

Discussion on the Path of High Quality Party Building in Public Hospitals

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Abstract: As the main body of our medical and health system, public hospitals have entered a new stage of development. It is necessary to implement the new development concept, create a new development pattern, and promote the development of high quality, which naturally requires high quality party building as a firm guarantee and guidance force. Strengthening the party building work of public hospitals, improving working methods and innovating working ideas are helpful to promote the leapfrog progress of the development of public hospitals. This paper will take this as the background to elaborate the path of high-quality party building in public hospitals under the background of the new era, hoping to provide theoretical reference for practitioners in related industries.

Keywords: Public Hospital; Path of Party Construction; New Period

Introduction

In 2021, the National Health Commission and the State Administration of Traditional Chinese Medicine jointly issued the Notice "Action for Promoting High-quality Development of Public Hospitals (2021-2025)", which stated that local public hospitals should actively improve the overall level of standardized internal management and adhere to the core policy of the CPC Central Committee's overall leadership of public hospitals. We will promote high-quality development of public hospitals and foster an advanced culture. In this context, how to promote the development of public hospitals through Party building has become a hot topic concerned and discussed by all walks of life.

1. Strengthen the Party and government construction, and clarify the development goals of public hospitals

First, the Party committee departments of public hospitals need to actively coordinate all parties and plan the overall situation. In this way, the Party building foundation can be consolidated, the political position promoted, the collective responsibility of the hospital's leaders and staff at all levels, the first responsibility of the Party secretary and the "one post and two responsibilities" of the members of the management department can be fully clarified, and the basic responsibilities of Party management and Party governance can be consolidated. The consciousness of main responsibility is deeply infiltrated into the details of the daily work of the hospital, deepening the reform process and optimizing the construction of the leading team. It carefully plans to promote the orderly development of the work, comprehensively innovates and refines the work measures, achieves joint management and achieves joint efforts, and truly promotes the reform, development, innovation and progress of public hospitals.

Second, actively implement the "president responsibility system" under the leadership of the Party Committee. Continue to master the core working concepts of managing the leading group of the secretary, leading the cadre team, and cadre team to promote the development of public hospitals, require the members of the group to take the lead and follow the example, actively organize the theoretical central group of the Party Committee to carry out thematic study, do a good job in research, collect useful opinions and suggestions, and strengthen the seriousness of intra-party political life. Continuously improve the comprehensive ability of the leading

group.

Third, continue to optimize and improve the internal regulations of public hospitals based on the actual situation. Actively optimize and improve the decision-making rules and relevant procedures of the leading group of public hospitals, make innovations based on the actual situation of the hospital, clarify the boundary of responsibility, prevent buck-shifting, blame shifting and other undesirable phenomena, achieve detailed and effective breakdown of responsibilities, and implement them to all the members of the leading group, administrative functional departments and integrated party organizations, so as to truly achieve the goal of each performing his own duties. We will develop a complete system of responsibility that extends from the border to the community level, and promote the full implementation of principal responsibilities.

2. Optimize organizational construction and activate the development power of public hospitals

First, actively implement the organizational mechanism of "double training". Public hospitals should insist on setting Party branches in departments, comprehensively promote the scientific construction, standardized management and institutionalized supervision of party branches, and realize the development goal of innovation and activity. The "double training" here refers to the active training of department backbones into excellent party members, and the active training of excellent party members into department backbones (or education and management backbones, specialist leaders, etc.); In addition, we should pay attention to the cultivation of Party members among young doctors, constantly strengthen the cohesion and attraction of the Party, and realize the new pattern of the construction of party and government organizations in hospitals.

Second, comprehensively expand the basic mechanism of personnel training. Based on the basic conditions of public hospitals, the training system for first-class talents should be actively optimized, an academic ecology that meets the needs of talent growth and development should be created, and a people-oriented guarantee mechanism should be adhered to to achieve parallel layout. In such an environment, the hospital itself can play the role of gathering talents and promoting talents exchange and cooperation. We should make good cooperation with the medical college, optimize the management of continuing education, implement the political standards for personnel training, comprehensively improve the assessment mechanism, build a high-quality personnel training system, and cultivate outstanding talents with strong political accomplishment, solid political style and integrity.

3. To purify the Party and government style and ensure the effective operation of public hospitals

First, we must strictly implement the eight-point Regulation of the CPC Central Committee. Based on the basic situation of public hospitals, the party should make a good heart-to-heart dialogue system, timely discover the tendency of the four trends and the emergence of problems, actively transform thoughts and behaviors, promote style and discipline, continue to consolidate the implementation effect of the eight Provisions and the implementation rules, prevent the breeding and spread of formalism and bureaucracy, and avoid the rebound of hedonism. On this basis, we will further optimize and improve the long-term mechanism for building intra-Party style and discipline, and guide Party officials to continue the glorious tradition of the CPC Central Committee and do a good job in Party and government style through their own actions.

Second, it is necessary to carry out warning education activities in multiple ways, including important job rights such as decision-making rights, purchasing rights and financial rights in the internal management of public hospitals, as well as professional rights such as diagnosis and treatment rights and inspection rights, into the key contents of supervision, improve the effective supervision of behaviors such as drug ratio, consumption ratio and insurance fraud, and promote the implementation of the "micro corruption" interview mechanism. Build a line of defense for clean government. Effectively improve the open and standardized management level of the internal affairs of the hospital, actively organize the centralized learning activities of Party members and cadres, strengthen the understanding of the "Nine guidelines for clean employment of medical institution staff", and practice it into the daily work, and good unity of supervision and management work.

Third, the assessment and evaluation system. The requirements related to strict Party governance should be incorporated into daily work. Primary-level Party organizations should report their work to higher-level Party organizations regularly and on time,

promote good communication and exchange, and promptly summarize and review their experience once problems are found. At the same time, a reward and punishment mechanism should be established to truly integrate the effectiveness of party building into the annual evaluation of public hospitals. Exceptionally excellent personnel will be rewarded and given priority to the evaluation and identification qualification, so as to realize "promoting construction by evaluation and promoting effectiveness by evaluation".

4. Enrich cultural construction and create a harmonious environment for public hospitals

One is to build a hospital cultural atmosphere of "serving patients". The core purpose of the CPC Central Committee is to serve the people wholeheartedly, which is also the supreme value orientation of the CPC Central Committee. In terms of the actual situation of public hospitals, to actively practice the purpose of the Party Central Committee, we must provide good medical service for patients. For example, for problems such as difficulty in seeing a doctor and long queuing time in the peak hours, we can try to set up a noon clinic and a night clinic, and support flexible working system to ensure that patients can see a doctor timely and at any time. At the same time, the implementation of high-quality nursing service system, the implementation of voluntary services, with the responsibility of nursing system, to provide good nursing services for patients; Promote the hospital internal dispute mediation, judicial mediation, risk sharing mechanism integrated three-way doctor-patient dispute handling mechanism, resolve the potential risks of medical disputes, lay the foundation for the construction of harmonious doctor-patient relationship; Strengthen the power of emergency first aid, build pre-hospital first aid channels, do a good job in the construction of medical treatment guidance system, and use modern means such as information technology to improve the quality and efficiency of medical services.

The second is to promote the professional spirit of love and dedication. Medical staff are required to always adhere to the patient-centered concept, adhere to the "patients have a call, I have a response", combine the first diagnosis responsibility system with the first inquiry responsibility system, take the initiative to deal with various questions raised by patients and their families, and give satisfactory answers; At the same time, medical staff need to strengthen their own professional ethics construction, adhere to strict self-discipline, avoid information disclosure, to protect the basic interests of patients.

Conclusion

To sum up, high-quality Party building can promote the benign construction and development of public hospitals, and is also a key point to implement the guidance of the CPC Central Committee. In addition, the implementation of the "Healthy China" strategy cannot be separated from the Party building work of public hospitals and the people.

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