

Measurable Outcomes and Magnet

Anagha Vellani

Magnet Data Analyst

RECOGNITION FOR WORLD-CLASS CARE



Nottingham
Hospitals
Charity

Supporting world-class care for Nottingham



We are here for you

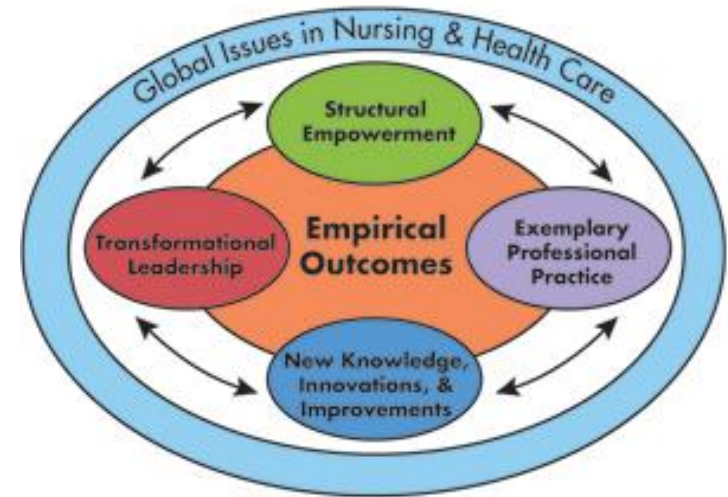
What is Magnet?

- Recognition programme run by American Nurses Credentialing Centre
- Recognizes health care organizations for quality patient care, nursing excellence and innovations in professional nursing practice
- Focus on superior nursing processes and quality patient care, which lead to the highest levels of safety, quality, and patient satisfaction
- Leading source of successful nursing practices and strategies worldwide

Benefits of Magnet accreditation

- Attract and retain top talent
- Improve patient care, safety and satisfaction
- Foster a collaborative culture
- Advance nursing standards and practice
- Grow your business and financial success

MODEL COMPONENTS	FORCES OF MAGNETISM
Transformational Leadership	>> Quality of Nursing Leadership <i>Force #1</i> >> Management Style <i>Force #3</i>
Structural Empowerment	>> Organizational Structure <i>Force #2</i> >> Personnel Policies and Programs <i>Force #4</i> >> Community and the Healthcare Organization <i>Force #10</i> >> Image of Nursing, <i>Force #12</i> >> Professional Development <i>Force #14</i>
Exemplary Professional Practice	>> Professional Models of Care <i>Force #5</i> >> Consultation and Resources <i>Force #8</i> >> Autonomy <i>Force #9</i> >> Nurses as Teachers <i>Force #11</i> >> Interdisciplinary Relationships <i>Force #13</i>
New Knowledge, Innovations, and Improvements	>> Quality Improvement <i>Force #7</i>
Empirical Quality Outcomes	>> Quality of Care <i>Force #6</i>



What is required for Magnet evidence?

70 + sources of evidence required for evidence submission which includes

- Service improvement
- Shared governance
- Professional development
- Research and outcomes
- Nurse sensitive clinical indicators
 - Falls with injury
 - Hospital acquired pressure ulcers
 - CAUTI
 - CLABSI
 - Cdiff
 - MRSA
- Staff satisfaction
- Patient satisfaction

What is an outcome?

- End result of a process
- Reflects the changes introduced by the process
- Specific & measurable
- Measuring the outcome allows you to know whether your change is working – whether this is really an improvement
- The data measured will enable you to demonstrate these results to others

Why do we measure data?

- **Accountability**

How do we compare to others?

Are we meeting standards and targets?

- **Research**

What are the causes?

Why does this happen?

What is the experience?

- **Improvement**

What could be improved?

What are the possible benefits?

How well are we doing compared to baseline?

How to measure data?

PLAN

- Be specific – decide what data to measure
- Select the timeframe
- Select the target audience
- Analyse what resources are already available

DO

- Carry out the plan
- Document the observations
- Record data

STUDY

- Analyse data collected
- Compare with predicted results
- Summarise the observations

ACT

- What changes to be made?
- Next cycle?

SELECT



Choose the right data

COLLECT



Obtain the data

ANALYSE



Process the data

SHARE



Communicate the results

ACT

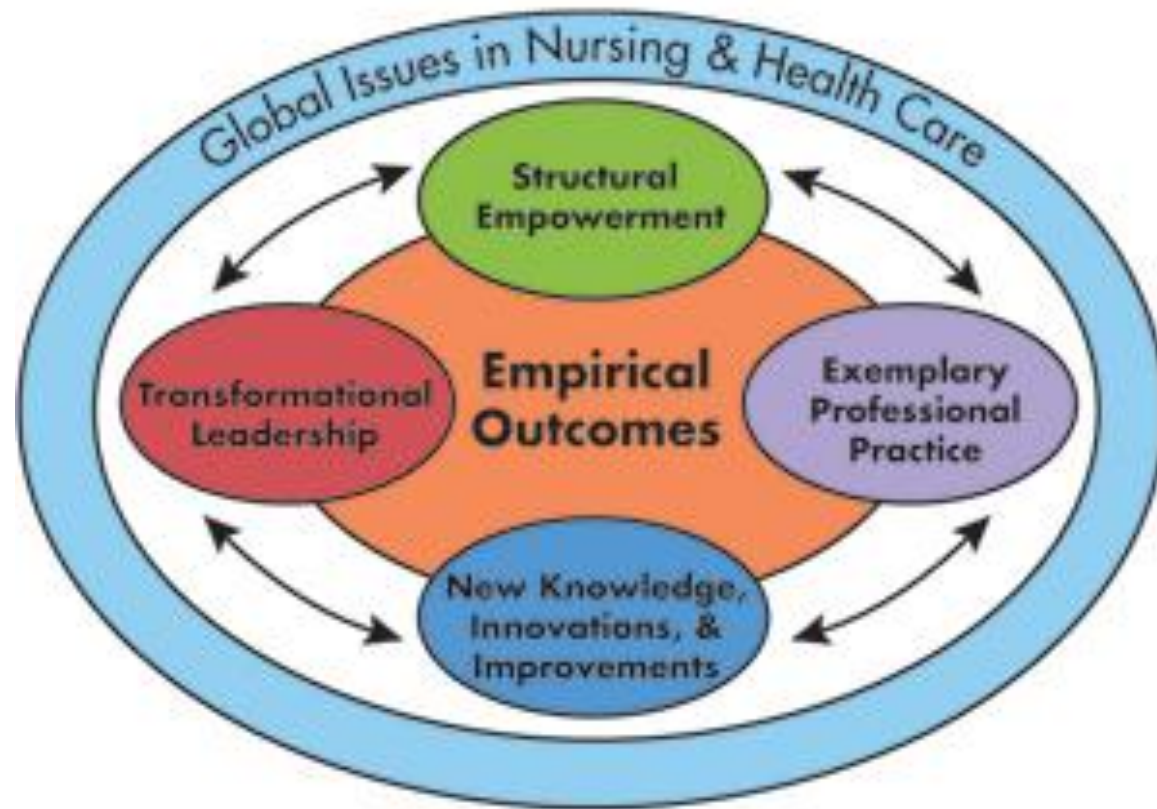


Take action on the results

Nursing data sources

- [Datix](#)
- [Nursing and Midwifery dashboard](#)
- [Safety thermometer](#)
- [Model hospital](#)
- Audit reports - [MINAP](#)

Magnet Model



How to capture an evidence story?

Background/Problem

- Provide relevant background information (if possible include and regional or national standards/benchmarks used to develop project)
- Describe the problem(s) that exist in the organisation
- Provide current rate/occurrence of problem (baseline data) with date

Goal Statement(s)

- State specific goals, desired changes/improvements
- Identify the specific measure(s) selected to demonstrate the goal (hours, errors, incidents, satisfaction, etc.)

Description of the Intervention/Initiative/Activities

- Describe the action(s) that had an impact on the problem(s) and resulted in achievement of the stated goal/goals
- WHO (unit or specific Individuals)
- WHERE the interventions occurred (unit, department, organization)
- WHEN the interventions occurred (dates and timelines)

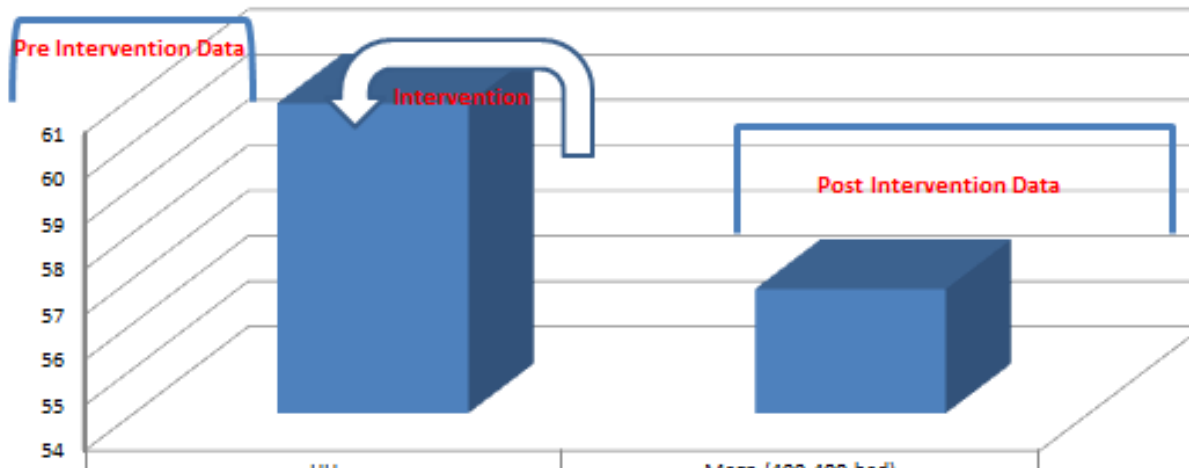
How to capture evidence story?

Outcomes

- Describe what was the outcome of the project and how these outcomes were achieved.
- The outcomes should match your goal statements provided earlier in the narrative

Trended data:

- If possible at least 3 data points post-intervention/development
- Use the same measure for pre and post data to show effectiveness of the intervention/initiative
- Ensure that time interval between data collection points are the same
- Include dates in the graph and on the data table
- Clearly identify the date/timeframe of the intervention on the graph



Anagha Vellani
Senior Information Analyst
Anagha.Vellani@nuh.nhs.uk
Phone: 0115 969 1169 ext 76395

Workshop

On tables:

Description of Magnet domains

Examples of narrative evidence required

Story template

Think about the work you have done or are planning – what opportunities are there for you to capture, demonstrate and share improvements?

- What domain would they potentially align to ?*
- How could you measure/ demonstrate improvement ?*
- What action will you take next in order to capture your evidence?*