



England

ACCEND Programme: Overview

March 2024

Presented by

Claire Taylor, Chief Nursing Officer
Macmillan Cancer Support

June Davis, Lead Allied Health Professional and Nursing Advisor
Macmillan Cancer Support

The Aspirant Cancer Career and Education Development Programme (ACCEND)

The overall purpose of the ACCEND programme is:

- *‘To provide clear and transparent guidance and direction on the knowledge, skills and capabilities required by all support workers, nursing associates, registered 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.’*

The programme is funded by NHS England (formerly Health Education England) and in collaboration with several stakeholders.



Engagement



The ROYAL MARSDEN
NHS Foundation Trust



NHS Long Term Workforce Plan (LTW)



ACCEND Programme

NHS Long Term Workforce Plan

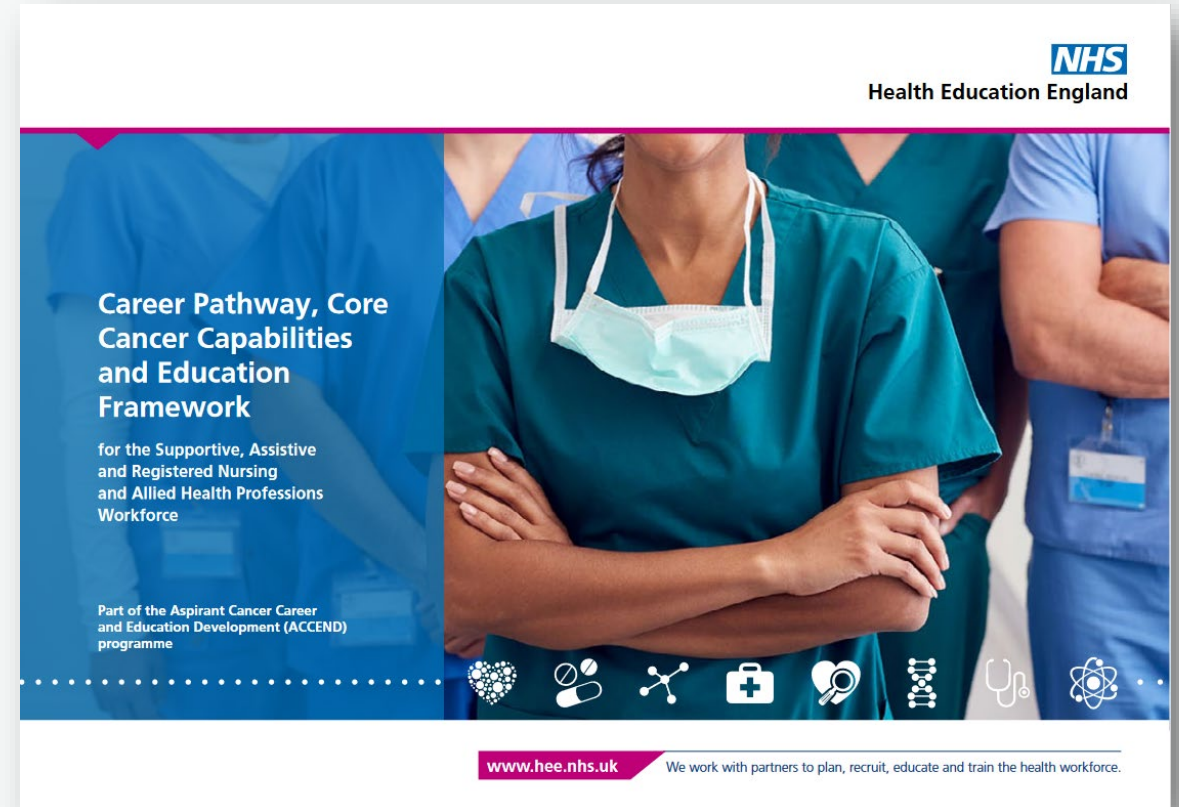
- The ACCEND Programme is referenced within the LTWP, such as:
 - NHS organisations have a role in ensuring available career pathways frameworks and training opportunities, such as those offered through the ACCEND Programme for cancer, are promoted to all staff.
- Mapping against the current deliverables has taken place, and our work strongly aligns to the plan's priorities: **Train, Retain, Reform.**
 1. Supporting **recruitment** by providing clear **education and training requirements** underpinned by **capabilities in practice**.
 2. Promoting **retention** through **greater career progression opportunities** through the education & training offers and the Framework. The Framework provides a career pathway for this workforce for the first time.
 3. Supporting **reform** by ensuring the **healthcare workforce has the right skills** to delivery patient care through the competencies outlined at each level of practice in the Framework.

The ACCEND Framework

The Framework

In January 2023 the [Career Pathway, Core Cancer Capabilities and Education Framework](#) was published.

This is a landmark publication that gives the workforce a nationally agreed career and education framework, underpinned by capabilities in practice (CiP), for the first time.



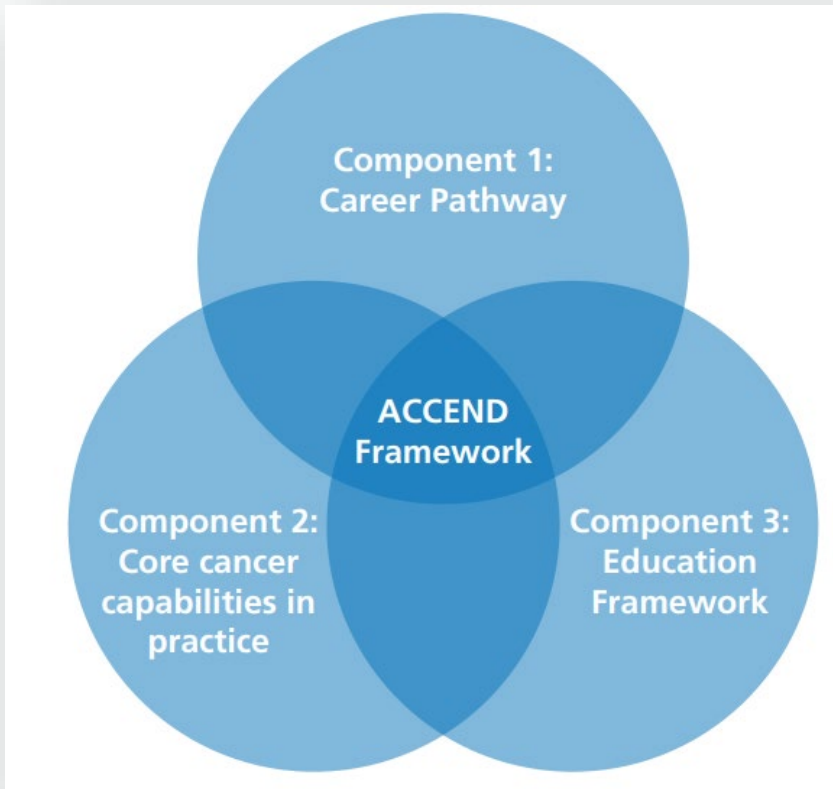
Implementation Guides

Career Pathway, Core Cancer Capabilities and Education Framework for the Supportive, Assistive, Nursing and Allied Health Professions Workforce



User implementation guide including self-assessment and audit tools and supporting resources

The Framework: Three Components



1. Career pathway

- i. Levels of practice

2. Core cancer capabilities in practice

- i. Colour-coded for each level of practice

3. Education framework – setting standard

- i. Foundations in cancer care (Supportive, Assistive, Pre-registration)
- ii. Fundamentals in cancer care (Registration – Consultant levels)
- iii. PGCert (QIS)/Diploma
- iv. Aligns to national frameworks for advanced and consultant levels
- v. Pre-registration level: [Cancer Nursing Careers – e-learning for healthcare \(e-lfh.org.uk\)](http://e-lfh.org.uk)



What is the difference between competency and capability?

In practice, the terms ‘capability’ and ‘competence’ are both widely used in educational and workforce development literature, and they have often been used interchangeably, with little clear distinction between the two.

Both capability and competence:

are about ‘what people can do’

describe knowledge, skills, and behaviours

can be the outcome of education, training, or experience

However, for the purposes of the ACCEND framework the term ‘capabilities’ describes the ability to be competent and to work effectively in situations which may require flexibility and creativity.

The Framework: Levels of Practice



Levels of practice and examples of roles

| Level of practice | Example roles |
|-------------------------|--|
| Consultant | Registered nurse (all fields), registered AHP, registered pharmacist practising as: A consultant practitioner |
| Advanced | Registered nurse (all fields), registered AHP, registered pharmacist practising as: An advanced practitioner (AP) |
| Enhanced | Registered nurse (all fields), registered AHP, registered pharmacist. Experienced practitioners who work in a role which requires in-depth role specific cancer knowledge and skills or training following registration, for example cancer treatment administration/site effect management/site or pathway specific to undertake complex work managing a discrete aspect of patient care related to their sphere of practice. Role titles may vary |
| Registration | Registered nurse (all fields), registered AHP, registered pharmacist. At point of registration and during preceptorship |
| Pre-registration | All pre-registration nursing, AHP and pharmacy students/learners and trainee nursing associates undertaking pre-registration foundation, undergraduate and postgraduate degree courses leading to registration with the HCPC, GPhC or NMC |
| Assistive | Registered nursing associate (England only), assistant practitioner, registered pharmacist technician |
| Supportive | Healthcare support worker, cancer support worker, cancer care co-ordinator, healthcare assistant, therapy assistant, allied health support worker, cancer navigator |

How can the ACCEND framework be used?

Self-assessment

- Enable assessment of individual knowledge, understanding and capability
- Identify the range of evidence to demonstrate achievements
- Identify Continuing Professional Development needs
- Support progression with career aspirations

The Framework articulates core cancer CiPs and an education framework for each level of practice in the career pathway to deliver safe and effective cancer care aligned to the four pillars of professional practice.

The recommended learning outcomes and core cancer CiPs are written at a 'high level' to enable practitioners and employers to contextualise the capabilities for the environment of care in which the service operates and the job/roles adopted for each level of practice. They can be interpreted and applied in the context of individual practitioners' scope of practice, role, practice environment and the patient group(s) with whom they work. In addition, this enables employers with their employees to confirm the scope of practice and a job/role description.

This self-assessment tool enables practitioners and employers to assess their level of knowledge, understanding and capability, to identify the range of evidence to illustrate achievement of these and to identify any continuing professional development needs for their role or to meet future career aspirations in an action plan.

Colour coding for Core cancer CiPs for cancer nursing and allied health professions workforce

Key

| | Level of practice |
|----------------|--------------------------------------|
| Yellow | Supportive |
| Light Red | Assistive |
| Light Blue | Pre-Registration (under supervision) |
| Medium Blue | Registration |
| Dark Blue | Enhanced |
| Very Dark Blue | Advanced |
| Black | Consultant |

What does the self-assessment tool look like?

Audit Tool Detailed Core Cancer CiPs colour coded for each level of practice

| Domain A: Person-centred collaborative working | | | | | | | | | |
|--|---|--|--|--|--|--|-----------------|-------------------------------------|-------------|
| 1.0 Capabilities: Professional values and behaviours The practitioner is able to: | Practitioner level (See key) Tick level of achievement required | | | | | | Self-assessment | Action plan and evidence of success | Review date |
| 1.1 Seek and engage with individuals' perspectives on their condition, their preferences for their care, and what is important to them and their carers in terms of treatment goals and outcomes | | | | | | | | | |
| 1.2 Demonstrate understanding of the individual and show empathy for the impact of their cancer diagnosis | | | | | | | | | |
| 1.3 Value and acknowledge the experience and expertise of individuals, their carers and support networks | | | | | | | | | |
| 1.4 Use their clinical-reasoning skills to undertake an in-depth assessment of the presenting problem, interpret findings, develop working and differential diagnoses, formulate, communicate, implement and evaluate management plans | | | | | | | | | |
| 1.5 Recognise the wider impact that symptoms of cancer, often persistent, can have on individuals, their families and those close to them | | | | | | | | | |

Key

| | Level of practice |
|--|--------------------------------------|
| | Supportive |
| | Assistive |
| | Pre-Registration (under supervision) |
| | Registration |
| | Enhanced |
| | Advanced |
| | Consultant |



How can the ACCEND framework be used?

Role Redesign

- Identify and describe knowledge and capabilities for a team/service (new and/or existing)
- Produce capability-based job descriptions for new and different roles based on service needs

Education and training design

- Inform the design and delivery of curricula including learning outcomes, syllabus and assessment strategies
- promote development of a minimum level of knowledge and understanding and support capability in cancer care across the levels of practice
- promote the opportunity to identify shared learning outcomes and core cancer capabilities in practice and include interprofessional education and training in their delivery

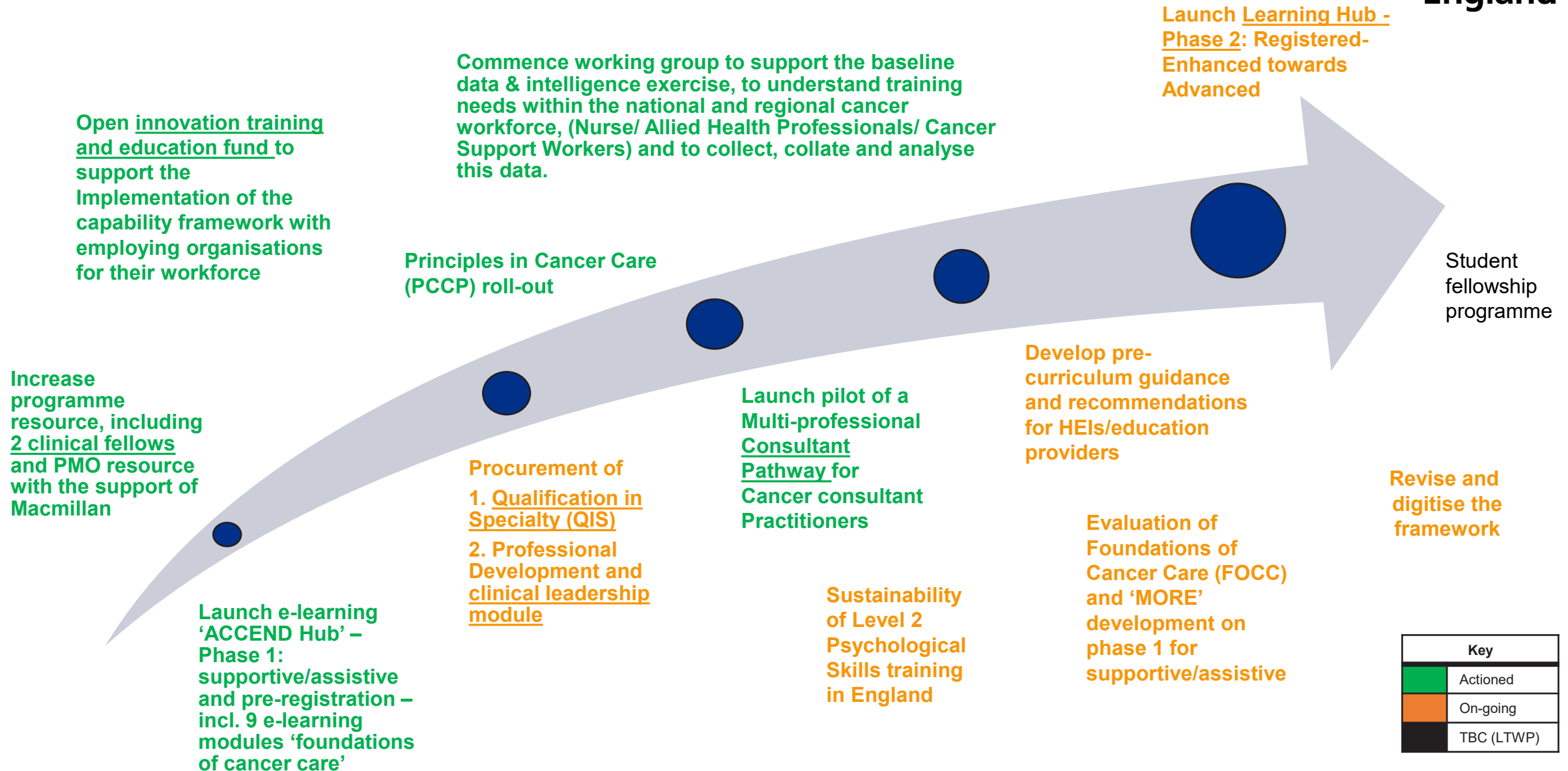
The ACCEND Cancer Hub



The overall purpose is provide a 'go-to' place for the cancer workforce, or anyone in a healthcare role that supports people with cancer, at any level of practice. On the ACCEND Cancer Hub you will find key information on education & training, building of skills & capabilities, and information & advice on career pathways.

<https://www.e-lfh.org.uk/programmes/aspirant-cancer-career-and-education-development-programme-accend/>

Future Opportunities: 23-25



Role Profiles





Clinical Nurse Specialist

Example Role Profile Summary – Enhanced Level of Practice

- XXXX qualified as a registered nurse 11 years ago, developing an interest in palliative and end of life care in their community-based role. After topping up their diploma to degree level; they undertook a Foundations of Cancer Care module and became a staff nurse in the Emergency Department before 5 year ago, being appointed as a CNS.
- XXXX is a registered nurse and has completed the Fundamentals of Cancer Care and is working towards achieving Capabilities in Practice at enhanced level. They have completed the appropriate accredited modules to enhance knowledge and experience in specialist cancer care and has also completed an Enhanced Communication Skills course.
- XXXX can demonstrate and evidence skills and experience across the four Pillars of Practice
- XXXX's short term goal is to complete the Clinical Skills course and continue to embed personalised care into the team and empower patients to self-manage. ACCEND can help by providing the framework which combines career pathway, Core Capabilities in Practice and an educational pathway to map against.
- XXXX's long term goal is to become an Advanced Practitioner in lung cancer. ACCEND is quite specific about what needs to be achieved to progress to the next level in cancer care.



Occupational Therapist

Example Role Profile Summary – Enhanced Level of Practice

- XXXX qualified as an occupational therapist in 2010, gaining significant experience from various rotations and developing a specific interest in supporting individuals with a cancer diagnosis. After 18 months they moved to a specialist cancer centre as an inpatient occupational therapist and after 5 years became a haematology oncology occupational therapist. In this role creating a new service delivering prehabilitation to individuals receiving CAR-T therapy and a late effects clinic for post-transplant individuals.
- XXXX has a BSc in Occupational Therapy, a BA (Hons) in Business Administration and an MSc in Advanced Occupational Therapy. They have completed courses in advanced communication skills and care planning and are Psychological level 2 qualified. In addition to being trained in clinical supervision and leadership, they have also completed the Practice Placement Educator Course.
- XXXX can demonstrate and evidence skills and experience across the four Pillars of Practice.
- XXXX's short-term goal is to improve their skills and knowledge of psychological interventions such as acceptance and commitment therapy and CBT approaches, useful in supporting patients
- XXXX is passionate about embedding cancer rehabilitation pathways. They will undertake a professional doctorate in Health and Social Care as well as an appropriate course from the NHS Leadership Academy. Their long-term goal is to attain a leadership role with responsibility for developing and delivering such services

Using the ACCEND Framework

Using and working with ACCEND in your roles

Things to consider in discussion on your tables about using the framework at individual, team and organisational level:



1. How would you implement this framework at team level?



2. What steps and support would you need to implement at an organisation level?



3. How can the ACCEND framework be used to inform your individual professional development plans in the next 12 months?



4. How can the framework support the development of capabilities in current roles?



5. How could this framework support induction content?



Thank you for listening

Please visit our website or contact us for more information.

england.accend@nhs.net

<https://www.hee.nhs.uk/our-work/cancer-diagnostics/accend>