

ANCC Magnet Hospitals

Persuasive Essay

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Who would not prefer working for a recipient of the Magnet Recognition Program, created by the American Nurses Credentialing Center (ANCC), in 1990, and no easy feat to accomplish? It is perceived as the road map for excellence in nursing and exemplary institutions of healthcare, something comparable to winning an Oscar in the film industry. Its criteria were founded on studies led in 1983 by the American Academy of Nursing Task Force on nursing practice in hospitals, and since, followed by more recent studies which substantiate its findings; yet there some non-magnate hospitals and medical staff who beg to differ or disagree. (Trinkoff, 2010). The recognition of Magnet status is one of high esteem but, is the difference between a magnet and a non-magnet that grand? The Magnet Recognition Program was created by the American Nurses Credentialing Center (ANCC), It is perceived as the road map for excellence in nursing and exemplary institutions of healthcare; something comparable to winning an Oscar for 'best film of the year', in the movie industry. Being a recipient of such a prestigious accolade in the medical industry is an honor. It would definitely carry some weight in my decision to be employed by a Magnet status medical facility; I'm almost certain very few nurses would decide otherwise, given the choice. The recognition of Magnet status is one of high esteem, and most healthcare employees would welcome the opportunity to be a part of the staff. It's a no brainer, yet there are some non-magnet hospitals and medical staff who disagree (Trinkoff,2010). But just how grand of a difference is there between a magnet and non-magnet: I say, 'maybe just grand enough.'

Magnet status awarded to hospitals are supposed to have open communication lines between the nurses and other members of the medical staff. Nurse autonomy has contributed to

providing patients with higher quality care because nurses happy in their working spaces have been proven more efficient and competent. They are more involved in data collection and decision making in the delivery of the care of the patient; they create positive working environments by having a good relationship with their peers, all of it promoting self-empowerment and a sense of pride and dignity in their work, undoubtedly aiding in their recruitment and retention, resulting in less turnovers and decreased financial impact. Although studies have proven Magnet hospitals provide better care for pressure ulcers, have 14% lower mortality risk and 12% failure to rescue rates, non-magnet hospitals have higher success rates controlling infection and less post operative sepsis. They were also found to have better staffing which consisted of 30 RN hours per unit more," per week. (Mchugh et al., 2021).

While it is understood why some nurses are zealous about the Magnet Program it is equally important to be informed, others, notably nursing unions are unhappy with the manner in which the program has been implemented. The California Nurses Association and the Massachusetts Nurses Association contend the program is being utilized as a tool implying the close relations between The Joint Commission (founded in 1951, evaluates healthcare entities to ensure continuous improvement for the public is achieved) and hospital management lends itself to public scrutiny of 'sleeping in the same bed.' Numerous nurses have written organizations to voice their concerns of hospitals boasting of the new status of the Magnet certification, then turning around and terminating employees on whose merits the status was made. Nurses are encouraged to contact Magnet leadership and report their experience if they believe the Magnet hospital or healthcare institution, they were employed at did not follow the Magnet Program criteria. (Advance for Nurses, 2015).

Both magnet and non-magnet hospitals are in pursuit to achieve the same goals; While it seems, Magnet Recognized hospitals provide better work conditions, fare better patient outcomes, higher nurse recruitment and retention, and less employment turnovers one must consider many factors. I believe magnet hospitals should be nonprofit institutions; corporate profits have no ethical place in the delivery of health care. I often wonder if the studies conducted were made by neutral parties with no vested interest and its results documented truthfully and factually. Studies have proven Magnet Recognized health care institutions provide higher quality care, but I believe the difference between Magnet and non-Magnet is not that great. It seems natural and obvious that a nicer hospital in an upscale neighborhood would be able to provide higher quality care, yet it does not mean there are not nurses in non-Magnet facilities that don't offer the same skill set and treatment. To me it's like saying I'm a runner and I run better with Nike tennis shoes because the quality of my shoes dictates the results of my athleticism skills but at the end of the day, I am a runner that wants to win, regardless of the shoes I am wearing. Whether nurses are employed in a Magnet facility or not I believe they all want to provide optimum care for their patients, and that is what they will strive to achieve.

In conclusion Magnet and non-magnet hospitals and healthcare entities can achieve the same goals although according to studies, Magnet recognized hospitals have higher success rates overall. Non-Magnet hospitals are catching up by reinventing themselves and developing new and innovative ways of procuring nursing autonomy, which is the foundation upon which the rest falls into place.

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