

# Difficulties and Countermeasures of Party Building in Public Hospitals in the Post Epidemic Era

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**Abstract:** In the post-pandemic era, all public hospitals are faced with new problems and challenges in party building. Based on the questionnaires of six public hospitals in Wenzhou and in-depth interviews with the staff of their party affairs departments, this paper investigates the party building work from five dimensions: political maintenance, grassroots organization, party building, responsibility guarding and striving for excellence. It is found that there are deficiencies in various public hospitals in the rectification effectiveness of inspection problems, the training, selection and appointment of cadres and talents, the integration of party construction and business, the leading digital reform of Party construction, the working mode of party construction, the brand recognition of party construction, the use of funds for party construction activities, and the satisfaction of the general public. In order to further improve the effectiveness of the party building work in public hospitals, combined with the current excellent practices in the party building work of various units, effective opinions and suggestions are given, hoping to be helpful to the party building work in public hospitals.

**Keywords:** Post-pandemic era; Public hospital; Party building work; Integration; High-quality development

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## Introduction

20th National Congress of the Communist Party of China, stressed that “it is the party that is depended on to comprehensively build a socialist modernized country and promote the rejuvenation of the Chinese nation on all fronts”<sup>[1]</sup>. The public hospital is the main component of China’s medical and health service system. Under the strong leadership of the Party, it has not only effectively taken action to protect people’s lives and health, maintained the stability of the community in an orderly manner and as the main force, playing an extremely important role in the provision of basic medical and health care services and in the prevention and control of the Covid-19 pandemic for saving and treating people.

As the COVID-19 restrictions have been fully lifted in China, in light of the new situation and new requirements, how to truly implement the “Measurements on Strengthening the Work of Party Construction in Public Hospitals” and “Measurements on Promoting the High-Quality Development of Public Hospitals” issued by the General Office of the Central Committee of the Communist Party of China (CPC), and to make party building as an important strategy for the high-quality development of public hospitals, and to incorporate the comprehensive leadership of the party in the entire process of reform and development of hospitals<sup>[2-3]</sup>, has become a new challenge for all public hospitals. It has become a new problem and a new challenge for all public hospitals.

This paper takes six public hospitals in Wenzhou City as the object of investigation, combines the contents of “Quality Evaluation Indicators of Party Building Work in Public Hospitals in Zhejiang Province”, through interviews, questionnaires and other ways, sorts out the deficiencies in the party building work of the hospitals, and provides the construction advice with operational and practical significance, in order to enhance the quality of party building work in public hospitals, and boost their high quality, healthy and rapid development.

## 1. Object and methodology of the research

### 1.1 Basic information on the research object

This paper takes the questionnaire on party building work in public hospitals in Wenzhou City as the basis of the study, and the interviewed objects are clinicians on duty in hospitals, nurses, medical technicians, staff of the party affairs department and personnel of other administrative and logistic departments, of which clinicians account for 29.51%, nurses for 17.21%, medical technicians for 12.3%, staff of the party affairs department for 15.57%, and personnel of other administrative and logistic departments for 25.41%. (Table 1)

### 1.2 Research Methods

This paper carries out relevant research by literature review method, questionnaire survey and interview method. The questionnaire survey is based on six public hospitals in Wenzhou City, including four hospitals affiliated with Wenzhou Medical University and two Class

**Table 1. Composition of survey respondents' basic conditions**

Description	Clinicians	Nurses	Medical technicians	Staff of the party affairs department	Personnel of other administrative and logistic departments
<b>Gender</b>					
Male	24	1	5	5	10
Female	12	20	10	14	21
<b>Age</b>					
30 years old and below	2	8	1	7	8
30-39 years old	17	4	8	7	18
40-49 years old	11	5	5	5	5
50 years old and above	6	4	1	/	/
<b>Educational background</b>					
College degree and below	/	3	/	/	1
Bachelor's degree	6	15	5	4	7
Master's degree	17	3	8	13	21
Doctoral candidate degree dedegree	13	/	2	2	2
<b>Political profile</b>					
Party member	33	17	14	19	26
Non-Party Member	3	4	1	/	5
<b>Age of Party Membership</b>					
1-5 years	33	2	1	6	6
6-10 years	1	5	5	7	8
11-20 years	/	6	6	5	10
More than 20 years	2	4	2	1	2

3 Grade A general hospitals in Wenzhou City. The content of the questionnaire survey is based on the "Quality Evaluation Indicators of Party Building Work in Public Hospitals in Zhejiang Province", which is an all-round and three-dimensional survey on the implementation of party building work in public hospitals from five dimensions, including political maintenance, grassroots organization, party building strength, responsibility guarding and striving for excellence, with highly representative and persuasive. At the same time, in-depth interviews and discussions are conducted with the staff of the party departments of each public hospital, and in-depth discussions and in-depth analysis are conducted on the difficulties and obstacles of the current party building work in each hospital.

On this basis, the comparative analysis and inductive method are applied to find out the common problems and focus on the essence of the problems to provide creative opinions and suggestions.

## 2. Results and discussion

### 2.1 The overall evaluation of party building work of six public hospitals in Wenzhou City

A total of 122 valid questionnaires were returned in the survey, and 58.2 percent of the public hospitals were considered to be "good" in terms of party building, 33.61 percent were "relatively good", 7.38 percent were "ordinary" and 0.82 percent were "relatively poor". The results of the questionnaire reflect the overall situation of public hospitals in the aspect of grass-roots party building work in Wenzhou City.

### 2.2 Analysis of five dimensions of party building work in six public hospitals in Wenzhou city

Find out the main problems that exist in the party building work of each public hospital in Wenzhou City at present through the study and analysis of the party building work of each public hospital in the five dimensions of political maintenance, grassroots organization, party building strength, responsibility guarding and striving for excellence and other specific work.

**Table 2. Evaluation of the following five dimensions of party building work in public hospitals**

No.	Title/Option	Good	Relative Good	Ordinary	Relatively Poor
1	political maintenance	91(74.59%)	24(19.67%)	6(4.92%)	1(0.82%)
2	grassroots organization,	80(65.57%)	31(25.41%)	9(7.38%)	2(1.64%)
3	party building strength	85(69.67%)	27(22.13%)	9(7.38%)	1(0.82%)
4	Responsibility guarding	82(67.21%)	30(24.59%)	9(7.38%)	1(0.82%)
5	striving for excellence	82(67.21%)	30(24.59%)	9(7.38%)	1(0.82%)

### 2.2.1 Aspects of political maintenance of party building work in hospitals

The overall evaluation of the work of hospitals is good in the following four aspects: (1) learning and implementing thought on socialism with Chinese characteristics in the new era, (2) promoting the effectiveness of comprehensively governing the Party from a strict standpoint, (3) the effectiveness of ideological work, and (4) the effectiveness of inspection and rectification of inspection issues. However, in the issues of inspection and rectification effectiveness, 10 people evaluated to give “ordinary”, accounting for 8.2%, 1 person evaluated to give “poor”, accounting for 0.82%, which can be seen in this work, the hospitals need to further intensify efforts, so that the problems of inspection and rectification found can be rectified in place.

### 2.2.2 Aspects of the grassroots organization of party building work in hospitals

The overall evaluation of the work of the public hospitals is good in the following five aspects: (1) the implementation of the director responsibility system under the leadership of the party committee of public hospitals, (2) the rational setup of party branches, the renewal of party branches on schedule, and the normalization of their organizational life, (3) the implementation of the system of cadre cultivation, selection, appointment, and management and the standardization of the procedures, (4) the “two-way entry and cross-posting” of the party branch body and the body of the administration and the party departments, (5) the degree of participation of the party branch in important matters and other five aspects of the work. However, in the implementation of director responsibility system under the leadership of the party committee, there are 9 people evaluated “ordinary”, accounting for 7.38% and there are 2 people evaluated “relatively poor”, accounting for 1.64%. At the same time, in the interview, it was found that there are individual hospitals in the absence of the dean. In the implementation of cadres and talents training, selection, appointment, management system implementation and standardization of procedures, there are 9 people evaluated “ordinary”, accounting for 7.38%. The main problem is concentrated in the training of cadres and talents, such as unqualified administrative staff and the excellent clinical staff not willing to work for administration. In terms of the participation of the party branch in important matters, 12 people evaluated “ordinary”, accounting for 9.84%, and 1 person evaluated “relatively poor”, accounting for 0.82%, indicating that the secretary of the party branch did not play a due role in the participation of the important matters of the department.

### 2.2.3 Aspects of party building strength of Party building in hospitals

The overall evaluation of each hospital is good in the following five aspects: (1) integration of Party building and business development, (2) promotion of Party building digital reform (3) focusing on Party building to promote the implementation of the “seven problem lists”, (4) implementation of the rule of law publicity and education, and (5) united front group work. However, in the integration of party building and business development, 12 people evaluated “ordinary”, accounting for 9.84%, and 2 people evaluated “relatively poor, accounting for 1.64%. It can be seen that the hospitals lack of in-depth integration of party work and business work and there is still a “separation” in this respect. In terms of the promotion of digital reform led by party building, 15 people evaluated “ordinary”, accounting for 12.3%, and 1 person evaluated “relatively poor”, accounting for 0.82%, indicating that hospitals are urgent in meeting the digital reform demand, but there is insufficient in the guidance and promotion of party building in the digital reform and promotion.

### 2.2.4 Aspects of party responsibility guarding and striving for excellence of Party’s building in hospitals

The overall evaluation of the hospital's party building work is good in the following five aspects: (1) the implementation of the party secretary’s responsibility for party building, (2) the implementation of establishing assessment method of close integration of party building and career, (3) the daily operation of the functional departments of party building work, (4) the setup and staffing of party organizations, and (5) the recognition of the brand work of party building and satisfaction of the general public. However, in terms of the implementation of the assessment method of closely integrating party building and career, 8 people evaluated it as “ordinary” accounting for 6.56%, and 1 person evaluated it as “relatively poor” accounting for 0.82%. Meanwhile, it was also found in the interview that although all hospitals have incorporated the work of party building into the assessment and linked it to performance, the overall evaluation was good. At the same time, the interviews also found that although all hospitals have incorporated the party building work into the assessment and linked it to performance, it is still a formality in general. In terms of the daily operation of the functional departments of party building work, there are 9 people evaluating “ordinary” accounting for 7.38%, and it is also found in the interview that there is the problem of unclear division of responsibilities in the party affairs departments of various hospitals and problems of shirking responsibilities. In the party affairs organization set up and staffing, 11 people evaluated “ordinary” accounting for 9.02%, and 1 person evaluated “relatively poor” accounting for 0.82%. In the interviews, it was also found that each hospital had the problems of irrational setup of party departments, inappropriate staffing, and high proportion of non-staff personnel. In terms of Party building brand recognition and general public satisfaction. 12 people evaluated “ordinary” accounting for 9.84%, which shows that the efforts devoted to building Party building brand and general public satisfaction and the results achieved by each hospital have not been recognized by all. Therefore, it is necessary to double the efforts to build a distinctive Party building brand and further improve

the general public satisfaction.

### **2.2.5 Other aspects of work**

In other aspects of party building work, 38 people (31.15%) think that the hospital's party building work mode is rigid, 32 people (26.23%) think that there is insufficiently solid party building work in the hospital's grassroots party branches, 32 people (26.23%) think that the professionalization and professionalism of party affairs cadres is relatively weak, and 60 people (49.18%) think that the majority of party members don't take active part in the activities of the party branch. There are 53 people (43.44%) who think that there are more restrictions on the use of funds for party building activities, which is not conducive to the implementation of party branch activities.

## **2.3 The path thinking of strengthening high quality development of the party building work in public hospitals**

Through the analysis of six public hospitals in wenzhou city party building work in the five dimensions of the work carried out, it is not difficult to find there are still many deficiencies in the party building work in current public hospitals in wenzhou city and there is an urgent need to further improve and perfect.

### **2.3.1 Pay close attention to ideological and political construction, and further strengthen the political maintenance**

The Party committees of all hospitals should solidly carry out the theme of education activities to study socialist thought with Chinese characteristics in the new era, promote the implementation of the spirit of important guidance and instructions in the spirit of “grasping the iron with traces and stepping on the stone with traces,” and take the theoretical study center group of the Party committees of the hospitals as a strong clutch to continuously improve the centralized education effectiveness within the Party. Effectively grasp the ideological work, build a firm political and ideological foundation, and deeply promote the construction of clean hospitals, face the problems found by the inspection, and strive to rectify the problems in place effectively in the spirit of complete self-revolution, and think more to do a deeper and more practical inspection of “the second half of the chapter”.<sup>[4]</sup>

### **2.3.2 Enhance the main responsibility and main business consciousness, and further strengthen the party building strength**

All hospitals party committees should firmly implement the implementation of the party committee under the leadership of director responsibility system, properly deal with all kinds of relationships, and strive for the science-based and improved leadership system and decision-making mechanism. In the positioning of hospital development planning, “three major issues and one big funding” and other major matters, the hospital party committee should fully exercise the right to make sound and supervise the authority to ensure the effective and organic unity of the operational efficiency and social benefits of public hospitals, to ensure the scientific and sustainable development of high quality hospitals, to ensure that the various policies and health care reform tasks in the hospitals accurately are materialized and implemented in place, truly realizing the Party’s comprehensive leadership in a concrete and comprehensive manner. At the same time, the hospitals should pay great attention to the digital reform work, further enhance the overall quality of wisdom and treatment the hospital, with digital wisdom to strengthen the unity, strengthen the foundation and promote coherence, constantly releasing the overall effectiveness of the party building.

### **2.3.3 Laying a solid foundation for grass-roots party building and further strengthening grass-roots organizational strength**

The Party committees of all hospitals should focus on enhancing organizational strength, highlighting political functions, and vigorously promoting the standardization and regularization of Party branches. Put emphasis on the role of the party group, pay close attention to the implementation of the core system of “three meetings and one lesson” and other core systems, and pool wisdoms for innovative forms of thematic party day activities to continuously improve the participation rate of party members and attract and unite public figure outside the party to jointly participate. To grasp the “key few”, strictly implement the secretary of the party branch to participate in the departmental affairs meeting, participate in the daily management of the department and democratic decision-making. Within the scope of the provisions of the spirit of the higher-level documents, give the party building activities and party fee refund more ways to use, rather than just tightening, especially the party fee refund is the party members to pay the party fee part of the rebate, so the use of other funds should be differentiated, so as to be more conducive to the party branch to innovate the party building activities carriers, enrich the form of the activities, affect the members of the party branch to actively participate in the activities of the branch to enhance the participation of members of the branch of the organizational life.

### **2.3.4 Support and strengthen the party building work force, and further strengthen the responsibility guarding**

All hospitals should further improve the party affairs settings, make clear division of responsibilities, adhere to the spirit of unity and cooperation, and solidly carry out the party building work in hospitals. At the same time, it is necessary to take specialization and professionalism as the guide, select the best and match the cadres of each party affairs department, stimulate their potential through multi-position

exercise, realize the improvement of personal ability, forming a good situation Further optimize and improve the appraisal system, re-examine and think about the existing assessment and evaluation indexes of party building work, so that the evaluation indexes are more scientific and objective, and pay attention to the use of the assessment results, which is not only to be linked to the performance, but also to be linked to the promotion and appointment, and evaluation of work performance.

### 2.3.5 Carry forward the spirit of selfless dedication, and further strengthen the creation of excellence

Each hospital should integrate the party building work with the hospital culture more closely, while combining the characteristics of the industry, disciplines and professional advantages, condense the characteristics of the party building work in public hospitals, and creating a brand to serve the community<sup>[5]</sup>. In addition, the hospital-wide sense of service should be established in a way that administration serves clinical and clinical serves patients and all staff work together to do a great job in satisfaction.

## 3. Summary

In the post pandemic era, public hospitals should deeply understand the extremely important role of good party building work in the new era. Hospital managers should break the traditional concept of performance, take good party building work as the fundamental starting point and finishing point, open up ideas, innovate and enrich the methods and approaches of party building work, select the best and strongest party affairs work force, and with the help of the digital reform, form a recognizable party building brand, and constantly improve the satisfaction of the general public, and strive to achieve a high degree of integration and resonance of hospital party building and business to promote high quality development of hospitals with strong guarantees.

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