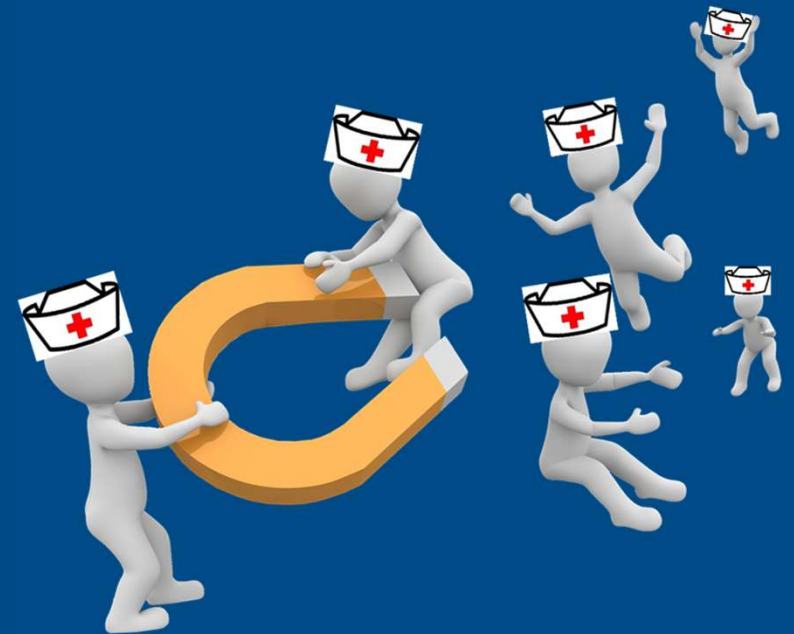


What does it bring to patients, nursing, and organization

MAGNET[®]

Marita Ritmala, RN, PhD
Magnet Program Director
Helsinki University Hospital System, Finland





MAGNET HOSPITAL®



2 29.9.2023

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HUS⁺

Nurses' job satisfaction =
Excellent nursing care and satisfied patients





WHAT IS A MAGNET HOSPITAL[®]

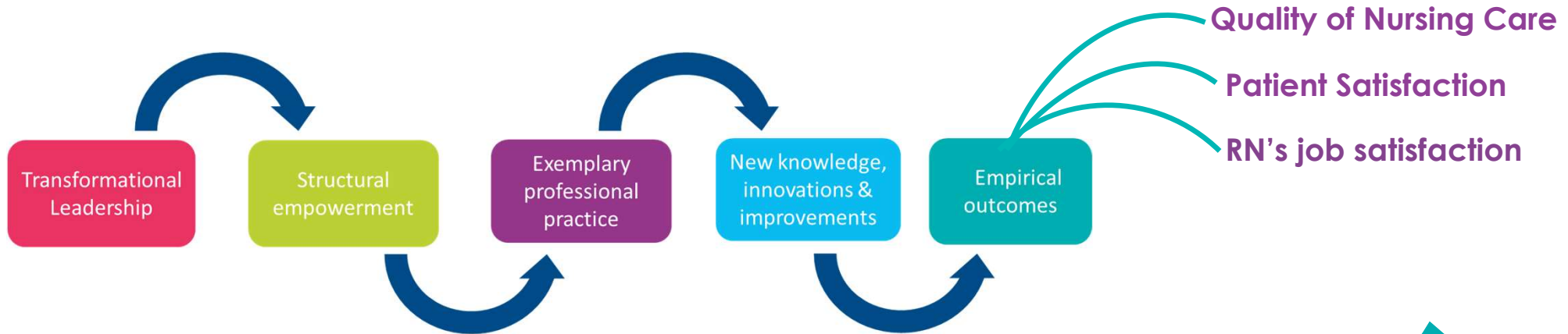
American Nurses Credentialing Center (ANCC) Magnet Recognition Program[®]

- designates organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve the organization's patient outcomes.
- The Magnet Recognition Program provides a roadmap to nursing excellence, which benefits the whole of an organization.
- To nurses, Magnet Recognition means education and development through every career stage, which leads to greater autonomy at the bedside.
- To patients, it means the very best care, delivered by nurses who are supported to be the very best that they can be.

ANCC <https://www.nursingworld.org/organizational-programs/magnet/>



RECOGNITION OF NURSING EXCELLENCE





Recognition of Nursing Excellence



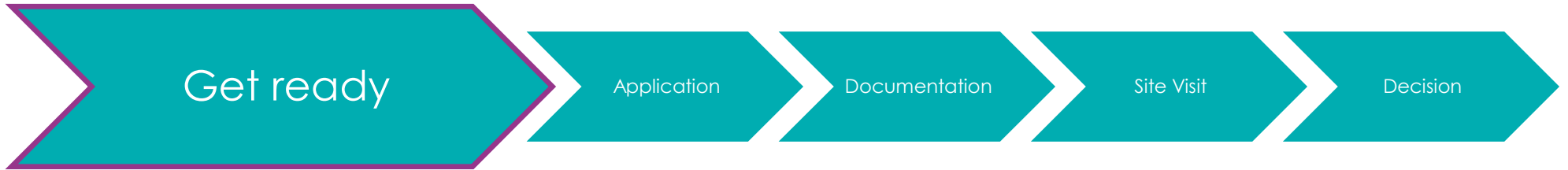
Countries with Designated Magnet Facilities



September 2023
612
Magnet Hospitals®



PROCESS

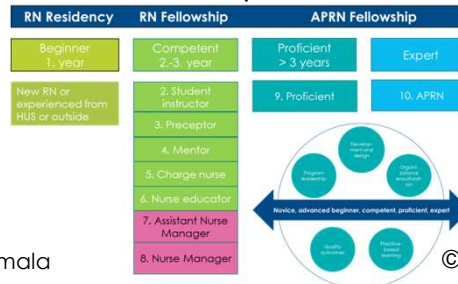


- Nursing leadership – CNO in charge of nursing care/nurses
- Nursing Professional Practice Model
- Shared governance

- High quality nursing: Falls, PI, infections, Hb1Ac, etc.
- Patient satisfaction
- RN job satisfaction

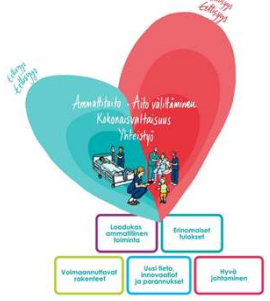
POLIKLINIKAT JA PÄIVÄOSASTOT									
	Q2/2018	Q3/2018	Q4/2018	Q1/2019	Q2/2019	Q3/2019	Q4/2019	Q1/2020	YHT
Klininen trial-yksikkö	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8/8
Infusioyksikkö						0.07	0.00	0.07	3/5
Gynekologiset syövät pkl	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8/8
Syöpätautien poliklinikka	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8/8
Palliativisen hoidon yksikkö	0.00	0.00	0.00	0.00	0.00	1.01	0.00	0.76	6/8
Rintarauhaskirurgian poliklinikka	0.00	0.00	1.18	0.00	0.00	0.00	0.00	0.00	7/8
Sädehoito-osasto	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.18	7/8
Sädehoito-osasto Lahti	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.29	7/8
Benchmark, mean	0.02	0.05	0.04	0.05	0.03	0.07	0.06	0.03	7/8

Transition to practice



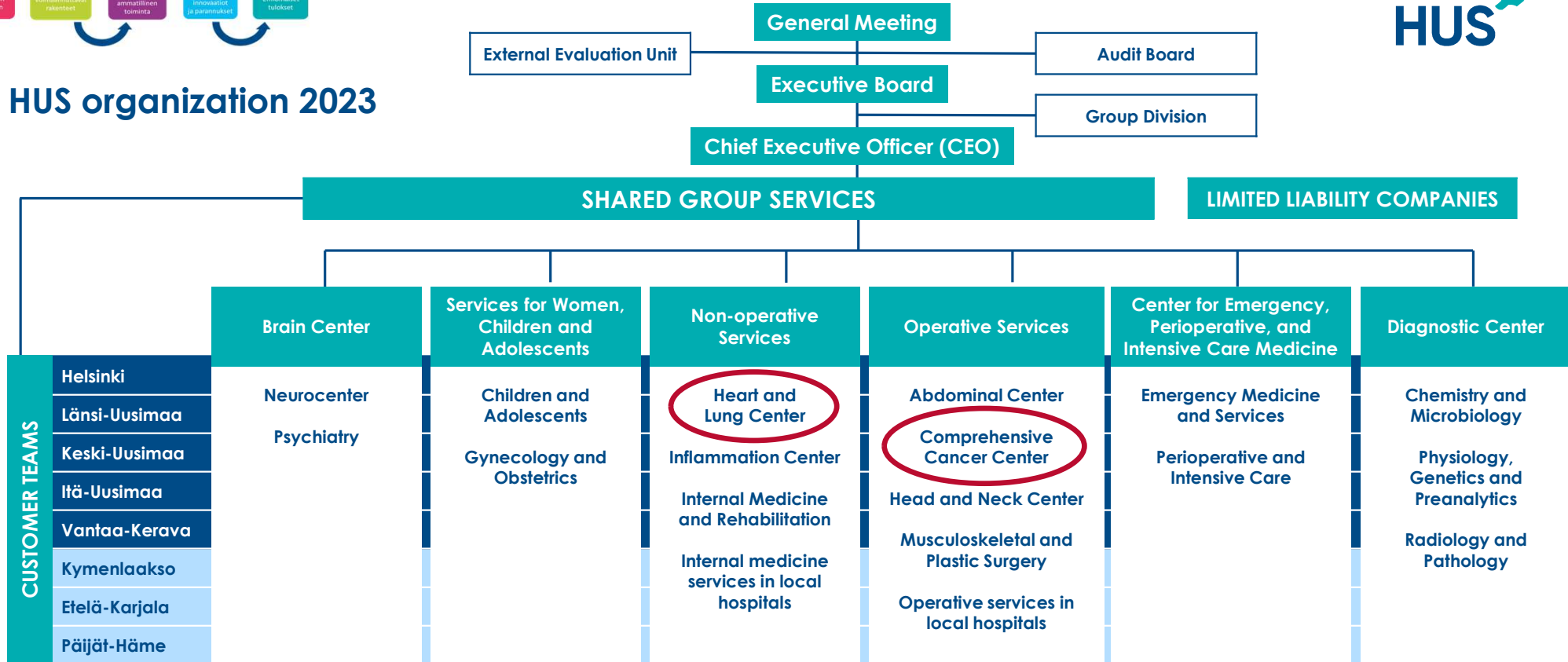
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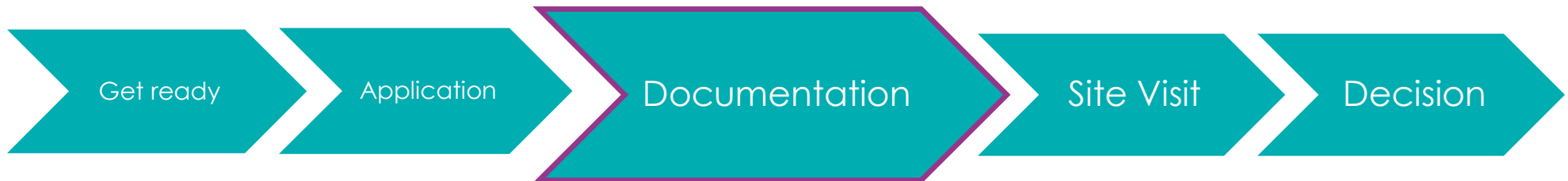


HUS organization 2023





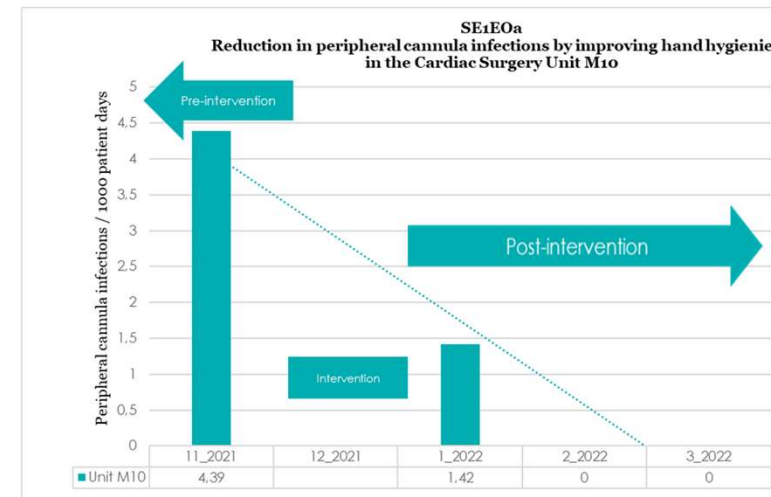
WE ARE AT DOCUMENTATION PHASE



Magnet Application Manual 2019

Two types sources of evidence of excellent nursing

- EO 38 examples, empirical **outcome** indicators
- Non-EO 57 examples, **process** indicators





MAGNET[®]

- WHAT DOES IT BRING TO PATIENTS

- Less falls, pressure injuries, infections, etc.
- Less post-op sepsis, metabolic derangements, death
- Better communication with nurses
- Better pain treatment
- Better patient education and guidance

Better nursing care

How Magnet Hospital Status Affects Nurses,
Patients, and Organizations: A Systematic Review
Rodríguez-García MC ym. 2020 AJN 120(7)



MAGNET[®]

- WHAT DOES IT BRING TO NURSING

- **Better nursing work environment**
- Support for professional development
- Increased autonomy
- Recognition
- Joy to work
- Lower turnover rate
- Work less burdensome
- Less burnout and occupational accidents
- Less dissatisfaction
- Less intent to leave

How Magnet Hospital Status Affects Nurses, Patients, and Organizations: A Systematic Review
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MAGNET[®]

- WHAT DOES IT BRING TO ORGANIZATION

- Less adverse incidents -> money saved
- Less nursing turnover/sick leaves -> less need for agency nurses -> money saved
- Nurses develop daily work continuously better -> better reputation
- Good communication with staff and leaders
- Patients are satisfied -> recommendation index is high -> good advertising
- **Better work environment for all staff**





REVIEW CONCLUSION

This comprehensive systematic review complements and updates the existing knowledge and understanding of its subject, with some findings contributing to the generation of new evidence. Overall, Magnet hospitals demonstrated better nursing, patient, and organizational outcomes, as well as better nursing work environments, than non-Magnet hospitals. That said, there is still a lot of work to do. More research is needed in order to clarify certain associations and explore causality. Nevertheless, this review can provide nursing managers and administrators with timely evidence that will support them in decision-making about investing in the pursuit of Magnet status. ▼

**How Magnet Hospital Status Affects Nurses, Patients, and Organizations:
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ym. 2020 AJN 120(7)**

JUST DO YOUR JOB WELL
AND YOU ARE MAGNET!

THANK YOU!

marita.ritmala@hus.fi

