

ANCC Magnet Hospitals

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Every person strives to see to it that they get the best medical care for themselves or their loved one, and as a result they seek help from the highest accredited facility amongst, which include hospitals with ANCC Magnet Hospitals recognition. The recognition comes along after a healthcare facility meets the standards of America Nurses' Credentialing Center, guaranteeing a health care facility to be called a Magnet hospital. ANCC is part of the American nurses' association representing registered nurses' needs in America (Delawska-Elliott, 2019). Health facilities accredited to be Magnet hospital ensures that all services provided by the facility meet the provisions of evidence-based practices. Despite adhering to evidence-based practices, affordability, efficiency, and quality of health services from registered nurses are the guiding principles of magnet hospitals. In these hospitals, nurses are the core providers of quality services on patient care and encouraged to be innovators to acquire new competencies and skills to ensure that patients get the required services from Magnet hospital accredited by the relevant body in America. The paper will discuss ANCC Magnet Hospitals by focusing on hospitals' requirements to become Magnet hospital. Besides, the report will entail Magnet hospitals' components and the effects of the Magnet hospital on nurses, patients, and the hospital itself in America.

The program of Magnet hospital has significantly grown since the program inception in 1990. Approximately 8% of health facilities are accredited as Magnet hospitals in America (Melnik et al., 2020). However, the number is still not extremely big because many resources and preparation are done for a hospital to gain the Magnet hospitals accrediting. Yet, the hospital is not guaranteed to get the certification. The ANCC has created a unique criterion that qualifies medical facilities into Magnet hospitals. For example, the Magnet hospital must have a conducive working environment that can attract and retain flawless nurses who have the zeal to provide

quality health services to the patient. The working environment should be supportive enough to guarantee better health services from registered nurses. Burnout rates should be lower in Magnet hospitals. The working environment should also have a high job satisfaction for nurses to feel motivated in their working environment (Fischer, & Nichols, 2019). Magnet hospitals must have high competence to ensure excellence in the services they provide to patients.

The working environment also needs to provide a conducive environment that nurtures nurse's skill and encourage innovation. Nurses are required to be innovative to ensure that their services depend on evidence rather than assumptions. Quality patient outcomes is another requirement that medical facilities should meet before upgrading to a Magnet hospital in America or globally (McCaughey et al., 2020). Applying for a certificate to become a Magnet hospital does not happen within a short period. A thorough reviving of hospital records and data analysis before approving a facility is promoted to be a Magnet hospital.

Five components define a Magnet hospital. Transformational leadership is what required in Magnet hospitals. Effective leadership in any working environment is highly encouraged to steer the organization towards set goals and objectives, and at the same time, give staff a conducive environment for growth and development. Leadership in magnet hospitals should embrace solving fates among the nursing team to ensure that the subject team meets the magnet hospitals' current and future needs. Nursing management style and the quality of leadership are metrics that enable a facility to be called a Magnet hospital. According to ANCC, Magnet hospital leaders should have strong expertise and clinical knowledge in nursing, giving them an informed understanding of their expectations. Structural empowerment is another component of Magnet hospital (Delawska-Elliott, 2019). The hospital leaders should empower their team members to integrate their efforts

towards the hospital's set goals. Professional programs for nurses and reviews made on hospitals' policies should be made to ensure compliance with ANCC provisions.

Nurses should also be involved in the hospital's decision-making process to enhance nurse engagement satisfaction. The nurses need to feel included in the hospital decision making it easy for them to contribute their ideas and at the same time adapt quickly to changes in the facility. Inclusion does not mean only nature nurses' motivation, but it also helps nurture nurses' innovative ability. Exemplary professional practice is another component of Magnet hospital. Nurses should demonstrate mastery and undertaking of their roles while in Magnet hospital. Improvement of knowledge and innovations is another component for Magnet hospitals. Nurses must be aggressive in acquiring new skills and knowledge to remain relevant in Magnet hospitals. Quality results are the final component of Magnet hospitals. Provisions of ANCC require nurses to ensure outstanding outcomes from their services while in the subject hospitals.

There are plenty of benefits that nurses get when they get an opportunity to work at Magnet hospital. The subject hospitals encourage innovation to enhance growth and build nurses who work in such hospitals. Nurses working in Magnet hospital are fond of experiencing few work-related injuries and blood exposure, indicating that patients' and nurses' health is well protected. Job satisfaction is another benefit that nurses get while working in Magnet hospitals globally. The turnover rate for nurses in subject hospitals is approximately 1.7%, indicating that nurses are comfortable with the hospital working environment and unwilling to quit their position whatsoever (Delawska-Elliott, 2019). Job satisfaction is facilitated by better remuneration and a conducive environment that nurses get from Magnet hospitals.

Additionally, individuals' hospitals benefit from the fact of being a Magnet hospital. The economic performance of Magnet hospitals is far better than that recorded among non-magnet hospitals (Melnik et al., 2020). There is a festive annual increase in the overall revenue collected by Magnet hospitals due to perfect outcomes and timely provision of services, making more patients prioritize such hospitals, enabling the hospital to get more revenue in the end. Additionally, Magnet hospital has a low turnover cost which saves the hospital the cost of recruiting new registered nurses in the accredited facilities. The hospitals' conditions do not allow nurses to quit their positions to create vacancies filled through selection and recruitment. Therefore, the cost of recruiting new registered nurses is saved for funding other activities in Magnet hospitals rather than being spent on the recruitment process (Fischer, & Nichols, 2019). Besides, magnet hospitals' designation provides an advantage of attracting partners and other philanthropists who may be willing to fund the hospital operations in the long run.

Patients are critical stakeholders of Magnet hospitals who immense benefits from the services provided in subject hospitals. Patients can enjoy quality standards of care from Magnet hospitals. Besides, better health outcomes are meriting that patients get after choosing to get health services from Magnet hospitals. There is also a lower mortality rate when patients seek medical assistance from Magnet hospitals (Hamadi et al., 2020). High nurse engagement in Magnet hospitals is responsible for increased patient outcomes that come from magnet hospitals. Approximately 14% of patients recommend families and friends to acquire medical services from Magnet hospitals due to practical nursing experience due to nurses who are most engaged in the hospital and ready to provide quality health services (Hamadi et al., 2020).

However, nurses must meet the minimum standards of Magnet hospitals before being absorbed in the accredited hospitals. Bachelors or Master of Science in nursing is the first required for all nurses working in magnet hospitals globally. Advancing degrees an added advantage for nurses who are wishing to get an opportunity to work in Magnet hospitals.

Magnet hospital designations started in America in 1990, but the program has spread internationally. However, hospitals are required to meet the ANCC requirements and components before being accredited to Magnet hospitals. It will not be an exaggeration to state that medical facilities accredited into the program enjoy increased industry revenues. Besides, registered nurses working in Magnet hospitals enjoy better salaries with a conducive work environment with low over cases—development of career path for nurses is another benefit that nurses get from the program. Similarly, patients benefit from Magnet hospitals by getting quality services that meet patient needs. As a result, referring relatives and friends get referrals to Magnet hospitals, thus increasing subject hospitals' net revenues. Every health facility in the universe should strive to meet the minimum requirements of ANCC to upgrade their status from non-magnet hospitals to Magnet hospitals.

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