

# **ACCEnD Aspirant Cancer Career and Education Development programme**

Developing an aspirant cancer career and education development programme  
for nursing and allied health professionals

## **Key drivers for developing the nursing and allied health professional cancer workforce**

- Cancer Nursing on the line (Macmillan Cancer Support 2021)
- The WHO report on Cancer (2020)
- Exploring the Role of Allied Health Professionals in the Care of People Affected by Cancer: The Patient and Practitioner Voices project (HEE 2019)
- NHS Interim People Plan (DH 2019)
- NHS Long Term Plan (DH, 2019)
- EONS Cancer Nursing Education Framework (EONS 2018)
- Cancer nursing workforce in England report (Macmillan Cancer Support 2017)
- Thinking Differently Report (Macmillan Cancer Support 2017)
- Voices from the frontline report (Macmillan Cancer Support 2017)
- Addressing the gap (Macmillan Cancer Support 2020) highlighting the need for growing the specialist cancer nursing workforce
- AHPs into action (NHS England 2017)

## A major priority

Cancer will affect 1 in 2 of us, is the most common cause of death and is on the increase with the number of people living with a cancer diagnosis in the UK set to double from more than 2 million in 2010 to 4 million by 2030

**Never has there been a greater need nor a greater priority for developing the cancer workforce ....**

## A major priority

- AHPs make up the third largest professional group in the NHS workforce and as such, they make a significant contribution to the care of people affected by cancer. Need to:
  - raise public and professional awareness of AHP roles across the entire cancer care pathway
  - stimulate interest in AHP careers and help expand the AHP training pipeline
  - inspire existing AHPs to develop the knowledge, skills and behaviours (competencies) required deliver high quality care for people affected by cancer
  - inspire local NHS service leaders to consider further how AHP roles and multidisciplinary teamworking can help meet the needs and expectations of an increasing number of people being diagnosed with and surviving cancer.
- Focus on nursing and allied health professionals for advanced clinical practice roles in cancer care' (*Strategic framework for cancer workforce, 2018: HEE Multi-professional Framework for Advanced Clinical Practice 2017*)
- Better access to education and development on cancer care for nursing and allied health professionals who provide cancer care in non-specialist settings

# Introduction

**NHS Cancer Workforce plan (DHSC 2017) and the Long-Term Plan (DH 2019) stated that the NHS would take immediate/ongoing action to support:**

- The lack of one nationally agreed competency and skills framework for cancer nurses and allied health professionals
- No competency and skills framework specifically for CNS's
- The absence of a defined route for a nurse or AHP to have a career in cancer nursing (2)
- There should be a stronger focus on succession planning for specialist cancer nurses and allied health professionals
- Clear and structured career pathway from pre-registration nurse and allied health professionals through to registered, enhanced, advanced, consultant and strategic leadership.
- **In 2021 these issues remain and require urgent action**

# Overall purpose of ACCEnD

Commencing Autumn 2021 provide guidance and direction on the knowledge, skills and capabilities required by all nurses and allied health professionals who care for people affected by cancer in generalist and specialist cancer services and roles as part of multi-professional teams across the four UK nations. Outputs planned to be completed by 2024.

*The ACCEnD programme will seek to address and provide solutions to key issues that challenge the cancer workforce both now and into the future.*

# Aims of ACCEnD

Using a national collaborative approach, ACCEnD aims to:

1. Attract Registered Nurses and Allied Health Professionals into a career in cancer care to secure the future specialist workforce
2. Develop and promote a nationally agreed, multi-level education framework and career pathway for those nursing and allied health professionals aspiring to work at all levels in specialist cancer roles/services;
3. Use the agreed career pathway and education framework from (2) to ensure the future and existing workforce delivering general and specialist cancer care have access to relevant pre and post-registration education, learning and development opportunities which enable practitioners to achieve the underpinning knowledge, skills and competencies required for their role/service, wellbeing and career aspirations, and enable employers to deliver high quality services to people affected by cancer, support workforce transformation and the health and wellbeing of staff

# Aims of ACCEnD

4. Enable all nursing and allied health professionals to evidence their knowledge, skills and capabilities in a national digital portfolio
5. Promote the agreed career pathway and education framework from (2) and the range of pre and post-registration education, workplace-based and e-learning development opportunities through the creation of national e-lfh cancer hub.

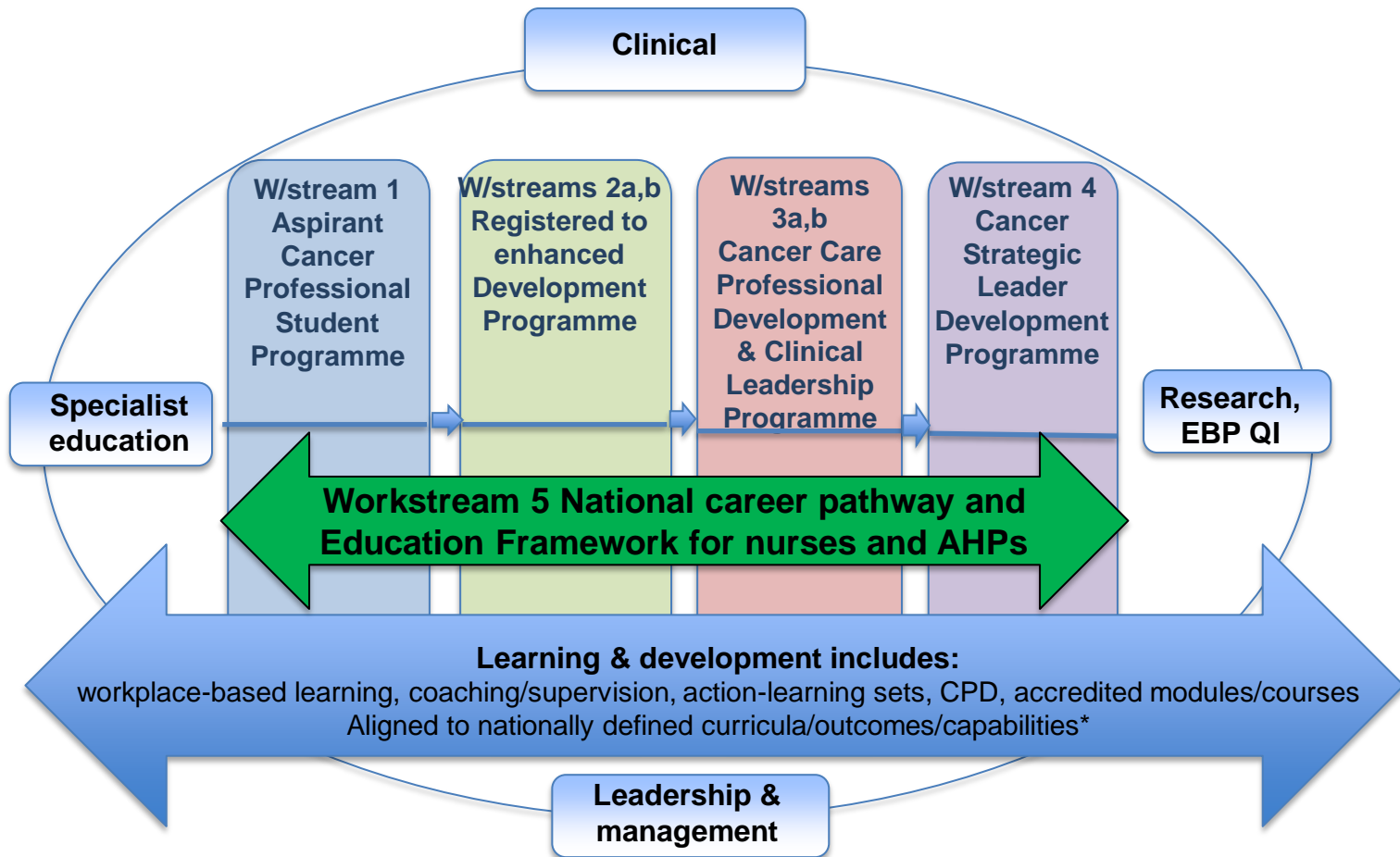


# What will ACCEnD deliver?

- Development of a nationally approved career pathway and education framework for nursing and the allied health professions providing care to people affected by cancer in general and specialist services
- A national career and education development programme for:
  - Pre-registration nursing associates, nursing and allied health professional students
  - Post-registration Professionals, enhanced, advanced and strategic/consultant level nursing and allied health professionals providing cancer care in specialist roles/services
- A digital individualised portable e-portfolio which aligns to the knowledge, skills and capabilities for the different levels of practitioner and their selected career pathway.

# Key Stakeholders

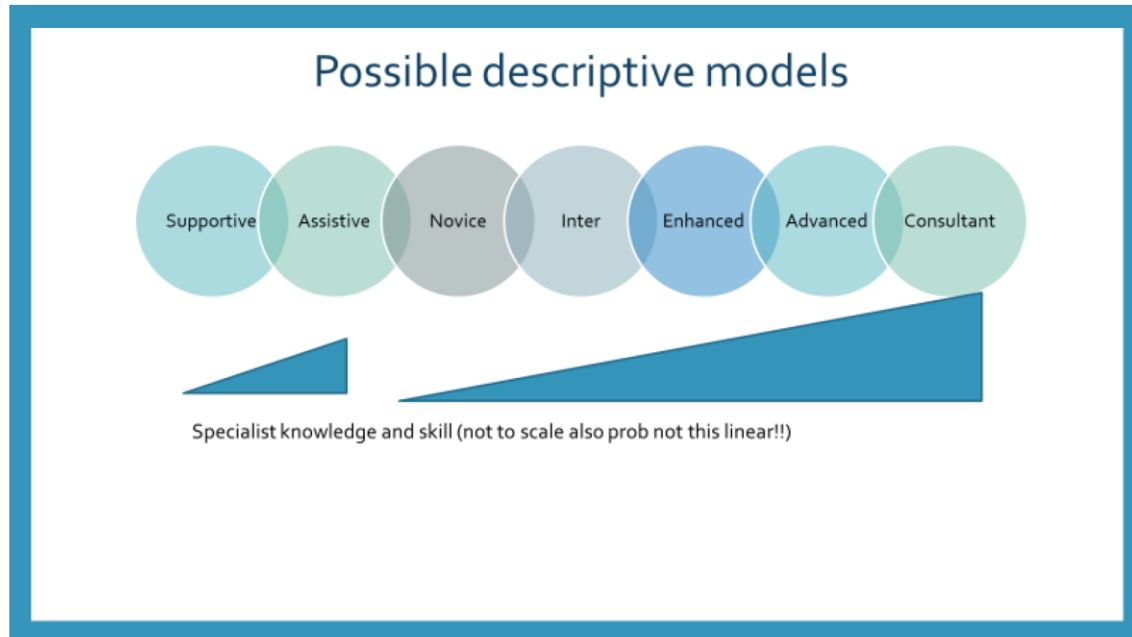
- Users (e.g. Practitioners and Clinical Leads: Lead Cancer Nurses, Lead AHPs, aspiring lead cancer nurse/AHPs e.g. Advanced Nurse Practitioners, senior Clinical Nurse Specialists/senior specialist AHPs; Cancer Alliances)
- Educators (Clinical and Higher Education Institutions, Council of Deans for Health, Professionals, Statutory and Regulatory Bodies)
- Commissioners; Professional Bodies & Cancer Clinical Reference Groups (e.g., UK Oncology Nursing Society, Association of Chartered Physiotherapists in Oncology and Palliative Care)
- ACPOPC, RCN Cancer and Breast Care Forum)
- NHSEI cancer/strategic operational managers – e.g. NHS Chief Nurses/AHPs
- 3<sup>rd</sup> sector organisations/ chief nurses and networks (Cancer Charities)
- Cancer Alliances
- AHP councils
- National and regional lead cancer nurse forums
- Representatives from those already undertaking work in this area
- Workforce Leads
- Patient representatives
- Leads in pathway delivery



\*E.g.: RCN Career & Education Framework for Cancer Nursing & equivalent AHP Framework  
HEE Multi-professional Framework for Advanced Clinical Practice & cancer credential

# Career Pathway: Levels of practice

Figure 5 There is a probable gradient of specialist knowledge across levels of practice.



# Career Pathway: Levels of practice

## ACCEnD Career Pathway & Education Framework



## ACCEnD Workstreams

