

NEY Macmillan Cancer CNS Workforce Development Programme

“Developing the next generation of Specialist Cancer Nurses”

Cancer Teams involved

Acute Oncology • Breast
Cancer of Unknown Primary
Head & Neck • Haematology
Colorectal • Gynaecology
Lung • Upper GI

Background

Clinical Nurse Specialists (CNS) are pivotal roles, improving quality of life for cancer patients and experience of care. Macmillan research (2021) predicted gaps of 3,371 CNSs across England by 2030 without further action.

Macmillan, 4 NEY Cancer Alliances and 20 NHS Trust Lead Cancer Nurses (LCNs) collaborated to address this workforce challenge by creating a 2 year CNS development programme for 42 aspiring cancer CNSs.



Results



Feedback

Learners

- "I have recently started a new permanent Macmillan CNS post in Palliative care. Thanks to the programme for enabling me to apply and be successful in this post."
- "I have the confidence to manage complex situations in practice."
- "Importance of the holistic approach and what is available to support the patient holistically."
- "Support goes beyond the cancer treatment."
- "I hope to support others in the same way I was supported throughout the programme."

Mentors

- "Because of this development programme we were able develop and adapt our service in so many ways. We have increased EHNAs, service capacity and personalised care agenda."

Lead Cancer Nurses & Workforce Leads

- "We have a new workforce that understands the whole cancer pathway"
- "The programme has delivered beyond expectations"

Conclusion

- Created a sustainable and standardised model of Cancer CNS workforce development.
- Transferrable and can be supported via existing funding streams.
- Aligns to national the workforce strategies and supports ACCEND programme.
- It has expanded the Cancer CNS workforce across NEY and the reach of specialist cancer skills in the generalist field.