MGH Nursing Peer Review (NPR) Process – Staff Nurse

Nursing Peer Review (NPR) "is the process by which **practicing registered nurses** systematically assess, monitor, and make judgments, about the **quality of nursing care** provided **by peers** as measured against professional **standards of practice**" (American Nurses Association).

NPR supports nurse autonomy, self-regulation and enhances individual accountability for patient outcomes.

Select a Nurse Peer to Complete NPR	• Select 1 Staff Nurse colleague who observes peer's practice regularly

Focus NPR on a Theme	• Select a focus for NPR; 1 for Strength and 1 for Opportunity
	  ▪ Clinical Knowledge and Decision Making
	  ▪ Clinician Patient Relationship ▪Collaboration /Teamwork

Summarize One Strength	• Briefly summarize one strength on the NPR tool • Provide example to highlight strength, if applicable
Summarize One Practice Improvement Opportunity	• Briefly summarize one practice opportunity on the NPR tool • Provide example to highlight opportunity, if applicable
Peer Meets with Nurse Peer	• Peer meets with peer to provide feedback • Ensure both practice strength and opportunity are discussed
Submit NPR tool to Manager	• Provide completed NPR tool to Manager • Manager will store NPR tool • Manager will incorporate feedback into goals at least annually • Peer review should be ongoing-at a minimum once a year

Six Principles of NPR

(1) A peer is someone of the same rank, (2) Peer review is practice focused, (3) Feedback is timely, routine, & continuous, (4) Peer review fosters a learning culture of patient safety and best practice, (5) Feedback is not anonymous and (6) Feedback incorporates the developmental stage of the nurse (Haag-Heitman & George).