

Study on Measures to Improve Cadres' Governance Capacity from the Perspective of Epidemic Response

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Abstract: The sudden emergence of covid-19 is a great test of the safety and effectiveness of the Party and the country's modern emergency response system and its capacity for governance. Facing the severe test of the epidemic, whether it can safely and correctly deal with a series of emergency measures and systems, including major public health security emergencies, newly launched local government economic governance, social economic governance and listed company economic governance, is the basis and key for it to deal with the epidemic crisis. Leading cadres at all levels itself as the core and backbone of a career in the Party and state governance, is the leading and important force and the main body to promote modernization of national emergency management system, it must constantly improve their ability of control the global emergency management work, doing works according to law, ability of solving problems of emergency and their investigation working ability of the demonstration research, thus to further accelerate the pace of comprehensively deepen reform, to ensure that the emergency management work along the right track and keeping on progress smoothly.

Keywords: Epidemic response; Management ability of cadres; Improvement measures

1. Introduction

Facing the severe epidemic, cadres and the masses must firmly implement the thought and the implementation of policy decisions of the Party Central Committee, strengthen organizational leadership, keeping perseverance, constantly improve the disease prevention and control measures, enables the epidemic prevention and control work developed in a scientific and orderly way, strengthen epidemic prevention and treatment system and the construction of governance ability, filling the short board, improve the consciousness and the ability of dealing with complicated and daunting problems, using own practical action to answer the test paper of epidemic prevention and control in a good way [1].

2. Problems in Cadres' Governance Capacity during the Epidemic Period

2.1. Homogenization of the govern cognition

Both "management" and "governance" should be formulated and implemented by leading cadres with the help of certain organizational and management tools. During the period of the outbreak, some leading cadres at the grass-roots level simply treat governance and epidemic prevention as management both in ideological understanding and working level, thinking that cadre just need to call the shots during the process of and response to the out-

break of an epidemic, specific management and epidemic prevention work should be organized by cadres and personnel at the grass-roots level, which can call the management as the "governance". They did not integrate their own knowledge into the actual situation, nor did they change the people's ideas. At the same time, they seriously suppressed the political discourse power of cadres and grassroots personnel and the participation right of the masses.

During the epidemic period, many cadres failed to report to leadership and make known to lower levels, and they did not fully grasp the policies issued by the country to deal with the epidemic, which led to the decline of the government's credibility. The public believed that the government did not take effective measures, which was all caused by the homogenization of cadres' perceptions of governance [2].

2.2. Lack of sense of responsibility

In the early stage of the epidemic, many cadres "knew about the epidemic but did not report it". They chose to deceive the government and the public for the sake of their performance, and lacked the sense of responsibility that a cadre should have. There is no transparent reporting of anti-epidemic materials, and what is more, to use anti-epidemic materials and their own power to make a fortune. This kind of behavior is the lack of sense of responsibility. Without the sense of leadership, cadres can-

not help the government to communicate ideas and help the people to solve problems. Instead, they run away or even take advantage of loopholes.

2.3. Simplification of governance means

Governance is a high-level form of management. In dealing with the epidemic situation, some cadres have not fully adapted to the emergency situation, and their understanding of some policies is not as fast as that of the people at the grassroots level. The revision of some systems only treats the symptoms rather than the root causes, lacks a long-term strategic vision, and fails to coordinate grassroots staff with the people. It is true that the epidemic has caught the country by surprise, but some officials have failed to make overall planning and allocation of human, financial, material and other rescue forces, and have failed to lead the top-level design of emergency response organizations at different levels. Some officials failed to coordinate the efforts of local health departments, transportation departments and the media at all levels so as to effectively and orderly promote the prevention and control work [3].

2.4. Inefficiency of governance level

The improvement of the level of governance ability is the direct embodiment and reflection of the governance consciousness and ability of grass-roots cadres. During the outbreak response, the understanding and the governance ability level of the cadres still can only stay in the understanding of management level, mainly displays in the following forms: one is "do almost everything", taking all tasks and work of epidemic diseases needed a timely response by their own, deluding to think that cadre can do everything, not asking at all about the work of grassroots, lacking of patient guidance to subordinate work, the degree of understanding and concern on disease itself is far greater than the understanding and thinking on how grass-roots staff to deal with the outbreak, leading to personnel at the grass-roots level and the masses are often unable to accurately grasp the work of grassroots cadres intentions, thus can't finish a good organization targets and tasks for a timely response to the outbreak. Second, it is "anticaking". At the beginning and end of the epidemic response at the grassroots level, it is often difficult to avoid or even turn a blind eye to the needs and choices of the grassroots and the general public. Third, they are "working behind closed-door". They do not know how to make full use of various information-based means to take governance measures and means, and they do not allocate tasks quickly enough. As a result, the response to the epidemic is not timely, they do not know how to deeply understand the real aspirations of the grassroots and the masses, and the response speed often fails to keep pace with the spread of the epidemic among the masses [4].

3. Specific Duties of Cadres during the Epidemic Period

3.1. The quality required of cadres during the epidemic period

To really have a high level of social and economic management ability of leading cadres, first of all, it must be further have strong global political and ideological concept and awareness, with acute political and strategic thinking, in order to conform to the changes in the social and economic situation, strengthening and doing better the social and economic governance work. This means that it is necessary to continuously improve the overall ideological and political consciousness, strategic thinking and new strategic concept of social and economic governance of leading cadres at all levels. First of all, it should further strengthen the overall ideological and political consciousness.

During the prevention of the epidemic, the Communist Party of China should strengthen its grassroots political leadership in the ideological and political fields. It should pay close attention to and follow up on the epidemic, observe and understand more about it, pay more attention to the needs of the people and think more deeply about how to follow and uphold the leadership of the Party in politics.

Second, we should focus on cultivating new strategic thinking. We need to have a comprehensive understanding of the epidemic situation, take the task down to the grass-roots level, so that the people do not fear the epidemic, improve the credibility of the government, and ensure the people's immediate interests during the epidemic, so as to facilitate the public's correct understanding of the epidemic information and timely and accurate dissemination of information.

Finally, officials should communicate more with the people, understand their thoughts, eliminate their fears, and let them know that the government has been actively fighting the epidemic. Only with one heart and one mind can we overcome the epidemic [5].

3.2. Problems of emergency management system and countermeasures and suggestions

From the analysis of the situation of the outbreak of infectious diseases and respond, the government's response to the overall situation of the outbreak is relatively scientific, emergency prevention and control measures are taken in a timely manner, the main body of social organizations, enterprises and other emergency management are more fully realize and play the role of the corresponding governance to infectious diseases. For example, the modernization construction of Wuhan Huoshenshan hospital and Wuhan Leishenshan hospital, which fully embodies the advantages of emergency management of the current Red Cross infectious disease control system,

namely the "concentrated efforts to do big things" and "rapid and efficient". However, some of these involved the provincial, municipal Red Cross emergency management as well as the material mismatch between supply and demand and some other emergency management problems also exposed the weaknesses and deficiencies that the Red Cross society in the construction of emergency management system of infectious diseases, such as emergency diseases at the top of a comprehensive design mechanism remains to be perfect and complete, the management and governance of the government, social organization and insurance company cooperation mechanism of corporate governance also needs to be perfect and smooth, and the classification of different types of social organizations is of great importance to improve and strengthen the governance mechanism of emergency management problems are prominent. In the current critical period of the outbreak and response to infectious diseases, the Red Cross society of cadres should focus on making up for some shortcomings of the Red Cross emergency response and treatment system for infectious diseases, so as to further enhance the safety and effectiveness of the emergency management system. During the response to the epidemic, officials should actively maintain the government system, seek truth from facts and take responsibility for the upper levels of government, and report what they have seen, heard and felt. To the people at the grassroots level, we should tell them everything we know and tell all things we know. We should help them remove their fears, read out all the government policies on the epidemic truthfully, make anti-epidemic materials transparent, and ensure that all the materials are delivered to those in need. In the fight against covid-19, we should integrate ourselves with the masses, work in coordination with staff at the community level, help convey the government's vision, and help the people reflect their real needs. If the cadres do not make such demands on themselves, the chain of the fight against the epidemic will break in the middle and the response will be declared a failure.

4. Measures to Improve Cadres' Governance Ability

4.1. Cultivate the concept of governance

The premise that raises leader cadre management ability is to cultivate management idea. Leaders and cadres at all levels should have a deep understanding of the basic connotation and essence of the modernization theory of epidemic response and governance, grasp the key objectives and requirements of modernization of epidemic response and governance, and firmly establish the awareness of active coordination, multi-party participation and sustained interaction. The cultivation of the concept of governance mainly relies on learning and training. It is

necessary to further emancipate the mind by holding specialized academic seminars or training conferences with the goal and theme of further improving the modern system of epidemic response and governance for leading cadres and improving the ability of new leading cadres to cope with and deal with the epidemic. We need to carry out a major discussion on the governance capacity of leading officials to enhance their understanding and knowledge of the mission and tasks of the epidemic. We need to organize and implement modernization programs for leaders and cadres at all levels to improve their capacity for epidemic response and governance, and give them special training on issues such as improving their capacity for governance and modernization, so as to enhance their ability to adapt to their positions.

4.2. Strengthen governance measures

In the current fight against the sudden outbreak of the epidemic, cadres should fully focus on the effective operation of the emergency management system and how to win the top-level design requirements, the first is to strengthen and optimize the top-level design. In emergency management, the design of the top is the requirement of leading cadres to have an integrated judgment based on the propagation law of development of a sudden outbreak and the degree of sustainable development of events, to carry on the overall planning and reasonable configuration on people, goods, and other kinds of emergency rescue forces and resources, in order to make all kinds of emergency rescue coordination system achieve rapid response and realize a collaborative and efficient operation.

During the epidemic period, cadres should coordinate with the masses and the grass-roots level, report to the top level, publish their views and suggestions on the epidemic in a timely manner, correct wrong ideas in a timely manner, and cite constructive ideas in a timely manner, so as to help all levels have rules to follow when dealing with the epidemic and not be disturbed by the epidemic. During the epidemic, officials at the same level should also actively communicate with each other. Only by constantly sharing experience, summarizing problems and preventing the outbreak before it happens can the epidemic be contained and the government's credibility can be improved.

5. Conclusion

Cadres shall implement the norms for the management of the emergency rescue work flow formulated by the hospital, the disease prevention and control supervision and administration department, and the health technology supervision department, and make clear the norms and management procedures for the emergency response, the organization of the site, the work management process, and the handling of emergency measures.

Cadres for the government should build a bright image of the government with Chinese wisdom in front of the people, deepen the in-depth integration and innovative development between China's government wisdom and modern information technology, strengthen accountability and rewards and punishment system on leading cadres at all levels, and recognize the contribution of leading cadres in the fight against the epidemic outbreak and war hero, giving incentive and constraint from both sides.

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