

September 4, 2003

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HEADLINES

Special Edition

MGH: state's only Magnet Hospital

On September 4, 2003, The American Nurses Credentialing Center, a subsidiary of the American Nurses Association (ANA), met to review MGH's application for Magnet Hospital designation. And today, MGH became the only hospital in Massachusetts to receive this coveted recognition, the highest honor bestowed by the ANA for nursing excellence.

Said Jeanette Ives Erickson, RN, senior vice president for Patient Care Services and chief nurse, "I couldn't be more proud. I've always known I work with the greatest nurses in the world, but this makes it official—MGH nurses have distinguished themselves as leaders in their profession and role models for the next generation of caregivers."

The Magnet recognition program grew out of a research study in the early 1980s to determine what factors characterized hospitals that were able to attract and retain qualified nurses despite a national shortage. Hospitals that successfully attracted and retained nurses were coined 'Magnet' hospitals.

Subsequent research has linked direct nursing interventions to improved patient care, including: reduced patient mortality; fewer complications; improved patient

and employee safety; higher patient and staff satisfaction; and shorter hospital stays.

Earning Magnet recognition was a formidable task, one that involved the entire hospital. While granted by a subsidiary of the American Nurses Association, Magnet hospital designation reflects excellence in patient care throughout the entire organization, not just Nursing.

The intensive, two-pronged evaluation process required submission of a written volume of evidence (2,305 pages) describing our compliance with certain standards and criteria; and an on-site visit to examine collaborative practice, professional development, inter-disciplinary teamwork, quality and safety, leadership, documentation, and our ability to provide culturally competent care.

Much hard work went into preparing for the Magnet review process. A writers group was convened to compile and format all the written evidence into one cohesive document. Workgroups were established to guide specific aspects of our work. Magnet 'champions' were recruited from all patient-care units to

help disseminate information. And the Magnet Steering Committee oversaw the entire process.

During the site visit, Magnet appraisers toured the hospital and interviewed patients, staff nurses, nursing leaders, physicians, hospital employees, administrators, and trustees to gain an understanding of the essence of nursing at MGH.

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At a special de-briefing session following the visit, Magnet appraisers spoke about the overwhelming commitment they saw on the part of nurses to do what's best for their patients.

Said Ives Erickson, "Receiving Magnet recognition confirms what we already know—that patients at MGH receive the best possible care; that working together, all members of the health-care team empower each other to deliver that care; and that MGH nurses set the standard for excellence in culturally competent, evidence-based, professional practice."

Well done, MGH!

MGH Patient Care Services
Working together to shape the future

(Alphabetical list of all Magnet champions)

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(Photo by Sam Riley)

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September 4, 2003

The MGH department of Nursing would like to thank the following groups and individuals for their help and support throughout our Magnet journey

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