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Improving The Regulation Of Labor Veterinary Specialists.

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ABSTRACT

Rationing of labor of veterinary specialists in the Russian Federation, scientific institutions, higher educational institutions and practical veterinary institutions are engaged about 60 years. During this period, accumulated rich material on the development of scientific, methodological and regulatory problems of labor regulation. Developed and improved recommendations on the regulation of labor of specialists in the field of veterinary medicine, developed and implemented in wide practice the time standards for the implementation of about 2000 types of veterinary work (services), which are systematically reviewed and improved.

Keywords: the regulation of labor, a veterinary specialist.

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INTRODUCTION

The scientific development of methods of rationing veterinary specialists and labor standards for the implementation of veterinary measures began in the late fifties and sixties of the twentieth century [5]. Intensive research on the regulation of labor of veterinarians, paramedics and laboratory assistants on the departmental coordination program of the Ministry of agriculture of the USSR in the eighties and nineties in the Kazan veterinary Institute, the all-Union scientific control Institute of veterinary drugs, the all-Union research Institute of non-communicable animal diseases [1, 2, 3, 4, 5, 9]. They have developed guidelines for the study and regulation of veterinary specialists; installed standard and individual standard time for veterinary services the dairy, pig farms, sheep of speciosa; the time allowed for execution of antiepizootic, treatment-and-prophylactic actions. In subsequent years, continued research to improve the regulation of labor of veterinary specialists in livestock enterprises, state veterinary institutions [3, 6, 7, 8, 10, 11, 12, 13].

MATERIALS AND METHODS

Studies were conducted on the materials of dairy and pig-breeding complexes, sheep special farms, specialized enterprises of sports horse breeding, poultry farms and poultry farms, meat processing enterprises, fur farms, zoos, circuses, local veterinary points. When developing recommendations on labor regulation, we were guided by the Civil code of the Russian Federation, the Law of the Russian Federation of May 14, 1993. No. 4979 - "on veterinary medicine", the Labor code of the Russian Federation, the method of regulation of labor of workers adopted in the Agro-industrial complex of the Russian Federation, Methods of diagnosis, prevention of veterinary and sanitary examination of products of animal and plant origin, laboratory studies of biological objects in veterinary and other veterinary works.

RESULTS AND DISCUSSION

For 2014-2018 improvement of the recommendation on regulation of labor of veterinary experts is carried out (approved at the meeting of section "veterinary science and methodical Council of the Ministry of agriculture of the Russian Federation, the Protocol No. 61 of 26.12.2014). Newly developed or refined:

- standards of time for performing veterinary work in cattle breeding, pig breeding, sheep breeding, horse breeding, fur farming, poultry farming, beekeeping;
- labor standards of veterinary specialists for service of different types of animals;
- norms of time for bacteriological, virological, serological, biological, Toxicological. Morphological and histological studies in veterinary laboratories;
- norms of time for veterinary and sanitary examination of animal and vegetable products.

The following additions and changes are made to the current methodological recommendation on the study and regulation of labor of veterinary workers of industrial livestock complexes:

features of regulation of labor of veterinary specialists:

- state veterinary institutions serving the agricultural animals;
- agricultural production enterprises serving farm animals;
- exercising state veterinary supervision;
- serving small Pets;
- serving the manufacturing industries;
- state laboratories of veterinary and sanitary expertise in food markets;
- veterinary laboratories, diagnostic rooms.

balance of annual Fund of working time of veterinary specialists of the state veterinary institutions of medical and preventive, laboratory and diagnostic, veterinary and sanitary profile and the enterprises of agro-industrial complex;

annual norms of expenses of working hours for preparatory and final works, regulated breaks and other types of works:

- veterinary institutions of medical and preventive profile;
- district, inter-district, regional, regional, Republican, inter-regional laboratories, Central scientific and industrial veterinary radiobiological, Central scientific and methodical veterinary laboratories; diagnostic offices of district (city) stations for animal disease control;
- state laboratories of veterinary and sanitary expertise in food markets;
- state veterinary inspections of subjects of the Russian Federation;

load calculations for veterinary professionals when carrying out veterinary work.

Results of calculations of balance of annual Fund of working hours of veterinary specialists are presented in table 1, annual Fund of operating time-table 2.

Table 1: Balance of annual Fund of working time of veterinary specialists

Name of indicators	Indicators in institutions, organizations			
	therapeutic and preventive	diagnostic	Veterinary-sanitary	enterprises APK
Number: calendar day working day weekends and holidays	 365,2 248,8 116,4	 365,2 248,8 116,4	 365,2 248,8 116,4	 365,2 248,8 116,4
The duration of the working day, an hour.	8	7,2	8	8
Number of working hours	1985,4	1985,4	1985,4	1985,4
Planned absences to work (days): - vacation - additional leave - diseases	 28 4 7	 28 14 7	 28 3 7	 28 - 8
Number of non-working hours	248	266,4	240	224
Annual effective Fund of working time, hours	1737,4	1745,4	1520,0	1761,0

The established working hours of veterinary laboratory workers under the Labor code of the Russian Federation are less than 0.8 hours, the number of working hours in the annual Fund of working time is 199. Additional leave in connection with harmful working conditions is established for employees of veterinary laboratories in the amount of 50% to the basic leave, medical and preventive institutions-14.3%, veterinary and sanitary institutions - 10.7%.

Table 2: annual Fund of operational working time of veterinary specialists

Name of veterinary institutions and agricultural enterprises	Operational time Fund, Hours	
	veterinarians	veterinarians, technicians
Medical-prophylactic	1313,3	1308
Veterinary laboratory - district, inter-district - regional, regional, Republican - regional, inter-regional - central	 1176,9 1047,9 972,9 581,9	 1242,4 1222,4 1216,9 1152,9
Diagnostic room	1127,9	1177,9
State laboratories of veterinary and sanitary examination	1468,5	1457,6
Agricultural enterprises	1316,4	1297,6
A veterinary inspection of territorial administration of the Rosselkhoznadzor	1510	-

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The annual effective Fund of working time has differences in all spheres of activity of veterinary specialists. The greatest annual effective Fund of working time is established in the enterprises of agro-industrial complex, which is more than in medical and preventive veterinary institutions by 1.3%, veterinary and sanitary-by 0.9% and diagnostic institutions – by 13.7%.

The greatest volume of annual Fund of operational time of veterinary doctors is defined in the state veterinary inspections of subjects of the Russian Federation and territorial administrations of Rosselkhoznadzor in which it is much less working hours on preparatory and final works (55,3%), other types of works (3,1%). The volume of the annual Fund of operational working time in the state laboratories of veterinary and sanitary examination is more than in medical institutions by 10.4%, veterinary laboratories-by 19.8-60.4%, agricultural enterprises-by 10.3;

The largest volume of the annual Fund of operational working time of laboratory staff is established in the state laboratories of veterinary and sanitary examination in the food markets, which is more than in medical and preventive veterinary institutions by 10.2%, veterinary laboratories-14.8-20.9, agricultural enterprises-11%.%.

Annual standards of time for veterinary service of one head of animals are presented in table 3, standards of time for performance of separate antiepizootic and veterinary works at service of productive and small Pets – table 4, standards of time for laboratory researches and veterinary and sanitary examination of products of an animal and vegetable origin-table 5.

Table 3: Annual standards of time for veterinary service of one head of farm animals

Animals	Standard time, an hour	
	Agricultural enterprises	Peasant farms
Cow, bull, netel	6,3	8,6
Calves up to 6 months	7,4	4,0
Young cattle older than 6 months.	1,6	2,6
Sows, boars	1,21	3,8
Pigs up to 4 months	0,93	1,4
Pigs on fattening	0,45	1,1
Sheep, sheep, young older than a year	0,96	1,4
Lambs and young animals up to 1 year	0,57	0,85
Horses	4,1	6,2
Chicken egg direction	0,107	0,15
Geese	-	1,3
Duck	-	0,17
Turkeys	-	0,23
Minks	0,52	0,78
Foxes	1,32	2,00
Arctic fox	1,5	2,30
Sables	1,5	1,50
Rabbits	0,39	1,59
Nutrias	0,66	1,00
Dogs	-	1,40
Cats	-	0,70

The complexity of veterinary service of animals in agricultural enterprises is higher when servicing cows, bulls, heifers, heifers and horses; much less when servicing sheep and pigs. Labor costs for veterinary care of farm animals in farms are slightly higher than in agricultural enterprises due to the lower concentration of livestock. A similar trend is observed with the standards of service of wild and small Pets.

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Annual standards of time for veterinary service of animals are used for establishment of regular number of veterinary experts, determination of volume of financial support of the state and paid veterinary services.

Table 4: Norms of time for performance of separate veterinary works at service of productive and small Pets

Name of works	Norms of time for performance of works, min.				
	cattle	pigs	sheep	dogs	cats
Diagnostic study - blood sampling - tuberculinization	 6,24 5,14	 5,0 3,37	 4,62 2,21	 14,5 -	 14,0 -
Vaccination	1,65	1,7	0,9	12,1	12,7
Treatment and prophylactic treatments	3,25	1,04	3,3	16,0	15,0
Study on helminthiasis	20,0	22,4	22,2	18,4	31,6
Dehelmintization	2,6	0,21	1,21	12,0	12,0
Radiography	-	-	-	45,0	45,0
Ultrasound of the abdominal cavity	-	-	-	29,1	24,3
General urine test	-	-	-	19,5	19,5
Treatment: treatment of viral enteritis dermatomycosises	 - -	 - -	 - -	 67,0 15,2	 - 15,0
Castration (sterilization) of males	25,0	14,0	17,0	51,0	30,0
Autopsy of the corpse	184,0	128,0	128,0	78,0	64

The complexity of anti-epizootic measures is associated with the possibility of using modern technologies for their implementation. The taking of blood samples, application require significant expenditures of manual labor, so labor standards are quite high. Vaccination, treatment, deworming less time-consuming.

Veterinary treatments of small Pets are carried out individually and each procedure requires the preparation of the workplace, personal training of veterinarians, animal training. Consequently, the rate of labor costs to perform the same work is much greater than in the processing of farm animals. On taking blood samples from cats and dogs spent 3 – 3.1 times more working time veterinary specialist than adult sheep. Deworming a dog or cat takes 10 times longer than deworming a sheep.

The standard time for the fulfilment of veterinary actions are used to establish the complexity of these activities in the agricultural enterprises, the calculation of the cost of state and toll of the veterinary services, identifying the needs of veterinary specialists in farms, rural municipal districts.

Similarly, use of standard time for the fulfilment of veterinary actions for maintenance of small animals.

In laboratory practice, the most time-consuming are autopsy, PCR, bacteriological studies of pathological material, complete helminthological autopsy of corpses; less time-consuming-the formulation of serological reactions by classical methods. At performance of veterinary and sanitary examinations the considerable volume of working time is spent for organoleptic research and branding of carcasses of beef, pork, mutton.

Table 5: time Standards for individual laboratory tests and veterinary and sanitary examination of animal products

Type of works	time Standards, min
Laboratory research:	
Serological: Agglutination reaction	 1.3

Complement binding reaction	1,8
Precipitation reaction	1,1
Bacteriological:	
smear microscopy	12,0
fluorescence microscopy	30,0
bacterial analysis of the material	135,0
waters	37,0
meat's	57,0
milk	18,0
Virological:	
RTA of viral diseases of chickens	43,7
MARKET on the influenza of horses	20,2
ELISA on CSF	43,3
ELISA of viral diseases of chickens	27,0
PCR for infectious bovine rhinotracheitis	236,0
PCR for influenza a virus in birds	61,5
Parasitological:	
scatological	19,0
the complete helminthological autopsy	96,0
Pathoanatomical:	
post-mortem examination of large animals	184,0
autopsy of small animals	110,0
Hematological:	
red blood cell count	10,5
the excretion of leucoformula	16,0
Veterinary expertise products	
branding of beef	25,25
branding of porks	20,25
branding of horsemeats	23,59
branding of muttons	21,25
branding of chickens	13,50
fish up to 50 kg	7,3
milk	7,5
honey's	42,0
A veterinary sanitary examination of eggs of up to 50 pieces	5,0
Ovoscopy	6,0

The norms of time for laboratory research are used for rational use of the personnel potential of veterinary laboratories, determining the complexity of laboratory research, staffing, calculating the cost of public laboratory services and prices for paid laboratory work.

The norms of time for veterinary and sanitary examination of animal products are usually used for rational planning of the activities of such laboratories, the calculation of the scientific-based staffing, the complexity of examinations, the establishment of the cost of state and paid veterinary services.

CONCLUSION

1. The Russian Federation has developed and adopted normative legal documents for management in the implementation of state and paid veterinary works (services), including norms and standards of working time of veterinary specialists, which are widely used in the activities of the state, departmental and private veterinary service.
2. Recommendations on regulation of labor of veterinary specialists which are approved by Scientific and technical Council of the Ministry of agriculture of the Russian Federation are developed.
3. Successfully implemented the planning of the staff number of veterinary institutions, the definition of the complexity of veterinary work, the productivity of the veterinary workers, objectively assesses the contribution of veterinary professionals in the development of animal husbandry and other industries.

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