

# Practice and New Direction of Promoting the Construction of Managing System of Modern Hospital

Tao Zhou, Xiaoxuan Liu, Wangtian Jia, Huijuan Yang, Zhiqiang Sun, Yufeng Ding\*

Yidu Central Hospital of Weifang City, Weifang 262500, Shandong Province, China

**Abstract:** If we want to enhance the medical level of modern hospital, we not only need to make the career morality and professional capability of the medical staff, but also require the perfection of the governance institution of hospital in accordance with the development of society. That said, the medical staff will provide the patients with the best service, which is significant to the development of hospital. In addition, every hospital should conduct deepening reform of public hospital comprehensively to respond to call of the government. And the hospital should also put forward professional and comprehensive managing system based on the concrete conditions of the hospital. That is how the hospital can serve the people better. That said, this article focuses on how to promote the system of managing the modern hospital.

**Keywords:** Modern hospital; Construction of system; Direction of practice; Managing hospital

**Publication date:** January, 2021

**Publication online:** 31 January, 2021

**\*Corresponding author:** Yufeng Ding,

## 1 Introduction

As China has maintained rapid economic growth, it attaches great importance to reform and develop the public hospital. In terms of the relevant research, there exists some problems in the system of managing the hospital. It will have bad impact on the future construction and development of the hospital, if the problems were not solved in time. Therefore, China has launched a series of documents and strategies for medical reform which is implemented in all the public hospitals all over China. Experimental work has been carried out now and then, which set a good

foundation for promoting the construction of national healthcare.

## 2 Promoting the construction practice of system of managing modern hospital

### 2.1 We should abide by the guidance of the Party, and promote governing the structure

Every public hospital should sustain the guidance of the Chinese Communist Party and improve the reform of corporate governance, if we want to promote the construction of system of managing the modern hospital in all aspects. That is how all the leaders of hospitals can work and lead the subordinates in the institution. In addition, all the experimental hospitals should sustain the responsibility system of hospital president guided by the Party commission. Experts and medical staff should be fully willing to improve and renew the current decision-making system of Party commission. We should strengthen the construction of leader team, Party members, ideology and politics based on the concrete conditions. When formulating relevant plans, the hospital president must obtain the agreement of all the party committees. The plan can be implemented only after discussions in the meeting. In addition, the president's office needs to regularly submit work reports to the party committee in daily management, giving a full play of academic management, staff management, safety management, equipment management and others. This will put the role of all commissioners into full effect. We will promote the implementation of democratic, scientific and legal decision-making in the hospital. In the process of extending Party unit, every public hospital should strive to improve the role and value

of the units by taking scientific measures to make the Party unit a strong team. It will both improve the united spirit and management of the hospital to better provide patients with premium services.

## **2.2 We should implement construction of system and improve the medical system**

The hospital should arrange a specific training system based on concrete conditions. It should improve the construction of medical system according to the situation of the training class. It will be more scientific and reasonable after supplementing and improving the existing rules and regulations. For example, the Affiliated Hospital of Qingdao University has achieved remarkable results in it. The hospital has categorized five management systems based on the concrete conditions, namely medical quality and security, nursing management, pharmaceutical management, functional management, logistics management, etc., achieving great effect. Its experience deserves to be regarded from. That being said, other hospitals should also learn from that hospital in their daily management. They must formulate scientific, reasonable and more complete management systems and principles in line with national regulations and the requirements of government departments. They should also conduct multi-party research and investigations before formulating targeted regulations of management based on actual needs. In addition, many hospitals attach more importance to issues such as the salary and welfare of medical staff in terms of the construction of management systems, which reform and improve the original allocating system. The hospital should uphold the system that "the employer and employee are choosing each other and the employee get the occupation by competition", and manage in strict accordance with the contract.

## **2.3 We should both improve the management system and level**

To advance constructing management system of modern hospital, we must first improve the refined management level of hospital. The experimental hospitals must give full play to their leading role by strengthening the governance and management of the hospital's economic operation after optimizing its own income structure. We should improve and innovate the current governance of medical quality, while spreading the method of diagnosis and treatment

which respond to the actual demand. We will strive to improve the service system that meets the needs of patients and their family members. This will better strengthen the hospital's own service which is convenient to the people. It sets the foundation for the improvement of hospital service quality. For example, a comprehensive management project can be carried out within the hospital; more management rights can be granted to the chief surgeon and operating physician, and a hierarchical management model can be adopted. Different green channels can be set for patients with different needs. We should fully implement Cross-disciplines consultation, emergency follow-up, healthcare for severely ill patients and other contents, and actively communicate with patients. In addition, the hospital should implement the refined management system to provide patients with targeted services and assistance. The precise medical project will be carried out from multiple aspects of reality. Besides, the hospital should make targeted adjustments to the fee structure, expenditure structure, and business structure according to the local economic situation. The HRP online system can comprehensively manage and supervise assets. That is how logistics, capital flow, business flow, and information flow can be fully unified and centrally managed.

## **3 New directions for advancing the construction of modern hospital management system**

The 19th CPC Central Committee at its 4th plenary session pointed out the direction for the construction of system of managing modern hospital. Therefore, the development of the management systems of public hospitals is more mature. Modern management is established and implemented both internally and externally.

### **3.1 Attaching great importance to tackle new tasks**

The implementation of the new medical reform has significantly changed the way of working in hospitals and relevant government departments, but the focus is still limited to medical demand and supply. The reform and implementation of universal medical insurance are relatively neglected, which has seriously affected the management of the modern hospital and the establishment of the system. This

is because hospital reform is a systematic project, and a lot of interest will be involved to adjust in the reform process. Therefore, it has become the most difficult issue in medical reform. The recent years has seen the rapid economic growth. Medical reform in various regions have been continuously advancing. We pose requirements to optimize and improve the management system across the country, striving to improve medical standards and service quality, and minimizing the pressure of the people to see a doctor. Some cities have achieved significant results in terms of medical reform. However, many hospitals still face the situation that medical staff chase after fame and fortune, focusing on economic benefits with unbalanced supply. It makes the task more difficult. That said, we must attach great importance to this by launching a new plan under the health system reform responding to concrete conditions. We should build a new mechanism for the operation of public hospitals, improving the mechanism and the policy from many aspects. This will give the system a full play and promote the long-term development of the hospital.

### **3.2 Adjusting direction of development by improving technical services**

As pollution continues to intensify, epidemics and infectious diseases have become the biggest challenges for hospitals. Coupled with the accelerating speed of population aging, chronic and non-infectious diseases continue to spike, which makes it more difficult and expensive for the people to see a doctor. This makes the traditional and backward medical system unable to catch up with the current social development trend. At this point of the new generation, we need to change the demand of the patients from treatment to keeping health. Hospitals should pay attention to people's quality of life, while clarifying their own responsibilities and obligations. It will transform to a comprehensive service plus medical assistance, striving to improve the medical system and management. With the continuous development of society, the responsibilities and working standards of hospitals are also undergoing different changes. If the hospital wants to become better, it must forge ahead to adjust its orientation, improving its own medical standards, teaching and research and the soft power of medical staff. In this way, it will fundamentally ensure the improvement of the overall work efficiency of community medical

institutions.

### **3.3 Changing payment methods and innovating management models**

In terms of the current situation, China has successively implemented measures to decrease the pharmaceutical ingredient, while adjusting and optimizing the price of medical services. After the establishment of the National Medical Security Bureau, we have speeded up the management measures of the medical insurance payment system in various regions. These measures will have a great impact on the development concepts and management models of major hospitals. The reform of compound payment methods involves a lot of content: patients can pay in different groups according to the type of disease during the hospitalization period, and they can pay the fee by person combined with chronic disease management within the hospital. In addition, we must also attach great importance to the promotion and implementation of DRG which is a new and unique payment method. It overturns the traditional profit model of hospitals. Under these circumstances, hospitals must actively change payment methods and then appropriately innovate the management mode of operation, cost control and management process. In addition, the operation and service of the hospital can be effectively evaluated by analyzing DRG. The outdated evaluation system can be changed. In response to this situation, the hospital directors must take precautions to establish a sound management model and method. They should establish a scientific and complete supporting system according to the actual situation of the hospital, fully implementing the various aspects of the work involved. We should also promote the innovation and improvement of management models meeting actual needs to improve service quality. This will make hospitals keep up with the social development.

### **3.4 Upholding the leadership of the party and optimizing internal and external structures**

In terms of the current situation, the public hospitals must uphold the leadership of the Party during the construction and management process, adopting a management mode both internally and externally in accordance with actual needs. In terms of external management, the function of the hospital management committee is mainly put into full effects; As for internal management, the key is the responsibility

system of hospital president led by the hospital party committee. At the same time, the process of formulating the management system must also be based on political responsibility and theory of the Party. The medical staff on the frontline are the main target to led by the Party committee and government, involving the important content and tasks in the assessment of Party committee and government. This not only improve the hospital's awareness of service and medical level, but also provide a strong organizational protection and corresponding reform atmosphere. From an internal point of view, the implementation of the responsibility system of hospital president guided by the party committee in modern hospitals is a brand-new system reform. If we want this system to be better promoted, it is necessary to uphold the leadership of the party and establish a good image of party building within the hospital. On the one hand, the party committee must take charge of the overall situation, paying attention to prominent issues to promote the overall development of the hospital. On the other hand, we will make great efforts to realize the management mode that combines ideological construction and business development by integrating Party construction into all the work of the hospital.

#### **4 Conclusion**

All in all, if medical institutions want to achieve

better development and keep up with the social growth in the new era, we must not only improve our own medical standards and professional capabilities, but also need to innovate and improve the existing management model in all aspects based on social development and the actual situation of the hospital. This will promote the development of the hospital comprehensively plus improving service awareness so that patients can truly receive the premium service of the hospital.

#### **References**

- [1] Cui Q, He J, Yu H, et al. The practice and new direction of advancing the construction of modern hospital management system [J]. *Qingdao Medicine and Health*, 2020(11): 22-22.
- [2] Luo X, Zhou LX, Huang XL, et al. Promote the transformation and development of military hospitals based on modern hospital management system[J]. *Journal of PLA Hospital Management*, 2020, v.27; No.228(04): 34-37.
- [3] Xu Q, Wu Y. Research on hospital administrative management under the modern hospital management system [J]. *Chinese Information*, 2019(11): 260.
- [4] Yao C, Yang JT, Wu XX, et al. Analysis of the promotion mechanism of hospital information construction based on the improvement of modern hospital management system [J]. *China Health Industry*, 2019, 16(7): 99-101.