



Uticaj smanjenog broja zaposlenih i premora usled protekle pandemije na organizaciju rada u laboratorijama

The Influence of the Decreased Number of Employees and Fatigue Due to the Past Pandemic on the Organization of Work in Laboratories

Biljana Marjanović

Dom Zdravlja Požarevac

Healthcare Center Požarevac

Apstrakt

Uvod: Tema ovog okruglog stola je ukazati na evidentno smanjen broj laboratorijskih radnika i povećani obim posla, kao i naći adekvatno rešenje za ovu situaciju.

Cilj: Doći do određenih zaključaka, dati odgovor kako i na koji način se laboratorijski radnici nose sa pritiskom posla, kao i kako ih organizovati, usled povećanog obima istog.

Metod: Činjenica je da se poslednjih decenija znatan broj zdravstvenih radnika seli u inostranstvo i tamo nastavlja svoju profesionalnu karijeru. Zbog ovog i niza drugih okolnosti, broj zdravstvenih radnika uopšte, a naravno i laboratorijskih radnika, ne nadomešćuje se novim radnicima. Na sve ovo, Pandemija kovid-19 dovela je do velikog pritiska na zaposlene, do njihovog premora, što sve utiče na rad u laboratorijama, kao i na organizaciju posla.

Rezultati: Značajan broj radnika je nakon pandemije na bolovanju, značajan broj njih koristi zaostale godišnje odmore, što je priličan broj radnih dana kada nisu na poslu, a dodatni problem za organizaciju posla je i sve veća prisutnost sindroma sagorevanja.

Zaključak: Ministarstvo zdravlja bi trebalo nizom mera da pruži pomoć nosiocima zdravstvene zaštite u zemlji na taj način što će omogućiti zapošljavanje novih, mladih koleginica i kolega. Na taj način će dati šansu ne samo mladima da ostanu u zemlji, već i zrelim radnicima da učestvuju u obuci mladih kolega, što će biti jedna zajednička motivacija, a najveći benefit će imati pacijenti i država.

Abstract

Introduction: The topic of this round table is to point out the apparently reduced number of laboratory workers and the increased volume of work, as well as to find an adequate solution for this situation.

Aims: To reach certain conclusions, to give an answer as to how and in what way laboratory workers cope with the pressure of work, as well as how to limit them due to the increased amount of work.

Method: It is a fact that in recent decades, a significant number of health workers have moved abroad and continued their professional careers there. Due to this and a number of other circumstances, the number of health workers in general and of course laboratory workers is not being replaced by new workers. On top of all this, the arrival of the Covid-19 pandemic has led to great pressure on employees, their overtime, and everything affects the work in the laboratories as well as the organization of work.

Results: After the pandemic, a significant number of workers are on sick leave, also, a significant number of them are using their annual vacations, which is a considerable number of working days. The "burnout" syndrome is also present.

Conclusion: The Ministry of Health should, through a series of measures, provide assistance to healthcare providers in the country in a way that will enable the employment of new, young colleagues. In this way, it will give a chance not only young people to stay in the country, but also mature workers to participate in the training of young colleagues, which will be a common motivation, and the biggest benefit will be patients and the state.