of the modern European standards in the sphere of human rights. The opinion of the pharmacy institutions' employees should be considered in the first line protection for taking into account specifics of the pharmacy sector of the health care industry when solving the said issues. That's the point that we deal with in our research.

Our research for studying occupational risks of PhP has been held in two stages. The first stage deals with identification of the social status of respondents and their positioning in the social protection system of Ukraine. The second stage is focused on identification of the major occupational risks of PhP and generalization thereof according to the groups depending on the needs for physical and psychological security.

For data processing, it is the first time that the software ADPQ_(SPPPhP) is proposed, which fact will significantly enhance the quality of scientific researches on studying "occupational risks" and will reduce the time expenditure for such researches. Such processing and transformation of the primary variables through use of the program make it

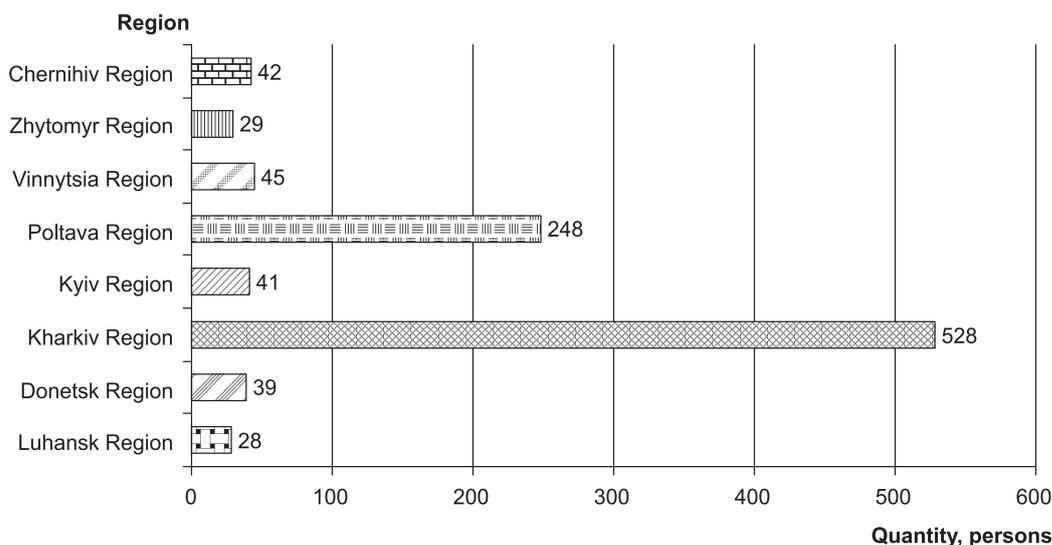


Fig. 1. Allocation of employees of pharmacy institutions by regions of social research

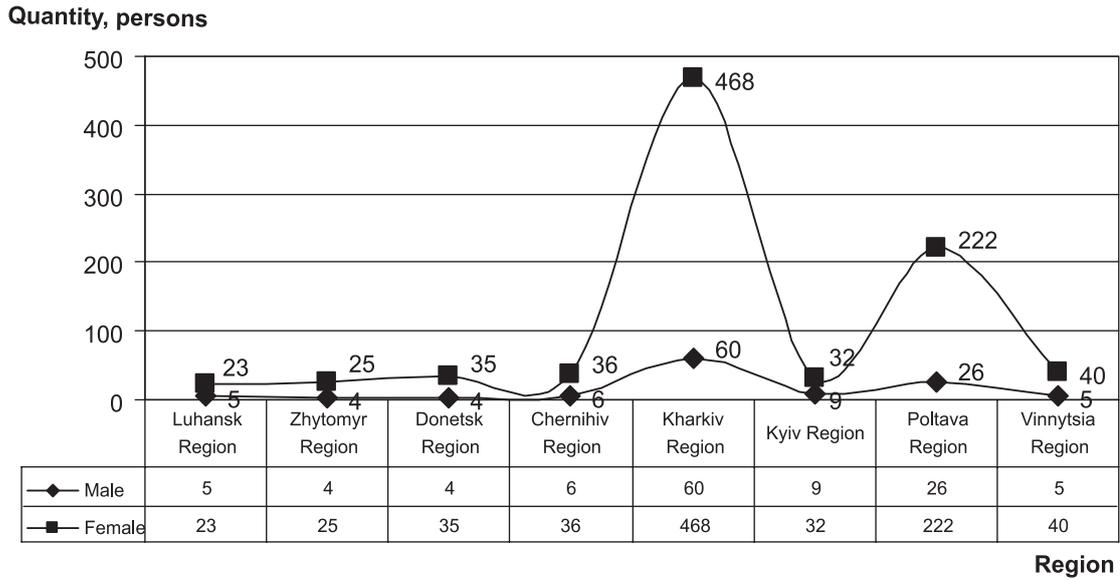


Fig. 2. Allocation of the research respondents by sex

possible to obtain the results that can be depicted as graphs and can be exported to Microsoft Excel format for their presentation in a more diversified manner further [13, 14].

The research has been made, within the bounds of the first stage, subject to sociological survey through questioning and interviewing employees of pharmacy institutions of all forms of incorporation in Vynnytsia, Donetsk, Zhytomyr, Kyiv, Luhansk, Poltava, Chernihiv, Kharkiv Regions, and in the cities of Kyiv and Kharkiv, being 33.3% from the total areas in Ukraine (24 administrative entities). Questioning and interviewing of PhP have been conducted directly on the base of pharmacy institutions of all the forms of incorporation in the said regions. The total number of sampled people is about 1000 respondents (Fig. 1).

Provision of reliability of the obtained results within the bounds of the set aim and scientific tasks

has been based on a certain algorithm of series of actions throughout the surveying period, from studying the theoretical and practical aspects of SPPhP arrangements to obtaining substantiations of areas to optimize, adapt and introduce it into the practical pharmacy.

Fig. 2 shows that most of the surveyed PhP are female; their share is 88.1 % from the total number of respondents, which fact testifies to availability of purely female teams in pharmacy institutions and, as a result, to an advanced level of psycho-emotional jeopardy at workplaces. The range of ages of consumers is quite wide: from 20 to 70 and older.

We have set the task to identify the risks existing for PhP at workplaces, in the opinion of the respondents. The Maslow's hierarchy is the basis for data processing in our research, which fact has enabled to sort out the occupational risks accord-

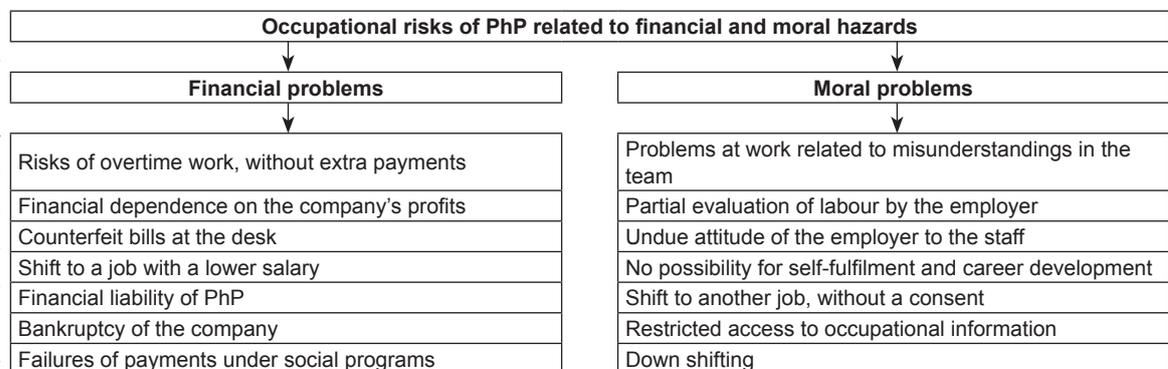


Fig. 3. Proposed classification of risks existing for PhP at workplaces as focused on the needs for financial and moral security

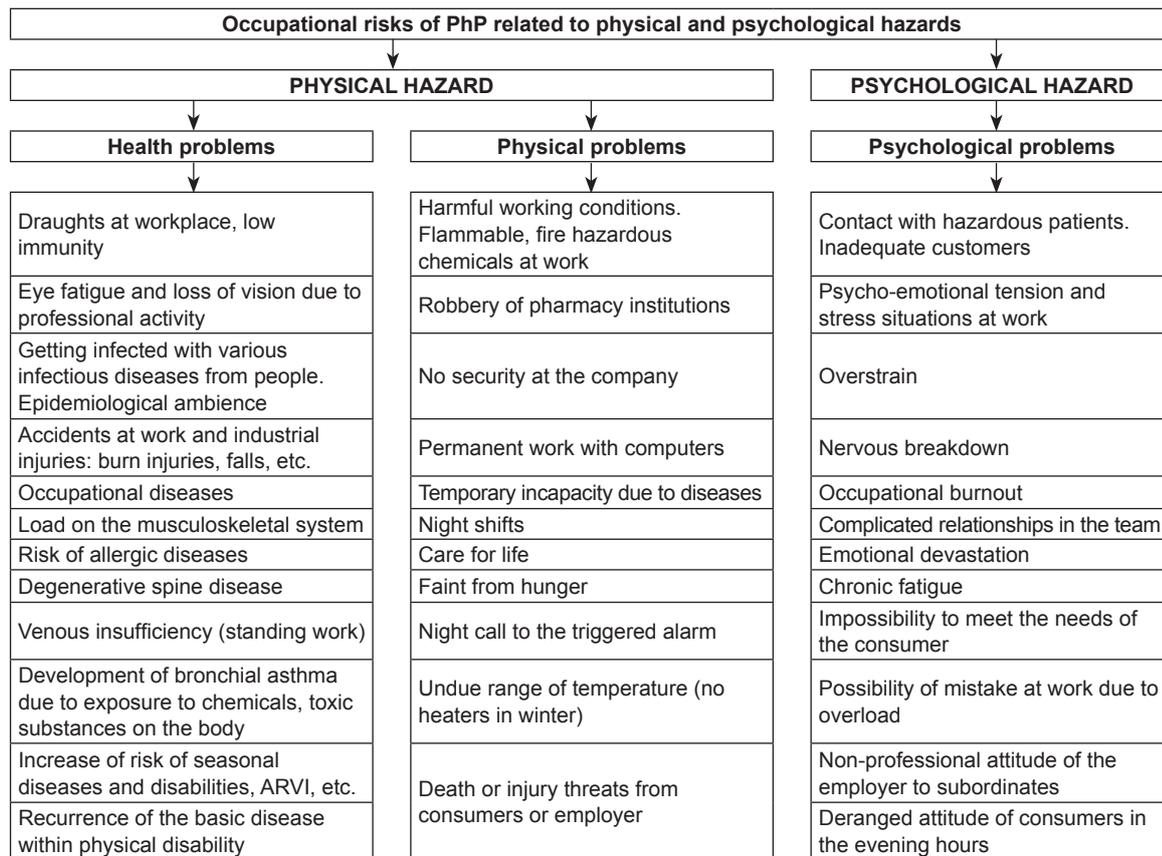


Fig. 4. Proposed classification of risks existing for PhP at workplaces as focused on the needs for physical and psychological security

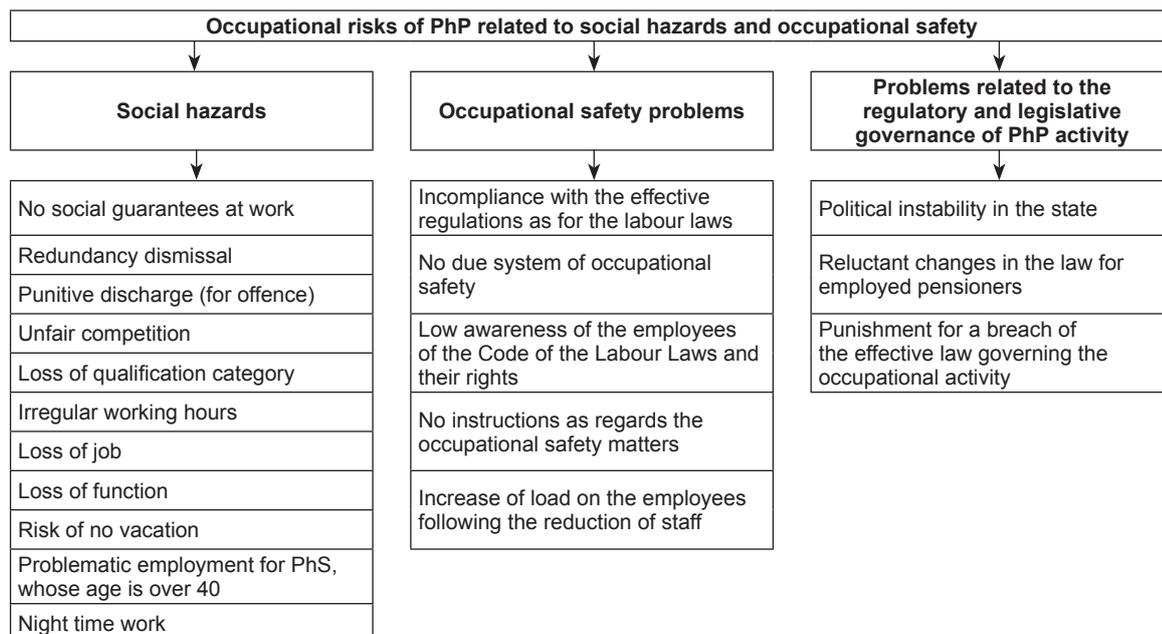


Fig. 5. Proposed classification of risks existing for PhP at workplaces as focused on the need for social security and occupational safety

ing to their psycho-emotional charge, in terms of the focus of needs for various kinds of security, in particular (Fig. 3-5) [5, 13, 14]:

- needs for physical and psychological safety;
- needs for social security and occupational safety;
- needs for financial and moral security.

CONCLUSIONS AND PROSPECTS FOR FURTHER RESEARCH

Subject to the aforesaid, one may conclude that pharmacy institutions are the health care facilities, where many factors affecting the safe labour conditions for PhP are combined. The occupational risks that are most widely spread in the operations of PhP are reviewed and they are grouped pursuant to the psycho-emotional charge. The obtained results will make it possible to monitor occupational risks in pharmacy institutions and to create methods on prevention of such risks.

The current regulations on occupational safety require revision in terms of the modern European standards in the sphere of human rights protection and further implementation thereof into the Ukrainian law. For provision of a more efficient system of SPPhP, the social services' system and the "standard of social services for PhP" shall be developed and formed.

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УДК 615.15: 349.3**М. В. Заричковская****ИССЛЕДОВАНИЕ СУЩЕСТВУЮЩИХ РИСКОВ В РАБОТЕ СПЕЦИАЛИСТОВ АПТЕЧНЫХ УЧРЕЖДЕНИЙ И ИХ КЛАССИФИКАЦИЯ ПО РАЗЛИЧНЫМ ТИПАМ БЕЗОПАСНОСТИ**

Изложены научно обоснованные результаты анализа существующих профессиональных рисков специалистов фармации (СФ) на рабочих местах в фокусе их потребности в физической, психологической, социальной, материальной, моральной безопасности и безопасности охраны труда. Исследован перечень наиболее часто встречающихся жалоб среди СФ на риски, которые вредят или являются причиной угрозы здоровью работников аптечных учреждений, и проведена их классификация по психоэмоциональному наполнению. Теоретически обоснована необходимость создания на их базе системы социальных услуг и «стандарта социальных услуг для СФ».

Ключевые слова: социальная защита специалистов фармации; профессиональные риски; охрана труда; социальные услуги; социальный стандарт

УДК 615.15:349.3**М. В. Зарічкова****ДОСЛІДЖЕННЯ ІСНУЮЧИХ РИЗИКІВ У РОБОТІ ПРАЦІВНИКІВ АПТЕЧНИХ ЗАКЛАДІВ ТА ЇХ КЛАСИФІКАЦІЯ ЗА РІЗНИМИ ТИПАМИ БЕЗПЕКИ**

Викладені науково обґрунтовані результати аналізу існуючих професійних ризиків у роботі спеціалістів фармації (СФ) на робочих місцях у фокусі їх потреби у фізичній, психологічній, соціальній, матеріальній, моральній безпеці і безпеці охорони праці. Досліджено перелік найчастіших скарг серед СФ на ризики, які шкодять або викликають загрозу здоров'ю працівників аптечних закладів, та проведена їх класифікація згідно з психоемоційним наповненням. Теоретично обґрунтовано необхідність створення на їх базі системи соціальних послуг і «стандарту соціальних послуг для СФ».

Ключові слова: соціальний захист спеціалістів фармації; професійні ризики; охорона праці; соціальні послуги; соціальний стандарт

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