



anf position statement

australian nursing federation

magnet hospitals

Magnet hospitals are health care organisations which have been identified as having attributes that are successful in recruiting, retaining and empowering nurses.¹ The magnet concept is a set of principles that, used effectively, can attract and retain qualified nurses in organisations that: demonstrate a collaborative approach to patient care; put nurses at the centre of decision-making; support nursing leadership; have enough staff to provide quality care; and can demonstrate positive patient outcomes.²

It is the position of the Australian Nursing Federation that:

1. The principles underpinning hospitals being designated as Magnet hospitals are supported.
2. Nurses and midwives are supported as leaders at all levels of the health care organisation, both managerial and clinical.
3. Nurses and midwives have responsibility and authority for their own practice and for coordination of care.
4. Health care providers must ensure sufficient staffing levels and resources at all times to ensure a safe and healthy work environment and enable nurses and midwives to deliver quality care that demonstrates positive health outcomes.
5. The organisational structure of all health care provision must have strong nursing and midwifery representation to enable nurses and midwives at all levels to participate in decision-making which impacts on the provision of health care services.
6. There is a commitment to quality improvement with structures and processes for measurement and evaluation of quality of care.
7. The health facility demonstrates sound industrial relations principles.
8. There is provision of adequate educational and reference resources to support professional and evidence based nursing and midwifery practice.
9. There is a commitment to valuing and promoting the contribution nurses and midwives make to the provision of health care services.
10. There is organisational investment in the orientation of nurses and midwives; leadership and professional development opportunities; research and continuing education.³
11. Collaborative interdisciplinary relationships should be valued.

endorsed december 2007

- ¹ Buchan, Ball and Rafferty. 2003. A Lasting Attraction? The 'magnet' accreditation of Rochdale Infirmary, Queen Margaret University College: Edinburgh.
- ² Armstrong, F 2006, 'The effect of nurse staffing on adverse events', Paper presented at the RCNA Annual Conference 2006, Royal College of Nursing Australia, Canberra.
- ³ Fagin, C 2001, 'When care becomes a burden: diminishing access to adequate nursing', <http://www.milbank.org/010216fagin.html>, viewed 19 February 2007.