

Implementation of Nursing Peer Review Within Shared Governance to Improve Patient Outcomes

Joanne Reich RN, DNPc, MA, NEA-BC



Saint Peter's University College of Nursing
Jersey City, New Jersey



Introduction & Definitions

The Current demand for hospitals to avoid financial penalties for hospital acquired conditions requires the practice environment for nurses in acute care settings enable the delivery of nursing care that is evidenced-based, clinically appropriate, and aimed at improving patients' clinical outcomes.

Shared governance is accepted as a structure that supports nursing practice as Magnet designated hospitals are required to have shared governance in place (American Nurses Credentialing Center, 2013).

Nursing peer review, based upon ANA Principles, is accepted to support nurses being accountable for the nursing care delivered. Magnet designated hospitals are required to have nursing peer review in place (American Nurses Credentialing Center, 2013).

Nightingale

- Every nurse, particularly surgical nurses, a primary responsibility "prevention of fever, hospital gangrene and purulent discharge from any source" (1860, p. 127).
- The greater challenge is to be sure the right thing is always done, even when she is not present (1860, p. 41).

IOM

- *Keeping Patients Safe Transforming the Work Environment of Nurses*, (IOM, 2002).
- Nurses bear a tremendous responsibility and capability to prevent a number of poor outcomes (IOM, 2002).
- Nurses are the largest component of the healthcare workforce (IOM, 2002).

CMS

- The Patient Protection and Affordable Care Act (March, 2010) required CMS to develop Value Based Purchasing (VBP).
- Several VBP measures are nursing driven.
- Nursing care directly impacts HAIs and HACs to which Hospitals no longer receive reimbursement for associated care (Robert Wood Johnson Foundation, 2012).

Definitions:

Shared Governance: A paradigm where frontline nursing staff and their managers make decisions on processes to improve clinical practice (Fray, 2011).

Nursing Peer Review: A process where registered nurses systematically review and determine if the practice of a peer meets the standard for quality of care as established by the organization's policies and standards of nursing practice (ANA, 1988).

Attributes of Nursing Peer Review (Haag-Heiman & George, 2011):

1. The peer is from the same job category
2. The review is done within the common practice environment
3. The review's feedback is timely and a component of an ongoing process
4. The review fosters continuous learning to improve practice
5. The feedback is provided in person
6. The review recognizes the nurse's professional experience level



The structure and processes that support the nursing environment of care



The question to be answered:

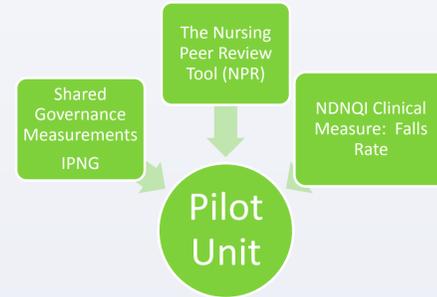
Does implementation of peer review among registered nurses working in an acute care hospital's medical surgical unit increase the level of shared governance and decrease patient falls rates as compared to medical surgical units with no peer review process?

Intervention = nursing peer review

Measurements = level of shared governance and patient falls rates



Project Plan



The Measurement Tools

The Index of Professional Nursing Governance (Hess, 2011).

Governance Distribution from IPNG Scores
Classifications:

Dominant Controlling Group
Traditional Governance
86 - 172

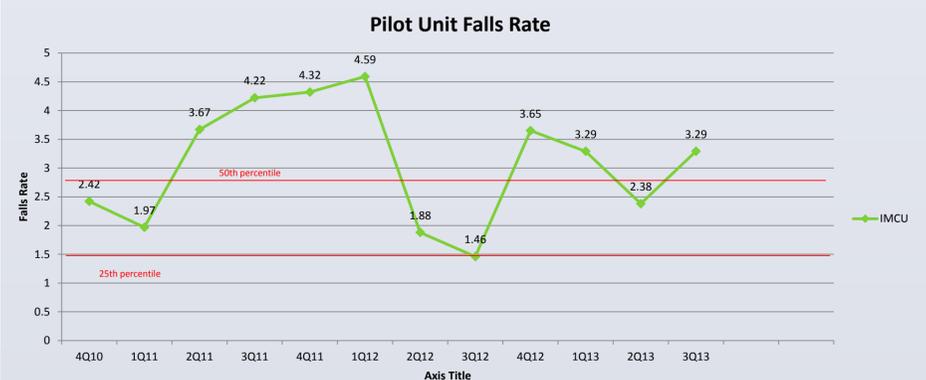
Management/Administration Only
173-257

Primarily management/administration with some staff input
258

Equally shared by staff and management/administration
259-344

Primarily staff with some management/administration
345-430
Staff only

The National Database for Nursing Quality Indicators (NDNQI, 2014)



Pilot Peer Nursing Peer Review Template

Chilton Medical Center		Professional Peer Review		P2E LOGO
Name:	Date:	Review Period:		
Peer:	Coord:	Unit:		
Item	YES	NO	Reviewer Feedback	
Clinical Quality/Safety				
Implements Falls Prevention Policy:				
1. Assess patient's fall risk on admission and each shift using the Hendrich II Fall Risk Model.				
2. Implements safety precautions for all patients.				
3. Implements falls precautions in addition to safety precautions for patients with a fall risk score of 5 or greater.				
4. Applies falls yellow wrist band.				
5. Enters "Falls Precautions" in Meditech.				
6. Keeps bed alarm on.				
7. Keeps bed in lowest position.				
8. Offers toileting every hour.				
People				
Professional nursing certification (specify certification(s))				
1. If certified, is mentoring one other nurse in achieving certification.				
2. Is studying for certification				

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