



Magnet Recognition

An Overview

What is a Magnet Hospital?

In the early 1980s, there were not enough nurses in the US. Some hospitals did not have shortages of nurses. Research showed that these hospitals were able to attract and retain nurses and were named “Magnet Hospitals.” Magnet Recognition is a hospital award, the highest recognition the American Nurses Credentialing Center (ANCC) gives for excellence in nursing practice.

...only 6.78% of US hospitals have earned Magnet recognition...

How does one become a Magnet Hospital?

Hospitals must send written evidence in support of their Magnet application to ANCC. ANCC nurses (appraisers) also visit the hospital to talk with staff, patients, and families to complete their assessment. If the appraisers feel that the hospital meets the criteria, they recommend Magnet Designation to the ANCC Commission who makes the final decision. Magnet Hospitals must reapply every four years.

How many Magnet hospitals are there?

As of January 2013, there are approximately 395 Magnet Hospitals, which represents about 6.7% of the hospitals in the US. Massachusetts General Hospital (MGH) was the first hospital in Massachusetts to attain Magnet Status in 2003.

Why is being a Magnet Hospital important?

More than 20 years of research have shown that Magnet Hospitals provide better care and are better places to work. Magnet Recognition is important for patients, staff, and the entire hospital.

Magnet Recognition is important for patients:

- Do not stay in the hospital as long as they do in non-Magnet Hospitals
- Are more satisfied with their care
- Have better health outcomes
- Are cared for by caregivers who work together with patients and families as part of the team

Magnet Recognition is important for staff because they:

- Are more satisfied
- Work in effective teams to care for patients and families
- Participate in decisions that affect their work-life and the care they provide to patients and families
- Are supported through ongoing education and career development

Magnet Recognition is important for hospitals because it:

- Recognizes and rewards outstanding patient care
- Recognizes the hospital’s commitment to quality and safety
- Markets the hospital to patients and attracts nurses and other employees who want to work in a Magnet Hospital



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What are some key features of Magnet Hospitals?

Magnet Designation is a hospital award that recognizes safe, high quality environments for nurses to take care of patients. In Magnet Hospitals, nurses:

- Provide safer and better patient care
- Consider a patient's culture and diversity when providing care
- Have many resources available to help them provide safe patient care
- Are able to participate in decisions about patient care and the work environment
- Have positive relationships with doctors and other team members
- Have many ways to communicate with nurse leaders, their coworkers, and all members of the hospital community
- Have support for continuing education and career development.

When is MGH's Magnet Redesignation Visit?

On March 4-7, 2013, four ANCC Appraisers will visit the Massachusetts General Hospital.

What will happen during the four-day visit?

The visit allows staff to showcase the excellent care that is provided to patients and families at the MGH. The Appraisers will visit as many patient care units and practice areas as possible. The Appraisers want to speak with all members of the health care team, patients and families about the MGH.

What will the Magnet Appraisers ask?

The Appraisers will ask staff questions about the care they provide to patients and families, how they work together in teams, how they are involved in making care better for patients and families, how satisfied they are and why they are satisfied working at MGH, and how the hospital supports them with education and other opportunities.

The Appraisers may ask patients and families about their care, the staff, and the environment at MGH.

Where can I find out more information about Magnet Hospitals?

MGH and Magnet:

- Web site:
mghpcs.org/Magnet
- Magnet Coordinator:
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American Nurses Credentialing Center

- Magnet:
nursecredentialing.org/magnet