

THE PECULIARITIES OF THE HEALTH SYSTEM IN GREECE

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ABSTRACT

Greek health system can be characterized as a mixed health system: health care industry has various social insurance funds co-exist with the Greek National Health System (ESY). The health system in Greece was established in 1983 guarantees free health care for all residents of Greece.

The system covers the entire Greek population, special rights without any conditions, regardless of professional category or region. Health services are also provided in the EU and non-EU citizens on the basis of bilateral or multilateral agreements.

In addition, the Greek health system context, primary health care services are provided through rural health centers and rural surgery provincial, regional and district medical clinics, clinics and social insurance institutions specialized in urban areas. Secondary care is provided by public hospitals, for-profit private hospitals and clinics or hospitals owned by social security funds.

KEYWORDS: *health system, the features of the health system, mixed system of health*

Greece, considered as birth place of the occidental civilization, obtained its independence from the Turkish Empire in 1829. It was occupied then by the Axle forces during the Second World War. Before this war, Greece became a founder member of NATO and was in the first line of cold war, in the conditions in which a civil war occurred between the communist guerillas and the king's supporters. In 1967, a military dictatorship took over the country and obliged the king and the royal family to leave the country, which lasted for seven years, until the latest in 1974 the dictatorship, fell and this fact saw the formation of Greece, officially the Helene Republic.

Greece joined to the European Commission in 1981, and became an important partner of the European Union. During the second half of 19th century and in 20th century, it has acquired many islands of Mediterranean Sea on the shore of Turkish Empire, now known under the name of Turkey, these islands now contribute greatly to the tourism industry of the great Greece.

Together with the development of Greece, the state system, including the health system also developed. The Greek system of health may be characterized as a mix health system: being made both of private and national health insurances of the health system in Greece (ESY).

The health system of Greece, which was established in 1983, warrants a free medical assistance for all the Greek residents and foreign citizens, who temporary or permanently stay in Greece.

The national health system refers to the whole Greek population, without any condition of special rights, irrespectively by profession or occupation region. The health services are also supplied in EU and the non-EU citizens, based on bilateral or multilateral agreements. Also, in Greece, if you are a foreign citizen, expatriated, and to pay the fees to the Greek government, you benefit of the right to the national plan of medical assistance, as much as the Greek citizens.

Greece expenses about 10.1% of PIB in the domain of health. This fact is better compared to other developed countries such as Great Britain, USA and Australia, which spends also an average of 7.5-8% of their PIB on health. This huge amount of expenses by the Greek government is mainly for the coverage of all its islands, of which many are home, at the big tourism stations, which are much occupied permanently during the year. These islands have usually health governmental institutions, to choose the clinic or a small hospital.

Although Greece may offer coverage at the level of the whole medical protection, these facilities are not presented on each Greek island. Additionally, the Greek islands, which don't have medical facilities on them, are usually quite limited with respect to the resources they benefit of. If you think about spending your time in Greece, in any of the Greek islands and it happens to require any major surgical interventions, the most probable you should take or run by boat at the nearest main hospital on the continent.

If the plan of entering Greece as EU citizen and the plan that will be included in the national Greek plan of medical assistance, will renounce to the right of choosing a hospital or medical facilities. This fact, during the external seasons (summer and winter) may be extremely disturbing, that certain facilities don't have air conditioning or heating, which means that they are susceptible of being uncomfortable on the upper side of being sick or injured in another country. In addition to it, many workers in the public hospital may talk few or not at all English or any other language used by the tourists. It is recommended that the detailed medical insurance to be there, so that this situation to be avoided.

Generally, Greece has a well traced medical assistance service. Like any country of the world, there are some inherent problems with the system, but the most of people are able to receive the care they need when they need to, except for, certainly, if it happens to be on a peripheral island.

The only way to avoid the problems and concerns regarding any medical assistance system in the world, it is by an international plan of qualitative health insurances. These plans offer you the flexibility to go to a physician or a hospital, on your option, which means that, independently where in the world these are placed, it will always exist the possibility to receive the highest available standards of care.

Human resources are the key element for the good operation of health system, in accordance with the people's needs. Greece is confronting a slight

unbalance regarding the planning, formation and administration of human resources in health, having a low rate of staff, reported to the population of the European Union (EU), for almost all the categories of staff.

The absence of a political document of human resources in health does not make but deepen these unbalances, with major consequences on the population's health. The planning of human resources of health should pass from the establishment of the number of staff from different specialties based on the defined needs only by the representatives of the relevant profession, to the establishment of the necessary of professionals depending on the state of health of population and its projections on medium and long term.

The absence of a policy that encourage the medical staff to work in the areas where there are deficits of staff, coupled to a low capacity of staff management at the level of health authorities led to marking inequities in the access to health services. The labor conditions under the European medium level, the absence of adequate stimulants and the professional promotion system lead to a discouraging labor force, an important percent, especially among youth, wishing to leave the system having other destinations. All these, associated with a non-reformed education system, lead to a system that takes into account in a small measure the population's needs. For its reformation, there are necessary changes both of the number and professional ability of sanitary staff, as well as of education, distribution, management and labor conditions of the labor force in health.

The place of management of the human resources is well defined in the context of the sanitary system. This way, in the specialization literature, occurred until now, there are stressed the issues that concern the relationships, report, starting with the recruitment, selection, framing, perfection and stimulation during the entire employment and finishing with the termination of activity.

In other words, the human resources management could be defined as a complex of measures created inter-discipline, regarding the recruitment of staff, selection, framing, use by the economic organization of work, material and moral stimulation until the time of ceasing the labor contract.

This definition corresponds to the "man-requirements" system, where the man occupies the central place, being liable to answer the requests of all the factors:

- Technical conditions
- Labor environment
- Reasoning for work
- Personal concerns
- Relations within the labor group
- Other factors

"The man is the measure of all things", affirms the Greek philosopher Protagoras, which means that man is able to integrate any present or future requests, having as human being the man itself, who has to do it. Essential is the effort according to which the simultaneous action of these factors and the capacity

of human body must realize a permanent balance. This balance is reflected in the energy balance of the body of each man.

The solicitant factors are studies by different sciences: medical (anatomy, physiology, hygiene); the technical sciences (production organization, technology), psychology, sociology, economy.

We live in a society where the changes succeed fast and where, for the business world, the provocations and need of change are related to the normality domain. Or without human resources, able of change and adaptation, creativity and multiple professional competencies, any kind of organizations are due to failure. In this context, people represent a vital resource, this day and the next day, of all the organizations, which insure their survival, development and success.

The importance of human resources management within the sanitary system increased along a more difficult process, where it is occurred the necessity of evaluation of the assembly of activities of the organization and mechanism of their development, as well as finding the investigation means, which rest operative even in the conditions of appreciable increase of complexity, diversity and sizes of hospitals. All the organizations imply people, these must earn their services, to develop their skills, to motivate them for the high development levels and to insure that they will continue to keep their affection to the system.

This way, an increasing number of hospitals are concerned in the total quality of activities, for not only the quality of services and products matters, but also the quality of people an organization has.

MRU supposes the permanent improvement of activity of all the employees for the purpose of issuance of the hospital missions and objectives (of the health system in general). The performance of such a type of management needs as primordial condition that each manager to constitute a model of behavior attitude.

The managerial actions take into account each employee as a distinct individual, with specific characteristics. The successful application of the human resources management in the sanitary system supposes the existence of a well built system of performance evaluation, of a stimulation system of employees of reward of results.

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