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Content Expert(s) Departments of Nursing	Prior Issue Date 10/12/15	Issue Date 4/10/2016	

RATIONALE:

As a component of professional responsibility and action, all registered nurses will participate in the professional peer review process in order to improve patient care and outcomes through comparison of actual practice and established standards. There are two distinct objectives of peer review; nursing quality and RN performance.

REQUIREMENTS:

Registered Nurses at all levels shall participate in Peer Review Activities. Participation is defined as:

- ☐ Approved unit based peer review activities
- ☐ Professional Peer Performance Appraisal (mandatory for all RNs).

Participation in the following are encouraged:

- ☐ Attendance and participation on the Nursing Peer Review Council
- ☐ Attendance and participation in a Nursing Case Review
- ☐ Attendance and participation at a Nursing Peer Review Conference

Participation in peer review activities will be assessed and documented during the annual performance evaluation process under the "Personal/Professional Development competency (People and Systems).

Advancement on the professional nurse ladder, requires a clinical narrative or patient care conference which are nursing case reviews.

NURSING PEER REVIEW QUALITY PROGRAMS:

Examples of Peer Review opportunities for the Registered Nurse to participate in the Nursing Peer Review Process include but are not limited to:

- Unit/Department/Hospital Nursing Case Reviews
- Keystone Rounds
- Simulation activities with debriefing
- Protocol/practice compliance audits
- Quality/performance improvement initiatives
- Sentinel event/high priority reviews

Individual feedback will be provided. Each department manager will also maintain documentation of peer review outcomes.

Nursing Peer Review follows the guidelines outlined in the Corporate Safety and Performance Improvement Plan.

All records, data and knowledge collected for or by individuals, departments, committees or other entities operating under the direction of Corporate Safety and Performance Improvement Plan shall remain protected and confidential to the fullest extent as provided by law. All such records, data and knowledge shall be used only for the purposes for which the respective functions operate and shall not be public record.

PATIENT CARE – CORPORATE POLICIES

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NURSING CASE REVIEW

The guiding principles of the Nursing Case Review are as follows:

- Nursing care is complex and difficult.
- Errors are inevitable, but they serve as a tool to improve nursing skills and care.
- The goal of the review is not to criticize, but to profit by sharing and examining the experience.
- Information discussed is confidential and for peer review only.
- Patient and individual staff identifiers are not included in the nursing case review process
- Case Reviews are conducted at the unit, division, or hospital level in response to patient care incidences and issues.
- Action plans are developed and implemented in conjunction with the case review.

A Nursing Case Review Meeting may be held during the Professional Nurse Council meeting day with attendance by:

- PNC Representatives
- Directors of Nursing
- Nurse Managers
- Clinical Nurse Specialists
- Unit/Department RNs
- Invited Guests from other disciplines

The Director liaison to the Professional Nurse Council in collaboration with the PNC Chair and the Director of Accreditation and Quality selects cases for review and coordinates the Nursing Case Review Meeting. Potential cases for presentation are Sentinel Event Reviews, Quality Safety Reports (QSRs), Unit or Division Case Reviews and other incidents related to patient care relevant to nursing.

- Representatives from the unit/area where the incident occurred may present the case. If they are not the presenters the unit/area can remain confidential if requested, but open communication and sharing is encouraged.
- Presentations will include the events of the incident, and potential contributing factors
- Attendees will discuss and make recommendations for quality/process/system improvement and provide input into actions to be taken. A subcommittee may be formed to develop and implement process improvements as indicated or if not already determined through the Sentinel Event or High Priority Review process.
- Information related to the case reviews are to be disseminated through out nursing as Confidential Peer Review via unit staff meetings by PNC representatives and Nurse Managers, and PNC written updates.

PROFESSIONAL PEER PERFORMANCE APPRAISAL:

A Professional Peer Performance Appraisal will be utilized by nursing staff for professional development and goal setting. The process for this evaluation shall be as follows:

- Peer feedback evaluates competencies based on nursing standards of practice.
- The Performance Evaluation Multi-Rater format will be utilized during the annual process.

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<ul style="list-style-type: none">• Each nursing department staff member shall request one evaluation from a peer(s) who is familiar with the employee's work.• The unit/department manager shall request one evaluation from a peer who is familiar with the employee's work.• During the annual performance evaluation meeting, the RN and leader will review and discuss the feedback (peer & self).• The staff member will review/utilize the peer feedback when forming professional goals for the upcoming year.			

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