

Academic Preparation for Roles in Nursing Management

Paper prepared by Forum Subgroup members: *Heather Gray, Linda Dubbleadam, Becky Hickmott, Paul Watson, Bev Burrell, Nanette Ainge and Stu Bigwood.*

August 2009

Nurse Managers have responsibility for an estimated \$100 million of health expenditure in Canterbury. Many nurse managers seek advice about suitable academic preparation for their roles. This paper describes some relevant local qualifications currently available.

There are many career opportunities for nurses in management roles both within nursing services and the health services. Recent workforce data indentified over 200 RNs working in “nursing administration and management” in our region¹.

Figure One: Indicative pathway for career in nursing/health management

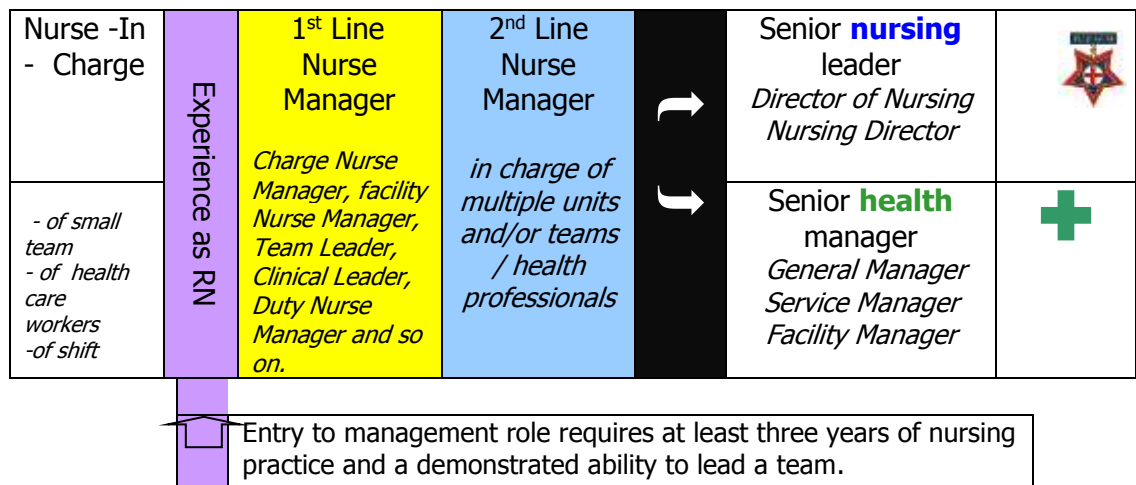
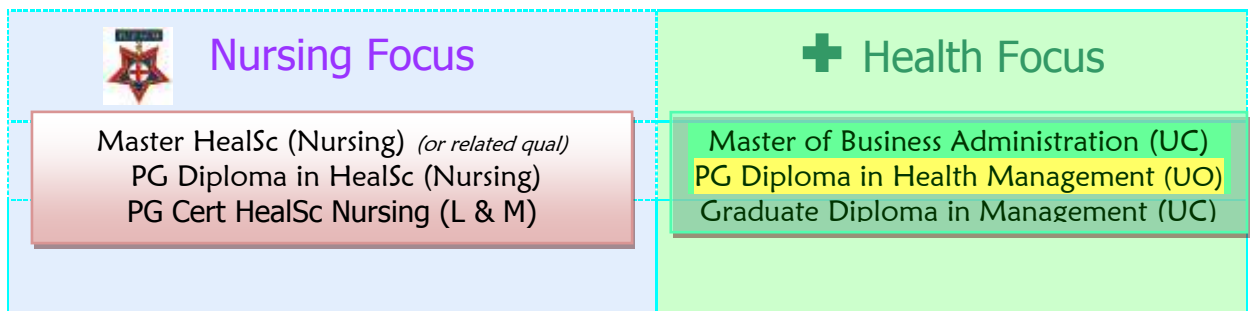


Figure Two: Some local qualifications* in nursing/health management



*These postgraduate qualifications are provided by the University of Canterbury (UC) or the University of Otago (UO).

Appendix A lists some local qualifications, and their websites.

See **Appendix B** for training and professional development options.

¹ CDHB Postgraduate Nursing Education Plan Appendix A, Table 1 (2007 APC data).

APPENDIX A

Local Educational Providers with PG Qualifications in Leadership and Management

University of Canterbury

www.mang.canterbury.ac.nz ▶ then select “postgraduate”

Graduate Diploma in Management (Industry stream for working people)

Content includes

- Building Effective Teams
- Leadership & Learning
- Managing From the Middle
- Innovation and Business Development
- Managing People

Graduates from many businesses and services attend (profit & not for profit organisations)

Master of Business Administration see Handbook ▶ www.mba.canterbury.ac.nz

Master of Health Sciences ▶ www.health.canterbury.ac.nz

Papers include

- HLTH 401 Health & Healthcare in NZ
- HLTH 402 Health Information Management



University of Otago, Christchurch

▶ www.uoc.otago.ac.nz

Postgraduate Certificate in Health Sciences - Nursing (Leadership & Management) Centre for Postgraduate Nursing Studies (CPGNS)

▶ www.chmeds.ac.nz/studentinfo/cert/leadershipmgmt.htm

Two 30 point papers: NURX 423 Nursing - Leadership and Management I
& NURX 424 Nursing - Leadership and Management II

Postgraduate Diploma in Health Sciences (Nursing) (CPGNS)

▶ www.chmeds.ac.nz/studentinfo/diploma/nursing.htm

Postgraduate Diploma in Health Management

Dept of Public Health & General Practice

▶ <http://www.chmeds.ac.nz/studentinfo/diploma/healthman.htm>

Chose 2 papers: PUBH 702 Society Health & Public Policy, PUBH 704 Health Economics, PUBH 706 Health Systems
Plus five papers from the MBA programme at UC usually including MBAD 601 Managerial Accounting, MBAD 605 Human Resource Management

blueprint Mental Health

Executive Leadership and Management Programme ([ELMP](#)) is delivered over a 12-month period within the **mental health** and addiction sector. Two papers are delivered by Waikato's Management School.

- ▶ www.tepou.co.nz/page/69-Workforce-projects+Leadership-and-management
- ▶ www.blueprint.co.nz ▶ executive programmes

APPENDIX B

Professional Development and Training in Leadership and Management

There are many useful courses to help prepare RNs for leadership and management roles. These include:

- “In house” orientation and training offered by employer
 - CDHB’s “Nurse in charge” series, ExcelR8
 - PHOs and NGOs:
- NZ Institute of Health Management  www.nzihm.org.nz/
- Management / professional development
 -  <http://www.managementsouth.co.nz/training/index.a4d>
- DHBNZ offers a Leadership and Management Programme (LAMP):
 -  http://www.dhbnz.org.nz/Site/Future_Workforce/LAMP

Primary Health Leadership & Management Programme;
or MAP - Management Action Programme;
or HSMC - Health Systems and Management for Clinicians