Magnet Recognition Program®

A GLOBAL STANDARD. A LOCAL COMMITMENT.

The world's leading distinction for nursing excellence, quality patient care, and superior clinical outcomes.

ANCC International

Contact: **ancc.international-europe@ana.org**

WHAT IS MAGNET®?

The Magnet Recognition Program®, developed by the **American Nurses Credentialing Center (ANCC),** is a **prestigious international credential** for nursing excellence and high-quality patient care.

Magnet is a **rigorous, multiyear organizational transformation process** grounded in evidence-based standards and measurable outcomes.

- Strong nursing leadership and professional governance
- Empowered clinical teams and interpersonal collaboration
- Safe, high-quality, patient care
- Continuous performance improvement
- Strategic alignment between nursing and executive leadership

FOR HEALTHCARE ORGANIZATIONS IN EUROPE, MAGNET PROVIDES:

- **A globally validated framework** that complements European and national country-specific regulatory and accreditation requirements
- **A clear roadmap** to strengthen nursing structures, processes, and outcomes
- **A competitive advantage** in talent attraction / retention and patient experience within fast-growing healthcare markets

Magnet is achievable for healthcare organizations of all sizes and types across Europe: public, private, academic, or specialized.



WHY MAGNET® MATTERS FOR EUROPEAN HEALTHCARE

Magnet provides a **proven, structured methodology** for building resilient, high-performing nursing environments. European hospitals and healthcare organizations can use the framework to strengthen workforce sustainability, elevate care quality and safety, and enhance their ability to attract and retain talent.

BENEFITS FOR ORGANIZATIONS

- Enhanced institutional reputation and market differentiation
- Stronger operational performance and care reliability
- Lower nurse turnover and agency reliance through improved work environments
- Better financial performance through quality, safety, and productivity gains
- Reduced readmission and complications through evidence-based practice

BENEFITS FOR NURSES

- Higher job satisfaction and meaningful professional voice
- Safer work environments and clearer career pathways
- Greater professional autonomy and access to global best practices
- Stronger interprofessional collaboration and leadership development

BENEFITS FOR PATIENTS

- Measurably Improved clinical outcomes and safety
- Higher patient experience scores and culturally sensitive care
- Greater trust through data-driven improvement

Magnet is more than recognition; it is a strategic framework for sustainable excellence.

Magnet-designated organizations consistently demonstrate higher nurse satisfaction, stronger retention, and improved patient outcomes compared to non-designated organizations.



THE MAGNET® MODEL: A FRAMEWORK FOR EXCELLENCE

Magnet is built on five components that together shape high performing nursing organizations:

1. Transformational Leadership
Visionary leaders who guide change and align nursing strategy with organizational goals.

2. Structural Empowerment
Shared governance, continuous professional development, and recognition structures that empower frontline nurses.

3. Exemplary Professional Practice
High-quality patient care delivered through strong interprofessional collaboration and locally adapted professional practice models.

4. New knowledge, Innovation & Improvements
Research, innovation, and continuous improvement embedded into daily practice.

5. Empirical Outcomes
Measurable results in clinical quality, workforce well-being, and patient experience.

This model ensures healthcare organizations focus not only on structures and processes but also on **measurable, sustained results** from workforce to patient care.

WHY IT MATTERS IN EUROPE

Magnet supports:

- Alignment with national quality frameworks and regulators across Europe
- Workforce stabilization amid nursing shortages
- International benchmarking and knowledge exchange with healthcare organizations worldwide
- Enhanced competitiveness across public, private, academic, and specialty providers

HOW MAGNET® WORKS

A healthcare organization applying for Magnet undertakes a rigorous, multiyear journey driven by a culture of data reporting and nursing research demonstrating measurable outcomes. A typical timeline is 3-4 years, however, it depends on each organization's readiness.

The process includes:



Magnet is both a **designation** and a **framework for continuous excellence.**

Organizations must demonstrate sustained **excellence** for **redesignation**. Magnet is not a one-time achievement; **it is a culture.**

INVESTMENT & FEE STRUCTURE

Investment is scaled according to healthcare organization size and includes:

- Application Fee
- Appraisal Review Fee (based on bed size):
- Post designation fees split into yearly payments

Healthcare organization must comply with local tax regulations and cover costs of appraisal visits. Full fee schedule available upon request. Click here to view the 2026 fee schedule.

SUPPORT AVAILABLE IN EUROPE

- Pre-Intent Program* (optional): readiness guidance and gap assessment including monthly coaching sessions with ANCC Magnet Analysts
- Access to online Magnet Learning Communities (MLC)
- Connections to other Magnet journey institutions globally
- Opportunities for regional communities of practice and webinars*
- Translation services*

*Fees associated

IS YOUR ORGANIZATION READY FOR MAGNET®?

Healthcare organizations that pursue Magnet are committed to:

- Investing in nursing leadership and shared governance
- Building a culture of excellence and accountability
- Improving quality and safety and patient experience
- Supporting continuous professional development
- Demonstrating results through robust data

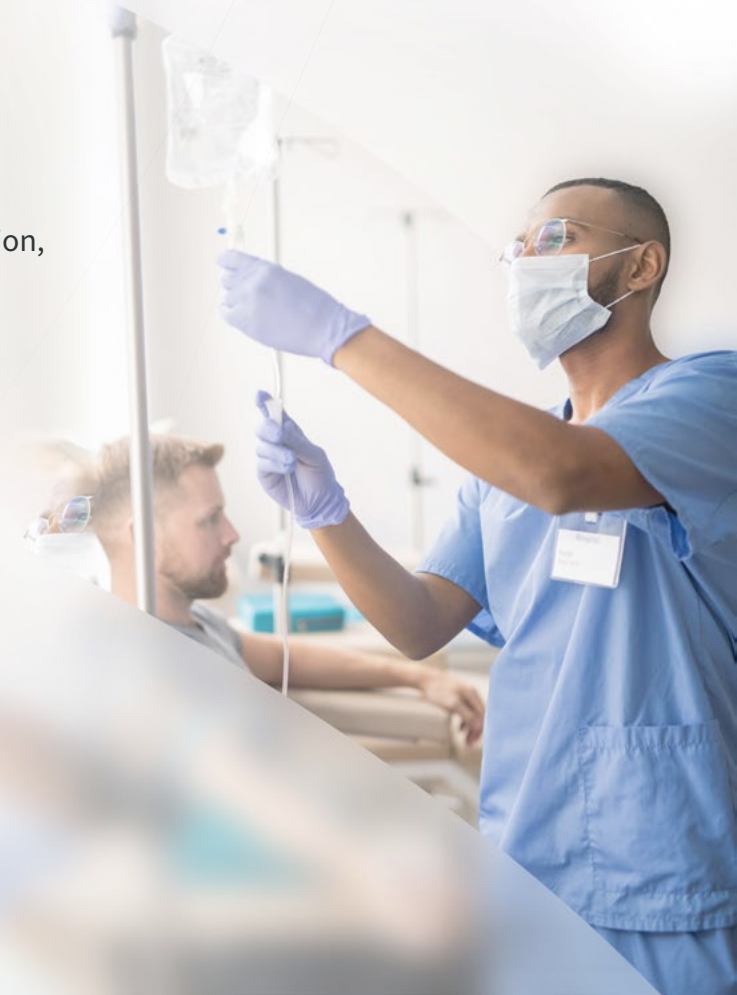
Get started with a free organizational self-assessment*, visit: **anccinternational.org/magnet**

> **The Magnet Recognition Program gave us a clear, structured road map of how to strengthen shared leadership, elevate professional nursing practice, and systematically improve patient outcomes. Through Magnet, we built sustainable structures that support our nurses' professional growth, improved quality of care, and reinforced our commitment to excellence. The journey transformed not only how we deliver care—but empowered our nurses along the way.**
>
> *Marita Ritmala, Magnet Program Director, Helsinki University Hospital System (HUS), Finland*

Download the 2026 Magnet Application & Appraisal Fee Schedule

To begin your Magnet journey or request information, contact: **ancc.international-europe@ana.org**

All official Magnet program materials and examinations are provided in English.



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