Updates to “Magnet Recognition Program® 2023 Magnet® Application Manual”

Page 1: Insert the words: “Global Issues in Nursing & Health Care” into blue circle in “The Magnet® Model”

Page 20: The heading “New Knowledge, Innovations, and Improvements (NK)” should be moved to beginning of page 21 before OO10.

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).

Page 41: Insert new first bullet in “Note” box:
- SE4EO data presentation must align with the action plan described in SE3.

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

Page 45: Insert new first bullet in “Note” box:
- SE8EO data presentation must align with the action plan described in SE7.

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.

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 or at the inpatient unit or division level.


Page 58: Delete the 4th sub-bullet beneath the NOTE box, which begins “Provide the overall...”

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.
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.

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

Page 71: Insert this table below the “Analysts’ Tip” and directly above EP20EO

**Specialized and international organizations ONLY:**

<table>
<thead>
<tr>
<th>Inpatient Nurse-Sensitive Clinical Quality Indicator (NSI)</th>
<th>Acute Care Organization with OR without Ambulatory Care Setting(s) Provide Four (4) NSIs</th>
<th>• Specialized Organizations (e.g. inpatient psychiatric, long-term rehabilitation) ♥ International Applicants Provide Four (4) NSIs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Falls with Injury</td>
<td>Required</td>
<td>Required * Alternative option(s) ONLY for specialized organizations. Provide three (3) other NSIs selected by the organization.</td>
</tr>
<tr>
<td>HAPI stages 2 and above</td>
<td>Required</td>
<td></td>
</tr>
<tr>
<td>Assaults by psychiatric patients</td>
<td>Select two (2) other NSIs from this list.</td>
<td></td>
</tr>
<tr>
<td>Assaults on Nursing Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAUTI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CLABSI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CDIFF</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Device-related HAPI</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MDRO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peripheral intravenous infiltrations (PIV)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*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.

Page 74 Update:
- All terms in the list of “Patient experience categories” should be bold and green indicating that they are all defined in the glossary.
- Item “f.” should read “Patient engagement/patient-centered care” (slash added)

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)

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.

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.
**Page 89:** Insert the words: “Global Issues in Nursing & Health Care” into blue circle in “The Magnet® Model

**Page 106:** Revise NOTE at the end of last sub-bullet within fourth bullet Intervention so it reads:
- NOTE: American Psychological Association (APA) format should be followed.

**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.

**Page 131:** The “Designation Requirements” column for Interim Year - 1 should read “The DDCT is not required.”

**Page 132:** Under “Designation Requirements” for Interim Year - 2 delete the 3rd bullet under “Graph 3”. So that it appears as follows:

<table>
<thead>
<tr>
<th>Designation Timeline</th>
<th>Designation Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim Year - 1</td>
<td>The DDCT is not required.</td>
</tr>
</tbody>
</table>

**Graph 3**—can represent any unit

**ONE** graph for **ONE** patient experience category

- Nurse Research Table
- DDCT Report *(submitted online)*

Once the required reports have been approved, a call will

**Page 133:** For Year- 4 Documentation Submission:
- Delete “Payment of...Fees” and replace with “Documentation for Redesignation”
- Delete the parenthetical statement “(see Chart below)” above “Emailed to Analyst”

<table>
<thead>
<tr>
<th>Designation Timeline</th>
<th>Designation Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year - 4</td>
<td>Documentation submission for Redesignation</td>
</tr>
<tr>
<td>Documentation Submission</td>
<td>Supplemental Documents</td>
</tr>
<tr>
<td></td>
<td>Due on the fifteenth of the month before document submission:</td>
</tr>
<tr>
<td></td>
<td>DDCT Report <em>(submitted online)</em></td>
</tr>
<tr>
<td></td>
<td>Due on the first business day of the month closest to the organization’s designation month:</td>
</tr>
<tr>
<td></td>
<td>Emailed to Analyst</td>
</tr>
</tbody>
</table>

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

**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)

**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."

**Page 209:** Add new entries to References