Nurse-Led Peer Review Committee Promotes External Recognition of Nurses

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Disclosure

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Objectives

The learner will be able to:

1. Describe how to establish a peer review committee
2. Develop a process to promote external recognition for nurses
3. Recognize the significance of increasing nominations and awards as a measure to improve RN satisfaction and the work environment
Nurse-Led Peer Review Committee Promotes External Recognition of Nurses

**Purpose:**
- Provide support for external awards
- Promote a positive, professional nursing work environment that recognizes clinical nurses, nurse leaders, and nurse-led interdisciplinary teams directly for their practice
- Establish a structured peer review Nursing Nomination Advisory Committee (NNAC)
- Develop a process to increase the opportunity for recognition and enhance the image of nursing
Nurse-Led Peer Review Committee

Nursing Nomination Advisory Committee
• Subcommittee of one of our hospital-wide shared governance councils
• Membership includes 5-10 members from various clinical areas and roles
• Ad hoc meetings based on award nomination deadlines
• Works collaboratively through email, conference calls, and meetings as needed
Nurse-Led Peer Review Committee Process

1. Follow an established Policy and Procedure for this peer review process
2. Identify nursing and healthcare awards
   • Local, regional, national/international level
3. Increase awareness and advertise available awards
4. Streamline nomination criteria into one format
5. Send a call for nominations with an established deadline
Nurse-Led Peer Review Committee
Process cont’d

6. Ensure criteria have been met and provide:
   • Peer review and mentoring
   • Suggestions for edits or enhancements to nomination, if needed

7. Make a recommendation per each nomination:
   • Meets criteria
   • Meets criteria, with edits
   • Does not meet
Nurse-Led Peer Review Committee Process cont’d

8. Nominations that meet criteria are recommended for submission
9. Nominations are approved by CNO, when indicated
10. Author/nominator informed to proceed with submission
11. NNAC tracks and monitors award outcomes
12. NNAC honors finalists and winners through internal communication and through other external media outlets via Public Relations & Marketing
Outcomes: Number of Nominations & Finalist/Winners

Nominations = 64
Finalists / Winners = 27

<table>
<thead>
<tr>
<th>Year</th>
<th>Nominations</th>
<th>Finalists / Winners</th>
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<tbody>
<tr>
<td>2011</td>
<td>4</td>
<td>2</td>
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<tr>
<td>2012</td>
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<td>2014</td>
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<td>2</td>
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<tr>
<td>2015</td>
<td>8</td>
<td>7</td>
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<tr>
<td>2016</td>
<td>36</td>
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</tbody>
</table>
Outcomes: Relationship to RN Satisfaction Scores

2016 JSSR RN Satisfaction Survey Results

Mean Score

<table>
<thead>
<tr>
<th>Category</th>
<th>Hospital</th>
<th>NDNQI/Aggregate Mean</th>
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<tbody>
<tr>
<td>Job Enjoyment</td>
<td>4.32</td>
<td>4.1</td>
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<tr>
<td>Perceived Quality of Care</td>
<td>3.54</td>
<td>3.52</td>
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<tr>
<td>% Stay on Same Unit</td>
<td>0.77</td>
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<tr>
<td>Pay</td>
<td>4.07</td>
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<tr>
<td>Professional Status</td>
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<td>Autonomy</td>
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<td>Decision-Making</td>
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<tr>
<td>RN-MD Interactions</td>
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<td>Tasks</td>
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<td>NRG Administration</td>
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<td>NRG Management</td>
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<td>Prof Dev Opport</td>
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<td>4.44</td>
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<tr>
<td>Prof Dev Access</td>
<td>4.61</td>
<td>4.43</td>
</tr>
</tbody>
</table>
Local Recognition Example

Washingtonian Magazine

Excellence In Nursing Awards
Washingtonian recognizes and celebrates nurses in our community who go above and beyond the call of duty

By Washingtonian Staff on March 17, 2016

Beth Jarosz, MS, RN
Teresa Graves, MSN, RN
Tosin Oluwole, BSN, RN, CPN
Regional Recognition Example

Nurse.com GEM (Giving Excellence Meaning) Awards--- REGIONAL FINALIST

“Kathy motivates and supports nurses and teams interested in pursuing research projects and makes projects seem manageable. She skillfully combines her passion for caring for children and their families with nursing research. Kathy’s positive regard for nursing research makes her a natural role-model for nurses at all career levels interested in conducting research.

I truly appreciate the selflessness Kathy has demonstrated in her mentorship of me over the past year and can easily see how it has made a difference in my professional development.”

Kathy Patterson Kelly, PhD, RN, PCNS-BC, CPON
Education and Mentorship
The awards recognize the outstanding contributions of clinical nurses in one of the five Magnet Model® components. Each Magnet ® Institution may only nominate ONE nurse, and nominees must be a clinical nurse involved with direct patient care. June was recognized in the Empirical Outcomes category for her dedication and accomplishments in pediatric wound care nursing. June is Children’s National’s THIRD Magnet Nurse of the Year winner in FOUR years!
Questions?