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Implementing a Peer Review Process

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Magnet Forces

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From the Nursing Shared Governance Council



When UC San Diego nurses began the magnet journey toward shared governance the concept of a nursing peer review process was incorporated into our organization's Nursing Philosophy. The goal was to establish and maintain a high standard for the quality of the care we provide. The American Nurses' Association defined peer review in Nursing in 1988 as 'the process by which practicing Registered Nurses systematically assess, monitor and make judgments about the quality of care provided by peers, as measured against professional standards of practice.'

The liver transplant and hepatology coordinators were among the first at UC San Diego Medical Center to begin to apply the concepts of peer review in their practice.

Purpose

Our goal was to establish a method to measure ongoing practice competency of advanced practice personnel. The peer review process enables advanced practice nurses to develop solutions to improve the existing practices and performance and fosters professional growth. It also identifies strengths and opportunities for improvement in patient care when compared with evidenced based standards of nursing practice. In establishing our Peer Review Meeting, we wanted to include as many advanced practice members in our liver transplant and Hepatology division.



Linda Soaft received her baccalaureate nursing degree from Central Connecticut State University in New Britain Connecticut . During her long career in nursing she has specialized in geriatric care and long term care at various facilities in Connecticut and then worked in cardiology and clinical research at Hartford Hospital in Hartford, Connecticut. She also, did training in case management and became a nurse case manager for several insurance groups, specializing in catastrophic case management, before moving to California in 1998. Linda began working at UCSD in 1999 in the UCSD managed care department as a case manager and a quality nurse analyst. She transferred to the inpatient case management department in 2001, working with a variety of teams, among them liver and kidney transplant.

Linda completed her MSN and NP program at the University of San Diego in 2006. She began her career as a Adult Nurse Practitioner in liver transplant and is a Certified Clinical Transplant Coordinator. Linda says " I am part of a wonderful multidisciplinary team of healthcare providers who provide compassionate and high quality care".



Therefore, our Peer Review group consists of transplant coordinators/nurse practitioners, a surgical nurse practitioner and physician assistant, two Hepatology nurse practitioners, a clinical nurse IV and a peer review advisor. Within our specialty we all have similar clinical competence.

Method

Several members of our team had attended Nursing Grand Rounds January 14, 2009 given by Judith Pfeiffer, PhD, RN, on "Peer Review ... an essential part of being a Professional Nurse". Her power point presentation was the stimulus for our embarking on this new peer review process. We felt by creating this forum for ourselves that we would be able to address our interest in improving our advanced nursing practice. Our first meeting was an open forum for discussion and very informal. The group began meeting monthly to establish guidelines for case presentations, and we decided to include professional standards of practice, review of evidenced based literature and UCSD policies and procedures. In Pfeiffer's presentation she

included the ANCC key characteristics of Magnet-recognized hospital which are known as the "Forces of Magnetism". Establishment of our guidelines is tailored to our practice setting and grounded in the core Magnet principles. In our journey for nursing excellence we are working to integrate evidenced based practice into our care delivery system.

Results

Each member takes responsibility for presenting a narrative summary of a case that they feel is an opportunity to improve clinical practice and patient safety. At the completion of the presentation our members discuss the case. Minutes are recorded of each individual case presentation summary with the inclusion of recommendations for an action plan and to provide appropriate feedback that is educational. The benefit will be a greater sense of support within our peer group. In addition we hope to improve team communication and collaborate with nursing staff to integrate our action plans. We realize in order for our group to be successful we must share our outcomes with the nursing staff and

Members of the Hepatology and Liver Transplant peer review group from left to right: Barbara Andrews, Doug Elmore, Katie Anderson, Eileen Chatfield, Linda Soaft, and Joanie Salotti.

to collaborate with other providers of care. Plans are underway for presenting a case at Nursing Grand Rounds.

Conclusions

Mutual respect for each other is strategic to improving practice issues and in improving patient care. It is important for each advanced practice nurse to define for themselves what peer review means for them. Implementation of this peer review framework will result in a stronger collaboration with our nursing and physician colleagues and better quality outcomes for our patient.

I would like to acknowledge the many contributions made by the other founding members of this Peer Review membership: Barbara Andrews NP, Lisa Richards, NP and Joanie Salotti, NP.