It Takes Brains, Heart, & Courage: Using Nursing Peer Review to Foster Professional Practice and Accountability in a Rural Community Hospital

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Program Goals:
• Describe the benefits and process of incident-based nursing peer review using case studies
• Discuss the outcomes of implementing an educational process for analyzing adverse events involving nurses.

Introduction and Background
■ A rural community hospital
■ Nursing and medicine practice environment

A Nursing Vision Evolves
■ Movement towards self-governance
■ Nursing Quality Outcomes Committee – membership
  - A challenge was undertaken January 2006

Forging into New Territory
■ Developing of nursing peer review (NPR) process
■ Learning process

Framework of Incident-based NPR
■ Educational
■ Committee membership
■ Indicators & referral sources
■ Confidential process
■ Basis: ANA Scope & Standards of Practice, Code of Ethics for Nurses, & Just Culture principles
■ Examination of incident per medical record review
■ Presentation to NPR - a caring forum
■ Scoring of incident & practice recommendations
■ Accountability & follow up

Outcomes
■ Outcomes were immediate and on-going
  - Peer review experience – committee members
  - Peer review experience - presenting nurse
  - Identified and immediately addressed policy & procedure issues
  - Improved nurse/physician relationships
- Supports continuous learning of staff nurses
- NPR presence on hospital quality map

**Data Analysis and Impact**
- Reported monthly to nursing leadership
- Reported quarterly to hospital quality committees & board
- NPR committee and data examination

**Future Endeavors**
- 2013- addition of a “second victim” support program
- Strengthening of process, and policy
References


Outcome Engineering (2008). *Just culture.* Plano, TX: Outcome Engineering, LLC.