



Development of a financial management competency framework for Nurse Managers in public health care organisations in KwaZulu Natal, South Africa

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Abstract:

Aim: To explore the financial management roles of Nurse Managers in their current work environments, identify financial management development needs necessary for Nurse Managers practice and ultimately to develop a financial management framework to improve the skills of Nurse Managers. **Background:** The increased cuts in health care funding and severe financial constraints has necessitated that the Nurse Manager become financially conscious and provide efficient quality care while at the same time cutting costs and reducing expenditure. This, in turn, requires an understanding of financial management. Nurse Manager's knowledge is very limited.

Method: A Constructivist Grounded Theory approach was used. Interviews were conducted with eighteen participants. **Results :** The results revealed that Nurse Managers participate in financial management activities within the hospitals and identified eight main themes : financial planning, financial monitoring, financial decision making ,financial control, inadequate financial management competencies ,educational preparation for financial management in nursing programmes , guidance and training for financial management role and need for financial management competency development. **Conclusion:** Nurse Managers have a financial management function in the public health care organisations. They do not have the necessary skills, knowledge and competencies to function in this role and require additional knowledge, skills and training. A competency framework was subsequently developed to improve the financial management competencies of Nurse Managers(242 words) .



Biography:

Nellie Naranjee has completed her Doctorate in Nursing at Durban University of Technology. She is an Occupational Health lecturer at the Durban University of Technology .She has published more than 10 papers in reputed journals and has extensive research and supervision experience at Masters and post graduate level.

Recent Publications:

1. Financial management roles of nurse managers in selected public hospitals in KwaZulu-Natal province, South Africa, DOI: 10.4102/phcfm.v11i1.1981
2. Development of a financial management competency framework for Nurse Managers in public health care organisations in the province of KwaZulu-Natal, South Africa, DOI: 10.1016/j.ijans.2019.100154
3. An Investigation into the Effectiveness of Business Process Management Systems at Insurance Company in Johannesburg , South Africa, January 2015, DOI: 10.12816/0014609

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