Why Are Nurses Leaving: Could Stanton Become a Magnet Hospital?

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Problem Statement

A magnet hospital is an official nomination by the American Nurses Credentialing Center (ANCC) for hospitals that have proven to have a "magnetic work environment" for nurses. Magnet nomination aims to inspire hospitals to design work and services that will attract and keep high-quality nurses and thus enhance patient care. Northwest Territories health and social services system human resources plan (2021-2024)[3] discusses the strategies to address the shortage of health professionals, including nurses, across the territory. According to the survey done by the Government of Northwest Territories (GNWT), the few challenges outlined include the limited ability to offer recruitment, retention premiums in vacant positions, and lack of access to territory-based education and professional—development opportunities. According to the survey done by the GNWT, 42% of nurses surveyed in the NWT complained that they do not have what it takes need to do their job[4] 71 % of nurses said they had experienced workplace violence[4].

Research Question

What are the barriers and facilitators of Stanton Territorial Hospital becoming a becoming Magnet?

Methodology

The peer-reviewed articles were obtained from the Cumulative Index to Nursing and Health Literature (CINAHL) and google scholar. Furthermore, the GNWT action plan and survey were used. Keyword search includes Magnet hospitals, organizational culture, nursing practice, nurse outcome, nurse environment, and barriers. The research criteria include articles published between 2016 to 2022. Studies from Canada and the United State of America were included containing relevant data pertinent to Magnet designation.

Results

The five criteria of a Magnet hospital provide a structure to achieve excellence in nursing practice and serve as a guide for organizations pursuing Magnet recognition[2]

Transformational Leadership[2]
- Inspirational motivation
- Idealized influence
- Intellectual stimulation
- Individualised consideration

Structural Empowerment[2]
- Professional education and training
- Involvement in decision-making processes
- More collegial cooperation with physicians

Exemplary Professional Practice[2]
- Nurses as teachers
- Autonomy, professional models, primary care nursing
- Skill base and problem-solving capacity

New Knowledge Innovations Improvement[2]
- Continuous quality improvement
- Nursing quality through evidence-based
- Digitalization

Empirical Performance Indicators[2]
- Staff satisfaction
- Organizational efficiency

Main Outcomes of MAGNET HOSPITAL

- Better work atmosphere [7]
- Reduce nurse burnout, dissatisfaction, and job burnout[7]
- Increase employee engagement through organizational change and leadership development[10]
- Enhance patient outcomes[10]
- Attract qualified leaders from all walks of life, notwithstanding the demographical area[10]
- High recruitment and retention of nurses were high in magnet hospitals long term[11]

Becoming a Magnet Hospital

Facilitators	Barriers
• Prior magnet acceptance by a hospital within the local market was linked with an enhanced possibility of a given system hospital seeking Magnet status[8] • Experimental research has revealed that hospitals that gain magnet status appear to have nurses who are more pleased and dedicated to their work environments[8]	• Geographical isolation; territory and weather[3] • lesser resources for nurses to do their job[4] • lack of influence and advocacy at the department level[1] • lack of funding for Magnet programming and structures[1] • Undermining of nurse autonomy in clinical practice along with a strong medical teaching environment of care[1]

Recommendations for Northern Nursing Practice

- The Chief Health Officer(CNO) could lead the change.
- Engage with the institutional review board to explain the process and benefits of redesignation to improve the quality of health care, attract nurses, and reduce nursing shortages[12].
- Stanton Territorial Hospital should employ transformational leaders with professional nursing qualifications, such as those holding master's and doctorate degrees[12]
- The CNO should effect meaningful leadership change by responding to nurses' concerns, involving them in decision-making, and ensuring their voices are heard.

Rasmussen University, 2020

Conclusion

Stanton Territorial Hospital needs help with recruiting and retaining nurses. Magnet hospital designation has proven to solve all of these problems. In other words, for Stanton to redesignate into a Magnet hospital, transformational leadership, structural empowerment, exemplary professional practice, new knowledge innovations improvement, and empirical performance indicators must be met.
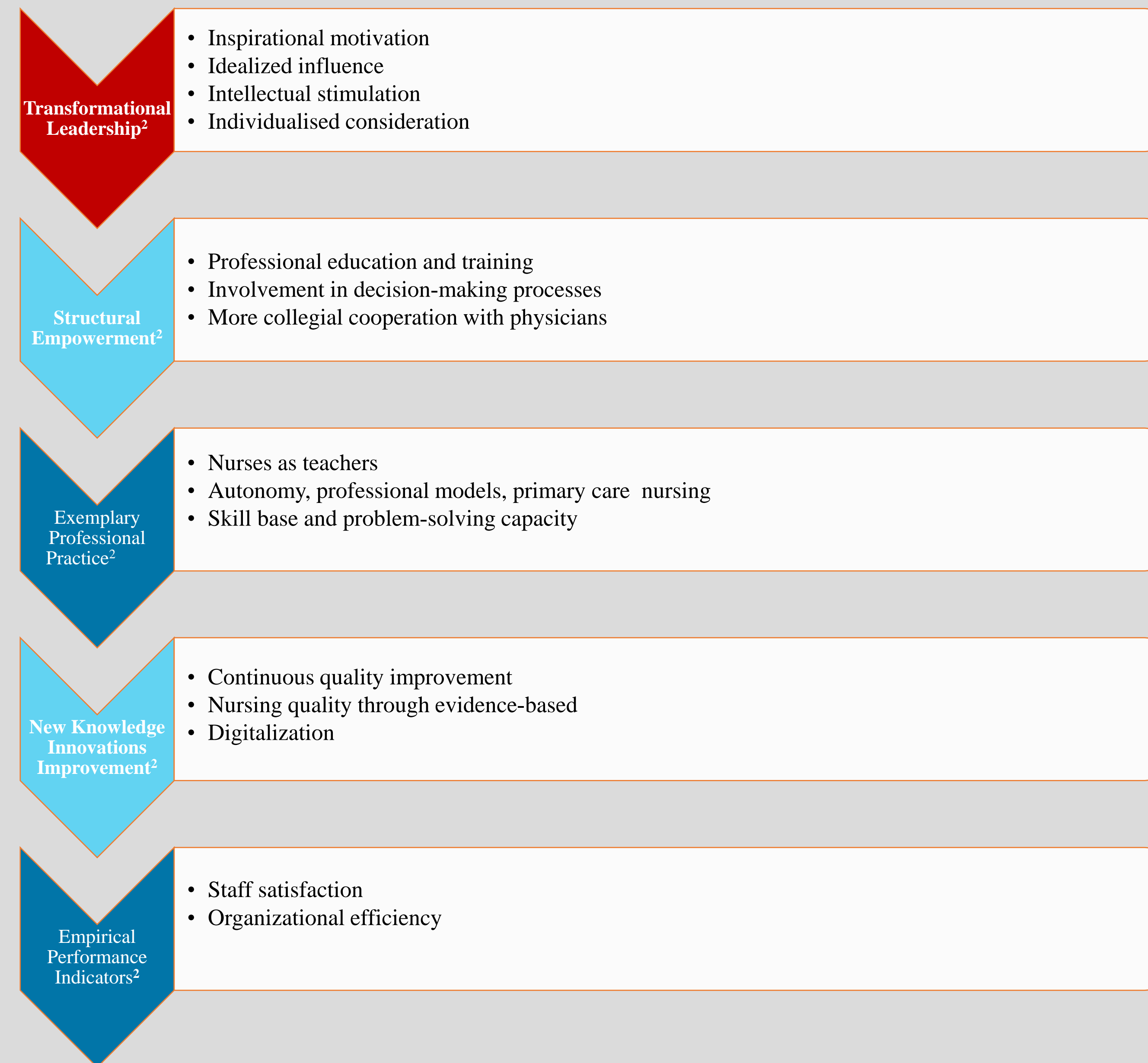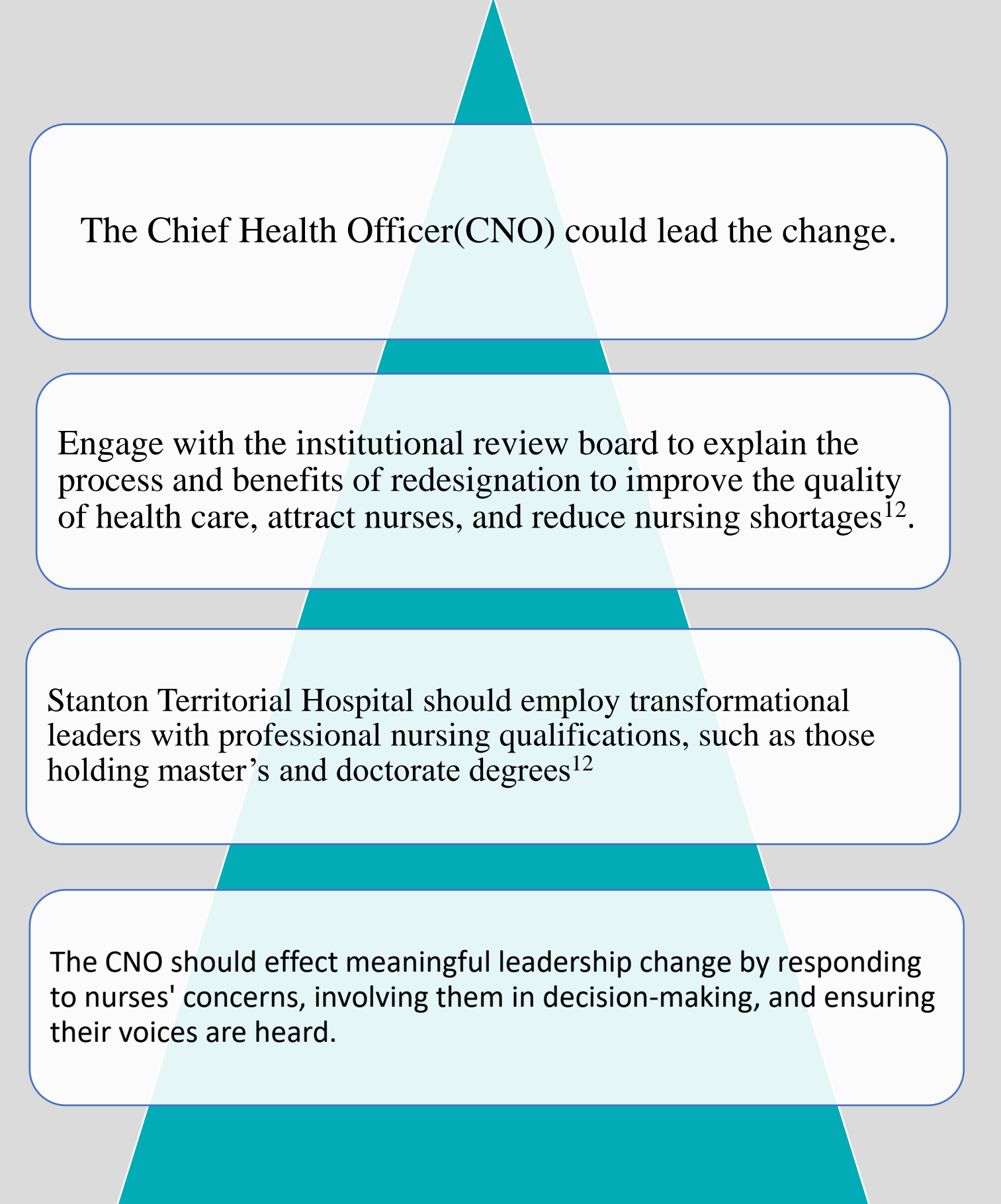
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Further Information
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