

RESEARCH OF LEGAL REGULATION OF PERSONNEL SAFETY OF THE PHARMACEUTICAL ORGANIZATIONS IN RUSSIA

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ABSTRACT

Objective: The study consists in the analysis of the main regulatory acts governing personnel safety in pharmaceutical organizations. In the process of managing a pharmaceutical organization, the leader must rely on the requirements of current legislation in the field of personnel safety. Safety is the main strategic activity of any pharmaceutical organization. The legal framework governing personnel security is constantly expanding. Actually study the fundamental standards of personnel safety.

Methods: The methods of analysis were a systematic approach, logical grouping, content analysis of the main documents regulating personnel security in the pharmaceutical industry.

Results: The fundamental regulatory acts were identified that play a major role in ensuring and regulating the personnel safety of pharmaceutical organizations. Personnel security is a key element of the economic security of a pharmaceutical organization. The management of pharmaceutical personnel in the personnel safety system consists in finding ways to minimize risks and threats from and in relation to employees. The basic regulatory acts in the system of personnel security are identified, which allow to level threats and optimize the sustainable development of the pharmaceutical organization.

Conclusion: In Russia, the legal basis for the personnel security of pharmaceutical organizations is: the Constitution; international treaties; federal constitutional laws; federal laws and regulations; Government Decisions; laws and other regulatory legal acts of entities. The term "security" is introduced by the law "On Security". The main security threats are identified in the Economic Security Strategy for the period until 2030.

Keywords: Personnel safety, Economic safety, The pharmaceutical organizations, Legal regulation.

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INTRODUCTION

Now by the Government of the Russian Federation, it is given big attention to healthcare sphere and including to the development of the pharmaceutical market. The confirmed strategy of development of pharmaceutical industry of the Russian Federation for the period until 2030 assumes realization of the sequence of strategic events which will allow to leave on qualitatively new level of the development of the pharmaceutical market and provision of the population of the Russian Federation by medical products. Pharmaceutical clusters began to form actively in various regions of Russia after the approval of the development strategy of the pharmaceutical industry of the Russian Federation [1].

METHODS

The objects of research were pharmaceutical organizations of various organizational and legal forms; departmental documents and normative legal acts of the Ministry of Health of Russia, regulating the order of pharmaceutical activity. The principles of system approach, methods of fuzzy sets theory, and methods of questioning and interviewing were used.

According to experts, in 2015–2020, according to the existing concept of long-term social and economic development of the Russian Federation, the volume of the state expenditure of industry of a health care is annually enlarged, and by 2020 will reach 5.5% from the level of the total internal product [2]. Thus, in Russia, the favorable medium for the development of the pharmaceutical market is framed.

RESULTS AND DISCUSSION

In the light of cardinal changes for the process of certification of specialists in pharmaceutical industry, entering of the process

of accreditation of graduates of pharmaceutical specialties, their introductions in system of continuous medical education, last year the most actual become questions of personnel safety of the pharmaceutical organizations.

Personnel safety, in our opinion, is a basic element of economic safety of the pharmaceutical organization which is referred for work with the personnel, on an establishment of labor and ethical relations which could be specified as "break-even." Staff management in system of personnel safety of the pharmaceutical organization consists in search of methods in risk minimization and threats from employees and in relation to them [2].

Standard legal base, regulating questions of personnel safety of the pharmaceutical organization, constantly extends. Safety is the basic strategic direction of activity of any pharmaceutical organization, it is obviously important to study the basic specifications, concerning safety issues.

In Russia, the legal basis of personnel safety of the pharmaceutical organizations constitutes the constitution; the international contracts; federal constitutional laws; federal acts and regulatory legal acts; the governmental orders; and laws and other standard legal acts of subjects [3].

Now the basic document concerning safety of any organization, in particular, pharmaceutical is the Federal act from December 28, 2010r № 390 "About safety."

In the law main principles of safety which include are specified:

1. Observance and protection of the rights and freedom of the person and the citizen

2. Legality
3. System and integrated approach of application by government federal organs, public authorities of subjects of the Russian Federation, other state structures, local government bodies of political, organizational, social and economic, information, legal, and other security measures [4]
4. A priority of preventive measures with a view of safety
5. Interaction of federal organs of the government, public authorities of subjects of the Russian Federation, other state structures with public consolidations, and the international organizations and citizens with a view of safety.

It is noticed that the basic guarantor of safety in Russia is the constitution, the president "determines the basic directions of a state policy in the field of safety, and citizens participate in realization of a policy in the field of safety" [5].

Thus, in the law "About safety," the system of safety and its function are specified, basic elements of system of safety are specified.

The presidential decree accepts "Strategy of a homeland security of Russia for the period until 2030" [6]. In it the questions, concerning treatments of such basic concepts, as "homeland security" and "homeland security threats," are considered. Hence, the homeland security is determined, how "a condition of security of the person, societies and the states from internal and external threats which allows to provide constitutional laws, freedom, worthy quality and a level of living of citizens, the sovereignty, territorial integrity and a sustainable development of the Russian Federation, defense and safety of the state;" and "homeland security threat is a direct or indirect possibility of drawing of injury to constitutional laws, freedom, worthy quality and a level of living of citizens, the sovereignty and territorial integrity, a sustainable development of the Russian Federation, defense and safety of the state."

One of the basic priorities of a homeland security of the Russian Federation allocates public safety. A priority of a sustainable development of the state is improvement of the quality of life of the Russian citizens by warranting of their personal security. Improvement of professional skill and qualities of a manpower as promote improvement of the quality of life of Russians, and accordingly and to homeland security provision. For the development of pharmaceutical sphere, strategy assumes to generate "conditions for overcoming of raw dependence on foreign suppliers" that is one of the homeland security threats [6].

In strategy, healthcare problems where it is specified are surveyed that one of the main threats of a homeland security of Russia is rising of availability psychoactive and psychotropic substances. Strategy assumes that "the state support of perspective developments in the field of pharmaceuticals" and as "use of perspective information technology" promote homeland security strengthening.

Special value (attention) in strategy is given questions of counteraction to safety threats. It is noticed that is state legal regulation "in the field of standardization, licensing, certification of medical services, and accreditation of pharmaceutical organizations," and also the development of a quality management system of the pharmaceutical help and preparation of specialists of pharmaceutical industry plays the major role in homeland security provision.

By us, it is noticed that in strategy questions of the provision of support of labor employment of the population, the control of observance of labor laws of workers and as enhancement of system of protection against unemployment are affected [6].

Important agent it is standard legal regulation concerning safety strategy of economic safety for the period until 2030 "is." In the present strategy determinations of economic safety and threats are given:

"Economic safety" – a condition of security of national economy from external and internal threats at which are provided the economic sovereignty of the country, unity of its economic space, a condition for realization of strategic national priorities of the Russian Federation.

A threat to economic security is a combination of conditions and factors that damage the national interests of the Russian Federation in the economic sphere.

The basic threats of economic safety recognize depression of quality and availability of formation and medical aid. Depression of quality of human potential competition intensifying for top skills shots [7].

In strategy of economic safety, the primary goals on realization of the direction concerning the development of human potential are allocated, namely:

1. Enhancement of system of general and vocational training on the basis of modern scientific and technological achievements
2. Development of system of continuous pharmaceutical formation, including with use of mechanisms of state-private partnership
3. Development of national system of qualifications, enhancement of qualifying demands to workers, informing of citizens on the demanded, and new professions
4. Vocational counseling of citizens [7]
5. Depression of the level of poverty and a property inequality of the population
6. Assistance of effective employment of the population and mobility of a manpower
7. Enhancement of mechanisms of the provision of ecological safety and preserving of favorable environment.

The purpose of state policy in the field of ensuring economic security is to ensure the safety of the economic activities of pharmaceutical organizations and the development of human potential.

Personnel safety from the point of view of safety of the concrete employee of the pharmaceutical organization is surveyed in the concept of public safety in the Russian Federation [7].

As a result of the analysis of legal documents conducted by us, it is possible to notice that the labor code [8] is devoted personnel safety issues. The basic concepts are specified. Labor protection – system of preserving of life and health of workers in the course of the labor activity including legal, social and economic, organizational-technical, sanitary-and-hygienic, treatment-and-prophylactic, rehabilitation, and other events. Safe working conditions – working conditions at which influence on working harmful and dangerous production factors is excluded or levels of their influence do not exceed the established specifications [8].

Standards of safety of work – rules, procedures, criteria, and the specifications directed on preserving of life and health of workers in the course of labor activity and regulating realization of social and economic, organizational, sanitary-and-hygienic, treatment-and-prophylactic, and rehabilitation measures in the field of labor protection.

By us, it is established that the criminal code [9] contains appreciable number of the rates which are carrying out functions of legal provision of economic safety of the organizations from crimes in sphere of economic activities. In connection therewith the document, tasks are: "Protection of public safety, mankind safety, and also the prevention of crimes."

The code about administrative offenses [10] provides responsibility for administrative offenses:

- Encroaching on health, sanitary-and-epidemiologic well-being of the population, and public morals
- In the field of property protection
- In the field of communication and the information

- In the field of an entrepreneurial activity and activity of the self-adjustable organizations
- Encroaching on a public order and public safety.

In the course of federal act studying "About a digital signature" [11], us it is taped that it regulates relations in the field of use of digital signatures at fulfillment of civil law transactions, rendering of the state and municipal services, and execution of the state and municipal functions, at fulfillment of other legally significant actions, including in the cases established by other federal acts [12].

It is established, the listed regulatory legal acts are base in system of personnel safety pharmaceutical and allow to level threats and to optimize a sustainable development of the pharmaceutical organization [13].

It is established that the term "safety" is entered into practice by the law "About safety." In the same legal act, main principles of safety and an activity order on safety are specified. Homeland security strategy in which the concept of "safety threats" and methods of counteraction is specified by it and as the basic problems of a health care are surveyed is analyzed. It is taped that the basic threats of safety are formulated in strategy of economic safety for the period until 2030 [12,14,15]. The concept of public safety and safety of the concrete employee is studied. The labor code of Russia concerning personnel safety issues is analyzed. From the point of view of offenses of criminal and administrative character in the field of personnel safety of the pharmaceutical organizations, the criminal code and the code about administrative offenses of the Russian Federation are surveyed. As a result of the conducted content analysis the legal acts, concerning safety issues of the person (the personnel and the person) and safety of the pharmaceutical organizations are studied and analyzed. The basic sections concerning personnel safety are taped [16,17].

CONCLUSION

The concept of personnel security in pharmacy is formulated. The study experimentally identified the main factors of personnel security [18,19]. The direction of the priority vector of factors of personnel safety in pharmacy with the use of linguistic variables is determined. The basic principles and approaches to personnel security are established. On the basis of factors research, the concept of personnel safety of pharmaceutical organization is formulated.

AUTHORS' CONTRIBUTIONS

Dmitry A. Kuznetsov designed the research work, collected the data, analyzed the data, and co-wrote the paper. Marina U. Klischenko designed the research work, analyzed the data, and co-wrote the paper.

CONFLICTS OF INTEREST

Declare none.

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