



Health Care: Basic Structure and Organisation

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Almost all hospitals of any category have the same basic facilities. They may vary depending on the type of management and the necessary structural changes that can be made. Delegation of powers and authority with clear definitions of functions at all levels will facilitate effective and efficient management. To this end, there may be a need to form several committees as part of an organization, which will assist in day-to-day management. Due to the diversity of the agencies providing medical care services, there is no uniformity in the organization of the hospital. In a broad sense, an organization is a logical combination of many human activities to achieve the same purpose or goal, both by division of labor and occupation and through the exercise of authority and responsibility. The structure of the organization is largely determined by the size of the hospital. The head is responsible for the board of directors and is responsible for co-ordinating the work of the various departments to serve as a source of information between the hospital staff and the board of directors, advising the board on general hospital matters and ensuring that board directives are properly complied with. The process of organization is based on the fundamental principle that there should be a common goal in which a concerted effort is directed, that the policy is defined in detailed plans, that there is a need for a clear relationship of authority, and that power and authority must be reconciled. Because of the wide variety of careers and professionalism, almost everyone working in a hospital is dependent on one or more individuals to achieve his or her organizational goals. Specialists can only perform their duties if a large number of support staff and support services are provided on a regular basis. In some hospitals, in the official organization chart the medical staff may not be shown to have direct

ARTICLE HISTORY

Received August 25, 2021

Accepted September 13, 2021

Published September 22, 2021

authority. However, physicians have a great influence on the entire hospital at almost every level of the organization, having a good authority to work over others in the organization. A working environment is a position held by each person because of the type of work a person does. With a large number of people with different conditions, interdependence and the need to work with other structures and communities, hospital management has become even more difficult. Committees that may be statutory, if established as part of an organizational structure, have special responsibilities and authority or may be organized, without the specific authority and consideration of the party. Specialists in the hospital sector have realized that complex jobs and highly skilled personnel require a collaborative framework, while retraining work performed by unskilled workers requires a formal framework for the department. A co-operative medical staff structure, comprising of non-professional departments, is essentially the right kind of hospital organization, given the responsibilities we have. It should not be the same as having a certain number and rank of positions without the merits of the requirements. It should never be difficult because one type of organizational structure may be appropriate now but not always so.

Acknowledgement

None

Conflict of Interest

The authors declare no conflicts.