

**NURS-FPX6216 Assessment 3: Budget Negotiations and Communication**

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Program Name or Degree Name (e.g., Bachelor of Science in Psychology), University

COURSE XXX: Title of Course

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Month XX, 2024

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## **Budget Negotiations and Communication**

Formal communication with the key stakeholders is an integral approach to budget negotiations. It ensures that the budget team and nurse leaders emphasize the proposed budget's justification, thus gaining stakeholders' buy-in and support (Barber et al., 2020). Communicating the financial needs of a unit to the stakeholders also ensures there is support and enough funding for the unit despite the financial constraints of healthcare institutions and the competition from other units and departments in the institution. The proposed budget has the psychiatric department's projected expenses and revenue for the financial year. Our budgeting team researched, calculated, and thought of the budget. Therefore, we are presenting this executive summary of the strategic plan and budget justification to provide profound insight to our stakeholders.

We hope that you will consider and approve the budget. The psychiatric department is one of the busiest departments at Maxela Health since it receives the highest number of patients. Thus, it needs funding, and your consideration and approval of its budget will ensure improved productivity, care quality, and patient outcomes. This executive summary presents an outline of the strategic plan, the approach used to ensure staff productivity while maintaining the budget parameters, justification of equipment and service costs, and an analysis of the department's alignment with the institution's goal and mission.

### **Strategic Plan to Ensure Profitability and Fiscal Success**

**Institutional goal:** To be at the frontline in providing holistic care services to the community, serving all populations using preventive, promotive, and curative approaches.

**Objectives:** To improve patient satisfaction and provide patient-centered care, to provide access to cost-effective care for all populations in the community, and to reach all population needs through health promotion, prevention, and curative approaches.

**Action plan:** Provision of holistic care, health promotion, and prevention interventions in the community. Provide quality care for all populations in all departments.

**Vision statement:** Towards the leading care-providing institution in the community through quality, holistic, and patient-centered care provision.

**Mission statement:** To be the answer for all healthcare needs in the community and propagate towards a community of desirable well-being.

**Core values:** Quality, patient-centeredness, integrity, humanity, servanthood, and collaboration.

**SWOT analysis:**

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Availability of resources</li> <li>• Availability of qualified care providers</li> <li>• A strong interprofessional collaboration</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• High nurse turnover rates</li> <li>• The heavy workload for the care providers</li> <li>• Limited space</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Availability of funding from organizations</li> <li>• Favorable healthcare policies</li> <li>• Conducive practice environment</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Competition from public and federal healthcare institutions</li> <li>• Expansion threats due to licensure requirements</li> <li>• Perceived unfavorable changes in healthcare policies in the future</li> </ul>

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The plan implementation requires a collaboration of the interprofessional team and the delegation of responsibilities. The team, consisting of the psychiatric doctors, psychiatric nurses, ward assistants, the nurse manager, and patient assistants, will work together to meet the institution's goals. The nurse manager will evaluate the department's operations and ensure they are aligned with the goal. Interestingly, a study by Esfahani, Mosadeghrad, and Akbarisari (2018) revealed that strategic planning is not entirely successful in enhancing organizational performance. However, strategic planning can improve organizational performance when developed and implemented effectively.

#### **Approach to Meet Staff Productivity Goals while Staying within the Budget Parameters**

The plan addresses the major factors affecting staffing and productivity. The major factors affecting staffing are high turnover rates and workloads leading to unmanageable shifts, especially for the nurses. The strategic plan will ensure low turnover rates and inadequate staffing, which will be addressed by hiring more staff and improving the work environment for psychiatric nurses and other care providers. One of the factors affecting productivity includes inadequate healthcare equipment and inadequate space for expansion. For instance, there are insufficient electroconvulsive therapy (ECT) machines in the psychiatric unit, which is essential for the unit's productivity. However, the budget outlines the expenses to purchase such

equipment, thus helping improve the unit's productivity and the entire Maxela health institution's productivity.

As mentioned in the previous assessment, the unit has inadequate space for expansion since being a 35-bed unit is disproportionate to the number of patients who visit the department. The budget outlines the expenses required for additional requirements. The proposed staffing levels will help achieve the organizational goals. Since the institution's goal is to provide holistic care to members of all health populations in the community, increased staffing levels will ensure the goal is met by reducing the current shortage. The staffing metrics that support this plan are the recruitment and hiring cost metrics. According to Lasendrini and Reis (2022), the recruitment and hiring staffing metric is one of the most effective methods despite being costly. The department faces inadequate staffing, which mandates the allocation of resources for hiring and recruitment.

### **Equipment and Service Costs Justification**

All the services offered at Maxela Health aim to meet the organizational goals. The equipment to be acquired will also contribute to achieving the goals. The costs were calculated using estimations from the previous year's budget. The amount allocated for purchasing equipment in the previous year was inadequate, leading to a deficit at the end of the financial year. Therefore, we included an additional 15% in last year's amount, increasing from \$29325 to \$34500 for office equipment and furniture. We hope that this year we will not have a deficit and acquire the equipment on time since they are needed for the productivity of the psychiatric department. Maximizing the available resources involves getting stakeholders' insights and feedback on the proposed budget (Freeman et al., 2021). The information gathered from stakeholders to ensure that we maximize the available resources includes the available resources,

the best places to purchase the equipment, and past experiences in similar budget management. The projected costs are based on the assumption that there will be minimal inflation; thus, the equipment prices remain manageable.

### **Psychiatric Department's Alignment with the Organization's Mission and Goals.**

Every unit in a healthcare institution should align its budget with its goals and mission (Shirinashihama, 2019). The services offered at the Maxela Health Psychiatric Department align with its mission and goals. The mission is to become the leading healthcare-proving institution for all populations in the community and ensure the community's well-being. The services offered by the psychiatric department will include health promotion, mental health awareness, and patient education, thus working in line with the mission of Maxela Health Institution. The institution aims to provide holistic care to all populations using promotive, curative, preventive healthcare provision approaches. The services will cover all three goal considerations by providing the best treatment services, creating health awareness in the community, and conducting health promotion initiatives.

### **Conclusion**

The proposed operating budget will help the psychiatric department work in line with meeting the institution's goal and mission. Funding the budget will enhance productivity. The budget management, as outlined above, will ensure the profitability and financial success of the unit. The executive summary has outlined the strategic plan and the justification of the proposed budget to ensure you understand them better. However, we acknowledge the competition for funding from other departments in the institution.

## References

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