



# Magnet4Europe

Improving Mental Health and Wellbeing  
in the Healthcare Workplace

Newsletter #12  
05 2024

## Dear Readers,

In this edition, we are thrilled to share the highlights of the Magnet4Europe Celebration Conference 2024 held in KU-Leuven, Belgium. Join us as we delve into the continuing collaboration between AZ Sint-Maarten and its US partners, explore the advancements at Chelsea & Westminster Hospital, discover an innovative nursing exchange program between Germany and the US, and learn more about structural empowerment initiatives at Cork University Hospital. We hope you enjoy reading.



## Magnet4Europe Celebration Conference 2024: A Milestone in Healthcare Excellence

By Joan Kleine and Prof. Linda Aiken



The Magnet4Europe celebration conference, held from April 24-25 at KU-Leuven, Belgium, gathered over 380 participants, including both in-person and online attendees. The event featured insightful presentations and panels on healthcare workforce improvement, showcasing significant advancements in clinician wellbeing, patient safety, and quality of care across participating hospitals.

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## About the continuation of the collaboration between AZ Sint-Maarten, Belgium, and its two US partners.

By Cheryl Reinking, Allison Benziger, and Patrick Nieulandt



Why are the partners in the project M4E, AZ Sint-Maarten (Belgium) and its two US partners (Penn Medicine Princeton Medical Center - New Jersey and El Camino Health – California), so eager to continue their collaboration? They told us:

**“Because we are all OSKAR!”.**

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## Strides Made Against Magnet Standards at Chelsea & Westminster Hospital NHS Foundation Trust, UK

By Cathy Hill and Noni Nyathi



Since the start of the Magnet4Europe study, a number of initiatives have been implemented in Chelsea & Westminster Hospital including annual education needs audits, benchmarking clinical outcomes, offering top up degrees to nursing staff with diplomas, growing nursing led research and implementing shared decision making which has been linked to improved patient experience and reduced staff turnover in the pilot ward areas.

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## Building bridges between nursing cultures in Germany and the USA

By Annegret Schönfeld



Discover the exchange program between German and American nurses inspired by the Magnet4Europe gap analysis. This initiative aims to bridge nursing cultures, comparing workloads and leadership responsibilities. Six nurses from each country will participate, exploring patient safety culture, digitalization, and Magnet principles. This collaboration promises to strengthen professional identities, improve working conditions, and foster joint research efforts. Dive into the full story to see how this innovative program is set to transform global nursing practices!

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## Structural Empowerment: A Framework for Change in Cork University Hospital, Ireland

By Annmarie Galvin and Susan Jacob

Ward 4B & Ward 4C Safety Huddle



In the midst of many obstacles; COVID 19 and a cyber-attack, Cork University Hospital (CUH) started the M4E journey from 2021. CUH twinned with Morristown Medical centre, New Jersey (6x Magnet Accredited). As an organization, the team first worked to understand the Magnet principles and Magnet4Europe research and then implemented structures to support the implementation of the Magnet model in the hospital.

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## Research Spotlights on Magnet4Europe

**Aiken LH, Sermeus W, McKee M, Lasater KB, Sloane D, Pogue CA, et al. (2024).** Physician and nurse well-being, patient safety and recommendations for interventions: cross-sectional survey in hospitals in six European countries. *BMJ Open*, 14(2), e079931. DOI: <https://doi.org/10.1136/bmjopen-2023-079931>

**Svensson I, Bridges J, Ellis J, Brady N, Dello S et al. (2024).** Laying the foundations for implementing Magnet principles in hospitals in Europe: A qualitative analysis. *International Journal of Nursing Studies*. Volume 154, June 2024, 104754. DOI: <https://doi.org/10.1016/j.ijnurstu.2024.104754>

You can find all Magnet4Europe research articles now on our website.

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### What is Magnet4Europe?

The Magnet4Europe study aims to implement and evaluate the Magnet® model of organizational redesign of clinical health care work environments in over 60 hospitals in 6 European countries to promote the mental health and wellbeing of health professionals, enhance their productivity, and in doing so to improve outcomes of the patients under their care.

The project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 848031.

For more information visit our homepage: [magnet4europe.eu](https://magnet4europe.eu)



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