Description: Management in Specialist Nursing Practice

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tbody>
<tr>
<td>ANP</td>
<td>8003</td>
<td>30432</td>
<td>1, 2004</td>
<td>EXT</td>
<td>1.00</td>
<td>TW MBA</td>
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Academic group: FOSCI
Academic org: FOS004
Student contribution band: 1
ASCED code: 060399

STAFFING
Examiner: Cheryl Perrin
Moderator: Roslyn Reilly

REQUISITES
Pre-requisite: Students must be enrolled in one of the following Programs: GCNP or GDON or GDMH or MANP or MHEA or MMID or MMPO or MNUR or MNRS or MNRH or PCNP or PDON or PDMH or PDEV or SING or CRPG

RATIONALE
Nurses in specialist nursing practice often have to take the lead in management of health care, the health care facility, other staff and resources. As a result it is important that they have knowledge of management strategies and techniques which are needed in order to achieve effective outcomes. Currently little management preparation is provided for nurses who practice in these settings. It is important for nurses to keep abreast of changing distribution of resources within the health environment in order to provide optimal health care for the community.

SYNOPSIS
This course provides theoretical knowledge with practical applications to assist isolated nurses and specialist practitioners in meeting demands of practice within their community. This is facilitated by the use of relevant clinical scenarios that are presented for exploration and evaluation.

OBJECTIVES
On successful completion of this course students will be able to:

- critically examine theories of management and their relationship to nursing practice;
• develop and apply their own style of management relevant to specialist nursing practice;
• demonstrate knowledge of HRM principles, including human resource planning, delegation and management and relationships of resource management within health care organisations;
• evaluate current nursing policies and practices with regard to management practices and recommend areas for improvement and change within their own organisation;
• implement planned change within their organisation;
• implement a management plan that will address the learning needs of themselves and colleagues within the rural and remote environment;
• demonstrate the following modified ANF competencies: provide a supportive environment for colleagues (elements 4.6, 4.7 and 4.8 of competency standard 4); manage the use of staff and physical resources in the rural and remote environment (all elements of competency standard 5); and advocate and protect the rights of individuals or groups in the rural and remote environment (element 7.2 of competency standard 7);
• demonstrate the following modified RAN competencies: provide safe, high quality health care across the lifespan of individuals/communities (element 1.4 of competency standard 1); identify own values and beliefs and their impact within the rural and remote area context on self, own practice and the community (elements 7.3, and 7.6 of competency standard 7); engage in collaborative approaches to professional learning and development (all elements of competency standard 8); develop effective management strategies to implement and support primary health care (all elements of competency standard 10); facilitate team work (all elements of competency standard 11); demonstrate advanced skills in communication (element 12.2 of competency standard 12); deal effectively with conflict in the rural and remote workplace (all elements of competency standard 13); and demonstrate effective negotiation and liaison skills (all elements of competency standard 14).

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Theory of Nursing Management Including: Nursing Management Roles,</td>
<td>25.00</td>
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<td>Theories of Motivation</td>
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<tr>
<td>Decentralisation and Management of Resources, Relationships of</td>
<td></td>
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<tr>
<td>Resource Management to Organisations, Delegation and Management in</td>
<td></td>
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<td>a Cross-Cultural Environment</td>
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<td>3. Organising Nursing Services Including: Policies and Practice, Creativity</td>
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<td>and Innovation in Management, Implementing Change in Practice</td>
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<td>4. Implementing Planned Change and Adapting to Changed Access to Resources</td>
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<tr>
<td>Including: Change Theory; The Relationship of Nursing Research to Change;</td>
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<tr>
<td>and The Influence of the context of practice on Management</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at http://bookshop.usq.edu.au click 'Semester', then enter your 'Course Code' (no spaces).


REFERENCE MATERIALS:

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

Chang W & Henry, BM 1999, Methodologic principles of cost analyses in the nursing, medical and health services literature, Nursing Research, Vol 48, no.2, pp94-104.
Flarey, DL 1995, Redesigning Nursing Care Delivery, Lippincott, Melbourne.
STUDENT WORKLOAD REQUIREMENTS:

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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</thead>
<tbody>
<tr>
<td>Directed Study</td>
<td>50.00</td>
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<tr>
<td>Private Study</td>
<td>120.00</td>
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ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tbody>
<tr>
<td>2000-2500 ESSAY</td>
<td>40.00</td>
<td>40.00</td>
<td>16 Apr 2004</td>
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<tr>
<td>3000-3500 ESSAY PLN FOR CHANGE</td>
<td>60.00</td>
<td>60.00</td>
<td>15 Jun 2004</td>
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IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   There are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete an assignment satisfactorily, students must obtain at least 50% of the marks available for that assignment. In doing so students will have demonstrated that they have achieved the ANF and RAN Competency Standards identified in this course specification. Failure to demonstrate mastery will result in a Fail grade for this course.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks gained by the student for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   Final grades for students will be determined by the addition of the marks obtained in each assessment item, weighted as in the Assessment Details.

5 Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the marks obtained for each of the summative assessment items in the course.

6 Examination information:
   There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
   There will be no Deferred or Supplementary examinations in this course.
8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL http://www.usq.edu.au/corporateservices/calendar/part5.htm or in the current USQ Handbook.

ASSESSMENT NOTES

9 The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the Examiner.