

Elements of Peer Review

- **Peer Review is a consistent, evidence-based approach to help ensure the quality of nursing care through safe delivery of standards of care (Haag-Heitman & George, 2011).**



Elements of Peer Review

- **A peer is someone of the same rank.**
- **RNs in direct patient care on ACF will perform peer review for fellow RNs.**



Elements of Peer Review

- ▶ **Peer review is practice-focused.**
 - ▶ Peer review incorporates evidence-based nursing practice and quality and safety standards, with a focus on outcomes. For ACF we are focused on accountability in maintaining the quality patient care we provide everyday.



Elements of Peer Review

- ▶ **Feedback is timely, routine, and a continuous expectation.**
 - ▶ ACF will evaluate performance annually on the anniversary of hire. During that month, each RN will receive a self evaluation and an evaluation to hand to a peer of his/her choice. Leadership will choose a peer to evaluate performance and a short documentation evaluation will accompany this evaluation. These evaluations are timely and need to be returned within 7-10 days after they are issued.



Elements of Peer Review

- ▶ **Peer Review fosters a continuous learning culture of patient safety and best practice.**
- ▶ On ACF peer review will be done in the framework of a learning and just culture. A continuous learning culture helps create a common commitment to achieving and sustaining desired quality and safety outcomes.



Elements of Peer Review

- ▶ **Feedback is not anonymous.**
- ▶ Positive nurse relationships emerge from focused, skillful dialogue. Nurses on ACF have a duty to use respectful communication in the form of peer review with an open exchange of views to preserve practice integrity and safety.



Elements of Peer Review

- ▶ **Feedback incorporates the nurse's developmental stage.**
- ▶ Nursing practice develops along a novice-to-expert continuum. Participating in peer review can promote professional growth.



Process of Peer Review on ACF

- ▶ Each RN upon the anniversary month of their employment will receive a performance evaluation from Nursing Leadership.
- ▶ As a companion to the evaluation each RN will receive a short self evaluation along with a performance evaluation to give to a peer of their choosing.
- ▶ Nursing Leadership will choose a second peer to evaluate the RN with a performance evaluation form along with a short documentation review.
- ▶ All evaluations need to be turned back into Nursing Leadership within 7-10 days for timely review.
- ▶ All of these evaluations will help to form a complete picture of the RN's performance and more accurately improve their practice and care they provide.



Discussion

▀ Questions??



References

- ▀ American Nurses Association (ANA). Peer Review Guidelines. Kansas City, MO: ANA; 1988
- ▀ Haag-Heitman, B. & George, V. (2011). Nursing peer review: Principles and Practice. Retrieved from:
https://www.mghpcs.org/eed_portal/Documents/ProfDev/Nursing-Peer-Review-Article.pdf