

Peer Review

Nursing Peer Review: Agenda

- ❑ Define peer review
- ❑ Review Magnet Requirements
- ❑ Introduce plan to meet the Magnet Requirements
 - ❑ *Staff Nurses*
- ❑ Timeline
- ❑ Tools & Support for Implementation
- ❑ Questions & Dialogue

Definition of Peer Review

The American Nurses Association

A process by which professionals from common practice areas systematically assess, monitor, make judgments, and provide feedback to peers by comparing actual practice to established standards

Magnet

Accountability, Competence, and Autonomy (EP20):
Describe and demonstrate that nurses **at all levels** routinely use **self-appraisal performance review** and **peer review**, including **annual goal setting**, for the **assurance of competence** and **professional development**.

Why Implement a Peer Review Process?

- ❑ Integral to professional growth and accountability for practice
 - **American Nurses Association Code of Ethics, Provision 5.2:**
“Competence affects one’s self respect, self-esteem, professional status, and meaningfulness of work. In all nursing roles, evaluation of one’s own performance, coupled with peer review, is a means by which nursing practice can be held to the highest standards. Each nurse is responsible for participating in the development of criteria for evaluation and practice and for using those criteria in peer and self assessment.”
- ❑ Peer feedback is valued by staff and can increase professional confidence as well as provide meaningful ways to increase their contribution to the team.

Peer review is a valuable process for receiving meaningful feedback for growth and accountability, because of this it is a requirement for all Magnet Hospitals.

Peer feedback is currently part of the MGH culture...

- ❑ Clinical Recognition Program
 - ❑ Applicants interviewed by a panel of peers
 - ❑ Peer Letters
- ❑ Narratives
 - ❑ Published in Caring
- ❑ Peer letters of support are embedded in Patient Care Services Awards & Recognition Program
- ❑ Clinical and Quality indicator data: Peer feedback at unit level

- ❑ Peer Review will be based on the 3 domains of the Clinical Recognition Program (see handout)
 - ❑ Clinician Patient Relationships
 - ❑ Clinical knowledge & Decision Making
 - ❑ Teamwork & Collaboration
- ❑ Staff will ask 1 peer to comment on their practice, using **one** of the themes.
- ❑ Will use a standardized form that will be signed by employee and peer reviewer and submitted to the Nurse Director.
- ❑ Implementation Date: Performance appraisals from April 2011 forward.

During the site visit, we must demonstrate peer review is embedded in our practice. Staff will need experience with the proposed process in order to speak to the peer review process at MGH. The April timeframe will allow all staff to utilize peer review as part of the annual performance appraisal before our Magnet Site Visit.

❑ MGH Clinical Recognition Program: Levels of practice: Guide for self-reflection

❑ Literature Review

Implementing Peer Review - Guidelines for Managers and Staff

Authors: Davis; Capozzoli; Joyce Parks

Journal: Nursing Administration Quarterly

2009; Volume 33, No.3, pp. 251-257

The Use of Peer Review in Nursing Education and Clinical Practice

Authors: Boehm; Bonnel

Journal: Journal for Nurses in Staff Development

May/June 2010; Volume 26, No.3, pp. 208 – 115

Heighten individual accountability through peer review

Moorer-Whitehead

Nursing Management

April 2010