

# MAGNET4EUROPE PROJECT

## STRONG STAFF, STRONG HOSPITAL

US hospital model with magnetic attraction can also solve problems in European countries

*The applause during the pandemic may have encouraged nurses and doctors, but little has changed in their precarious situation. Three-quarters of nursing staff are stressed, and a third of those under 30 want to change jobs. A hospital can only be good if its staff is well. The healthier and more satisfied the nurses and doctors, the better the hospital.*

*The USA recognized this in the 1980s when their healthcare system was in crisis, leading to the development of the Magnet® quality seal, now the gold standard in care.*

*The Magnet Recognition Program® aims to make hospitals so attractive that nursing and medical staff are drawn to them. Such hospitals are marked by high professional competence and staff satisfaction, resulting in excellent patient outcomes.*



This five Magnet® model components make this possible:



### Transformational leadership

Leaders in Magnet hospitals are expected to inspire, motivate, and foster a culture of excellence and innovation. Flat hierarchies should enable trusting cooperation in interdisciplinary commonality.



### Structural empowerment

Nurses have access to resources and opportunities for professional development and are empowered to make decisions about patient care. The staff are involved in management decisions taking on more responsibility.



### Exemplary professional practice

High standards of nursing practice are established and maintained, leading to superior patient care and outcomes. Clear roles and tasks are revised and defined for everyone.



### New knowledge, innovations and improvements

Continuous improvement and the integration of new knowledge and innovations in practice are encouraged. Processes in everyday working life are jointly revised according to the latest findings of science.



### Empirical outcomes

Hospitals are required to measure and demonstrate improvements in patient care, nursing practice, and work environment. Surveys regularly examine the experience gained and the satisfaction of staff and patients.

### Why Magnet® Status matters?

*Magnet® hospitals focus on continuous improvement, better staffing, and high-quality patient care, requiring re-accreditation every four years based on staff feedback and metrics.*

*Studies show that Magnet® implementation improves nursing staff satisfaction and working conditions. Over 600 hospitals worldwide hold Magnet® status, with two in Europe, and the model is expanding across the continent.*

### Benefits for Healthcare Workers include:

**Higher job satisfaction:** staff report greater job satisfaction due to a supportive work environment and a respectful atmosphere.

**Reduced burnout:** lower levels of dissatisfaction, less stress and burnout among staff.

**Increased autonomy:** more say and self-determination, for example in joint rounds, more autonomous decisions.

**Professional growth:** more opportunities for career advancement or leadership roles.

**Lower turnover rates:** reduced turnover rates among staff

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### What did the Magnet4Europe project do?



Magnet4Europe was an ambitious 4.5-year initiative (2020-2024) aimed at transforming hospital work environments across Europe based on the Magnet Recognition Program®.

The main goal of Magnet4Europe is to enhance the clinical work environment in European hospitals and promote the mental health and well-being of healthcare workers. Over 60 hospitals across six countries (Belgium, England, Germany, Ireland, Norway, and Sweden) have begun implementing the Magnet® model through the Magnet4Europe project. This initiative is funded by the EU and involves a study conducted by research institutes in the participating European countries and the US.

### Magnet4Europe intervention includes the following key components:



#### Access to Magnet® resources

Hospitals received free access to Magnet® manuals and tools to conduct gap analyses and identify areas for improvement.



#### Twinning partnerships

European hospitals were paired with Magnet®-certified hospitals in the US to share knowledge and strategies.



#### International learning collaboratives

Meetings and workshops involving all participating hospitals, research teams, and stakeholders to foster learning and collaboration.



#### Building critical mass and networking

Establishing a network of participating hospitals to share best practices and support each other.



#### Providing results of staff surveys at 3 timepoints

Hospitals received the results of the three surveys conducted among nurses and physicians to know about staffs' satisfaction, well-being, and the impact of Magnet4Europe.

### What did Magnet4Europe achieve so far?

Magnet4Europe has made significant progress in adapting the Magnet® model to the European context, focusing on leadership, staff development, and data-driven quality improvement.

Participating hospitals are seeing early positive changes. The project has created a network for open exchange and support through learning collaboratives with both European and US Magnet® hospitals, which will continue beyond the project's end.

Achieving Magnet® status requires time, commitment, and a shift towards a more dynamic management culture, essential for addressing the shortage of skilled healthcare workers.

For more information and a list of participating hospitals, please visit the Magnet4Europe website:

[www.magnet4europe.eu](http://www.magnet4europe.eu)



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