

*Recommended by Doctor of Pharmacy, professor O.V.Posylkina*

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## THE FUNDAMENTAL RETROSPECTIVE ANALYSIS OF PHARMACY HUMAN RESOURCES IN UKRAINE FOR 1981-1990

M.S.Ponomarenko, O.S.Solovyov, S.V.Augunas, Yu.M.Grygoruk

National Medical Academy of Postgraduate Education (NMAPE) named after P.L.Shupyk  
Vinnitsya National Pirogov Memorial Medical University

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*The modern concept of development of pharmaceutical industry in Ukraine requires knowledge of its historical development, including the elements of the optimal use of pharmacy human resources (PHR), implementation and adaptation of its work associated with introduction of family, insurance medicine, the use of the positive experience of the previous years. The fundamental retrospective analysis of PHR of Ukraine for 1981-1990 has been conducted. The data are presented for consideration of the positive (negative) experience of pharmacy and comparison with modern requirements of the pharmaceutical branch.*

Pharmaceutical system with its subsystems, components and elements of separate organizational management segments, including human resources, was and remains an integral part of the concept of the healthcare system development in Ukraine. The modern concept of development of pharmaceutical industry in Ukraine requires knowledge of its historical development, including the elements of the optimal use of pharmacy human resources (PHR), implementation and adaptation of its work associated with introduction of family, insurance medicine, the use of the positive experience of the previous years [1-16].

In the works by I.M.Gubskiy, M.V.Slabyi it was noted that the system analytical information regarding a comprehensive study of the pharmaceutical staff training and distribution of pharmacists and pharmacists, as well as determination of their needs over the previous years was almost absent. Since independence of Ukraine exactly the comprehensive analysis of distribution of these professionals was carried out only as of 01.01.1993 [1, 6-8]. However, the multidimensional studies of educational training, the condition and the process of functioning of the pharmacy personnel in Ukraine were conducted by I.M.Gubskiy, D.S.Volokh, O.L.Hrom, O.M.Zalis'ka, A.A.Kotvitska, T.M.Krasnyanska, Z.M.Mnushko, A.S.Nemchenko, B.L.Parnovskiy, R.M.Pinyazhko, M.S.Ponomarenko, M.V.Slabyi, M.L.Syatynya, V.M.Tolochko, V.P.Chernykh and some other researchers. They highlighted many valuable points of the staffing history and the theory of training, as well as formation of the personnel potential of Ukraine. However, these studies require prolongation in order to solve current innovative problems of education and retraining, improvement of the personnel, appropriate legislation and implementation regulations according to the EU requirements.

The aim of the work was to conduct the retrospective analysis of PHR in Ukraine in the period from 1981 to 1990. Carrying out this study will allow to actuate fur-

ther the provisions of Good Pharmacy Practice (GPP) [3, 4], as well as implement other European experience in pharmacy [9-16].

### Materials and Methods

The study subject was retrospective historical literary sources, official analytical report of the Main Department of Pharmacy of the Ministry of Public Health of Ukraine. The basic methodological strategy of the study were the methods of historical research, hierarchical, facet, empirical, statistical, graphologic and other methods of evidence-based pharmacy.

### Results and Discussion

The previous studies showed the available information concerning the start of distribution of the pharmaceutical staff in the pharmacy chain for 1913-1940. The analysis of the staff composition of pharmacy employees during the period of 1950-1980 was also carried out. The data of the fundamental statistical retrospective analysis of PHR of Ukraine (pharmacy employees of the retail chain as of 01.01. 1981-1990) are presented in Table.

As evidenced by the data, in the period of 1981-1990 there was a stable (planned) ratio of pharmacists and pharmacists. The average index of the pharmacist : pharmacist ratio for the period studied was 1.4 (1.36). The analytical chart of the retrospective analysis of pharmacy human resources for the period specified (Fig.) shows that the total number of pharmacy employees increased by 128.6% within 10 years, including pharmacists and pharmacists – by 123.4% and 109.9%, respectively (together in the amount – by 115.5%).

It should be noted that in 1972 short-term annual training cycles for probationers in medicine and pharmacy were opened. Of 266 probationers 153 people occupied positions of pharmacists in pharmacies of Ukraine in 1981. Moreover, their greatest number was observed in pharmacies of Dnipropetrovsk – 48; Kharkiv – 38; Donetsk – 30 and Kyiv – 10. On average, in Ukraine, the staff sufficiency in pharmacy in 1981 was 7.5 persons

Table

The fundamental retrospective analysis of pharmacy human resources of Ukraine (pharmacy employees of the retail chain as of 01.01.1981-1990)

Years	The number of people working in the pharmacy chain	Pharmacy human resources			The pharmacist : pharmacist ratio
		pharmacists	pharmacists	In all: pharmacists and pharmacists	
1981	62790	15401	22049	37450	1.43
1982	63616	15941	22524	38465	1.41
1983	64664	16336	23157	39493	1.42
1984	65726	16650	23314	39964	1.40
1985	67199	17059	23863	40922	1.40
1986	68181	17548	24013	41561	1.37
1987	68644	18008	23930	41938	1.33
1988	69431	17008	22535	39543	1.32
1989	69449	17236	22658	39894	1.31
1990	80726	19012	24229	43241	1.27
Average indices	68042	17020	23227	40247	1.36

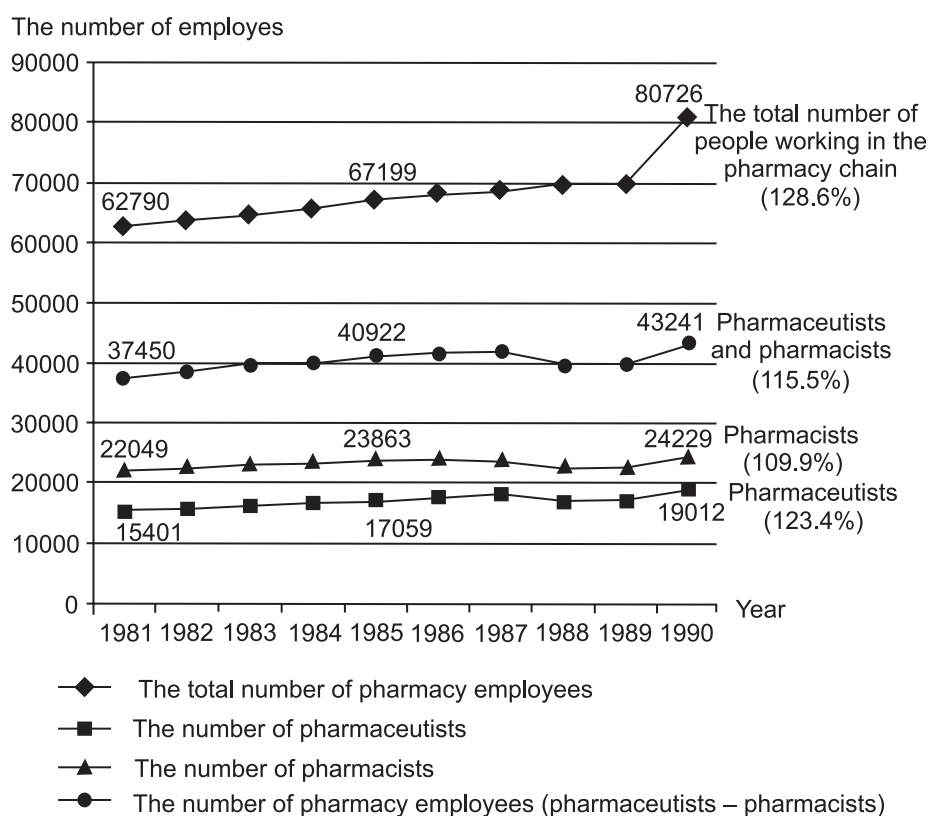


Fig. The analytical chart of retrospective analysis of PHR for 1981-1990.

per 10 thousand population; it exceeded the level of 1980 by 0.3 persons. The number of the population (inhabitants) per 1 pharmacy in 1981-1982 was overall 8.5 thousand (9.5 in cities and urban-type settlements and 7.1 thousand in rural areas).

The professional staff sufficiency in pharmacy increased during the period studied, and, for example, in 1988 it was 8.3 persons per 10 thousand population, including pharmacists – 3.6 and pharmacists – 4.7. In 1988 institutions and enterprises of the pharmaceutical

industry of Ukraine were staffed in general by 95.2%. Undermanning was 1285 pharmacists and 878 pharmacists.

#### CONCLUSIONS

The fundamental retrospective analysis of pharmacy human resources of Ukraine for 1981-1990 has been conducted. The data are presented for consideration of the positive (negative) experience of pharmacy and comparison with modern requirements of the pharmaceutical branch.

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**ПОГЛИБЛЕНИЙ РЕТРОСПЕКТИВНИЙ АНАЛІЗ ФАРМАЦЕВТИЧНИХ КАДРОВИХ РЕСУРСІВ В УКРАЇНІ ЗА 1981-1990 рр.****М.С.Пономаренко, О.С.Соловійов, С.В.Аугунас, Ю.М.Григорук****Ключові слова:** фармацевтичні кадри; розподіл; статистика; співвідношення кадрових угруповань

Сучасна концепція розвитку фармацевтичної галузі України потребує знання її історичного становлення, в тому числі й засад оптимального використання фармацевтичного кадрового потенціалу, втілення та адаптації його роботи, пов'язаної з запровадженням сімейної і страхової медицини, використання позитивного досвіду попередніх років. Проведено поглиблений ретроспективний аналіз кадрового складу аптечних закладів України за 1981-1990 рр. Дані представлені для урахування позитивного (негативного) досвіду аптечної справи та порівняння з сучасними вимогами до фармацевтичної галузі.

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**УГЛУБЛЕННЫЙ РЕТРОСПЕКТИВНЫЙ АНАЛИЗ ФАРМАЦЕВТИЧЕСКИХ КАДРОВЫХ РЕСУРСОВ В УКРАИНЕ ЗА 1981-1990 гг.****Н.С.Пономаренко, А.С.Соловьев, С. В.Аугунас, Ю.Н.Григорук****Ключевые слова:** фармацевтические кадры; распределение; статистика; соотношение кадровых группировок

Современная концепция развития фармацевтической отрасли Украины требует знания ее исторического становления, в том числе оптимального использования фармацевтического кадрового потенциала, адаптации его работы, связанной с внедрением семейной и страховой медицины, использования положительного опыта предыдущих лет. Проведен углубленный ретроспективный анализ кадрового состава аптечных учреждений Украины за 1981-1990 гг. Данные представлены для использования положительного (отрицательного) опыта аптечного дела и сравнения с современными требованиями к фармацевтической отрасли.