**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.

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**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

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**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).