

A commitment to healthcare excellence has nurses at its heart

Nursing shortages, job dissatisfaction and burnout continue to impact hospitals around the world. Yet nurses play a vital role in the delivery of safe, effective and quality healthcare to the community.

While nurse retention strategies have had varying degrees of success¹, hospitals that invest in shared governance systems and professional practice models are being recognized internationally for their nursing excellence.

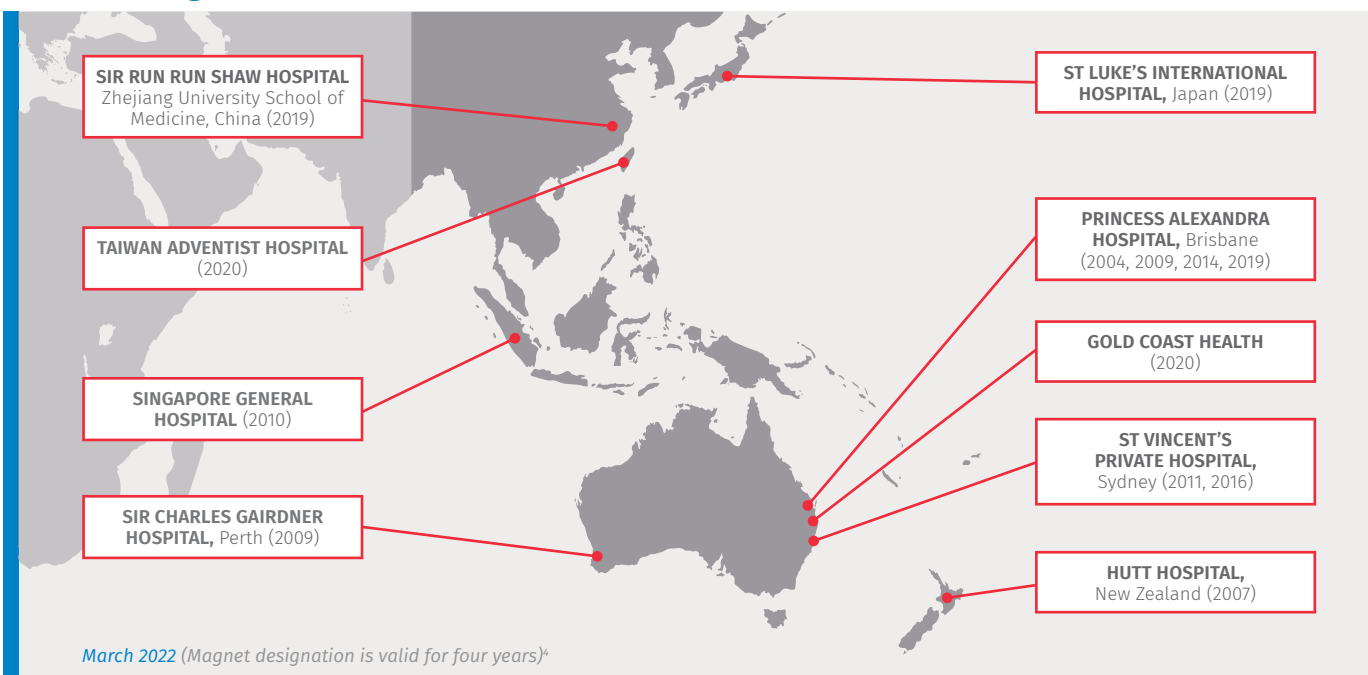
Developed by the American Nurses Credentialing Center, the Magnet Recognition Program² is designated to healthcare organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve patient outcomes.

Hospitals can use the Magnet model to continually evaluate their strengths, weaknesses, and performance to embody a collaborative culture, and nurses are valued as integral partners in the patient's healthcare journey.

According to the 2019 Centre for Clinical Effectiveness literature report, the Magnet Hospital program is a valuable assessment tool for Australian hospitals as they grapple with shortages and the difficulties they face in attracting and retaining good nursing staff³.

"Magnet is the only program for attracting and retaining nurses that has a body of evidence to support it - 20 years of rigorous research that shows powerful outcomes. Research also provides clear evidence that they also deliver higher quality care and a significantly lower patient mortality rate," the report said.

580 Magnet facilities worldwide



cont. next page

Case studies

Princess Alexandra Hospital, Australia

- 2004: The first hospital in the Southern Hemisphere to receive Magnet designation.
- 2019: the 65th hospital in the world to be designated for a fourth time.

“Continually evaluating our performance in relation to the Magnet criteria has guided us to make decisions to improve our processes and support nurses to reach their full potential.”

Gold Coast Health, Australia

- 2020: The first entire Australian health service to be designated. Includes Gold Coast University Hospital, Robina Hospital, Varsity Lakes Day Hospital, and community centres.

Gold Coast Health developed a Professional Practice Model as part of its Magnet Recognition journey to show how staff collaborate, communicate and develop professionally to provide safe, high quality, person-centred care.

St. Luke’s International Hospital, Japan

The nursing department’s **shared governance system** includes conferences aimed to improve quality nursing care. Nurses proactively participate in these conferences to strengthen the bottom-up organizational system while empowering staff nurses at all levels.

“Continually evaluating our performance in relation to the Magnet criteria has guided us to make decisions to improve our processes and support nurses to reach their full potential.”

Sir Run Run Shaw Hospital, China

The Nursing Executive Committee developed a nursing shared governance structure for its Magnet recognition preparation.

“The Shared Governance Model at SRRSH provides professional nurses a voice in shared decision-making that creates a positive impact on the quality of patient and family care. Through a formalized structure of committees and councils, clinical professional nurses have the ability to facilitate recommendation and make decisions that pertain to clinical care, quality improvement, and nursing practice.”

To nurses, Magnet recognition means education and development through every career stage, which leads to greater autonomy at the bedside. To patients, it means the very best care, delivered by nurses who are supported to be the very best that they can be.⁵

Working together to advance health care for all

Nurses are not the only ones squeezed for time. Hospitals often do not have the resources or time to regularly develop new or update existing procedures, which means nurses may not have access to the latest evidence to inform their practice and clinical care.

- How do you manage change in an ever-evolving clinical environment?
- How do you and your nurses keep pace with new technologies, emerging developments, and unanticipated challenges such as staffing shortages, knowledge gaps, and public health emergencies?

- How do you increase compliance and quality metrics, improve nurse motivation, competency, and confidence, while keeping patient outcomes at the forefront?

Having quick access to current evidence-based knowledge allows nurses to make well-informed decisions and provide safer and consistent care right at the bedside.

Integrate evidence into bedside practice

Pandemics and fast-changing, complex healthcare environments highlight the importance of implementing standardized procedures, up-to-date guidelines and technologies across a hospital to increase clinical efficiency, improve outcomes, and reduce cost and waste.

Lippincott Advisor

- Accessible via any internet-enabled device.
- Step-by-step evidence-based guide to 1,800+ procedures in various specialty settings.
- Empowers nurses with just-in-time information.
- Builds confidence to make accurate clinical decisions and facilitate care in familiar and unfamiliar settings or situations.

Lippincott Solutions have been created with nursing associations to ensure they meet the highest standards in practice, including the Joint Commission standards⁶ and components of the Magnet Recognition Program.

Lippincott Procedures

- Easy online access and seamless technology integration.
- A single trusted resource to guide care management decisions with best practices and protocols.
- Promotes effective, inter-professional collaborative practice.
- Improves patient outcomes, reduces errors, and promotes consistent, standardized care across your hospital.

Learn more:

<https://www.wolterskluwer.com/en-au/solutions/lippincott-solutions>



References

Magnet Recognition Program

www.nursingworld.org/magnet

Sir Run Run Shaw Hospital

www.srrsh-english.com/article/102.html

Taiwan Adventist Hospital

www.tahsda.org.tw/nursing/MagnetRecognition.php

Singapore General Hospital

<https://www.sgh.com.sg/about-us/corporate-profile>

Sir Charles Gairdner Hospital

www.mediastatements.wa.gov.au/Pages/Barnett/2009/08/Minister-congratulates-SCGH-nurses-for-WA-health-first.aspx

St Luke's International Hospital

hospital.luke.ac.jp/eng/about/nursing/challenge.html

Princess Alexandra Hospital

metrosouth.health.qld.gov.au/news/pah-internationally-recognised-for-nursing-excellence

metrosouth.health.qld.gov.au/princess-alexandra-hospital/about-us/magnet-hospital-recognition

metrosouth.health.qld.gov.au/news/pah-internationally-recognised-for-nursing-excellence

Gold Coast Health

www.goldcoast.health.qld.gov.au/about-us/news/gold-coast-health-receives-international-recognition-nursing-and-midwifery

www.goldcoast.health.qld.gov.au/about-us/initiatives/magnet-recognition

www.goldcoast.health.qld.gov.au/sites/default/files/180803-Gold-Coast-Health-PPM.pdf

St Vincent's Private Hospital

www.svha.org.au/newsroom/media/magnet-redesignation

Hutt Hospital

www.thefreelibrary.com/Hutt+Valley+DHB+achieves+magnet+recognition%3a+going+for+Magnet...-a0166750923Hutt+Valley+DHB+achieves+magnet+recognition%3a+going+for+Magnet...-a0166750923

¹ www1.health.gov.au/internet/publications/publishing.nsf/Content/work-review-australian-government-health-workforce-programs-toc-chapter-7-nursing-midwifery-workforce%E2%80%93education-retention-sustainability--chapter-7-nursing-midwifery-retention

² www.nursingworld.org/magnet

³ monashhealth.org/wp-content/uploads/2019/01/Magnet-Hospital-Program_literature-report.pdf

⁴ www.nursingworld.org/organizational-programs/magnet/find-a-magnet-organization

⁵ www.nursingworld.org/magnet

⁶ www.jointcommission.org/standards