

Magnet vs Non-Magnet Hospitals

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Persuasive Essay

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As a nurse, how important is it to work in a hospital that is shown to have higher rates of job satisfaction, provide the highest standard of care for patients, and report better financial and economic performance. Well, Magnet-designated hospitals can provide these expectations for you. Accredited by the American Nurses's Credentialing Center (ANCC), Magnet hospitals are known to be the "gold standard" for nursing practices and innovation. The ANCC's mission statement is, "...continually elevate patient care around the world in an environment where nurses—flourish by setting the standard for excellence through leadership..." (Gagnon, 2021). In 1983, a study was created by the ANCC to identify work environments that attract and retain the best nurses to promote quality care. Thus, the ANCC Magnet Recognition Program became and in 1994, the first Magnet hospital was credentialed. As of today, there are only 570 Magnet-designated hospitals which is about 9% of hospitals in the U.S. Achieving Magnet status is the most prestigious distinction in healthcare, but does this make non-magnet hospitals less skilled?

Magnet-designated hospital organizations, such as ANCC's Magnet Recognition Program, work hard to achieve and maintain the honor to attract and reward the best nurses. It has been proven that Magnet hospitals increase nurse job satisfaction, have lower RN turnover rates, and lessen nurse burnout (Brady-Schwartz, 2005). In fact, nurses strive to work at Magnet hospitals for high-quality care and a safer environment. According to a Gallup survey, nurses have a greater desire to remain in their position. The study also estimated a 1.7% less turnover rate than the industry average and a 7.1% fewer safety-related incidents (Denkard, 2010). This results in higher nurse-to-patient ratios leading to lower mortality rate, shorter stays, less pressure-ulcer cases and lower nosocomial infection rates. Hospitals with magnet designation are

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known to be superior, although, researchers found that non-magnet hospitals have outperformed Magnet hospitals in several areas.

There are studies that compare Magnet with non-Magnet organizations. Surprisingly, non-Magnet hospitals do better in certain criteria. Most of the studies usually focus on the work environment and job satisfaction of nursing staff. As for patient outcome, studies suggested that there may be no difference in their investigations that includes sepsis, pressure ulcers, UTIs, failure to rescue and other clinical aspects. In fact, non-Magnet hospitals were better at preventing perioperative sepsis, postoperative complications, and other infections related care involving IV and catheters for example (Potera, 2012). Also, Magnet hospitals may attract nurses, but non-Magnet hospitals were better staffed; they provided 30 more RNs per week. The study found no difference in psychological demands reported by the nurses in both types of hospitals.

In my opinion, being recognized by ANCC's Magnet Recognition Program is an honor and provides guidance to other hospitals to advance nursing excellence. Nurses are patient advocates, so having standards to provide quality care is very important. Based on the nonprofit, accredited institution of Southern New Hampshire University (SNHU), there are five components to achieve and maintain magnet status. These five components are transformational leadership, structural empowerment, exemplary professional practice, new knowledge, innovations and improvements, and empirical quality results (Gagnon, 2021). These standards are proven to better the work environment, improve nursing practice innovations, and provide quality patient outcomes. To me, it is important to achieve and maintain these standards in order to be the best advocate for my patients.

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To conclude, hospitals that are proven to have higher rates of job satisfaction, provide the highest standard of care for patients and report better financial and economic performance are Magnet-designated hospitals. The American Nurses's Credentialing Center recognizes these hospitals empowering nurses to reach their true potential. Hard-working nurses work endlessly and do everything in their power to provide the best quality of care to their patients. Any type of recognition these nurses can get is very rewarding, and will motivate them to be even a better nurse they can be.

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