



Cancer CNS Development Programme

Pan London Cancer CNS Workforce Development Programme is *delivered on behalf of all London Cancer Alliances*

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Cancer CNS Development Programme

Background

Discovery and Research

Perception and Awareness

Rationale for Pilot

Pilot Development and Delivery Model

Background

In October 2019, the London Lead Cancer Nurses Forum (LLCNF) reported on the strategic position of the cancer nursing workforce in London.

The LLCNF agreed two key priority areas:

1. Cancer Nursing Career Pathway
2. Improving cancer nursing supply

Following this, HEE allocated funding for a clinical lead (**Hilary Baker**) and project manager (**Angelie Samuel**) to develop and deliver a 12-month programme of work to explore and address these challenges.

The North Central London Cancer Alliance agreed to host these posts and provide programme oversight.

With the LLCNF we agreed the 12-month programme would focus on the following areas:

- Attracting qualified nurses into CNS roles
- Accelerating the development of new CNSs to mitigate the effects of experienced CNSs retiring

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What we discovered...

Research to explore the shortage was carried out through:

- Interviews with Cancer CNSs in London, academics, senior managers
- Literature review
- Meeting with stakeholder groups to learn more HEE, GMSC partnerships,
- NHS England

Three main themes leading to the shortage of Cancer CNSs in London were identified:

Theme 1: Practical Barriers To Career Progression

Theme 2: Perception and Awareness

Theme 3: Technical Resources to Support Career Progression

It was agreed that the programme would focus on themes 1 and 2 with the ACCEND (Aspirant Cancer Career and Education Development) national programme focusing on theme 3



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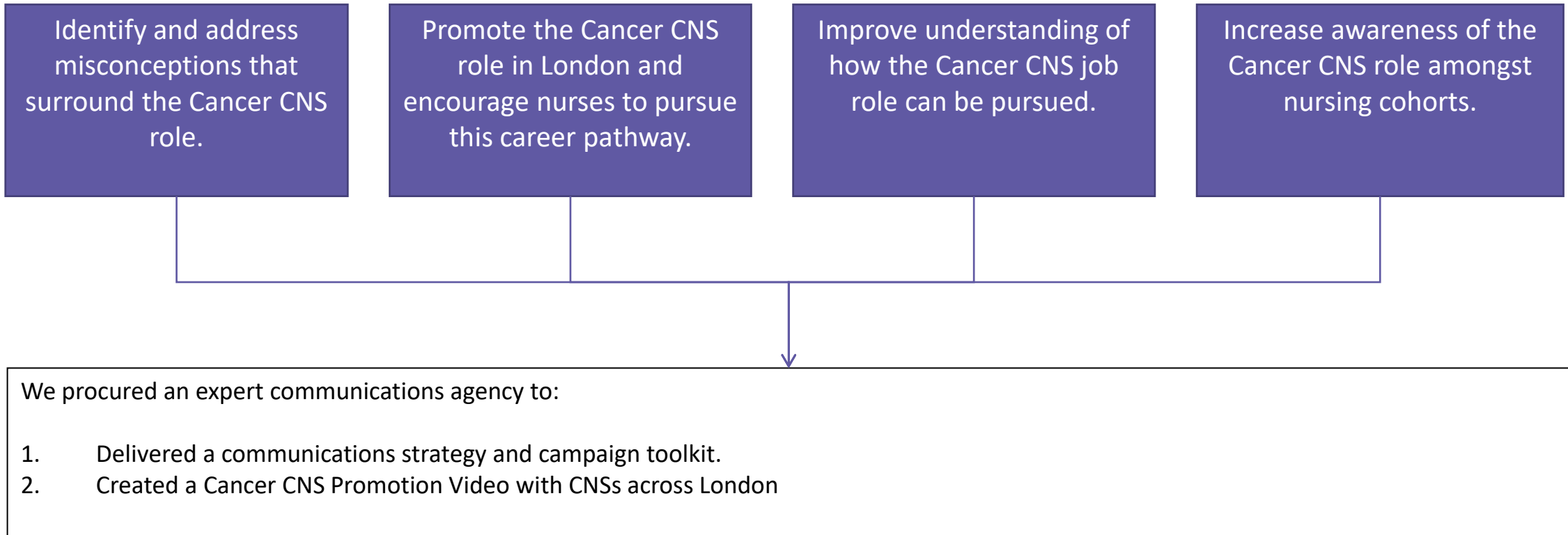
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Theme 2: Perception and Awareness



Theme 2: Perception and Awareness

Deliver:

A comms toolkit to encourage more nurses in London to pursue the cancer CNS career pathway by:

- Increasing awareness of the role among nursing cohorts
- Improving understanding of how careers in cancer nursing (esp. cancer CNS roles) can be pursued
- Motivating nurses to choose cancer over other specialties

Target audience: Nurses working with individuals with cancer, overseas-trained nurses, student nurses, newly qualified nurses in London

Theme 2: Perception and Awareness

Fact-based posts



Become a cancer clinical nurse specialist
& provide holistic care throughout a patient's journey

- Hands-on clinical care
- Holistic support
- Patient advocacy

Apply today

Key message 1:
Cancer CNSs are highly-valued key workers that provide holistic care throughout a cancer patient's treatment journey.

Fact-based posts




Become a cancer clinical nurse specialist
and get support to help you develop

- Regular supervision & mentoring
- A network of peers
- Multidisciplinary team working

Apply today

Key message 2:
Support and supervision is available to help cancer CNSs



- Long-term career progression
- Hybrid and flexible working
- Develop specialist skills

Does this tick all your boxes?

Apply today to become a highly-valued cancer clinical nurse specialist

Key message 3:
It's a specialist role that can offer nurses a good work-life balance

Circulating the film:

We've developed a new film to celebrate National Cancer CNS Day. We want to encourage as many people as possible to watch and share the film. Below you'll find some social media posts to help. Don't forget to use the hashtag #NationalCancerCNSDay.

Ask partners and stakeholders to share the film from their own accounts to help amplify the film.

Twitter post:

Watch and share our new film which shines a light on how vital cancer clinical nurse specialists are. Find out why it's such a rewarding career and how they make a difference to cancer patients every day #NationalCancerCNSDay #LondonCancerCNS [insert link to film].

Facebook and LinkedIn:

This #NationalCancerCNSDay, we're celebrating the cancer clinical nurse specialists who make a huge difference to cancer patients every day.

They go above and beyond to support cancer patients through every stage of their journey. They're there when people are first diagnosed, help them through treatment and give them vital advice and support.

Watch and share our new film which shines a light on how vital cancer clinical nurse Specialists are. We want to showcase the dedication, hard work and commitment of our nurses. [insert link to film]

#LondonCancerCNS

Pan London Cancer CNS
Video Link:

[Celebrating cancer clinical nurse specialists in London - YouTube](#)

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Theme 1: Overcoming Practical Barriers to Career Progression

Overview of theme:

Job planning and capacity for professional development, including the impacts of time and financial resources.

“I feel responsible for my patients and the quality of care they receive so taking study leave I avoid because I know my patients won't be as prioritized by other colleagues”.

“The increasing admin work is leaving me with less time to support my patients”.

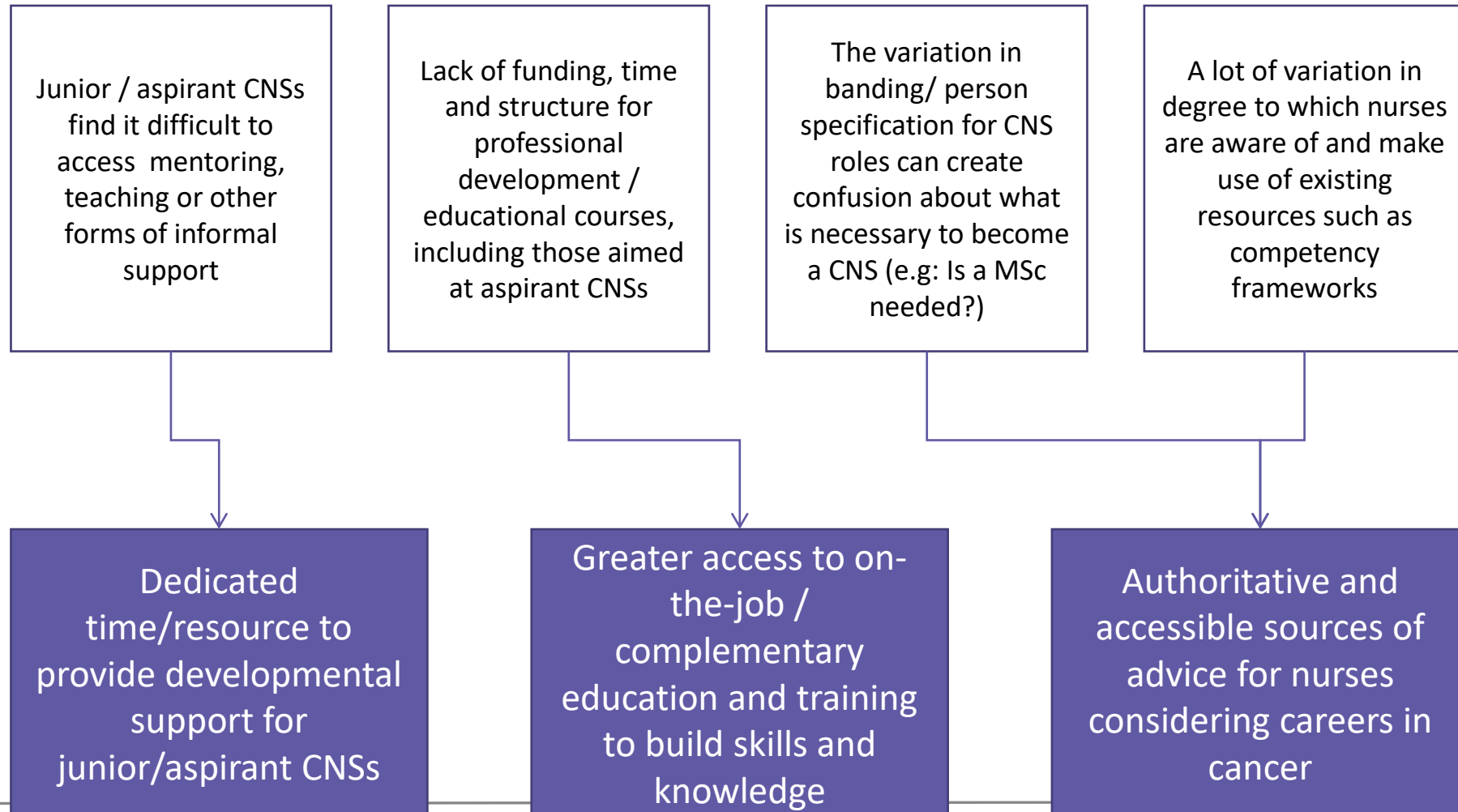
“I was unable to do the prescription course due to the lack of funding”.

“Clinical admin is not protected time”.

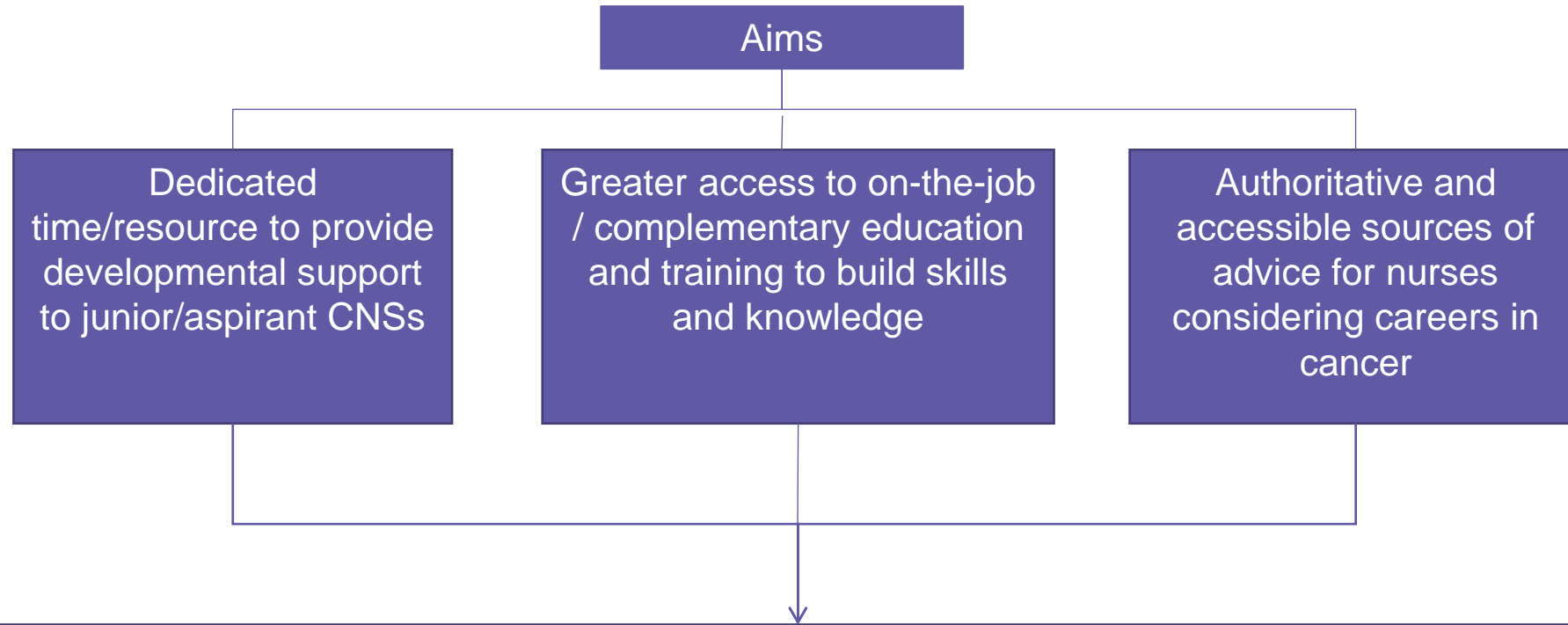
“Taking study leave creates a burden on my colleagues, I'll feel guilty about their workload”.

“Senior Managers who have no experience as a CNS can't always provide practical advice or suitable support”.

Theme 1: Overcoming Practical Barriers to Career Progression



Aims & Objectives



Pilot new Cancer CNS Development Lead (CDL) Role across London

- Dedicated to providing hands-on support for the development of aspirant or new CNS
- Ground-up solution to an identified national problem that will also test and deliver ACCEnD

Learning from best practice

We have developed this pilot proposal through learning from other similar roles:

- **Preceptor** - is an experienced practitioner who teaches and supervises nurses new in post. We are not aware of these posts currently existing anywhere to support nurses who are new to CNS roles.
- **Nurse Mentor** - is a nurse who has more experience in a nursing field and is willing to share their knowledge, expertise and time to help a nurse develop their practice/achieve goals.
- **Clinical Practice Facilitator** - is responsible for coordinating, facilitating, conducting, and evaluating competency in the clinical environment. These roles are not universal but are established across many fields of nursing.
- **Line Manager** -manages staff and oversees and evaluates nursing contribution, performance and development. (CDL is not a line manager)

Evidence of the gap

“ Nurses entering a specialty field may not have the necessary skill set for competent practice in that specialty and should be viewed as novice and advanced beginner specialty nurses until their level of proficiency is established. **Novice case managers could benefit from mentorship for guidance through Benner's stages of clinical proficiency and development**”.

(LaFleur and White, 2022)

“**Another lesson learned was that we need to better assess the background, experience, and needs of each CNS and not make the assumption that they all need the exact same fellowship program.** For example, does an experienced CNS who is new to our organization differ from a brand new CNS who recently completed graduate education? We plan to perform a better assessment of the needs of the CNS prior to and during the fellowship and adjust the experience towards the needs of each CNS”.

(Ann de Villiers, MSN, APRN-CNS, OCN, ACNS-BC et al., 2019)

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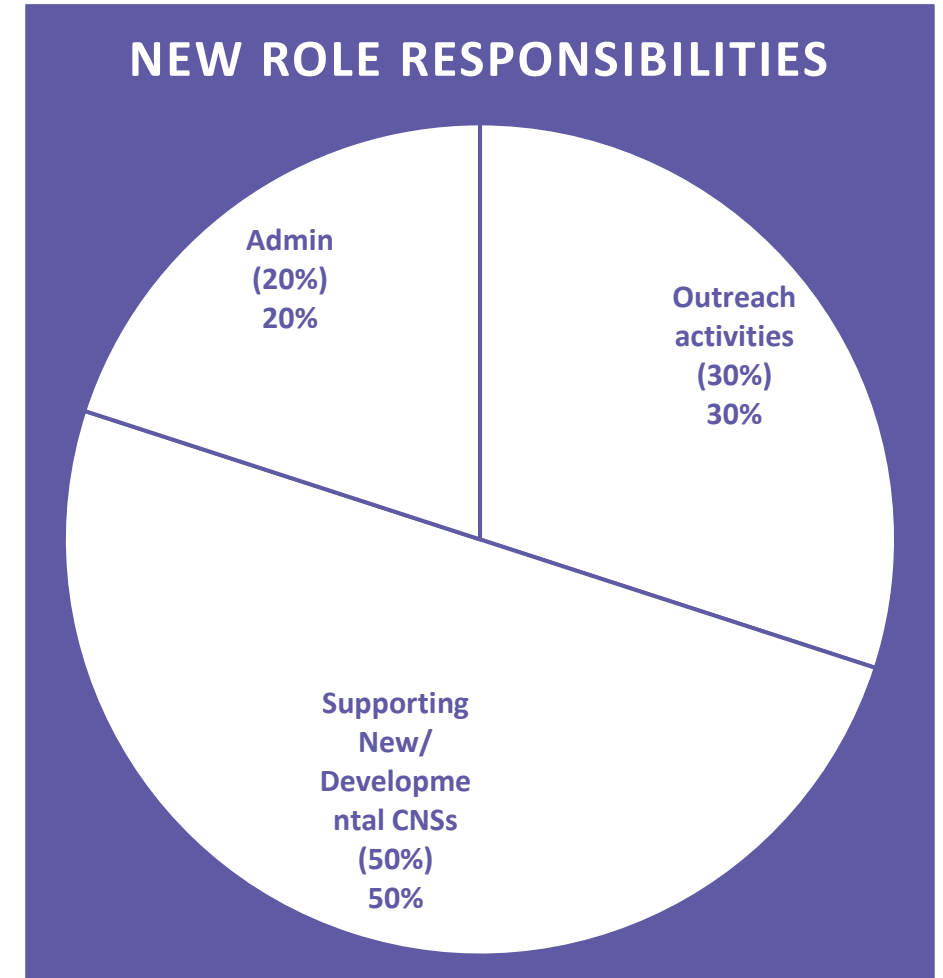
Pilot CDL Role Activities: Job Plan Overview

Overview of Responsibilities & Activities

1. Team meetings with CNSs – Weekly basis
2. Meeting with Cancer CNS Direct Manager as *required**
3. Training needs analysis for all new CNSs
 - Checking for understanding of KPIs
 - Ensuring new CNSs are reaching Information standards
 - Communications standards and training
 - Adding confidence assessment (Speaking at MDTs)
 - Management skills assessment
 - Decision-making skills assessment
4. Facilitation of competency assessment by nurse expert within assigned specialty
5. Signposting to appropriate training/courses
6. Face-to-face hours of training/ observation/ coaching/ with each CNSs
 - MDTs
 - Clinics
 - Clinical Admin
 - Ward rounds
 - Clinical Supervision
 - Governance

Outreach Function

1. Speaking at events
2. Induction programmes
3. Webinars/ Question time



Describing the CDL Role: Example Job Plan



W	8am-4pm	Monday	Tuesday	Wednesday	Thursday	Friday
E E K 1	AM	Team meetings with CNSs – Weekly basis Work with New/ Developmental CNS 1	Work with New/ Developmental CNS 2	Admin day	Work with New/ Developmental CNS 4	Work with New/ Developmental CNS 5
	Break					
	PM	Outreach activities	Work with New/ Developmental CNS 3		Outreach activities	Outreach activities

W	8am-4pm	Monday	Tuesday	Wednesday	Thursday	Friday
E E K 2	AM	Team meetings with CNSs – Weekly basis Work with New/ Developmental CNS 6	Work with New/ Developmental CNS 7	Admin day	Work with New/ Developmental CNS 9	Work with New/ Developmental CNS 10
	Break					
	PM	Outreach activities	Work with New/ Developmental CNS 8		Outreach activities	Outreach activities

Drawing on the experience of existing coaching and mentoring roles, the job plan has been created to estimate the **CDL role's capacity** and to estimate the number required within an organisation

Pilot Project Delivery: Cluster Model

The pilot project will be managed and coordinated by the project team hosted by the North Central London Cancer Alliance on behalf of all London Cancer Alliances.

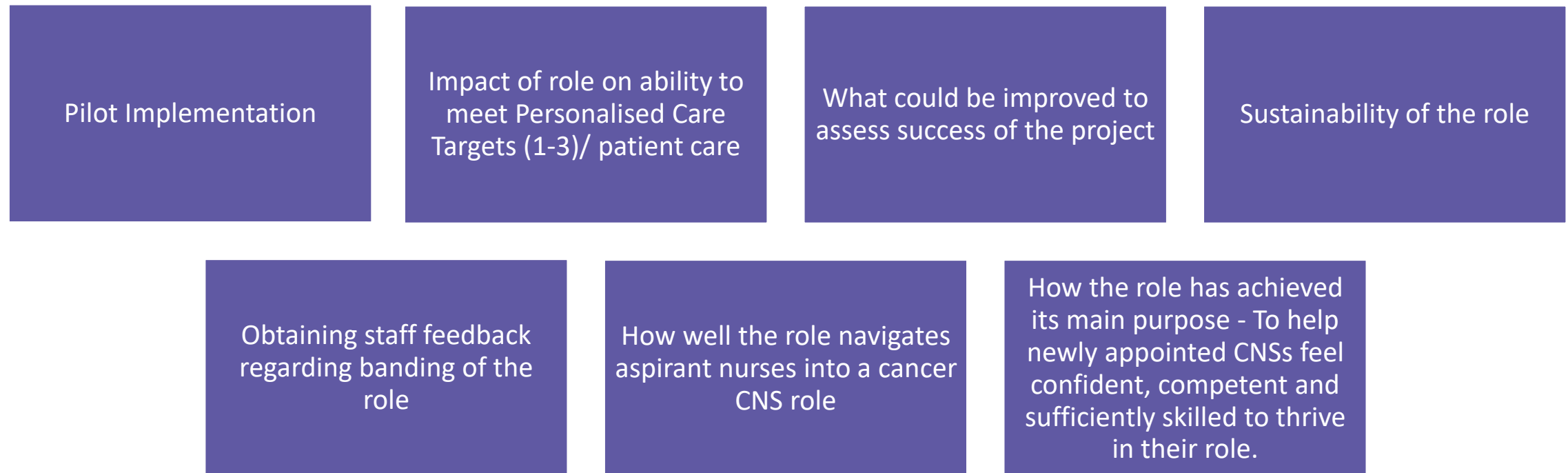
Description of a Cluster:

- Trusts across London will come together to form Clusters of District General Hospital and Teaching trusts (two or three collaborating Trusts)
- One Trust within the cluster will be identified as the lead and will host the CDL post
- The postholder will support new CNSs within all of the Trusts within the cluster
- There will be a maximum of 5 clusters – with 1 cluster per ICS footprint

Pilot project evaluation

The methodology of the evaluation will be co-developed with the Macmillan Evaluation Team and the LLCNF. It is intended to adopt an action research approach to ensure continual learning and adaptation. The end-of-project evaluation will seek to assess the impact of the CDL role and will support its sustainability by enabling Trusts to incorporate the learning into business cases for the new role.

Some key aspects of evaluation will be the following:



Macmillan Cancer CNS Development Lead



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Cancer Alliance

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Thank you

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