

## **Developing a Non-Surgical Oncology ACP Framework.**

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# Developing a Non Surgical Oncology ACP Framework

Health Education England, working across North East and North Cumbria

Melanie Clarkson

Working party group member for the NSO ACP Framework

**No relevant financial  
relationships exist**

# Non-Surgical Oncology in the Northeast and North Cumbria

## Service review and redesign

- Northern Cancer Alliance
  - Service review
  - Service redesign
- Advanced Clinical Practice was successfully implemented in Critical Care in the Northeast and North Cumbria over the past 9 years
  - Supports the service
  - Improves recruitment and retention
  - Quicker to train and don't move
- Consultant and advanced practitioners showed how effective and flexible they can be during the Covid staff shortages

# Why do we need a framework?

## Time to develop an educational framework

- Primarily a consultant-led specialty, but we're not training enough medical consultants and registrars
- Advanced practice is well established, but not standardised between centres, professions, or even within departments
- Increasingly complex treatments may mean a medical consultant may not be the clinician best qualified to make all treatment related decisions
- The non-medical workforce in oncology is very diverse – nurses, therapeutic radiographers, pharmacists, physicists, physiotherapists, dieticians
- **Support**
- Support from HEE NENC and NE&Y and the Northern Cancer Alliance
  - Appointment of Oncology Specialty Advisor
    - Consultant Oncologist Dr Nicola Storey from JCUH until Jan 2021
    - Consultant Oncologist Dr Fiona McDonald NCCC Jan 2021 until now

# Dr Ric Khine

## Phase One: ACP in Oncology - Scoping Review 2019 – 2020 Joint National Project with HEE / CoR

- **Key Findings**

- Need for standardisation in job descriptions
- The professional identity of the AP is acknowledged by independent and autonomous working however, this can only be facilitated if the correct training is undertaken, and the necessary support structures are in place to enable
- career progression

- **Challenges associated with role development included:**

- lack of career and pathway guidance
- lack of clear educational routes
- lack of standardised roles



# Dr Ric Khine

## Phase Two: Therapeutic Radiography Capability Framework

- Awareness of similarity to aims
- Collaboration to drive this agenda forwards



# Non Surgical Oncology ACP Framework development group

## Working Party

Nicola Storey	Consultant Clinical Oncologist. HEE NENC Oncology Specialist Advisor
Emma Ainsworth	Oncology Specialist Nurse, NCCC, Newcastle
Chris Blackham	ACP Rapid Diagnostic Unit, South Tees NHSFT
Melanie Clarkson	Programme Lead, MSc Advanced Clinical Practice in Radiotherapy and Oncology, SHU
Lauraine Gibson	Clinical Lead, Faculty of Advanced Practice, HEE NENC
Sophie Haney	Consultant Medical Oncologist, TPD Medical Oncology
Ricardo Khine	Associate Head of School, Health Care and Social Work, Buckinghamshire New University
Fiona McDonald	Consultant Clinical Oncologist, Education Lead, NCCC, Newcastle
Emily Park	Chemotherapy Lead Nurse (ACP), South Tees NHSFT



# HEE Definition of Advanced Clinical Practitioners

## What is Advanced Clinical Practice?

“Advanced clinical practice is delivered by experienced, registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making. This is underpinned by a master’s level award or equivalent that encompasses the four pillars of clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.”

### **Multi-professional framework for advanced clinical practice in England, 2017**

#### **Aim of the framework**

Equivalent to 2<sup>nd</sup> – 3<sup>rd</sup> year specialist medical registrars, within a strictly defined scope of practice in the clinical setting

Potentially working at a higher level in very technical radiotherapy role

**NHS**

**Multi-professional framework for advanced clinical practice in England**

“New solutions are required to deliver healthcare to meet the changing needs of the population. This will need new ways of working, new roles and new behaviours.”

Also consider the information and knowledge we already had locally and nationally



**Clinical Oncology  
Specialty Training  
Curriculum**

**Job Descriptions**  
**Job Plans**  
**Service requirements**

Implementation 01.08.2021

[www.rcr.ac.uk](http://www.rcr.ac.uk)

**JRCPTB**  
Joint Royal Colleges of Physicians Training Board

**Curriculum for  
Medical Oncology  
Training**

Implementation August 2021

**DRAFT 02/02/2020**

# Non Surgical Oncology ACP Framework

## Format for framework

**Format similar to Specialty Training Curriculum** (Trainers will be the same for both groups) with the use of Capabilities in Practice (CiP)

- **Generic CiPs**
  - Knowledge, skills and behaviours expected of all ACPs
  - Mapped to the HEE ACP framework
- **Common Oncology CiPs**
  - Knowledge and skills expected of all Oncology ACPs
  - Differentiate between predominantly clinical and predominantly technical ACPs
- **Site and Role Specific CiPs**
  - Site and role specific
  - SACT ACPs
  - Radiotherapy ACPs
  - Acute Oncology ACPs
  - (Haematological oncology ACPs)



Health Education England

# Non Surgical Oncology ACP Framework

## Generic CiPs

1. Demonstrating successful leadership, management and organisation
2. Demonstrating a critical understanding and practice within the ethical and legal framework related to clinical practice.
3. Demonstrating advanced and effective communication skills
4. Focusing on patient safety and delivering effective quality improvement in patient care.
5. Engaging in evidenced based practice and conducting research
6. Continuing professional, personal development, education and training

Demonstrating a critical understanding of, and practices within, the ethical and legal framework related to clinical practice.

## Descriptors

- Negotiates an individual scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on mitigating risk and upholding safety.
- Acts professionally in accordance with legal, ethical, and professional requirements.
- Practices in compliance with their respective code of professional conduct and within their scope of practice, being responsible and accountable for their decision making, actions and omissions at an advanced level of practice.
- Exercises high levels of professional judgement and clinical decision making in complex clinical situations.
- Reflects on, explores and addresses complex ethical/moral dilemmas within practice.
- Always adheres to local and national confidentiality guidelines.
- Demonstrates an in-depth knowledge of the ethical and legal issues, guidance and principles relating to oncology and can apply this in routine practice.

## Suggested evidence

- Cbd
- GCP
- Local training
- Reflection
- Attend ethics committee

## Framework mapping

- Leadership and management

# Non Surgical Oncology ACP Framework

## Assessment of the Generic CiPs

Level	Descriptors	
1	Novice	requires support and guidance throughout
2	Developing	working towards competency, with some support and guidance needed
3	Capable	possesses adequate skills to act independently and seeks support and guidance if required
4	Expert	highly skilled and able to lead and support others

# Non Surgical Oncology ACP Framework

## Common Oncology CiPs

7. Applying knowledge and understanding of the scientific principles that underpin malignancy for the provision of high-quality and safe patient-centred cancer care.
8. Managing oncological emergencies and providing oncology advice to other healthcare professionals as part of an Acute Oncology Service
9. Working effectively within and contributing expert opinion to the tumour site-specific multi-disciplinary team (MDT) meeting to inform evidence-based management plans individualised to the needs of each patient, leading discussions where appropriate
10. Assessing patients at all stages of the cancer pathway from diagnosis to end-of-life care, considering the holistic needs of individuals and the additional needs of vulnerable groups to formulate patient-centred management plans
11. Acting as an advocate for health promotion and high-quality cancer survivorship, advising on cancer prevention, management of long-term treatment-related sequelae and patient self-management strategies



# Non Surgical Oncology ACP Framework

## Site and speciality specific CiPs

### ACPs in Systemic Anti Cancer Therapy (SACT)

12. Safely and effectively delivering, and managing patients receiving, standard systemic anticancer therapies (SACT) in the curative, neo-adjuvant, adjuvant and palliative settings
13. Understands use of biomarkers and genomic information to refine diagnosis and develop personalised treatment plans for cancer patients

Correctly interpreting radiological imaging for accurate target volume and organ-at-risk definition in radiotherapy planning in state site

## Descriptors

- Accurately recognises the radiological anatomy visible on optimal imaging modalities
- Uses diagnostic imaging (with the aid of the imaging reports) to identify cancer pathology on radiotherapy planning scans and appropriately defines target volumes, organs at risk and normal anatomical structures.
- Reviews imaging with a radiologist in cases of complexity or uncertainty
- Recognise the impact of IR(ME)R, ALARA, IRR, ICRU50 and 62 on the patients radiotherapy treatment.

## Suggested evidence

- Mini-CEX
- CbD
- DORPs
- End of placement reports
- Training in interpretation of diagnostic imaging

## Framework mapping

- Clinical practice

# Non Surgical Oncology ACP Framework

## Role/ Site Specific CiPs

### Radical Site Specific

15. Safely and effectively delivering, and managing patients receiving, a course of radical and combined modality radiotherapy (to include consideration and utilisation of emerging techniques)

### Palliative Radiotherapy/ Care

16. Safely and effectively delivering, and managing patients receiving, a course of palliative radiotherapy

### Image Guided Radiotherapy

17. Safely and effectively delivering, and managing patients receiving, a course of radical radiotherapy requiring image guidance (IGRT)

### Brachytherapy

18. Safely and effectively managing patients treated with brachytherapy and their complications

### Dosimetry

19. Safely and effectively managing the radiotherapy planning process including:
- Treatment planning
  - Plan evaluation and approval
  - Online adaptive plan workflows

# Non Surgical Oncology ACP Framework

## Assessment of common oncology and site specific CiPs

Level	Descriptors	
1	Entrusted to observe only	No provision of direct clinical care
2	Entrusted to act with direct supervision	The supervising doctor is physically within the hospital or other site of patient care and is immediately available to provide direct supervision.
3	Entrusted to act with indirect/minimal supervision	The supervising doctor may not physically present within the hospital or other site of patient care, but is immediately available by means of telephone and/or electronic media, to provide advice
4	Entrusted to act unsupervised	The trainee is working independently and at a level equivalent to a consultant

# Common oncology CiPs for Technical RT ACP's

- 7. Applying knowledge and understanding of the scientific principles that underpin malignancy for the provision of high-quality and safe patient-centred cancer care.
- 8. **Understands** oncological emergencies and providing oncology advice to other healthcare professionals as part of an Acute Oncology Service
- 9. Working effectively within and contributing expert opinion to the tumour site-specific multi-disciplinary team (MDT) meeting to inform evidence-based management plans individualised to the needs of each patient, leading discussions where appropriate
- 10. Assessing patients at all stages of the cancer pathway from diagnosis to end-of-life care, considering the holistic needs of individuals and the additional needs of vulnerable groups to formulate patient-centred management plans

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4	Entrusted to act unsupervised The trainee is working independently and at a level equivalent to a consultant

# What's next?

## For the North East and North Cumbria

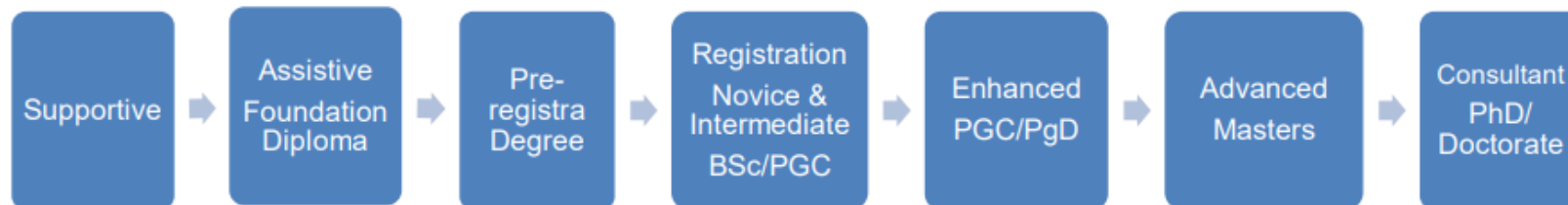
- Start training our first cohort using new framework
  - Recently appointed to 8 posts (potentially further 2 posts)
  - Oncology specialist knowledge module started Jan 22
  - Enrol on MSc in Advanced Clinical Practice March 22
- Review existing ACPs in training/recently completed
- Local evaluation

## For the Nonsurgical Oncology ACP Framework

- Local evaluation
- Update to draft version 6
- National Evaluation
- Endorsement and accreditation by national bodies
- Longitudinal study of the trainee practitioners

# ACCEnD Aspirant Cancer Career and Education Development programme

## ACCEnD Career Pathway & Education Framework



## ACCEnD Workstreams



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

# Thank you

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