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more than the

number of nurses

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are reflected in the nursing unit's budget.

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effectively with
financial managers
and assist in the
delivery of high-
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TABLE 5.1 Variable and Fixed Costs for a Nursing

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Department's
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Total Fixed

46
Variable Salary:
nurse manager
\$100,000 \$100,000
Office supplies
\$15,000 \$15,000
Telephone \$24,000
\$24,000 Travel
expense \$10,000
\$10,000 Medical
supplies \$58,000
\$58,000 Rent

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\$85,000 \$85,000

Total costs

\$292,000 \$209,000

\$83,000

PART II Budget

Principles

The four following
challenges that

head nurses

confront on

financial

management

practice were

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identified from the research findings:

- 1) lack of intrinsic motivation;
- 2) insufficient training and education on financial management and nursing economics;
- 3) desires for cross-uniting communication and cooperation;
- 4) insufficient

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managerial tool.

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The challenges that head nurses confront on financial ...

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nursing services. A variety of settings are included:

hospitals, long-term care, home health, community health, managed care, and others.

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role in the budgeting process, and assist in the delivery of high-quality patient care at the lowest possible cost.

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organization's budget process. New topics include recruitment and retention issues and budgeting, costing out nursing services, and performance budgeting.

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2. The Budgeting Process 3.

Motivation and Incentives 4. Cost Concepts 5. Personnel Issues 6. Forecasting 7. Strategic Planning and Business Plans 8. The Operating Budget 9. Revenue Budgeting 10. Capital Budgeting

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Variance Analysis

14.

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