Peer Review

Constructive and Objective Feedback Contributing to Nurses’ Professional Development
Charge to the Task Force

- The HR Committee was charged to develop a Peer Evaluation form that could be used throughout nursing.
- The committee was to include staff nurses and leadership.
Purpose of Peer Review

- Peer Review allows professionals from the same practice area to provide honest feedback to peers regarding their practice.

- Peer review is a value added process allowing coworkers:
  - to evaluate strengths and identify opportunities for improvement, and
  - a means to enhance trust and team cohesiveness
Assumptions Supporting need for Peer Evaluations

Peers will evaluate for the following:

- Service Excellence behaviors
- Accuracy of patient assessments
- Attention to patient safety needs
- Skills at problem solving
- Ability to manage conflict
- Communication skills
- Effectiveness as a team member

Anticipated Benefits

- Improves nurse retention
- Increases nursing satisfaction with the workplace
- Further develops leadership behaviors
- Promotes quality care
- Supports Magnet which is recognition of excellence in nursing care


Guiding Principals for Tool Development

- To provide **safe competent** care
- To provide support for patients/families and other employees
- The individual will demonstrate professionalism in their communication and interactions
- The individual will treat all patients/families with dignity, respect and consideration (service leadership)
- The individual will offer constructive feedback and be open to feedback from others

The unit may identify unit specific questions for specific unit feedback (not to include in aggregate data)
Process to be used on Each Unit

- Evaluators will remain anonymous
- Staff in one role may evaluate staff in another role
- The NM will identify a minimum of 2 staff evaluators
- The staff will have 2 weeks to complete a peer evaluation online and submit
- The manager will collate information from Web Survey and share feedback during the annual evaluation
- Copies of the peer evaluation will be retained in the NM files