

ATTENDING STAFF ASSOCIATION

(ASA policy 541: Credentialing Process) *Attachment C*

Peer References – Requirements

According to the Joint Commission standards, the medical staff must use peer recommendations in its consideration of recommendations for appointment and initial granting of privileges.

Peer recommendations should include evaluation of the applicant’s medical/clinical knowledge, technical and clinical skills, clinical judgment, communication skills, interpersonal skills, and professionalism. Peer recommendations are obtained from a practitioner in the same professional discipline as the applicant with personal knowledge of the applicant’s ability to practice.

The following are appropriate sources for peer recommendations:

- An organization performance improvement committee, the majority of whose members are the applicant’s peers.
- Reference(s), written documentation about the applicant from a peer (practitioner in the same professional discipline as the applicant) who has personal knowledge of the applicant.
- A department or major clinical service chairperson, chiefs, program directors who are peers; or
- The Medical Executive Committee

References for Physicians

- ✓ Initial Appointments
(three are required)
- ✓ Reappointments
(three are required)

Peer References must include the following:

- Peers must provide the capacity in which the applicant is known. These letters should not be friends or relatives in practice.
- Must answer “Yes” to attestation to confirm that he/she has personally observed the applicant’s clinical performance and competency within the past 2 years.
- The recommendation letter must be based on close observation and not general impression.
- For recent graduates, one reference must be from the applicant’s program director.

NOTE: Your letters will not be accepted if the requirements are not met and the applicant’s application will be considered incomplete.

References for Allied Health Professional

- ✓ Initial Appointments
(three are required)
- ✓ Reappointments
(three are required)

Peer references must include the following:

- Peers must provide the capacity in which the applicant is known. These letters should not be friends or relatives in practice.
- Must answer “Yes” to attestation to confirm that he/she has personally observed the applicant’s clinical performance and competency within the past 2 years.
- The recommendation letter must be based on close observation and not general impression.
- At least one reference should be from a physician or current or most recent clinical supervisor from LAC+USC or other institution.

Who may be a peer? A peer is someone from the same discipline with essentially equal qualifications. For example, a nurse practitioner’s peer reference would ideally come from another nurse practitioner who is familiar with the individual’s actual performance, either from within the same organization or outside the organization. However, in situations where there is no allied health professionals who could provide a peer reference it is acceptable for a physician or D.O. with essentially equal qualifications, who is familiar with the allied health practitioner’s performance, to provide reference. For example, an anesthesiologist could provide a reference for a nurse anesthetist, and a psychiatrist could provide a reference for a psychologist, etc..

NOTE: Your letters will not be accepted if the requirements are not met and the applicant’s application will be considered incomplete.