Memorandum to the Secretary of the DHHS

[Name of the Writer]

[Name of the Institution]

**TO:** Secretary (DHHS)

**FROM:** ABC

**DATE:** May 02, 2019

**SUBJECT:** Health Care System and any Potential Issues that may arise in the Implementation of the Policy

Policy implementation is an integral and critical part of the overall policy process. Implementation is an important step once a policy has been developed because implementation decides the success and failure of any policy. It is known and a fact that there are various challenges and issues arise while implementing a health care policy. Several challenges and issue arise because every policy "especially health care policies" put a huge impact on the environment or society and these challenges create gaps/spaces between goals of the policy and actual outcomes. A number of researches have studied how implementations of policies occur and how it could be improved. A number of suggestions have been provided by these studies at local, national and international levels for eliminating gaps of implementation.

After policy development, it should be ensured that roles and responsibilities have been assigned and how to fulfill these roles and perform their responsibilities as well as which organizational structure should be created and adapted for proper, effective and successful implementation.

Anytime, when it comes to the implementation of health care policies, the most important thing is to ensure the agreement and roles among the stakeholders and how each of them put efforts in terms of implementation (Frønsdal, et al, 2010). The major shareholder who has a huge impact on policy implementation is the government. Their major role is to ensure that they come up with the required financial sources and budgeting. The legislative bodies have the role to ensure that the legal drafts are cleared and proper mechanism should be there. Health care providers also play a key role which is to make sure that is the policy being implemented in the true sola and allows better management among stakeholders. They are the last piece of the jigsaw.

* In the implementation, an organizational structure is the first step in which the official and financial support of the policy should be evident from Directors and Executives (Zimlichman, et al, 2013). As well as core values like human rights must be identified. Beyond that, all the managers and employees must be known about every happening with their duties and responsibilities in the implementation process.
* The second step of policy implementation is privacy and confidentiality. You should keep all the secrets and information fully confidential in any situation and at any cost. Some specific and responsible people should be selected for this purpose. Those individuals should be selected after deep and proper analysis and examinations.
* Training and development is the step in which all the departments, teams, stakeholders and even individuals should train about their duties and responsibilities that what are their duties and how they will perform. All the involved people, departments and stakeholders must be acknowledgeable about the policy (Frønsdal, et al, 2010).
* Monitoring and evaluation is the last but very critical and important step while monitoring any implementation. In this step, it should be ensured that all the activities are going fine and all the duties and responsibilities are being fulfilled properly. This is an important stage because if it has not been performed well, then the implementation may bring no outcomes (Frønsdal, et al, 2010).

The financial implication is also a key factor while implementing any policy. It must be considered during the entire process of implementation. In financial implication, it should be considered that the policy is going to be implemented within the allocated budget as well as it should be ensured that is the budget fine for the effective implementation of the policy (Zimlichman, et al, 2013).

Beyond that, for monitoring implementation of health care policy, it is extremely important to ensure that the responsibilities have been assigned to right members as well as monitor that all the roles, responsibilities and duties are performed properly and with content.

The next role is the role of the committee which is to pass all the bills regarding expenses and expenditures in the Senate as well their responsibility is to regulate the budgetary regulations for the policy while other members will be stakeholders. Stakeholders are government, insurance companies, health care providers, hospitals and pharmaceutical firms. They all play a role in ensuring the provision of quality health care to the citizens but also think about their revenues. After that, the government is the key stakeholder which is not a profit-conscious body but it is an interesting body in provision of quality health care to the citizens.

Implementation of every kind of policy needs effective management and control to eliminate any cause which may create issue(s). While implementing health care policy, you still need to be well prepared to resolve any issue which arises at any stage of the implementation (Frønsdal, et al, 2010). In the implementation of this policy, there may also some potential issue can be raised.

The first and most potential and highly noticeable issue is a financial problem in implementation of the policy. In this issue, any financial deficit can happen or extra budget can be needed at any level of the policy implementation process (Zimlichman, et al, 2013). Beyond that, any financial source can stop the provision of the required budget because of any possible reason. For eliminating this issue, we need to finalize all sources of funding before proceeding to implementation of the health policy. We also have to assign agreement with all the bodies that will support us financially that they will have to ensure all the funding before or at the first stage of implementation.

In case of privacy and confidentiality, any case may happen like any kind of information may be leaked outside, so for this security, we have to assign a confidentiality agreement with the concerned individuals so that this issue can be solved.

Training and development is an important factor for a successful implementation so the issues created because of this step of implementation also affect badly. In this step, any of the department or key members may be left untrained (Zimlichman, et al, 2013). To overcome this possible issue we will have to ensure that all the key members of the policy (especially key role holders) have been trained and developed properly. For this purpose, we can arrange a test or examination to know the facts.

Evaluation and monitoring (as mentioned above) is the last factor but considered as the most important stage of any policy implementation because everything will be lost if it has not been done properly. Suppose there is a lack of proper evaluation and monitoring, a problem like financial forecasting has been done incorrectly may happen in this step of implementation.

Human Resource is also an important factor to be fulfilled in any case for a successful and effective implementation of any policy. It is a critical factor for the policy of any level because lack of Human Resource or lack of potential human resource may destroy a well-planned and well-organized process anytime (Frønsdal, et al, 2010). So for this, we have to monitor the hiring process for implementation of this health care policy very strictly and we should set high standards for selection. So, such issue would not be faced.

Several ethical issues could also be faced with an implementation of health care policy. The most critical issues are quality and efficiency of care, managing health force for need in future and prescription of limited medicine, etc. To document this impact we would work on Quality and Assurance of health care (Daniels, 1982). Furthermore, we will also work to eliminate all the ethical issue by implementing the policy in the way that fulfills and satisfy all the ethical and even societal considerations. For this, we will have to study public "people", environment and society in terms of their preferences and considerations, so that the policies would bring positive impact on the overall healthcare’s system.

References

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