

PROCENA RIZIKA RADNIH MESTA U ZDRAVSTVENIM USTANOVAMA: TEORIJSKI OKVIR I METODOLOŠKI PRISTUPI

RISK ASSESSMENT OF JOB POSITIONS IN HEALTHCARE INSTITUTIONS: THEORETICAL FRAMEWORK AND METHODOLOGICAL APPROACHES

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SAŽETAK

Procena rizika u zdravstvenim ustanovama predstavlja temeljni element sistema bezbednosti i zdravlja na radu, imajući u vidu kompleksnost i raznovrsnost profesionalnih opasnosti kojima su zaposleni izloženi. Ovaj rad analizira teorijski i normativni okvir procene rizika, tipologiju rizika specifičnih za zdravstveni sektor, kao i metodološki pristup njihovom identifikovanju, kvantifikaciji i upravljanju. Zaposleni u zdravstvu, uključujući lekare, medicinske tehničare, pomoćno i administrativno osoblje, izloženi su različitim vrstama rizika: biološkim, hemijskim, fizičkim, psihosocijalnim i ergonomskim. Biološki rizici se posebno izdvajaju zbog neposrednog kontakta sa potencijalno infektivnim materijalima i pacijentima, dok hemijski i fizički rizici proizilaze iz upotrebe lekova, dezinfijensa i radnih uslova u savremenim kliničkim okruženjima. Psihosocijalni i ergonomske faktori dodatno doprinose profesionalnom opterećenju.

Metodologija procene rizika uključuje korake poput identifikacije opasnosti, procene izloženosti i verovatnoće, određivanja posledica, kvantifikacije rizika kroz matrice rizika, i definisanja mera kontrole. U skladu sa Zakonom o bezbednosti i zdravlju na radu Republike Srbije i međunarodnim standardom ISO 45001:2018, procena rizika se formalizuje Aktom o proceni rizika koji mora da sadrži analizu svakog radnog mesta i konkretne predloge mera zaštite. Posebna pažnja se posvećuje radnim mestima sa povećanim rizikom, gde je neophodno sprovesti dodatne medicinske provere i obezbediti posebne uslove rada.

Preventivne i korektivne mere uključuju tehnička rešenja (npr. ventilacija, izolacija), organizacione mere (radne procedure, smenski rasporedi), korišćenje lične zaštitne opreme (LZO), edukaciju zaposlenih i psihološku podršku. Efikasno upravljanje rizicima zahteva ne samo primenu tehničkih i organizacionih rešenja, već i kontinuiranu evaluaciju, nadzor i edukaciju svih zaposlenih.

Diskusija ukazuje na neujednačenu primenu zakonskih regulativa i potrebu za sistemskim unapređenjem inspekcijskog nadzora, posebno u domenu edukacije nižeg medicinskog osoblja i dosledne upotrebe zaštitne opreme. Zaključno, procena rizika mora biti kontinuiran i prilagodljiv proces koji se oslanja na multidisciplinarni pristup, proaktivan menadžment i kulturu bezbednosti, sa ciljem očuvanja zdravlja zaposlenih i osiguranja kvaliteta zdravstvenih usluga.

Ključne reči: procena rizika, zdravstvene ustanove, bezbednost i zdravlje na radu, biološki rizici, zaštitne mere.

ABSTRACT

Risk assessment in healthcare institutions represents a fundamental element of occupational health and safety systems, given the complexity and diversity of professional hazards to which employees are exposed. This paper analyzes the theoretical and regulatory framework for risk assessment, the typology of risks specific to the healthcare sector, and the methodological approach to their identification, quantification, and management. Healthcare workers—including physicians, nurses, auxiliary, and administrative staff—are exposed to various categories of risks: biological, chemical, physical, psychosocial, and ergonomic. Biological risks are particularly critical due to direct contact with potentially infectious materials and patients, while chemical and physical risks arise from the use of drugs, disinfectants, and working conditions in modern clinical environments. Psychosocial and ergonomic factors further contribute to occupational stress.

The risk assessment methodology includes several key steps: hazard identification, exposure and likelihood assessment, determination of consequences, risk quantification using risk matrices, and the definition of control measures. In accordance with the Occupational Health and Safety Law of the Republic of Serbia and the international ISO 45001:2018 standard, risk assessment is formalized in the Risk Assessment Act, which must include an analysis of each workplace and concrete proposals for safety measures. Special attention is devoted to high-risk workplaces, where additional medical screenings and specific working conditions must be ensured.

Preventive and corrective measures include technical solutions (e.g., ventilation systems, hazard zone isolation), organizational measures (work procedures, shift schedules), personal protective equipment (PPE), employee training, and psychological support. Effective risk management requires not only technical and organizational solutions but also continuous evaluation, supervision, and education of all employees.

The discussion highlights inconsistencies in the implementation of legal regulations and the need for systemic improvements in occupational health oversight—especially in the areas of education for lower-level healthcare staff and consistent use of protective equipment. In conclusion, risk assessment must be treated as a continuous and adaptable process that relies on a multidisciplinary approach, proactive management, and a culture of safety, with the aim of preserving employee health and ensuring the quality of healthcare services.

Keywords: risk assessment, healthcare institutions, occupational health and safety, biological risks, protective measures.