**Policy Review**

Student’s Name

Institutional Affiliation

Course

Professor’s Name

Date

**Policy Review**

A policy can be described as a method of action or a definite course that is selected from various alternatives and in light of provided conditions that aid in guiding as well as determining the future and prevailing verdicts. Policies tend to be utilized in acute environments as operational tools which convey support as well as direction to a group of individuals (Schlager, 2019). It is vital for every member of an organization to comprehend and apply set policies for the realization of the set goals and objectives. From time to time a policy requires a review process which is lively in times when the government is in need of change. For any policy to augment the amount of nourishment it receives from proof, it is vital to be exceedingly recognized that the policy denotes sources that are synchronized with recent studies as well as being available for appropriate analysis of the policy. A policy review is an essential process because it ensures that the organization address current and emerging legislative demands at it grows, develops and responds to the demands of its stakeholders in attaining its vision and achieving its mission, goals and objectives.

A policy review can be defined as a process of evaluating the effectiveness and efficiency of a particular policy. It entails a method describing a detailed action plan essential for implementing a policy within a given organization, region, or country (Althaus et al., 2022). In the event a policy is not functioning properly, it is reviewed as well as managed to augment its efficacy. Policy making has always been traditional as well as hierarchical, hence the need to always conduct a policy review. Most governments strive to formalize their culture through the utilization of diverse policies. These policies tend to specify the expectations of the management from its workers in line with the process of handling non-compliance. A compilation of all corporate policies is characteristically distributed as a worker handbook. Policy reviews remain to be brilliant spaces that convey a short, sharp perilous scrutiny of policy development.

Subsequently, critically tracing the effects or the impacts of a series of policies or the politics, discourses, and processes that have climaxed in a policy, provides crucial insights into how different cities, regions, and nations handle their trials. It is thus important to conduct a policy analysis that ensures that one has undergone a particular systematic process to choose the policy option that may be best for a given situation (Audretsch et al., 2020). This involves considering an array of policy options in line with determining whether they will function well in a given organization or a nation. A policy review is a vital process that is not simply a policy development but rather a direction giver to the various employees in a given organization. For instance, within the nursing profession, a policy review should be understood by all stakeholders since it gives the direction with which the set goals will be achieved. In this case, a policy review process ought to be representative of the interests of all the stakeholders, implying that it should be all-inclusive.

A policy review is also important since employees can have a better understanding of their responsibilities, duties, and roles within predefined limits when the policies are well-explained. In the contemporary era, a policy review is essential as it permits the accountable authority to direct business operations without constant management intervention. This helps in time management and the repetition of tasks. Continual intervention not only increases operational costs but also lessens profitability. Adopting an effective policy review process remains to be important when expanding any business as well as increasing the market share to new statures (Sabatier, 2019). It is vital that policy reviews are short, precise, and written briefly, in line with contacting a clearly defined point, to avoid any confusion.

Provided that policies are typically specific to a region, city, or nation, a way of thinking concerning a policy review, is that it should include a case study of a specific economic, political, social, and geographical context. Hence, policy reviews tend to offer an opportunity to discuss the fine detail aligned to any case study. With policies set in place, both personal as well as team responsibilities are documented. This leaves no room for trial and error methods with management being contented that the set goals and objectives are achieved. According to Bullock et al. (2020), workers tend to get guidance on the manner in which to perform their duties, which is after reviewing company policies. In this case, the absence of written policies outcome in unnecessary efforts as well as time which is spent endeavoring to attain detailed activities. With strict guidelines, employees are anticipated to follow the process with due diligence, with managers tasked with the need to enforce the policies. Most governments have continued to anchor their success policy reviews which help them in minimizing legal expenses as well as the resolution time of regulatory fines and concerns.

Organizations need to develop policies and procedures to reflect their values, vision, and mission, in line with their workers’ necessities. Enforcing these policies is very crucial in achieving business aims as well as staying ahead of other competitors. Hence an effective policy review management process needs to focus on whether the policy guidelines define requirements such as understandability as well as readability, in line with the usage of version control. This is also in line with the need for persons to acknowledge each policy statement. Policy review also focuses on the extent of the policy against anticipated risk affecting the confidentiality, availability, as well as integrity of sensitive info, and the identification of issues that might necessitate policy consideration (Kern et al., 2019). The management of a successful organization also needs to focus on the current state as when it was last reviewed as well as a need to update it. Compliance monitoring mechanisms need to be considered when ensuring a quality policy review process.

Additionally, there tend to be various policy review management challenges which range from the set norms, and HR guidelines, in line with the outline operations, to shape a firm’s culture. In this case, good policy management is vital in ensuring that a firm operates efficiently and profitably. About 65% of all managers tend to be unsure that tier current policies will be adequate to satisfy their future needs (Chang & Andreoni, 2020). Thus, with continually changing regulations, increasing vendor relationships, as well as customer-facing documentation remains to be a challenge. Developing as well as updating documents is a challenge with many firms developing and updating their documents utilizing MS Word. This means that the policy can be dispersed over several computers and remain inaccessible to many. In this case, the employees lack access to the most updated policies which increases the risk of inaccuracy, and redundancy, in line with policy desecrations. Also, tracking these documents to edit remains to be a time-consuming task. There is a need to categorically store and back up the policies for easy retrieval and future referencing.

Also, another challenge is that workers end up without reading and internalizing directorial policies, hence affecting the process review process. There is a need to provide easier accessibility to current policies, where employees can actually trace and internalize the various policies that have been put in place for the management. In order to promote policy compliance as well as awareness, workers need to demand ways to access, as well as attest to policies pertinent to them hassle-free(Mazzucato et al., 2020). On the other hand, employees are not well trained by their employers. Employees must be aware of as well as comprehend policies for the purpose of executing them properly and effectively. Manual policy management techniques make it challenging to track attestations. It also makes it difficult to provide the technique in which employees have to read and internalize the policies relevant to their job function or department.

References

Althaus, C., Ball, S., Bridgman, P., Davis, G., & Threlfall, D. (2022). *The Australian policy handbook: A practical guide to the policymaking process*. Taylor & Francis.

Audretsch, D., Colombelli, A., Grilli, L., Minola, T., & Rasmussen, E. (2020). Innovative start-ups and policy initiatives. *Research Policy*, *49*(10), 104027.

Bullock, H. L., Lavis, J. N., Wilson, M. G., Mulvale, G., & Miatello, A. (2021). Understanding the implementation of evidence-informed policies and practices from a policy perspective: a critical interpretive synthesis. *Implementation Science*, *16*, 1-24.

Chang, H. J., & Andreoni, A. (2020). Industrial policy in the 21st century. *Development and Change*, *51*(2), 324-351.

Kern, F., Rogge, K. S., & Howlett, M. (2019). Policy mixes for sustainability transitions: New approaches and insights through bridging innovation and policy studies. *Research Policy*, *48*(10), 103832.

Mazzucato, M., Kattel, R., & Ryan-Collins, J. (2020). Challenge-driven innovation policy: towards a new policy toolkit. *Journal of industry, competition and trade*, *20*, 421-437.

Sabatier, P. A. (2019). Fostering the development of policy theory. In *Theories of the policy process* (pp. 321-336). Routledge.

Schlager, E. (2019). A comparison of frameworks, theories, and models of policy processes. In *Theories of the policy process* (pp. 293-319). Routledge.