

## **PECULIARITIES OF LABOUR RESOURCES MANAGEMENT AT ESTABLISHMENTS OF PHARMACEUTICAL BRANCH**

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At this time pharmaceutical branch is defined as dynamically developed and therefore requires a great number of qualified employees. Activity in this area demands a set of features: from education at the beginning and till labour contracts at the end. Thus, at the present moment this topic is a quite relevant issue.

The aim of the work is analysis of peculiarities of labour resources management and features of working conditions for pharmaceutical professionals, research of fields which require pharmaceutical control from a side of society and individuals.

We have analyzed the materials of the Code of Laws in the labour; the Standards of pharmacy service quality (joint instructions of FIP/WHO on GPP); the Code of Ethics for pharmacists of Ukraine. During the research the method of systematic analysis was used.

According to the research's results, we have estimated the problem of pharmaceutical staff employment and features of their work. The forming and development of exchange relations connects with substantial changes in labour service, work force movement, and significant excess of supply over demand that specifies existence of such category as a labour market.

A qualified employee of pharmaceutical branch should observe such ethical norms as: to be respectful towards every patient from positions of personal service, to possess psychological communication skills to achieve trust and mutual understanding with patient; to act straightforwardly, honestly and fear, do not use patients' lack of familiarity and uninformedness on medicines and medical products for personal or establishment's advantages, do not apply pressure to patients to get it.

Thus, there are roles expected to involve pharmacists or control over them from a side of society and people for which benefit pharmacists work: manufacturing, formulation, preservation, safety, expansion, application, delivery of goods for medical use; ensuring of effective medicamental therapy; assistance and improvement of professional activity; contribution to the effectiveness improvement of the system of medical aid and public health.