**QUESTION**.

***What is policy review?***

**Abstract**

Public policy as well as the process of policy making is an inherent task of the institutions of government or organization in a country for the purpose of excellent organization and sustainable governance therein. The quality of governance will always be based on the far reaching perspectives of the public policy and how its implementation has been effected. The aspect of sustainability thrives on the perspective that policy making should be inclusive having inter-generational justice. Analogies can be drawn from the past experience into the present decision making which can have a reflection into the future as well. Some well performing administrations tend to prepare internal histories to key policy issues, in hopes of better informing the initial efforts of its successor so as to ensure continuity and excellence in service provision or implementation. Many times, however, the polices may be changed or even abandoned altogether due to various factors in what is largely referred to as policy review. This work seeks to delve into the definition of policy review and all that it entails.

***What is policy review?***

Policy review is the process to evaluate the working of a particular policy. When a policy is not working properly, a review will always be carried out. Sometime a change in that particular policy may make it more effective.

Specifically, policy has a number of key attributes that determine whether it will be reviewed or straightaway adopted. First, policy is made in response to some sort of issue or problem that requires attention. It is what the government or a particular organization chooses to do (actual) or not do (implied) about a particular emerging issue, challenge or problem.

Policy might take the form of a law, a regulation, or the set of all the laws and regulations that govern a particular issue or problem. Any policy is made on behalf of the public and is oriented toward a goal or desired state, such as the solution of a problem.

All policy is ultimately made by governing bodies be it governments, non-governmental organizations or schools even if the ideas come from outside those governments or organizations, or even through the interaction of government and the public in what is usually referred to as public participation.

Policymaking is part of an ongoing process that does not always have a clear beginning or end, since decisions about who will benefit from policies and who will bear any burden resulting from the policy are continually reassessed, revisited and revised. This is what is actually referred to as policy review.

So, policy review is the process of evaluating and analysing an organization’s existing policies to ensure that they are effective, up-to-date, and aligned with the government’s or a particular organization’s goals and objectives.

*But what does policy review entail?*

 The main tenets of policy review may include several things.

First, there is Relevance. This is assessing whether the policy is still relevant and addresses the current needs and challenges of the organization.

Then there is effectiveness. This is the evaluation of the policy’s ability to achieve its intended outcomes and the impact it has on the government’s or organization’s operations and stakeholders.

Compliance is another factor that is key in policy review. It involves ensuring that the policy in question complies or is in line with all applicable laws, regulations, and industry standards.

Clarity as a factor in policy review involves examining the policy’s language and structure to ensure it is clear, concise, and easily understood by the intended audience.

Consistency is the checking for any conflicts or inconsistencies between the policy and other organizational policies, procedures, or practices.

Stakeholder Engagement which many times is overlooked in policy review requires Involving key stakeholders such as employees, managers, and subject matter experts, in the review process to gather their feedback and insights, as well as win their goodwill in making the process a success.

Finally, there is a serious need for continuous Improvement. This involves the establishing of a regular review cycle to ensure policies remain relevant and up-to-date, and implementing changes as needed or as they arise.

The policy review process typically involves at least eight steps:

First, the policies to be revised or reviewed need to be identified after which the persons involved will gather the relevant information and data. Analysis of the policy’s content and impact is then done before the team solicits feedback from stakeholders.

They will then sit to recommend changes or updates. Once this is done, they will then task the implementation team with Implementing the revised policy after communicating the changes to the affected parties. They will then send feelers on the ground to monitor and evaluate the policy’s effectiveness. Should it not be as effective as anticipated, then the cycle will start all over again.

Effective policy review helps organizations maintain a robust and responsive policy framework, ensure compliance, and support the achievement of their strategic objectives.

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