

Meeting title:	Trust Board				
Date of the meeting:	11 th July 2024				
Title:	Briefing paper on Pathway to Excellence ®				
Report presented by:	Julie Hogg Chief Nurse				
Report written by:	Sue Burton Deputy Chief Nurse / Pathway Programme Director Judith Spiers Head of Nursing Excellence				
Action – this paper is for:	Decision/Approval		Assurance		Update x
Where this report has been discussed previously					

<p>Acronyms used: ANCC – American Nursing Credentialling Centre NMAHPC – Nursing, Midwifery and Allied Health Professional Committee</p>
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Purpose of the Report

This is a briefing paper to update the executive and non-executive directors on the Pathway to Excellence ® journey at UHL. The programme centres on providing the very best practice environment to support the provision of high quality patient care.

Recommendation

The board are asked to receive the update on Pathway to Excellence ®

Main report detail

The Pathway to Excellence ® team at UHL are delighted to share the wonderful news that Glenfield Hospital was designated as a Pathway to Excellence ® site on 14th June 2024 by the American Nurses Credentialing Centre (ANCC). UHL is only the 7th Trust in the UK to receive this prestigious accolade.

The pre-intent journey commenced in February 2023 and over the last year the Pathway to Excellence ® Team have rolled out Pathway to Excellence® across the trust with a primary focus on Glenfield Hospital. Glenfield Hospital is the first of the UHL sites to formally achieve Pathway to Excellence ® designation. The decision to apply in a site-by-site approach and to commence with Glenfield was made via the NMAHPC via an options appraisal process. The pathway team was recruited to support this initiative. The role of the pathway team is to be visible and accessible, to educate staff about Pathway to Excellence ® and the six standards and support the organisation in creating a positive practice environment.

For organisations to achieve Pathway to Excellence ® designation they must firstly submit documented evidence of the organisation embedding the 6 Pathway Standards for review. This evidence was submitted in February '24 in the form of a 700-page document with information to support the achievement of the ANCCs request of Elements of Performance (EOPs). Once the EOPs and document were assessed and approved the second stage of assessment was for the ANCC to undertake a survey allowing all registered nurses and registered nursing associates to share their views on how Pathway to Excellence ® had been embedded in the organisation.

Although Pathway to Excellence ® is focused on nurses, the team have been inclusive of other staff groups and acknowledged the creation of a positive practice environment must involve the whole team. To support this, the team devised a survey for all other staff groups to run concurrently with the ANCC survey. The themes from both surveys are currently being collaborated and will be fed back to relevant leads and teams across the Trust. The intention is to triangulate the common staff themes with the results and associated themes from the staff survey.

Results from ANCC survey

	WE NEEDED	WE ACHIEVED
SURVEY TOTAL	60% of eligible respondents to complete the survey Total eligible: 1224	Total respondents: 1079 (88%)
	Number of survey items great than or equal to 75% Favourable (out of 28 questions)	27 (missed out by 1% on 1 question!)
	Number of survey items greater than or equal to 50% Favourable (out of 28 questions)	28

A celebration event to acknowledge our designation will be held on 12th July in the Secret Garden at Glenfield Hospital. In addition, sponsorship is being sought for some colleagues to be able to attend the ANCC National Conference in the Autumn where the designation will be celebrated.

The next steps for the Pathway the Excellence ® journey at UHL is to apply for designation for Leicester General Hospital (LGH) for early 2025. There are also plans to apply focus and support to the Children’s Hospital at LRI with an intention to apply for accreditation after the LGH.

Throughout the application and journey, the Pathway to Excellence team ® have worked closely with Northampton General Hospital Pathway to Excellence ® team as they are also an ANCC designated site. The intention is to strengthen this collaboration as the journeys across both organisations progress.