THEORETICAL APPROACHES TO ORGANIZATION OF LABOR RATING IN HEALTHCARE

**Problem statement.** The reform of healthcare in Ukraine is bringing to the forefront the issue of improvement of medical care quality. One of the main prerequisites for the task fulfillment is a proper healthcare staffing policy. Determining the number of medical staff, setting the rates of their labor, a rational distribution and employment of medical manpower are the most significant components of the healthcare labor rating system.


**The paper objective** is summation of theoretical approaches to organization of the healthcare labor rating in Ukraine and finding the most effective methods for its evaluation at the current stage of the medical reform.

**The paper main body.** Labor rating of medical staff is one of the most complicated tasks, which reflect the specificity of the healthcare sphere, requiring a thorough scientifically substantiated approach.

Elaboration of labor rates in healthcare can be performed by two groups of methods: analytical computation, and empirical and statistical.

It should be noted that from a strategic perspective, the analytical computation method of rate-setting is most promising; yet, its advancement is hindered by the underdeveloped regulatory framework for rating labor both in
quantitative and qualitative sense. Healthcare institutions should also make a wider use of the analytical computation method for calculation of the number of staff necessary to do a specific amount of work and to set certain standard indicators. In case there are no centrally elaborated labor standards, and the work is characterized by low repetitiveness, e.g. introduction of new kinds of instrumental surveys or organization of new kinds of services, one can apply integral methods of rating to set temporary standards in order to substantiate them 2-3 years later based on the experience to be gained.

**Conclusions of the research.** Under the healthcare reform, there is an urgent need to shape new approaches to creating incentives for labor activity of medical staff on the basis of a scientifically substantiated labor rating system. At the present stage of healthcare development, rate-setting tasks can be formulated as follows:

– revision of the branch-rated documents regulating labor;

– bringing the regulatory framework in accordance with the main lines of the healthcare reform;

– improvement of the methodological approaches to drafting regulatory documents at both the nation-wide and regional levels, and conducting an economic analysis of medical staff performance.