

## THE DEVELOPMENT OF THE AUTOMATED INFORMATION SYSTEM OF PHARMACEUTICAL STAFF MANAGEMENT

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**Introduction.** The automated evidence of the personal of any system represents an important tool to assure the good functionality of that system. It absolutely refers as well to the pharmaceutical system – a part of the health system. Objective of the study: To elaborate and argue the need to implement the automated information system of pharmaceutical staff management (AIS PSM) within the health system of the Republic of Moldova.

**Keywords.** information automated system, pharmaceutical staff.

**Purpose.** The purpose of this study was to develop and argue the need to implement the automated information system of pharmaceutical staff management (SIA PSM) within the health system of the Republic of Moldova.

**Material and methods.** The statistical data in the field of the pharmaceutical system served as materials, as well as the “pharmaceutical frameworks” subsystem. Systems approach, study of factors and processes, statistical analysis, decomposition and construction of systems, elaboration of information system design and components and programming of the automated information system of pharmaceutical staff management were applied as methods.

**Results.** The „Human Resources Management Information System” ensures the collection, administration, processing and interpretation of data by issuing lists, text reports, statistical and comparative data, as well as improving communication within the organization by better organizing the flow of information between departments of Human Resources and other subdivisions. The system ensures good data accessibility and significantly reduces the time required for administrative activities on personnel management. During the process of developing the AIS PSM the experience gained in other areas, as well as the following general principles applicable to this process, were taken into consideration: the principle of *legality* of the system implies the operation of the system in accordance with the legislation in force; the principle of *respect for human rights* provides for the operation of the system in strict accordance with national normative documents and within the limits of the stipulations of international treaties and conventions on human rights, to which the Republic of Moldova is a party; the principle of the *first person / of the unique center* implies the existence of a highly qualified leader with sufficient power to adopt decisions and coordinate the works of creation and operation of the system; the principle of *data authenticity* implies the introduction of data in the system only on the basis of entries in qualified documents as sources of information; the principle of *data integrity*; the principle of *state identification of the objects of registration*, according to which each subject of registration is given a unique identification number.

The user of the system within the pharmacy has the function of entering the personal data regarding the new employee within the unit. In fig. 1 shows the interface for the pharmacy user when enrolling a new employee. When accessing the "New Employee" button, the personal data entry form in the system appears.

Fig. 1. Graphical interface for the user within the pharmacy when introducing a new employee

In fig. 2 the graphical interface of the responsible person within the Association of Pharmacists of the Republic of Moldova is presented. It ensures the management of the data system entered with access to the entering and modification of information referring to the payment of the annual fee.

Fig. 2. Graphical user interface for the person responsible in the APhRM

In the implementation of the SIA PSM, developed for the purpose of recording the pharmaceutical staff, the parties involved will benefit from the following aspects:

**Medicines and Medical Devices Agency:** Fast and guaranteed access to accurate data referring to pharmaceutical staff; Access to statistical data; Accessing and verifying in real time the data regarding the pharmaceutical staff working in the pharmaceutical enterprises; Monitoring the information on the pharmaceutical unit in the licensing, evaluation and accreditation process; Evaluating the correctness of the continuous introduction of data regarding human resources in the pharmaceutical system.

**Association of Pharmacists of the Republic of Moldova:** Managing the information regarding the continuous development of professional activity of the pharmaceutical staff; Analysis of staff stability in pharmaceutical units; Checking the payment of the fee and updating the data; Extraction of statistical reports; **Faculty of Pharmacy:** the possibility of strategic planning of the preparation of pharmaceutical staff for the health system; Evidence of employment and evolution of graduates in employment; **Pharmaceutical units, enterprises and institutions:** Introduction of information on pharmaceutical staff by the duty-bound person; Updating the information regarding the pharmaceutical staff; Reporting the necessary information to the Agency for Medicines and Medical Devices.

**Conclusions.** The Automated Information System “Management of pharmaceutical staff” was developed for the first time in the Republic of Moldova and proposals were submitted for its implementation.

In order to facilitate the use of SIA PSM, the stages of data entry in the developed system and the way of their management by various users were elaborated and characterized.

Recommendations were made to ensure the functionality of the system by sequentially describing the stages of the cycle.