

NURSE OPINIONS SHAPE PEER REVIEW PROGRESS



Presented by the El Camino Hospital (ECH) Peer Review Committee

PURPOSE

To measure nurse perception of peer review as a means to map our progress toward crafting a sustainable peer review program at El Camino Hospital (ECH).

BACKGROUND

Peer review is an organized effort and principled approach in which the quality and safety of nursing care is assessed in comparison to established standards, and non-biased feedback is provided.

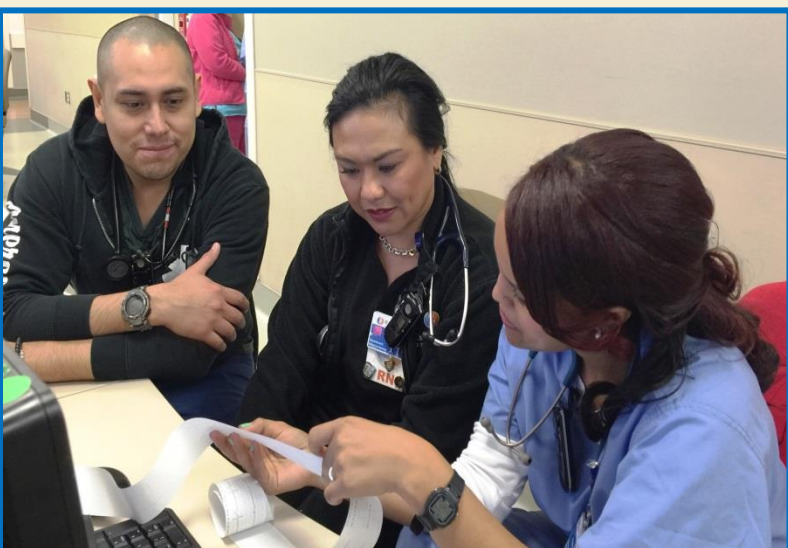
Peer Review is an integral part of the culture of all American Nurses Credentialing Center Magnet Hospitals because it can:

- Strengthen nurse autonomy
- Empower nurses to drive quality patient outcomes
- Strengthen group communication
- Help to maintain the integrity and self-governance of the nursing unit¹.

Nurses are responsible for developing criteria for evaluation of best practice and for using those criteria in both peer and self-assessments in order to safeguard patients and nurses².

A Peer Review Committee has been in place at ECH since 2012, introducing individual nurses to peer-to-peer review through education and skill-based exercises.

Nurse perceptions are a key measurement in crafting a sustainable peer review program at ECH.



METHODS

Data was obtained from nurses through two surveys, using a separate self-report survey for each of the inquiries.

- The first survey related to a specific peer reviewed **skill-based exercise**.
- The second related to nurses **general perception** of peer review being used on their work unit.

The surveys were drafted or reviewed by nurses participating on the Peer Review Committee.

Purposeful Rounding Skill-Based Exercise:

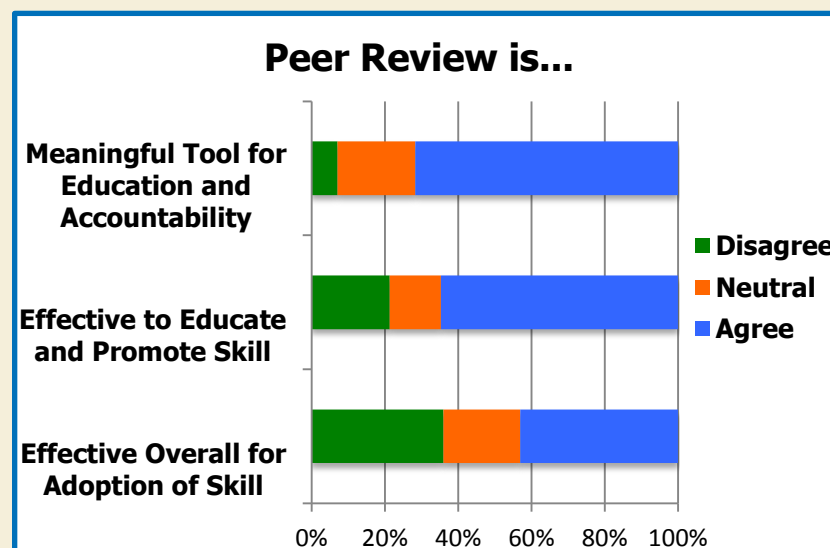
Conducted by a cohort of nurses specifically trained to **perform real-time peer observation and provide peer feedback**. The initiative was conducted in 5 medical surgical units and 2 critical care units.

The observation tool instructions were to:

- **Observe the RN perform standard work.**
- **Provide positive and constructive feedback to staff members.**

Nurses acting as peer observers were asked to rate certain aspects of the peer observation process using a five-point Likert scale with responses ranging from strongly agree to strongly disagree.

Three questions from the survey were selected to demonstrate nurse observers general perception of the peer review process. The survey return rate was 35%.

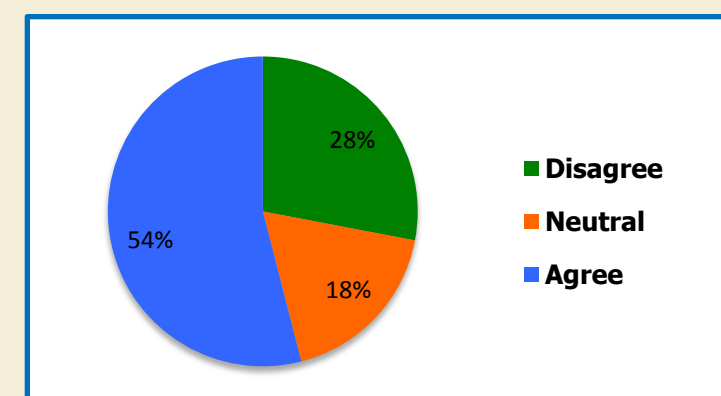


General Perception:

A question specifically related to peer review was included in a broader survey related to the quality of work life for nurses in non-management positions across the enterprise. Using a seven-point Likert scale, 354 nurses provided responses ranging from strongly agree to strongly disagree.

The question:

Peer review is actively used amongst staff?



RESULTS

- 71% agree or strongly agree peer review is a meaningful tool for education and accountability.
- 65% agree or strongly agree peer review is an effective way to educate and promote a skill.
- 43% agree or strongly agree peer review is effective overall for adoption of the skill (purposeful rounding).
- 54% believe peer review is actively used amongst staff.

IMPLICATIONS/CONCLUSIONS

- Nurses have responded positively to peer review as an effective method to educate, promote skill, and increase accountability for performance. Further data is needed to assess the effect of peer review on adoption of best practice skills.
- There is an opportunity to enhance our culture of quality and safety through a comprehensive peer review program. Continued input from direct care nurses is shaping future initiatives in this regard.

REFERENCES

1. Brooks, Olsen, Rieger-Kligys, and Mooney, 1995
2. American Nurses Association 2015 Code of Ethics

