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List of abbreviations

ANOVA:	Analysis of Variance
DENOSA:	Democratic Nursing Organisation of South Africa
PHC:	Primary Health Care
RSA:	Republic of South Africa
SANC:	South African Nursing Council
SPSS:	Statistical Package for Social Sciences
UIC:	University of Illinois, Chicago
UK:	United Kingdom
Unisa:	University of South Africa
USA:	United States of America
WHO:	World Health Organization

List of annexures

Annexure A: Map of the Eastern Cape

Annexure B: Copies of letters requesting and granting permission to conduct a study

Annexure C: Questionnaire

Annexure D: Circular on the Work Ethic. 1996. Port Elizabeth, Province of the Eastern Cape, Ministry of Health and Welfare.

Annexure E: Newspapers reports

Annexure F: Course guidelines for nurse managers on cost containment

- ◆ The analysis of the monthly variance report (monitoring and managing expenditures per unit/cost centre)
- ◆ Developments/establishment of the nursing manpower budget
- ◆ The balance sheet
- ◆ Calculation of the supplies and expenses budget
- ◆ Income statement
- ◆ The budgetary cycle
- ◆ Break-even analysis
- ◆ Cost-benefit analysis
- ◆ Cost-effectiveness analysis