

Hospital autonomy

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introduction

- since the 1980s, public sector hospitals around the world have come under intense scrutiny in policy circles due to the complexity of those institutions.

□ the heavy burden they impose on public funds and the perceived in ensuring their efficient and effective functioning under centralized government control.

What are the current problems?

1. Inappropriate use of a viable resources (waste).
2. demoralization of staff.
3. dissatisfaction of staff.

4. Dissatisfaction of patients and their relatives.

5. A lot of progress .

5. Low productivity.

6. poor outcome .

7. Lacking of systems .

8. Low motivation of Staff.

- Hospital autonomy is conceptualized as a continuum from fully centralized decision-making to a fully decentralized system for each of the four management functions, namely:
 - - governance.
 - - general management.
 - - financial management.
 - - human resources management.

Objectives of hospital autonomy

- 1. to increase the efficiency of hospitals (decreasing waste).

- 2. to deliver high quality services.

- 3. Greater public accountability.
- 4. To build ownership.

- 5. To increase the productivity of the hospital.
- 6. More satisfaction for stakeholders.

- 7. To increase the transparency.
- 8. To bulid capacity for managements.
- 9. To encourage competition.

Stages to develop autonomous hospitals.

- 1. Legislation.
- 2. Building a consensus of many stakeholders.
- 3. Awareness and culture.

- 4. Training of staff.
- 5. Building the capacity.

- 7. Technical assistance.

- 8. Transformation.