

June 18, 2020

# Magnet® Minute:



Welcome to the first edition of the Magnet Minute!

Every week, we'll be sharing need-to-know information to help you prepare for the next step on our Magnet® journey: our virtual Magnet® site visit.

Thank you for your ongoing commitment to our patients, families, and the community by always providing the best possible care. We are made for this!

**What's all the buzz about Magnet?** Magnet designation is the highest honor for nursing excellence awarded by the American Nurses Credentialing Center (ANCC).. Research demonstrates that Magnet facilities have better patient outcomes, patient satisfaction, and nursing satisfaction, and lower RN turnover. Magnet-hospital designation is considered the “Gold Standard” for nursing practice in all settings, and by extension, the highest standards of quality and safety in patient care.

**What exactly is Magnet® Recognition?** “The Magnet Recognition Program is based on research that shows that creating a positive professional practice environment for nurses leads to improved outcomes – for staff and for patients. The standards for obtaining Magnet Recognition are based on the research and include requirements for visionary leadership, nursing structure, professional practice, quality improvement, nursing research and outcomes. Quality and safety standards are included in the requirements. The nurses’ role in improving care is emphasized.”

**Magnet® requirements are very stringent. Magnet is** the most prestigious credential a healthcare organization can achieve for nursing excellence and quality patient care.

## **Benefits to patients, staff, and the organization:**

- Safety and high-quality care: decreased mortality rates, pressure ulcer rates, and falls
- Increased patient satisfaction
- Increased RN retention rates, decreased RN vacancy rates, reduced turnover
- Greater RN satisfaction than peers in other organizations
- Staff empowerment, culture of collaborative practice
- Advanced practice through clinical excellence, driving improvements
- Reduced injuries due to safer practice
- Reduction in marketing expenses, stronger bond ratings, and increased ability to establish endowments

**How many Magnet hospitals are there?** There are 520 Magnet® hospitals (about 8 % of United States’ hospitals, nine countries outside the US and 6 Northwell hospitals ).

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Access the Magnet Document:

<https://phelpsmagnet-employees.org/>

Username: Employees

Password: PHMagnet20



On **August 19, 20 and 21, 2020**, Phelps Hospital will host our first Magnet® site visit, which will be virtual. The purpose of the Magnet® site visit is to **Clarify** information from the document, **Verify** that it is true and **Amplify** that our processes continue to follow the Magnet model.

## ***You may say....I'm not a nurse, what is my role?***

Every employee has a key role on our Magnet® Journey and preparation for this virtual site visit. ANCC appraisers will be on moving IPADs or WOWs and may ask to talk to any team member that they see, at any time, and at any location. All team members should have a basic understanding of the Magnet® recognition process and should be able to describe how their department works in collaboration with nursing and other disciplines. On site visit, the appraisers verify the information contained in our document and learn about our organization first-hand by visiting our patient care areas and speaking directly with staff (even though it will be virtual). This is the time to show your pride in the outcomes that we have achieved while working together!

If you have a talent that could help convey the “feel” of Phelps hospital (the warmth, spirit of respect, togetherness), virtually, please contact Judy Dillworth, Magnet Program Director at x3509. We need you!

## **The Magnet® Model : an infrastructure for excellence**



In other words....

**Transformational leaders....Empower Nurses and interprofessional teams....To provide exemplary practice (great work).....Innovatively, using the latest knowledge and best evidence....to achieve the best outcomes!**