

Peer Group Activities

Peer Groups are groups of similar people who come together on a regular basis to engage in professional discussions and activities. Members may or may not be from the same professional background or work in similar settings and there are advantages and disadvantages to how groups are established and who attends. However the most important factor is that the group is relatively small in order for everyone to participate and gain the most benefit.

Peer Group activities are essentially professional development and quality improvement activities and as such, participating in robust peer groups can assist nurses to demonstrate achievement of the required professional development hours for their Annual Practising Certificates.

Activities that might be undertaken include;

- **Peer Group Supervision**
Peer Group Supervision is an effective form of leaderless peer group counselling. Participants confer with one another by reciprocating key topics of their professional everyday lives, in order to provide solutions for difficult situations with colleagues or customers. The participants learn better ways to manage professional problems and reduce stress.
- **Clinical Case Review**
Clinical Case Review provides a comprehensive review and critical analysis of a specific clinical case and related process. This provides a mechanism for continuous quality improvement in clinical care through drawing on the contribution and expertise of colleagues.
- **Journal club**
The general purpose of a journal club is to facilitate the review of a specific research study and to discuss implications of the study for clinical practice. A journal club has been defined as an educational meeting in which a group of individuals discuss current articles, providing a forum for a collective effort to keep up with the literature.

- Professional development i.e. “in-service” type learning
- Guest speakers
- Debriefing
- Support
- Topical / professional discussions

Each Peer group should determine what activities or range of activities will be undertaken, however the focus should always be on mutual learning and support within a context of practice and professional improvement/development.

It is critical that the group establish the “ground rules” at the beginning. These should include the following important points and each member should be aware of their responsibilities.

1. Confidentiality for both patient and group member’s information, comments and discussions.
2. Respect toward each member and acknowledgment that all members have a right to be full and equal participants.
3. How and when new members might join the group in the future.
4. How the group will coordinate meetings and record minutes.

Peer Group activities should be recorded to capture the essential learning points, however it is important to consider what level of detail will be recorded, as patient and group member confidentiality must be maintained at all times. It is possible to capture general information and the outcome of discussions in a manner that reflects the practice and professional learning without compromising individual anonymity. A key component of peer group activities is the process of reflective practice where members identify their learnings or practice points. A good method to capture these is to close each meeting with members articulating their key learnings and recording this in the minutes.

The attached Minutes Template might be useful to record meetings then provide a copy to each group member.

The New Zealand Nurses Organisation recognises supervision as a critical component of nursing and midwifery practice and believes supervision should be available for all nurses and midwives. Further information and guidance on supervision is available from their fact sheet. (NZNO, 2015, Supervision) http://www.nzno.org.nz/resources/nzno_publications



Peer Group Minutes

Meeting Date:

Members Present:

Topics	Key Learning Points

NZNO Practice Guideline:

Peer Group Activities

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Mission statement

NZNO is committed to the representation of members and the promotion of nursing and midwifery. NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all peoples of Aotearoa/ New Zealand through participation in health and social policy development.