ANCC Magnet Hospitals

ENG 12O Persuasive Essay

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Lights flashing, sirens wailing. You blink in and out of consciousness. When accidents occur and they inevitably will, would you like to receive care at a credited hospital or a non-accredited hospital? When I say accredited, I am referring to ANCC or the American Nurses Credentialing Center accreditation. ANCC is the highest accreditation that can be bestowed upon a healthcare facility. It has been proven that healthcare facilities who are accredited through the ANCC have higher employee retention, higher quality of leadership and overall higher patient satisfactory.

Since 1994, the American Nurses Credentialing Center (ANCC) has endorsed hospitals within the United States that provide evidence of excellence in nursing through the Magnet Recognition Program. Currently, there are over 400 Magnet hospitals in the United States – roughly 8% are acute care facilities (About Magnet. 2020). The Magnet model is based on the forces of magnetism or a set of characteristics that are organized into five categories: transformational leadership, structural empowerment, exemplary professional practice, new knowledge, innovations & improvements, and empirical outcomes. Over the past 26 years despite the growth of this program and countless research showing better outcomes for Magnet hospitals, it is unclear whether Magnet recognition reflects an award for hospitals that are already excellent, or whether the lengthy application process results in improved nursing care and patient outcomes. Because the pursuit of Magnet status requires a significant investment of financial and human resources, hospital leaders need very strong evidence that tie Magnet recognition to greater patient satisfactory and higher job satisfaction and retention of nursing staff.

It has been documented in detail that Magnet hospitals have success in retaining qualified nursing staff, smaller patient to nurse ratios and overall higher patient satisfaction ratings. “Magnet facility experience around 7.1% fewer safety-related incidents. These organizations also have significantly fewer RN workplace injuries and lower rates of blood and body fluid exposure” (Gerardo, 2017).  However, with the current state of our country government officials are imposing greater and stricter guidelines on healthcare facilities. However, in imposing such strict regulations for the safety and protection of public health, these new and ever evolving changes are making an already stressful environment for healthcare works even more stressful and sometimes unbearable. Due to these current demands on our healthcare system, staff in facilities across our great nation regardless of Magnet recognition or not are seeing a lack of staffing, reduction or elimination of breaks and increase workloads with no increase of pay.

Magnet facilities continue to strive to excel in their mission in creating and maintain a Magnet culture. This encourages nurses to flourish as professionals, focuses on professional autonomy, decision making at the bedside, involves nurses in determining their work environment, provides professional education and promotes leadership. Magnet recognition means that collaborative working relationships are fostered. Teamwork and positive relationships among different departments and disciplines flourish. Countless research shows that Magnet hospitals consistently provide the highest quality of patient care. Nurses at Magnet Hospitals continuously and consistently excel over non-Magnet organizations with better patient outcomes and report higher patient satisfaction rates. This can only be accomplished with the support and participation of all departments and employees in the health system that places the patient first and foremost.

Non-Magnet facilities can provide great patient care and work environments as well. They key to achieving this goal is primarily through leadership. Through great leadership a great team can succeed and flourish even in difficult situations.

In my overall opinion ANCC Magnet facilities have set themselves apart from others in the healthcare system. However just like any other community there are good hospitals and bad, despite them being ANCC Magnet accredited or not. I have received care from both a Magnet and non-Magnet facility in my area. For myself, each facility holds a different set of expectations and experiences. St Luke’s Regional Medical Center located in Boise Idaho is a ANCC Magnet Hospital. This facility has great facilities with very knowledgeable staff, some in the top of there fields. I have had both exceptional, and quite dismal experiences with this facility. Despite a few bad experiences I still choose this facility for me and my families care needs. To me the benefits of a ANCC Magnet hospital are beyond compare.

At the end of the day there are several hospitals within our communities. Valuing higher patient satisfactory, higher employee retention, nurses who really care and exemplary leadership should be all factors to consider when choosing your care facility. Afterall your heath is extremely important to your overall success in life.

Works Cited

About Magnet. (2020). Retrieved November 01, 2020, from <https://www.nursingworld.org/organizational-programs/magnet/about-magnet/>

Gerardo, P. (2017). Should I Work for A Magnet Hospital? Retrieved November 01, 2020, from https://nurse.org/articles/magnet-hospitals/