

Title:

Nurse Opinion Helps Shape Peer Review

Patricia C. DeMellopine, MSN*Behavioral Health Services, El Camino Hospital, Mtn. View, CA, USA***Session Title:**

Leadership Poster Session 2

Keywords:

clinical leadership, nurse and peer review

References:

American Nurses Association. (2015) Code of ethics for nurses with interpretive statements. Washington, DC: American Nurses Publishing

George, V., & Haag-Heitman, B. (2015). Peer review in nursing: essential components of a model supporting safety and quality. *Journal of Nursing Administration*, 45, 398-403.

Haag-Heitman, B., & George, V. (2011). Peer review in nursing: principles for successful practice. Sudbury, MA: Jones & Bartlett Publishers

Abstract Summary:

Direct care nurses aim to provide the highest standard of patient care, using evidence-based practice delivered in the safest manner. Peer review is an essential tool in furtherance of this aim, and nurse opinions of peer review are a key measurement to consider when crafting a sustainable peer review program.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
The learner will be able verbalize the value of peer-to-peer review and peer feedback in a clinical setting.	Background and rationale for use of peer review and peer feedback will be provided in a visual format (poster).
The learner will be able to apply acquired knowledge in a work setting.	Example of a peer review process is provided along with nurse opinions about the experience.
The learner will be able to cite one example of a Magnet Certified Hospital that uses nurse opinion to shape its Peer Review Program.	The representative measurements are from a three-time ANCC Certified Magnet Hospital.

Abstract Text:

The direct care nurse aims to provide the highest standard of patient care, using evidence-based practice delivered in the safest manner. To achieve the highest standards nurses must routinely evaluate their own performance and participate in substantive peer review¹. 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^{3,4}. Nurses are responsible for developing criteria for evaluation of practice and for using those criteria in both peer and self-assessments. Nurses also have a responsibility to plan establish, implement, and evaluate review mechanisms, including peer review, in order to safeguard patients and nurses¹. Additionally, peer review is an expectation of the American Nurses Credentialing Center Magnet Recognition Program². As a mechanism, peer review relies heavily on nurse participation; therefore, nurse perceptions are a key measurement to map progress toward shaping an effective and sustainable peer review program.

Nurses at an ANCC certified community hospital developed criteria for evaluation of practice using the mechanism of peer review. From 2012 through 2015 a Peer Review Committee has implemented skill assessments through peer review and provided education on methods to provide peer-to-peer feedback in a real-time framework. Moving forward, the Committee desired input from nurses about their perception of peer review in order to shape next steps. Data was obtained from nurses currently employed at the hospital through two surveys. The first survey related to a cohort of nurses trained in peer review that observed their peers perform a skill set. Nurses responded positively to peer review as an effective method to educate, promote skill, and increase accountability for performance. However, only 44% agreed that peer review was overall effective for adoption of a new skill. The second survey was targeted at the less formal everyday use of peer review and peer feedback. Hospital-wide, nurses were asked if peer review is actively used amongst nurses on their work unit; more than half of nurses surveyed agreed. This measurement of nurse opinions tell us there is an opportunity to craft a comprehensive peer review program that is effective and sustainable, in which nurses are primed to participate.