Assessing RN-to-RN Peer Review on Clinical Units

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• Instrument adapted with permission from
  • Linda Hughes (1998) Peer Group Caring Interaction Scale

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Peer Review is *NOT* the same as annual evaluation

**Peer Review is…**

collegial communication about the quality of nursing care among nurses who work together.
Assessing RN-to-RN Peer Review on Clinical Units
Nurse Characteristics & Research Methods

**Sample**  
- n=541 (38% response rate)  
  - Mean Age = 43  
  - 65% Bachelor’s degree in nursing  
  - 54% Caucasian / 27% Filipino  
  - Years of experience: 34% >20 yrs as nurse, 20% <6 yrs as nurse  
  - Mean yrs. on current unit: 8 years

**Methods**  
- cross-sectional survey  
  - Modified Hughes *Peer Group Caring Interaction Scale*  
    - Changed from: “students at this school”  
    - To: “nurses on my unit”  
  - 3 additional open-ended questions  
  - Also, comment boxes on each page of questions
Results

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• RNs with BSN were more likely (than Master’s, Associate, or Diploma prepared nurses) to agree with statement:

  *RNs on my unit think it should be left up to the nurse manager(s) to work with RNs who need extra help related to patient care*
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  *RNs on my unit think it should be left up to the nurse manager(s) to work with RNs who need extra help related to patient care.*

• More Filipino nurses than Caucasian or Latino agreed:
  
  *RNs on my unit help each other by sharing information sources, research articles or evidence related to our patient care.*
Barriers to Peer Review
-- from open-ended questions & comments

1. Lack of clarity about what constitutes peer review
2. Fear of peer retribution
3. Language and cultural differences
4. Lack of respect and professionalism
What can we do to improve peer review?

- Clear definition, broadly disseminated and actively supported throughout the organizational climate.

  - *Professional* communication
    - Teach what it looks like
    - Expect it as part of normal skill set

- Assess and train further where needed
Defining the Elements of Peer Review

• *Peer* means **at the same level**
  (no hierarchical relationship)
Elements of Peer Review

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- **Focus is on the work**
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• *Peer* means at the same level (no hierarchical relationship)
• Focus is on the work
• **Not confrontational** – it’s collegial
Elements of Peer Review

- *Peer* means at the same level (no hierarchical relationship)
- Focus is on the work
- Not confrontational
- **Not anonymous**
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- **Tone is professional**
Elements of Peer Review

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- Not confrontational
- Not anonymous
- Tone is professional
- **Purpose** = assist each other to assure excellent patient care
References

