

# Research on Emergency Management Capacity and Reasonable Avoidance of Responsibility of Administrative Personnel under New Circumstances

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**Abstract:** In today's rapidly evolving globalized and digitalized society, public administration faces unprecedented challenges. Particularly in responding to sudden public emergencies (such as natural disasters and public health crises), emergency management capabilities are being put to the ultimate test. The pressing issue of how to effectively respond during disasters while ensuring that administrative personnel demonstrate decisive decision-making while reasonably avoiding unnecessary accountability has become a critical concern in public management. Exploring the relationship between emergency management capabilities and the reasonable avoidance of administrative liability holds significant importance for improving crisis response efficiency and establishing a transparent, fair management system. This approach not only facilitates the implementation of safety responsibilities and enhances public service quality, but also helps rebuild public trust to some extent.

**Keywords:** Public Emergency; Safety Responsibility; Emergency Management; Administrative Personnel Evasion of Responsibility

## 1. Introduction

With the rapid advancement of globalization and digitalization, we now inhabit an increasingly complex and volatile world. When confronting sudden natural disasters, industrial accidents, public health emergencies, and other crises, the government's capacity to respond swiftly and effectively—minimizing losses while safeguarding lives and property—has become a critical challenge. In this evolving landscape, emergency management capabilities not only test governance effectiveness but also directly impact national security, social stability, and

public welfare [1]. Administrative personnel play a pivotal role in emergency response, as their decisions and actions directly determine the success of crisis management. However, these professionals face significant pressures and risks in their duties. How to ensure they fulfill responsibilities while strategically managing accountability risks and avoiding unnecessary legal disputes remains a key issue requiring thorough examination. This paper explores strategies to enhance government emergency management capabilities under new circumstances, while providing guidance for administrative personnel to navigate their responsibilities responsibly, thereby promoting efficient and standardized governance.

## 2. The Significance of Improving the Government's Emergency Management Capacity and the Reasonable Avoidance of Administrative Personnel's Responsibilities Under the New Situation

### 2.1 Enhancing the Government's Emergency Management Capacity

Enhancing government emergency management capabilities serves as a crucial safeguard for addressing social risks and emergencies in the new era. Firstly, strengthening these capabilities enables swift and effective responses to crises, reduces disaster losses, and maintains social stability [2]. Secondly, by refining the emergency management system, governments can improve their coordination and resource integration capabilities, better tackling complex cross-regional and interdepartmental challenges. Finally, upgrading emergency management capabilities also boosts government credibility and execution efficiency, thereby enhancing public trust and support for governance.

The COVID-19 pandemic has underscored the critical importance of government emergency management capabilities. In such situations,

governments must swiftly implement measures, develop contingency plans, allocate resources, and enhance coordination to ensure public safety and social stability [2]. This requires robust emergency management systems with clear accountability mechanisms, ensuring that administrative personnel act in accordance with the law when responding to emergencies.

## **2.2 Guide Administrative Personnel to Avoid Responsibility Reasonably**

Administrative personnel frequently encounter various risks and uncertainties in their professional duties. Proper responsibility avoidance not only safeguards individual rights but also demonstrates accountability to public interests. By establishing clear boundaries between authority and responsibility, improving legal frameworks, and enhancing training and drills, we can guide administrators to prudently avoid liability during emergency management. This approach not only protects their legitimate rights from unnecessary accountability but also motivates proactive duty fulfillment, ultimately boosting the overall efficiency of government operations [3].

## **2.3 Promoting the Efficiency and Standardization of Government Work**

Enhancing government emergency management capabilities and guiding administrative personnel to exercise reasonable accountability are mutually reinforcing. On one hand, strengthening emergency management capabilities can improve the government's response speed and efficiency in handling emergencies, reduce decision-making errors and resource waste, thereby promoting efficient government operations [3]. On the other hand, guiding administrative personnel to exercise reasonable accountability can standardize their conduct and decision-making processes, prevent power abuse and improper interference, and ensure the fairness and standardization of government work. Therefore, only by combining these two approaches can we achieve the unity of efficiency and standardization in government operations.

## **3. Analysis of Government Emergency Management Capability**

### **3.1 Legal Framework**

The foundation for building and strengthening

government emergency management capabilities lies in improving legal frameworks. A robust legal system provides clear guidelines and operational standards for emergency management, ensuring all measures operate within the rule of law [4]. This includes emergency management laws, regulations, rules, and normative documents at both national and local levels. These legal instruments should not only define government responsibilities and authorities in emergency management but also clarify the obligations of citizens, enterprises, and other social organizations, fostering a society-wide participation mechanism [5]. Furthermore, timely revisions and updates to laws and regulations are essential to adapt to evolving social risks and emergency needs.

### **3.2 Organizational Structure and Function Allocation**

The organizational structure of government emergency management serves as a critical factor in ensuring swift and efficient emergency response. A scientifically designed organizational framework should comprise decision-making bodies, executive agencies, coordination units, and support departments for emergency management. These entities must establish clear functional divisions and collaborative mechanisms to guarantee rapid response and effective handling during emergencies. Additionally, the design of the organizational structure should address cross-regional and interdepartmental coordination to prevent overlapping responsibilities and resource waste [4]. Regarding functional allocation, it is essential to define the specific duties and tasks of governments at all levels and their departments in emergency management, thereby establishing a work pattern with clearly defined authority, responsibilities, and well-structured divisions of labor.

### **3.3 Emergency Plan and Decision-Making Mechanism**

Emergency response plans constitute a vital component of government emergency management, serving as operational blueprints for crisis management. A well-designed plan should encompass procedures, measures, resource allocation, and post-incident recovery protocols to ensure systematic responses during emergencies. The development of these plans

must be grounded in scientific risk assessment and scenario modeling to enhance their relevance and practicality [6]. Regarding decision-making mechanisms, governments should establish efficient, democratic, and evidence-based procedures that fully incorporate expert input and public participation, ensuring timely and accurate emergency decisions. Additionally, robust information reporting and dissemination mechanisms should be implemented to boost transparency and public trust in emergency management [7].

#### **4. Discussion on Reasonable Avoidance of Liability of Administrative Personnel**

##### **4.1 Definition of Responsibilities and Powers of Administrative Personnel**

###### **4.1.1 List of Duties and Scope of Authority**

The responsibilities and authority of administrative personnel form the foundation of their work and the prerequisite for reasonable accountability. To clarify these duties, detailed responsibility lists should be established, specifying each task and its corresponding accountability. Simultaneously, the scope of authority must be clearly defined to ensure administrative personnel possess the necessary decision-making and executive power when performing their duties [8]. By establishing clear responsibility lists and authority boundaries, administrative personnel's conduct can be standardized, preventing overstepping authority or buck-passing.

###### **4.1.2 Balance and restraint of responsibilities and powers**

While clarifying responsibilities and authorities, it is equally crucial to establish a balanced and restrained system. On one hand, administrative personnel's duties must align with their authority to prevent excessive or insufficient power. On the other hand, enhanced supervision and checks on administrative powers are essential to prevent abuse and corruption [9]. By establishing robust oversight and checks-and-balances mechanisms, we can ensure the effective exercise of administrative responsibilities and reduce the risk of accountability evasion.

##### **4.2 Risk Identification and Assessment in Administrative Decision-Making Process**

###### **4.2.1 Risk identification methods and tools**

The administrative decision-making process is

fraught with various latent risks and uncertainties. To effectively identify and assess these risks, it is essential to employ scientific risk identification methods and tools. Common approaches include brainstorming, Delphi method, and SWOT analysis, which help administrators systematically evaluate potential risk factors. Additionally, risk identification tools such as risk matrices and risk checklists can be utilized to quantify and prioritize these factors, providing a solid foundation for subsequent decision-making [10].

###### **4.2.2 Risk assessment process and criteria**

After identifying potential risk factors, a risk assessment must be conducted to determine their severity and likelihood. The risk assessment process should comprise three phases: risk analysis, risk evaluation, and risk response [10]. During the risk analysis phase, risk factors should be thoroughly examined to identify their sources and impacts. In the risk evaluation phase, risks should be quantified and classified using established criteria. The risk response phase involves developing appropriate countermeasures and contingency plans to mitigate or eliminate risks. By implementing a scientific risk assessment process and standards, administrative personnel can receive decision-making support to effectively avoid risks.

##### **4.3 Strategies and Approaches to Reasonable Avoidance of Liability**

###### **4.3.1 Preventive measures: Risk assessment and contingency planning**

In government emergency management under new circumstances, proactive prevention serves as the primary strategy for risk mitigation and rational accountability. As the cornerstone of preventive measures, risk assessment requires administrative personnel to demonstrate foresight and acute risk awareness. Prior to decision-making, staff must conduct comprehensive risk evaluations of potential emergencies, including natural disasters, industrial accidents, and public health crises. This process demands thorough investigation, data collection, and scientific analysis to accurately identify risk factors. Based on assessment results, detailed contingency plans and response measures should be formulated. These plans must comprehensively consider various scenarios to ensure practical applicability and operability. Simultaneously,

regular drills and updates are crucial. Periodic exercises validate plan effectiveness and operational readiness while identifying issues for improvement. Plan updates should align with evolving social developments and emerging emergency characteristics, ensuring continuous relevance. Through proactive risk assessment and contingency planning, administrative personnel can anticipate potential risks and prepare thoroughly before decisions, thereby reducing the impact of emergencies on governance and minimizing accountability concerns.

#### 4.3.2 In-process response: flexible decision-making and resource integration

During emergencies, on-the-spot response serves as a critical test of government emergency management capabilities and the accountability of administrative personnel. At this stage, officials must make decisions swiftly and implement effective measures. Therefore, flexible decision-making and resource integration prove particularly crucial. Flexible decision-making requires administrative personnel to maintain composure and rationality when facing emergencies, promptly adjusting contingency plans and strategies based on actual circumstances [11]. Officials need to possess rapid judgment capabilities, enabling them to flexibly adjust response measures according to the evolving situation and actual conditions to minimize losses and impacts. Resource integration refers to administrative personnel actively mobilizing various resources to form a collective response, including human, material, and financial resources. Officials must collaborate closely with relevant departments and regions to achieve resource sharing and information exchange. By integrating these resources, a stronger response capability can be formed to enhance emergency response effectiveness. The flexible decision-making and resource integration during on-the-spot response demand administrative personnel to demonstrate high adaptability and organizational coordination skills. Only under such circumstances can officials swiftly respond to emergencies, implement effective measures, minimize losses and impacts, and thereby reduce accountability risks.

#### 4.3.3 Post-incident Summary: Responsibility Tracing and Lessons Learned

Post-incident analysis serves as a crucial step in establishing accountability frameworks after

crisis resolution. This process enables comprehensive review and reflection on the entire incident, allowing identification of success factors and lessons learned. Such insights provide vital references for future administrative decision-making. Two key components are responsibility tracing and accountability implementation. Administrators must clearly identify and assign responsibilities during emergencies, while implementing corrective measures to address existing shortcomings. This approach helps define accountability boundaries and prevents recurrence of similar incidents. Equally important is the systematic extraction of lessons learned. Through in-depth analysis of incident causes and processes, administrators can identify actionable insights [12] that inform future decision-making and enhance preparedness for comparable situations.

### **5. Strategies for Improving Government Emergency Management Capacity and Rational Avoidance of Administrative Personnel's Responsibilities Under the New Situation**

#### **5.1 Improving the Legal and Regulatory System for Emergency Management**

The government should regularly revise and improve emergency management-related laws and regulations. As society continues to evolve, these legal frameworks must keep pace with the times to meet emerging emergency management needs. The government should organize experts to conduct a comprehensive review of existing laws and regulations, identify existing issues and shortcomings, and promptly revise and improve them. Additionally, to address new emergency management demands, the government should establish new laws and regulations to fill legal gaps and provide stronger legal safeguards for emergency management.

The global COVID-19 pandemic has exposed the inadequacies of existing emergency management laws and regulations in addressing large-scale public health crises. Many countries and regions were compelled to swiftly enact new laws and policies to combat the outbreak, including lockdown measures and vaccination policies. During the pandemic, China updated its Public Health Law by adding specific provisions for epidemic prevention and control,

clarifying the rights and obligations of both the government and individuals. Through media and official channels, the government intensified legal awareness campaigns to boost public compliance with epidemic prevention measures. Specialized agencies were established to oversee the enforcement of these regulations, ensuring effective implementation of quarantine and lockdown measures [13].

## **5.2 Optimize the Emergency Management Mechanism and System**

First, the government should establish a robust emergency management mechanism. By clarifying the responsibilities and authorities of various departments, an efficient and coordinated emergency management system can be formed. In emergency management, all departments should work closely together, share information, and form a united front to respond to emergencies. Additionally, the government should establish an emergency management command center responsible for unified command and coordination of emergency management efforts across departments, ensuring orderly implementation of emergency management.

Secondly, the government should further deepen the reform of the emergency management system. By simplifying approval procedures and strengthening information technology infrastructure, it can optimize emergency response processes and enhance response speed [7]. In emergency management, time is life—every second may determine the safety of people's lives and property. Therefore, the government must continuously improve its emergency response capabilities to ensure swift and effective handling when emergencies occur. California has been plagued by frequent large-scale wildfires in recent years, posing challenges to its emergency management system. The state government has established a coordinated emergency management system by integrating resources and responsibilities from various departments, including firefighting, emergency services, and forest management. It simplifies the deployment of rescue materials and personnel and improves the efficiency of fire response.

## **5.3 Strengthening the Ability to Allocate and Dispatch Emergency Resources**

First, governments should develop scientifically

sound emergency resource allocation plans tailored to regional and industry-specific conditions. When allocating resources, they must comprehensively consider factors such as regional economic development levels, population distribution patterns, and natural disaster frequency to ensure rational and effective resource distribution [14]. Additionally, governments should establish corresponding emergency response plans and resource allocation strategies for different types of emergencies, ensuring timely and efficient resource deployment when crises occur.

Secondly, the government should strengthen supervision and evaluation of emergency resource utilization. Through regular inspections and assessments, it can ensure rational resource allocation and prevent waste or loss. Simultaneously, the government should introduce market competition mechanisms, promote advanced technologies and management practices, and enhance resource efficiency. In emergency management, every resource may directly impact public safety and property protection. Therefore, the government must prioritize rational resource distribution and effective utilization.

## **5.4 Optimize Decision-Making and Coordination Mechanisms**

First, governments should adhere to scientific decision-making principles in emergency management. During the decision-making process, they should fully consider expert opinions and public suggestions, comprehensively evaluate various factors to ensure decisions are both scientifically grounded and reasonable. Simultaneously, governments should enhance democratic participation by encouraging public involvement in emergency management decision-making processes, thereby improving transparency and credibility. By actively soliciting public feedback, this approach strengthens citizens' sense of participation and belonging, ultimately boosting social acceptance of emergency management initiatives [12].

Secondly, the government should strengthen collaboration with relevant departments and regions. In emergency management, various departments and regions should form a united front to respond to emergencies. By establishing cross-regional and cross-departmental emergency coordination mechanisms, resource

sharing, information exchange, and collaborative response can be achieved. During collaborative efforts, all departments and regions should fully leverage their respective strengths and expertise to create a mutually beneficial and synergistic development environment.

### 5.5 Strengthening Supervision and Accountability Mechanisms

First, the government should establish a robust supervision mechanism for emergency management. By conducting regular evaluations and oversight of administrative personnel's performance in emergency management, it can ensure their diligent fulfillment of duties and enhance overall emergency management capabilities. During supervision, a results-oriented approach should be adopted: outstanding performers should receive commendations and rewards, while those with deficiencies should undergo interviews and corrective measures [14,15].

Secondly, the government should encourage public participation in emergency management oversight. By adopting transparent and open approaches to social supervision, it can enhance public trust and satisfaction with emergency management efforts. Simultaneously, strengthening media coverage and oversight of emergency management work will increase public engagement and attention. In establishing supervision and accountability mechanisms, the government must adhere to the principles of openness, fairness, and impartiality to ensure effective oversight and rigorous accountability.

### 6. Conclusion

With the rapid development and increasing complexity of society, the government's emergency management capabilities have become a critical factor in safeguarding national security, social stability, and people's well-being. Administrative personnel play a vital role in emergency management, as their decisions and actions directly impact the effectiveness of response efforts. This paper explores strategies to enhance government emergency management capabilities and ensure reasonable accountability for administrative personnel through five key aspects: improving the legal framework for emergency management, optimizing management mechanisms and systems, strengthening resource allocation and

dispatch capabilities, refining decision-making and coordination mechanisms, and reinforcing supervision and accountability systems. Through continuous exploration and innovation, China's government has significantly improved its emergency management capabilities and the level of reasonable accountability for administrative personnel, providing robust safeguards for national security, social stability, and public welfare. The government should continue prioritizing reforms and development in emergency management, closely aligning with practical needs to continuously improve the legal framework, optimize management mechanisms, enhance resource allocation and dispatch capabilities, refine decision-making and coordination processes, and strengthen oversight and accountability mechanisms. Additionally, the government should intensify training and selection of administrative personnel to boost their professional competence and emergency response capabilities, ensuring they can fully leverage their roles in emergency management. Simultaneously, public participation in emergency management should be encouraged to raise awareness and capabilities, fostering a society-wide collaborative approach to emergency management.

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