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Healthcare governance

The Joint Commission required that the medical staff members must fulfil the eligibility criteria full membership. The member of the board consists of medical staff and physicians. The selection criteria for board members requires that they are elected by the stakeholders of the organization. This will include the employees, staff members, shareholders, physicians and doctors. The process is useful and ensures good governance because it eliminates the possibilities of bias or partiality. The voting will ensure that the members are evaluated according to their independent capability and functions. The board committee with comprise of the (a) audit committee, (b) governance and nominating committee. Both committees will include independent directors that will be involved in institutional decision making. The established committee involves a group of people who are capable of accomplishing specific purposes including formal protocols.

The laws are defined for the board members that identify their responsibility on the delegated matters. The Joint Commission is responsible for appointing suitable directors for each committee. Independent directors are appointed by the audit committee that is responsible for the management of financial resources. They are selected on an annual basis on the basis of their performance and competency. Written charters are established for each committee for providing them guidelines for responsibilities and powers. Respective charters are reviewed by the committees and they can also provide recommendations. Duties include specific roles and responsibilities of the board members. They ensure that the activities are carried in an efficient way that results in the sustainability and profitability of the organization.

Good governance in the healthcare settings suggests that the members of the non-profit governing board must fulfil their fiduciary duty. It requires that the meetings are conducted regularly for discussion of the issues and solutions. Minimum four meetings are conducted each year that ensures that the operations lead to sustainability. The principle of Good governance suggests that the performance of the board members is evaluated. Performance against the strategic plan is also assessed that highlights weaknesses and incompetency (Gilson & Agyepong, 2018).

Good governance stresses integrity and ethical conduct. This suggests that the physicians and medical staff established a culture of integrity. Members of the committee provide leadership and support for ensuring that the staff complies with ethical conduct. Appropriate environmental stewardship is implemented. Leaders are thus responsible for communicating with the consultants and the physicians. Typical medical staff is classified into different subgroups. The doctors must work to align with economic and institutional goals. The aligned doctors and staff are responsible for sharing the economic goals of the healthcare organization. This required role of governance such as the CEO designs the compensation policy for the doctors.

Another aspect linked to good governance includes managing competition. Many doctors are aligned with the rival hospitals that increase competitive pressures for providing better customer service. In such situations, they focus on economic goals that in most cases are associated with their private practice. It is the responsibility of the leader to assure that the doctors have an adequate stake in the hospital and medical staff affairs. This demands clinical leadership roles taken by the committee members (Greatboards, 2011)

Conflict is also apparent in the selection of members because most of the doctors are elected to the leadership positions where they have to manage the economic goals and values of the institute. All members are accountable for the quality of healthcare that is linked with the patient's satisfaction and feedback. The creation of a fair and transparent work environment will minimize the possibilities of malpractices. Audits are conducted twice in a year for identifying the prevalence of wrongful practices.

References

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Greatboards. (2011). *Physicians on Hospital Boards: Time for New Approaches*. Retrieved 05 04, 2019, from http://www.greatboards.org/newsletter/2011