

Flashcards – Set #1

What is Magnet Designation?

Highest award administered by the American Nurses Credentialing Center (ANCC) recognizing a hospital as a safe, high quality environment for nurses to practice.

What are the Forces of Magnetism?

The performance measures of professional performance used by the ANCC to determine Magnet Status.

List the 14 Forces of Magnetism

- | | |
|------------------------------------|-------------------------------------|
| 1. Quality of Leadership | 8. Consultation & Resources |
| 2. Organizational Structure | 9. Autonomy |
| 3. Management Style | 10. Community & the Hospital |
| 4. Personnel Policies & Procedures | 11. Nurses as Teachers |
| 5. Professional Models of Care | 12. Image of Nursing |
| 6. Quality of Care | 13. Interdisciplinary Relationships |
| 7. Quality Improvement | 14. Professional Development |

What are the “Triple Axes of Compliance?”

Evidence submitted must be:

- Developed
- Disseminated
- Enculturated (part of our DNA)

List seven critical factors to success.

1. Interdisciplinary teamwork...supports patient/family-centered care delivery model
2. Sense of control
3. Collaborative Clinician-Physician relationships
4. Compliance with documentation standards
5. Voice in decisions
6. Integration of all quality initiatives
7. Level of support

Explain the scoring criteria.

5 Point Scale:

0 = compliance absent

To

5 = compliance is present on all units, embedded into daily operations, creative and innovative

How can I learn what's happening re: Magnet Re-designation?

- | | |
|-------------------------------|------------------------|
| ▪ Communication with Champion | ▪ Contests/games |
| ▪ Staff meetings | ▪ Caring Headlines |
| ▪ Posters | ▪ Nursing Grand Rounds |
| ▪ E-mail | ▪ Intranet website |

Who are the members of the Magnet Division Team?

The Patient

- Associate Chief Nurse
- Nurse Manager Co-chairs
- Nurse Manager representatives
- CNS representatives
- OC representatives
- Magnet Ambassadors
- Magnet Champions
- Administrative Fellows
- Staff Specialists

How does Magnet Status benefit the nurses?

- Increased RN retention
- Increased staff satisfaction
- Feelings of autonomy in practice
- Interdisciplinary teamwork

How does Magnet Status benefit our patients?

- Reduced patient mortality & morbidity
- Improved patient safety in the workplace
- Higher patient satisfaction scores
- Reduced length of stay

How does Magnet Status benefit the hospital?

- Recognition
- Quality and safety
- Marketing
- Creating loyalty
- National positioning
- Local positioning
- JCAHO accreditation