Executive Summary
Just Culture - Physician Peer Review

January 2015

Introduction
Starting in January 2015 training for the new Peer Review Just Culture tool will begin with an implementation date of March 1st, 2015. During this time you will be receiving education and communication materials through live meetings, video materials, tip sheets, e-mails and the physician newsletter. Each facility will have a facility implementation lead(s) that will assist in coordinating the education and training before March 1st as well as any additional training that is needed after the implementation date has occurred.

Background/Purpose
What is Just Culture?
Health care is a complex business. Bedside care providers must tend to the safety, dignity, privacy, comfort and medical needs of patients -- all within an ever-changing environment of care. To take the next steps, Banner Health is focusing on patient safety by creating an open and just and learning environment by using Just Culture principles. Just Culture principles align with our Mission, Vision, Values and Core Behaviors by:

- Proactively managing risks and behavioral choices while ensuring accountability
- Designing safe systems
- Responding in a fair and consistent manner to adverse events and the people who are involved in them
- Learning through transparent dialogue about risks and safety expectations.

Why is it important?
A safe environment encourages reporting of mistakes and hazards, which help us learn how to provide better, safer care. Knowing that we will be managed and treated fairly when we make a mistake or are involved in an adverse event is essential to creating this safe environment in all we do

Outcome
The objectives for creating a Just Culture Peer Review Process are to:

- Enhance the process of peer review as a performance improvement tool by integrating the Just Culture methodology into the workflow, scoring and identification of peer review actions
- Improve the reliability of peer review by standardizing the process of peer review by integrating the Just Culture methodology
- Create a peer review process that is perceived as fair and just

For additional details and resources, please contact your MedStaff Services department.

Sincerely,

Michael O’Connor, MD
Peer Review Council Chair