

## Application and implementation of ACCEND framework: supporting the future workforce model for Non Surgical Oncology

### The Aim:

1. To identify how the workforce is currently deployed
2. To understand the variation between the Trusts and opportunities to develop the skills mix
3. Support workforce planning to meet future service demand and addressing the requirements of the Target Operating Model for the Non Surgical Oncology service reconfiguration for the North Sector.

### The Method:

- Brought together clinical teams from 4 Trusts in Breast, Prostate, Lung, Colorectal and Acute Oncology to map the clinical pathway and the workforce used to deliver care at each stage.
- Undertook capacity and demand of outpatients in each Trust for tumour sites.
- Mapped pathway against ACCEND levels of practice.
- Shared models of practice across Trusts and opportunities for development.

Applied learning from ACCEND project running in Calderdale and Mid Yorkshire Trusts

### Outputs and Benefits

1. Opportunities identified to reduce outpatient pressures on medical teams and reduce reliance on Agency Locum Consultants, moving up to 60% follow up to non-Consultant roles.
2. Agreement about future development of workforce at enhanced and advanced level to increase support to medical teams. Models shared with Trusts about how to achieve this practically in each tumour site.
3. Shared and consistent approach across West Yorkshire and Harrogate Cancer Alliance.
4. Business case presented to West Yorkshire Acute Association of Trusts CEOs for future development of Oncology services – will lead to increase in ACP, Advanced Pharmacist and SACT nurses working in clinic setting.
5. Implementation of new workforce model will develop improved career structures and opportunities for development.
6. Modelling has also identified tumour sites under significant pressure that require further investment in Consultant oncologist roles.