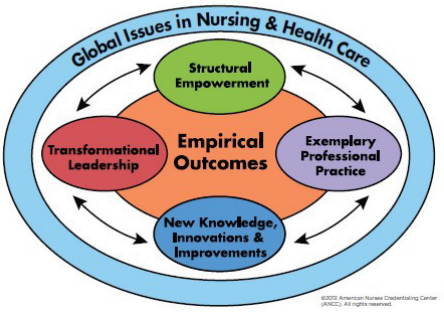
Updates to "Magnet Recognition Program® 2023 Magnet® Application Manual"

	Update Issue Date
Page 1: Insert the words: "Global Issues in Nursing & Health Care" into blue circle in "The Magnet® Model"  	September 2022
Page 20: The heading "New Knowledge, Innovations, and Improvements (NK)" should be moved to beginning of page 21 before OO10.	September 2022
Page 33 Updates: • The words "mentoring plan" and "mentoring program" should not be highlighted. Only the term "mentor" is defined in the glossary. • The word "a" should appear before "clinical nurse(s)" in TL9a and before "Nurse Manager(s)" in TL9b • The word "a" should appear before "Nurse AVP(s)/Nurse Director(s)" in TL9c • The word "an" should appear before "APRN(s)" in TL9d • The word "the" should appear before "CNO(s)" in TL9e **Updated version:** TL9 "a." through "e." should read: a. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for a clinical nurse(s). b. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for a Nurse Manager(s). c. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for a Nurse AVP(s)/Nurse Director(s). d. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for an APRN(s). e. Provide one example, with supporting evidence, of an individual mentoring plan or an established mentoring program for the CNO(s).	September 2022
Page 41: Insert new first bullet in "Note" box: ▸ SE4EO data presentation must align with the action plan described in SE3.	September 2022
Page 43: Insert new first bullet in "Note" box at bottom of page: ▸ SE6EO data presentation must align with the action plan described in SE5	September 2022
Page 45: Insert new first bullet in "Note" box: ▸ SE8EO data presentation must align with the action plan described in SE7.	September 2022
Page 45: Remove words "for the two required examples" in bullet at bottom of page 45, so that it reads: ▸ A stated goal (percentage) for improvement in baccalaureate or higher degree in nursing education must be presented.	September 2022
Page 46: Insert the word 'inpatient' before the word "unit", so SE10EOa reads: Using the required empirical outcomes (EO) presentation format, provide an example of an improved patient outcome associated with a nursing **needs assessment** and a related **implementation** plan at the ambulatory care setting inpatient unit or division level.	May 2024
Page 50: The heading "Recognition of Nursing" should appear on page 51, after SE13b. and before SE14.	September 2022
Page 58: Delete the 4th sub-bullet beneath the NOTE box, which begins "Provide the overall..."	June 2023
Page 58: Insert the phrase "in at least three of" is added to 6th bullet, so that it reads: ▸ The majority of the settings must outperform in at least three of the four registered nurse satisfaction/registered nurse engagement categories selected.	September 2022

Page 65: Insert "(exclusive of the CNO)" between the words "nurse(s)" and "collaborated" in EP11 so that it reads:

▸ Provide one example, with supporting evidence, when nurse(s) (exclusive of the CNO) collaborated with a Nurse AVP/Nurse Director and/or Nurse Manager during budgeting to acquire new or redistribute existing resources.

November 2023

Page 69: Under EP19EO, at the end of the list under: "Select two other nurse-sensitive quality indicators from this list:" add a new clinical quality indicator option:

j. Assaults on nursing personnel

January 2024

Page 71: Insert this table below the "Analysts' Tip" and directly above EP20EO

Specialized and international organizations ONLY:

Inpatient Nurse-Sensitive Clinical Quality Indicator (NSI)	**Acute Care Organization with OR without Ambulatory Care Setting(s)** **Provide Four (4) NSIs**	• **Specialized Organizations (e.g. inpatient psychiatric, long-term rehabilitation)** • **International Applicants** **Provide Four (4) NSIs**
Falls with Injury	***Required***	***Required ****
HAPI stages 2 and above	***Required***	Alternative option(s) **ONLY** for specialized organizations. ***Provide three (3) other NSIs selected by the organization.*** Requires: • Nationally benchmarked [or at the highest level available*] • Unit-level data • Narrative describing how the selected option is nurse sensitive in the organization
Assaults by psychiatric patients	Select two (2) other NSIs from this list.	
Assaults on Nursing Personnel		
CAUTI		
CLABSI		
CDIFF		
Device-related HAPI		
MDRO		
Peripheral intravenous infiltrations (PIV)		

**Organizations may benchmark internally, only when a national database is not available. The established benchmark must be based on professional standards, literature review, or internal trended data, or all three.*
***NOTE:** Effective through 1/1/2028.*

May 2024

Page 74 Update:

- All terms in the list of "Patient experience categories" should be bold and green indicating that they
- Item "f." should read "Patient engagement/patient-centered care" (slash added)

September 2022

Page 78: Insert "5 or more" in the 3rd bullet, so that it reads:

▸ All areas where 5 or more clinical nurses provide care. (See Glossary for 'clinical nurse' definition)

December 2022

Page 84: Replace the word "both" with "other" in the second bullet under "Study design" so that it reads: Research question(s), hypothesis, or other.

September 2022

Page 86: Delete the text "Two examples are required (one must be from ambulatory care setting, if applicable)." Under NK5, so that it reads:

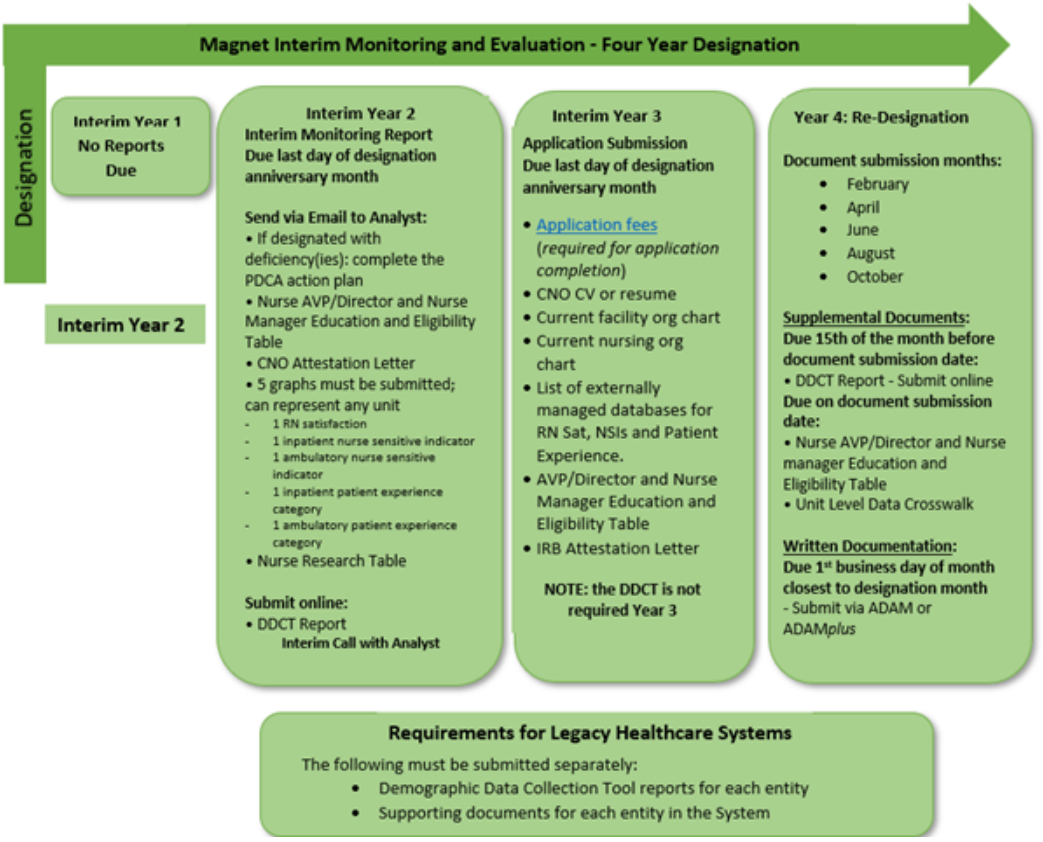
EVIDENCE-BASED PRACTICE

NK5

a. Provide one example, with supporting evidence, of how a clinical nurse(s) implemented an evidence-based practice that is new or a revision to existing practice within the organization.
AND
b. Provide one example, with supporting evidence, of how a clinical nurse(s) implemented an evidence-based practice that is new or a revision to existing practice in an ambulatory care setting within the organization

December 2023

Page 89: Insert the words: "Global Issues in Nursing & Health Care" into blue circle in "The Magnet® Model	September 2022
Page 106: Revise the note at the end of last sub-bullet within fourth bullet ▶ Intervention so it reads: NOTE: American Psychological Association (APA) format should be followed.	May 2024
Page 120 [2023 Manual Appendix F Site Visit Phase]: Revise the last sub-bullet so it reads: ■ Review of records to validate use of periodic formal performance review that includes self-appraisal, peer feedback process, and professional development goals for all levels of nursing.	May 2024
Page 130: Replace Figure H.1 with the following figure	October 2024



Page 131-132: Replace Table H.1 with the following:

Designation Timeline	Designation Requirements
Year 1 **Magnet Designation**	Your anniversary month is the month that you received your Magnet designation. **The DDCT is not required.**

Year 2
Interim Monitoring Report
The IMR is due by the last day of the anniversary month.
	Interim Monitoring Report *(email to Analyst)*
	• For organizations that received designation with a deficiency(ies) complete the PDCA action plan
	  ○ Document located with Tables and Templates on MLC
	• CNO Attestation Letter *(see below)*
	• Nurse AVP/Nurse Director and Nurse Manager Education & Eligibility Table
	• OO11 Research Table
	• Five (5) graphs ***must*** be submitted. Each graph should meet the requirements in the Magnet application manual for graph presentation.
	  ○ **Graph 1** – **One** graph for RN satisfaction/RN engagement (can represent any unit/ambulatory care setting)
	  ○ **Graph 2** – **One** graph for **one** inpatient nurse-sensitive clinical quality indicator (can represent any inpatient unit)
	  ○ **Graph 3** - **One** graph for **one** ambulatory nurse-sensitive clinical quality indicator (can represent any ambulatory care setting).
	  ○ Include a narrative describing how the selected measure is nurse-sensitive in your organization and a narrative to describe the benchmark used

October 2024

(Continued)

(Continued)

October 2024 (Continued)

	○ **Graph 4** - **One** graph for **one** inpatient experience category (can represent any inpatient unit) ○ **Graph 5** - **One** graph for **one** ambulatory patient experience category (can represent any ambulatory care setting) • DDCT Report *(submitted online)* *Once the required reports have been approved, a call will be scheduled with your Analyst to discuss any pertinent issues and answer all questions, including those involving documentation preparation for re-designation.*
Year 3 **Magnet Application** The application is due by the last day of the anniversary month.	**Application Requirements** • Application fees (*required for application completion*) • CNO CV or resume • Current facility org chart • Current nursing org chart • List of externally managed databases for RN satisfaction/RN engagement, NSIs, and patient experience. • Nurse AVP/Nurse Director and Nurse Manager Education & Eligibility Table • IRB Attestation **The DDCT is not required.**
Year 4 **Document Submission**	**Document Submission for Redesignation** • **Due on the 15th of the month before document submission:** ○ DDCT Report (*submitted online*) • **Due on the 1st business day of your scheduled submission month. Emailed to the SMPA:** ○ Nurse AVP/Nurse Director and Nurse Manager Education & Eligibility Table ○ Unit Level Data Crosswalk™ (ULDC™) **Submitted via *ADAM™ or ADAMplus™)* with written documentation.** ○ Organization and Nursing Organization Charts (003) ○ Copy of the Nursing Research Table (0011)
Systems	**Requirements for Systems** The following must be submitted: • Demographic Data Collection Tool reports for each facility • Supporting documents for each entity in the system

Page 166: In table, row **OO7**: The first bullet should read "Caregiver well-being" instead of "Caregiver stress."

September 2022

Page 203: Add two new Glossary entries

specialized facility: For Magnet purposes, a specialized facility provides long-term, inpatient care; for example, psychiatric, rehabilitation, and skilled nursing facilities (SNF). These settings differ from specialty organizations. (Centers for Medicare & Medicaid Services, 2024a) See specialty organization

specialty organization: Organizations that are primarily or exclusively engaged in the care and treatment of specific conditions or populations, e.g. cardiac, orthopedic, surgical procedures, pediatric. (Centers for Medicare & Medicaid Services, 2024b)

May 2024

Page 205: Under "turnover rate" replace the final sentence in the definition with: "Staff who are not employed by the organization, such as supplemental agency and travelers, are not included."

June 2023

Page 209: Add new entries to References

Centers for Medicare & Medicaid Services. (2024a). Inpatient Psychiatric Facility PPS. https://www.cms.gov/medicare/payment/prospective-payment-systems/inpatient-psychiatric-facility

Centers for Medicare & Medicaid Services. (2024b). Specialty Hospital Issues. https://www.cms.gov/medicare/regulations-guidance/physician-self-referral/specialty-hospital-issues

May 2024