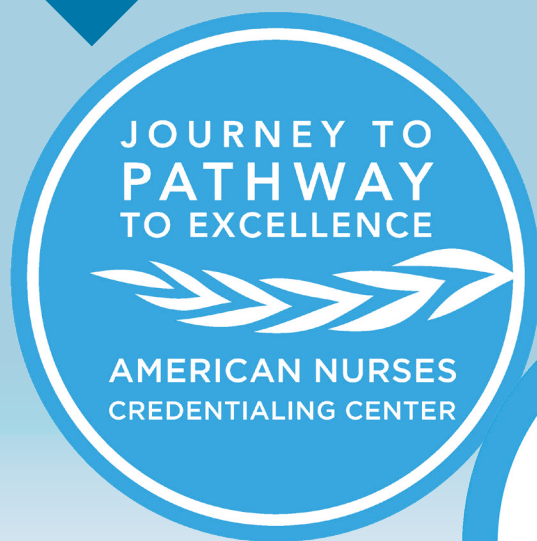


Pathway to Excellence®



What is Pathway to Excellence®?

The Pathway to Excellence program is recognised globally as enabling nursing and midwifery excellence, instilling a strong sense of professional pride and offers proven strategies to help ensure that the care that we deliver to our patients is of the highest standards.

Achieving Pathway to Excellence® designation will demonstrate our commitment to creating an environment where our staff can excel, that we are committed to continuous improvement, that we value and listen to feedback and that we provide safe and excellent standards of care for our patients and community.

The framework consists of six key standards within nursing and midwifery which are fundamental to creating a positive practice environment.

The Six Standards

- **Shared Decision Making** - Creating a culture of collective ownership, where staff are empowered to have a voice and be directly involved in the decision making process.
- **Leadership** - Ensuring your leaders are visible and accessible as well as promoting leadership development opportunities for our leaders of the future.
- **Safety** - It is imperative the organisation protects the safety and well-being of our nurses, midwives, staff, and patients through safety policies and processes.
- **Quality** - Focusing on continuous improvement, with Quality initiatives being developed through interprofessional collaboration and benchmarking.
- **Wellbeing** - Staff well-being and resilience is key, essential that staff are provided meaningful support, and that we foster a positive culture of recognition, appreciation and celebration.
- **Professional Development** - Recognising the importance of staff induction, professional development and lifelong learning to enable the delivery of safe and effective patient care.

What does this mean for me?

- Empowering staff to have a voice
- Increased autonomy and ownership of your role
- Encouraging creativity and innovation in the clinical areas.
- Improved collaborative multi-disciplinary working
- Visible and accessible leaders at every level
- Opportunities for further Leadership Development and coaching
- Improved staff retention, reduced turnover of staff
- Increased quality of care
- Improved patient outcomes
- Work in a positive environment that enables you to flourish and excel
- Improved work-life balance and wellbeing
- Professional development and lifelong learning
- Increased Training and Development Opportunities

Application Process

- **Self-assessment Survey** - We conducted two surveys between 2020-21 across all CMGs
- **Gap Analysis** - Analysing the surveys alongside the NHS Staff Survey, we have identified gaps to improve upon and have setup a dedicated Steering Group to guide these improvements
- **Organisational Demographic Form** - We must provide the ANCC with an overview of our workforce prior to commencing our journey.
- **Collect and submit Evidence on the six Standards** - We must demonstrate that we have successfully embedded the six practice standards. Each Standard has 'Elements of Performance' (EOPs) which describe essential elements concepts that must be in place. Our Standard Leads will be coming out to each area to hear your examples of excellence and if your experiences reflect the presence of the Pathway Standards.
- **Pathway Survey** - An anonymous online survey will be launched for 21 days following successful submission of the evidence. 60% of all eligible nurses and midwives will be required to pass this, with 75% of those agreeing or strongly agreeing with 21 out of 28 of the questions.
- **Designation** - If successful with all of the above, we will be notified ~8 weeks post survey closing of designation.

What opportunities are there for you?

- Pathway Ambassadors - Coming soon! A development opportunity to participate in successfully designating at UHL.
- Join or start a Shared Decision Making Council in your area -> To find out more, visit INsite or email the SDM Lead:
 - Matt.kendall@uhl-tr.nhs.uk
- Access the Leadership Faculty Portfolio for Bands 5-8 -> To find out more, contact:
 - Emma.johns@uhl-tr.nhs.uk
 - Heather.j.leatham@uhl-tr.nhs.uk
- Get involved in Assessment & Accreditation in your local area and strive for the prestigious 'Caring at its Best' Blue status.
- Become a Health & Wellbeing Ambassador - To find out more, contact:
 - Linsey.milnes@uhl-tr.nhs.uk
 - Gemma.ablewhite@uhl-tr.nhs.uk
- Check out the Professional Development Prospectus and CPD Opportunities by searching 'Prospectus' on INsite.
- Career Coaching available through the UHL School of Nursing & Midwifery Practice, contact:
 - centreforclinicalpractice@uhl-tr.nhs.uk
- Become a Professional Nurse Advocate (PNA) - to find out more, contact:
 - Susan.l.burton@uhl-tr.nhs.uk
- Take on a Link-role with one of the Harm Free Care teams and champion Patient Safety in your area


For more information on any of the above opportunities or to speak to a member of the Pathway to Excellence Team, please email:

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