



**Centre for
Care
Excellence**

Welcome To Inspiring Excellence



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@CFCExcellence

Defining Excellence - The NHSE Excellence Programme

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Nursing and Midwifery Excellence – The National Ambition

Shared Governance: Collective Leadership Programme

- Launched in 2019 to 2023
- Local accreditation, Shared Professional Decision-Making and a shared learning approach
- Pilot cohort of 14 organisations supported by NHSE to apply for Pathway to Excellence® designation

CNO Strategic Approach

- Safe, high quality, person-centred care
- Core principles of excellence and diversity

The CNO Excellence Programme

- Launched in 2023, aims to:
- Support an improved understanding of ‘excellence’ approaches by developing an emerging evidence base
- Design and deliver resources which encourage the development of positive practice environments



Creating a Culture for Excellence Across the Midlands



England
Midlands



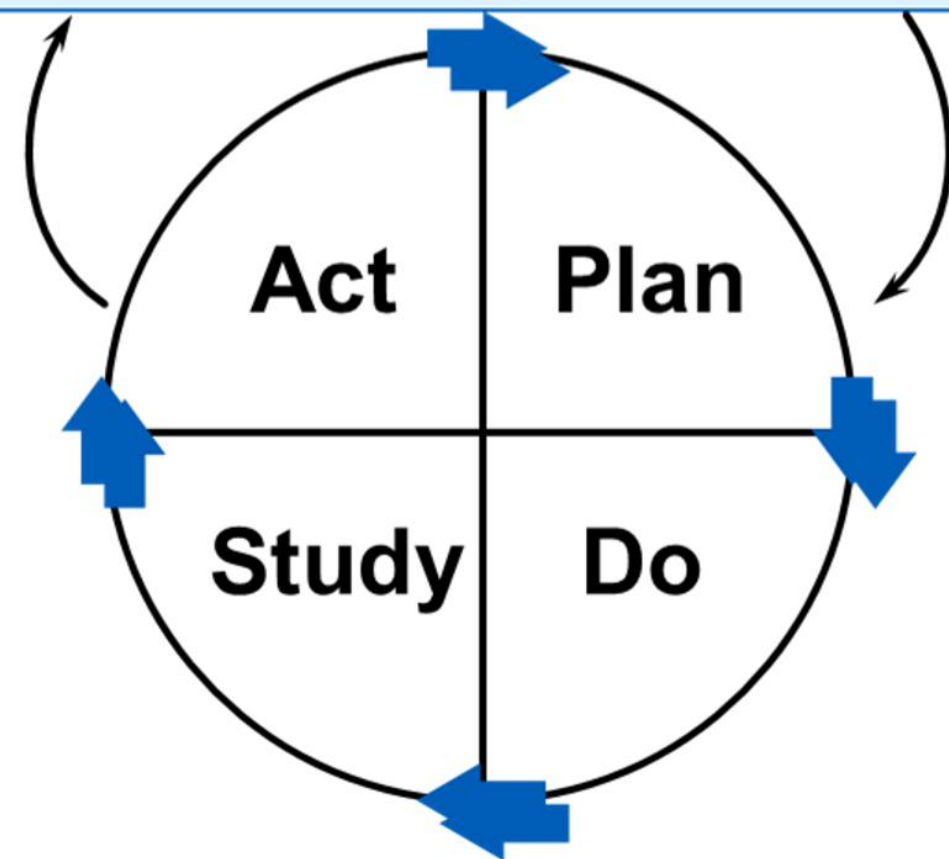
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Midlands Nursing and Midwifery Journey

What are we trying to accomplish?

How will we know that our change is an improvement?

What changes can we make that will result in the improvement we seek?



Pre-launch & Network

- 11 systems
- Previously acute focus
- Scoped activity relating to Excellence across the Midlands
- Aspiration for culture shift from incidents and failings to learning from Excellence
- Pre-launch with ICB and Provide CNO/DoNs
- Bi-monthly Network meetings
- System SRO's
- System level steering groups

Midlands Six pillars

- 1) Local accreditation Programme
- 2) SDMCs/ shared governance
- 3) Meaningful recognition
- 4) Distributed Leadership/Leadership at all levels
- 5) Continuous Improvement Methodologies
- 6) Research and Innovation

Additional funding expansion programmes

- 1) Research and Evaluation
- 2) Regional Dashboard
- 3) Pre-intent alternative setting
- 4) National CoP

Embedding & Sustaining Excellence at UHCW



Putting Patients First
Empowering Our Staff
Delivering Safer Care

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Professional Strategy
for Excellence:
Nursing, Midwifery, and
Allied Health
Professionals

2023 - 2026



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Celebrating Success for Excellence



The DEFiNe Study

Determining Excellence Factors in Nursing and Midwifery

Team Members (in alphabetical order):

Nicolas Aldridge – Lead Nurse, Research and Development

Lisa Dunn – Pathway to Excellence Facilitator Lead

Michelle Hartanto – Research Fellow

Liz Lees-Deutsch – Professor for Nursing Practice

Gishi Sashidharan – Research Fellow

Acknowledgments:

Tracey Brigstock - Chief Nursing Officer, UHCW NHS

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England Midlands

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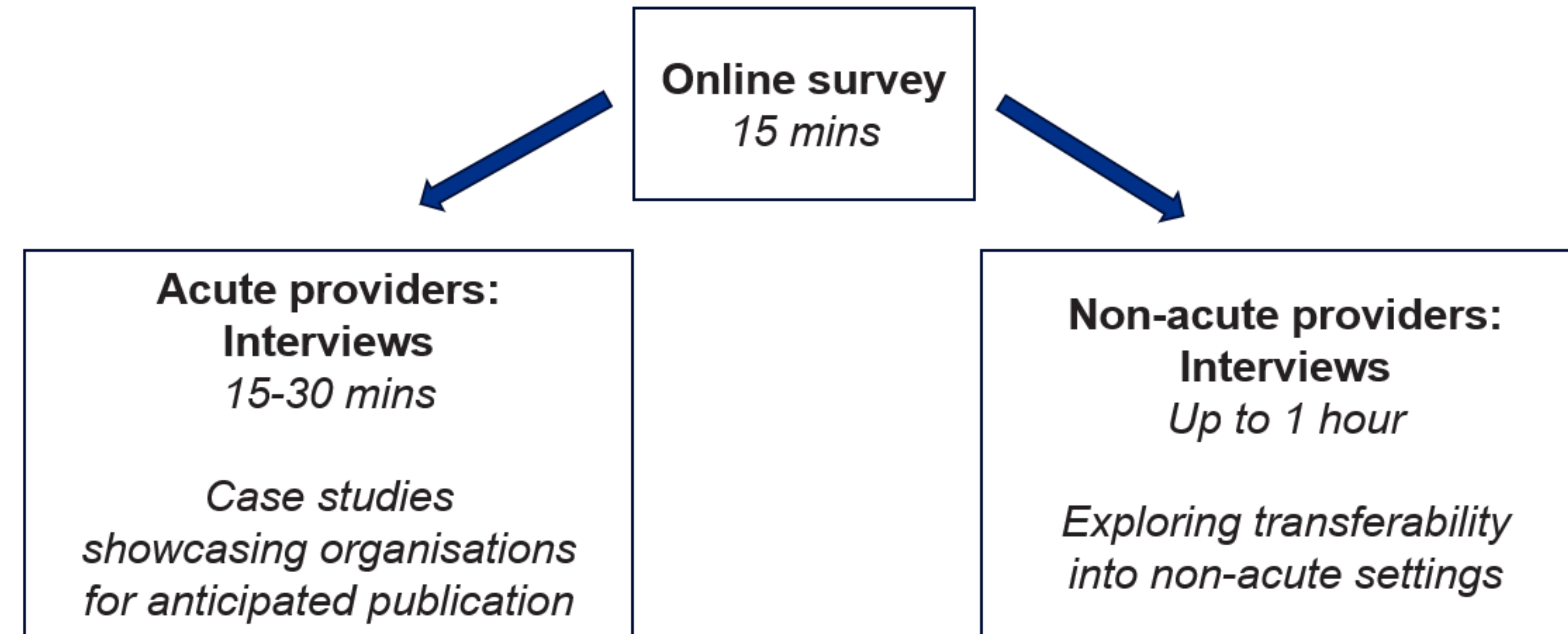
Research, Case Studies & Evaluation

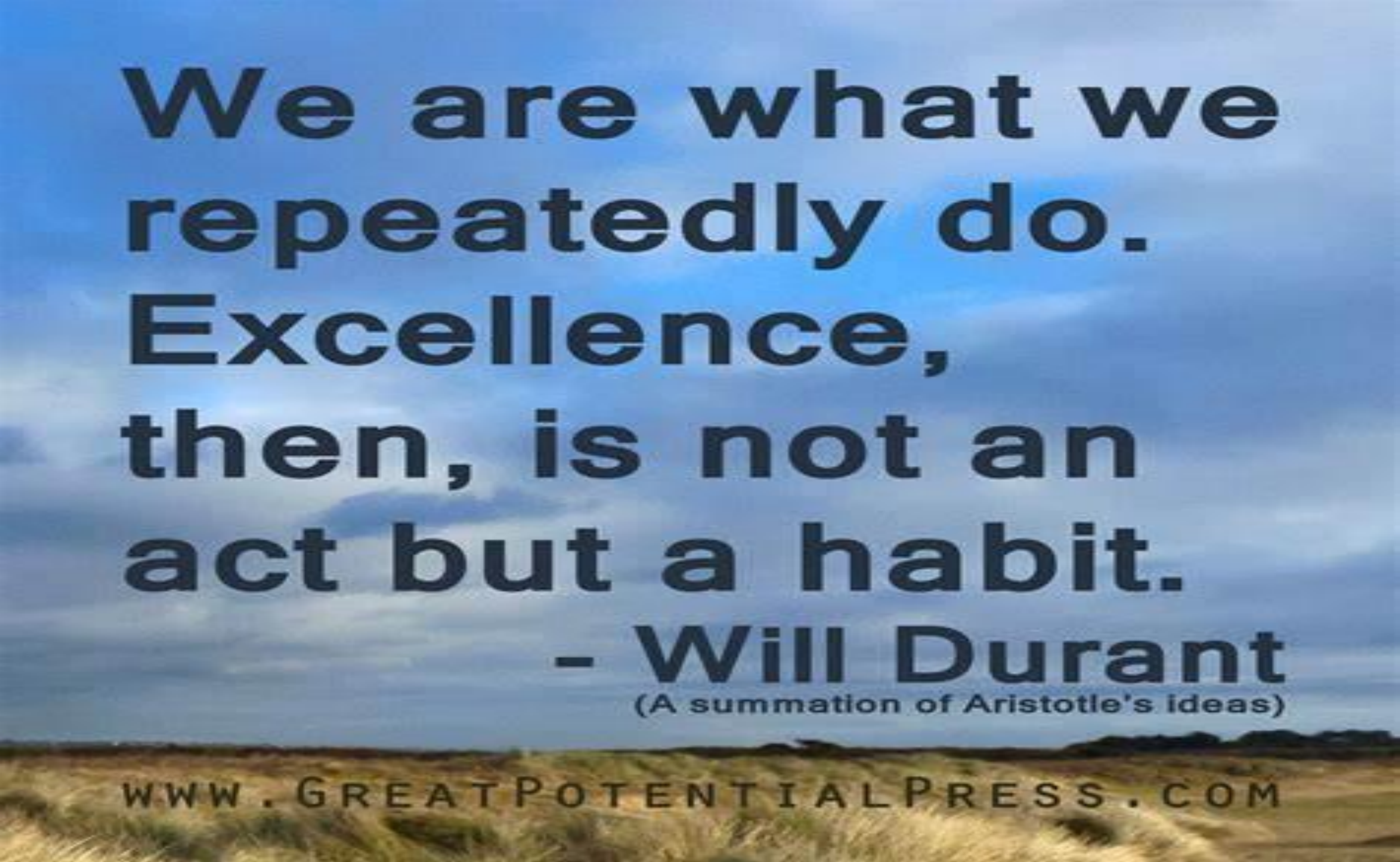
Working in partnership with NHSE and the Centre for Care Excellence to evaluate:

1. What is Excellence?
2. What does this look like?
3. How is excellence transferable into non-acute settings?
4. How is Excellence measured? How does it impact outcomes?

Appointment of two Research Fellows for Nursing and Midwifery Excellence to lead this academic evaluation:

- Development and co-design
- Evaluation outline
- Theoretical model: COM-B
- Literature review and interviews completed
- Next steps and intended outcomes





**We are what we
repeatedly do.
Excellence,
then, is not an
act but a habit.**

- Will Durant
(A summation of Aristotle's ideas)

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