

WHAT'S HAPPENING

A newsletter for the Maine Medical Center family

MMC Welcomes Magnet Appraisers, January 16 - 18

What is Magnet?

A Magnet hospital is one that has embarked on an extensive review and systematic evaluation by the American Nurses Credentialing Center (ANCC). Magnet status is not an award; it is a credential of organizational recognition of nursing excellence.

our evidence demonstrated high-quality outcomes to meet the Magnet standards.

The ANCC developed the Magnet Recognition Program to recognize quality patient care, nursing excellence and innovation in professional nursing practice. The original Magnet research study conducted in 1983 identified 14 "Forces of Magnetism," characteristics that differentiated organizations best able to recruit and retain nurses. The Forces of Magnetism provide the conceptual framework for the Magnet appraisal process.

In 2008, ANCC introduced a new vision and conceptual model that grouped the Forces of Magnetism into five key parts:

1. Transformational Leadership
2. Structural Empowerment
3. Exemplary Professional Practice
4. New Knowledge, Innovations and Improvements
5. Empirical Outcomes (Woven throughout the other four components as demonstrated in the graphic.)



The "Magnet Model," featuring the five key parts of the Forces of Magnetism.

In 2014, the model was further updated stressing the importance of outcomes in patient care.

to have supportive and collegial clinical practice environments with engaged, effective nurses that

Magnet hospitals are known *Continued on back*

We enter the lives of our patients at their most vulnerable and sacred times. With compassion and knowledge, we provide the care they need to thrive on their healing journey."

-Rebekah Cheney, R.N.

In 2006, MMC was honored with its first designation as a Magnet hospital. At that time, we were only the 306th hospital in the U.S. to achieve this distinction. In 2011, MMC again demonstrated excellence in clinical care and an environment that supports nursing with our second Magnet designation. In both cases,

"When patients first come to us, it's the family member ... providing background and updating us on progress. It's wonderful to see a patient get to that place in their wellness when they start advocating for themselves and are able to identify their own progress. The family member who originally was at the edge of their seats now sits back, more relaxed, and relieved that they have their loved one back. I had a patient and his wife today say 'You saved my life.'"

-Beth Perry, R.N.

'MMC Welcomes Magnet' from front

practice autonomously. A strong body of evidence exists to support the achievement of quality outcomes for patients, nurses, the organization and the community in a rich and rewarding culture of excellence. With increased demands on healthcare providers to demonstrate safe, efficient, effective, and timely patient centered care, the new Magnet model offers a framework for organizing a nursing services division. Magnet places a strong emphasis on leadership, personal and professional growth and development, evidence-based practice, new knowledge, innovation and outcomes.

Why Is Evidence-Based Practice Important?

The evidence we submitted



Marge Wiggins, R.N., Senior Vice President, Patient Care Services, and Chief Nursing Officer, left, and Rich Petersen, MMC President and Chief Executive Officer, right, cheer after receiving a phone call confirming that MMC would be re-designated as a Magnet hospital in 2011.

to Magnet in 2016 is detailed in a 1,000-page document that includes data and testimony showing that we've met more than 100 Magnet standards. It's gathered and coordinated by a team of clinicians, and ex-

emplifies four years of excellence at MMC. The submission is online for employees to review (visit the Nursing page on the MMC Intranet).

In 2016, Magnet appraisers reviewed our evidence and concluded that we again have met the Magnet standards. We will be visited by four appraisers for a three-day site visit, January 16 - 18, 2017, to verify, clarify and amplify our evidence and to demonstrate to the appraisers that we are a Magnet hospital. Only 2 percent of hospitals/systems have been awarded more than two designations.

Currently, there are 447 Magnet designated facilities.

What Can We Expect When Magnet Visits?

During the January visit, the appraisers will be going to many patient care units and outpatient areas to talk to as many staff members as possible. They'll also speak with patients and families about how clinical practice is delivered and supported. Every member of the MMC community is invited to participate in this visit, so the appraisers can have a complete picture of the excellent care we provide.

"The staff on R5 worked really hard for one of our patients that has been here for months. They made him a paper Christmas tree and bought him presents. He'll be going to live in a group home once he leaves. He is young and doesn't have any family support. The C.N.A.s, nurses and transplant N.P., have all partnered together to make Christmas great for him."

-Jennifer Dow, R.N.



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