

MGH Nursing Peer Review (NPR) Process – Nursing Leadership

Nursing Peer Review (NPR) “is the process by which **practicing registered nurses** systematically assess, monitor, and make judgments, about the **quality of nursing care** provided **by peers** as measured against professional **standards of practice**” (American Nurses Association).

NPR supports nurse autonomy, self-regulation and enhances individual accountability for patient outcomes.

Select a Nurse Peer to Complete NPR

- Select 1 nursing leader colleague who observes peer's practice regularly

Focus NPR on a Theme

- Within the selected theme, focus NPR on one of the High-Performing Leadership Practice Standards (see Magnet Model Guide as a reference document)

Summarize One Practice Strength

- Briefly summarize the 1 strength on the NPR tool
- Provide a specific practice-related example to highlight strength, if applicable

Summarize One Practice Development Opportunity

- Briefly summarize the 1 practice opportunity on the NPR tool
- Provide a specific practice-related example to highlight opportunity, if applicable

Peer Meets with Nurse Peer

- Peer Meets with Nurse Peer & Provides Feedback
- Ensure both practice strength & development opportunity are discussed

Submit NPR tool to Manager

- Provide Completed NPR tool to Manager
- Manager will store NPR tool
- Manager will incorporate feedback into goals at least annually
- Peer review should be ongoing at a minimum once per year

Six Principles of NPR

(1) A peer is someone of the same rank, (2) Peer review is practice focused, (3) Feedback is timely, routine, & continuous, (4) Peer review fosters a learning culture of patient safety and best practice, (5) Feedback is not anonymous and (6) Feedback incorporates the developmental stage of the nurse (Haag-Heitman & George).