



Greater Manchester Cancer
Academy



Greater Manchester
Cancer Alliance

Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

Core Cancer Essentials



Introduction

This guide is underpinned by the principles of the Aspirant Cancer Career and Education Development (ACCEND) Programme, launched in January 2023 in response to significant workforce challenges in cancer care.

The programme is multi-professional in scope and is designed to deliver reform across career pathways while strengthening education, training, learning, and development opportunities for everyone involved in the care of people affected by cancer, across all levels of practice.


Key Features

1. Inclusive scope – relevant to both the generalist and specialist cancer workforce
2. National alignment – consistent with the four UK national frameworks for careers, advanced, and consultant-level practice
3. Practice-wide focus – addressing all levels of practice rather than specific roles
4. Cancer-specific learning – structured opportunities for education, training, and development across the four pillars of practice
5. Flexible learning pathways – offering a broad range of opportunities, including work-based learning, and accredited and non-accredited modules or courses

Utilising this guide

This guide has been developed to provide structured signposting to education and work based learning that supports the development of knowledge and skills needed to deliver high-quality cancer care. It is designed to benefit all healthcare professionals, regardless of role or setting, ensuring they are equipped to best support people affected by cancer throughout the care pathway

This development guide is designed to be flexible, allowing individuals and teams to use it in a way that best fits their learning needs, roles, and pace of development. Whether used as part of a new starter induction or ongoing development, this package is adaptable to your learning needs. Completion requirements should be agreed with your line manager.

 Note: Some resources may require additional funding. Please speak with your line manager or team leader for support and guidance

 Note: Some resources may require registration to access education



ACCEND - 3 Core Components

This guide supports healthcare professionals develop towards the three key components in the ACCEND framework: a career pathway, core cancer Capabilities in Practice (CiPs), and structured education. Together, these ensure that all staff are supported by a recognised career framework, equipped with appropriate capabilities for their role and level of practice, and guided by a development structure that meets individual, team, and service needs. The career pathway outlines progression routes and qualifications across levels of practice; CiPs define the knowledge, skills, and behaviours expected at each level; and the education component provides learning and assessment strategies to help practitioners translate knowledge into practice, evidenced through development of a career portfolio.

Portfolio Development

Developing a career portfolio is an essential part of professional growth for healthcare practitioners. It provides a structured way to capture learning, reflect on experiences, and evidence competencies aligned with clinical standards and frameworks such as ACCEND.

A well-maintained portfolio supports career progression, helps demonstrate readiness for progressing to next level of practice and ensures practitioners have the right skills to provide the best care.

Workplace- based supervision and assessment

Workplace-based supervision and assessment are essential to safe and effective learning at all levels of practice. High-quality supervision supports professional development, values the expertise of clinicians, and promotes effective team interaction. Regular supervision encourages reflective practice, supports career progression, and helps align individual development with organisational and professional standards.

Level of Practice	Supportive	Assistive	Pre-reg	Registered	Enh/Adv/Cons		
Capabilities	Education Resources					Work based Learning opportunities	ACCEND domain mapping
What is cancer and how do we treat cancer?	Introduction to cancer and it's treatment : Macmillan The context of cancer – Foundations of cancer care – ACCEND Hub The science of cancer – Foundation of cancer care – ACCEND Hub Cancer Symptom Recognition – Gateway C Let's Communicate Cancer – eLearning for Health					<ul style="list-style-type: none"> Shadow cancer related services Attend relevant MDT/handovers 	Domain A 1.0 Professional values and behaviours 4.0 Communication and consultation skills 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer Domain C 15.0 Independent prescribing and pharmacotherapy 19.0 Late effects
Health Promotion and reducing risk	Cancer Screening – answer cancer Introduction to population screening – Let's Communicate Cancer – eLearning for Healthcare Cancer Research UK: causes of cancer and reducing your risk Early Diagnosis and Prevention – eLearning for Healthcare					<ul style="list-style-type: none"> Shadow health promotion clinics or outreach activities such as mobile screening units Local cancer awareness sessions/events 	Domain C 17.0 Promoting self-management and behaviour change
Personalised care (including Holistic needs assessments)	Personalised treatment and care of cancer – Foundations of cancer care - ACCEND Hub Self-care, ethics and clinical leadership in cancer - Foundations of cancer care - ACCEND Hub Cancer Care Review Webinar - GM Cancer Academy HNA and personalised care support plans – GM Cancer Alliance Introduction to personalised care – Macmillan Cancer care reviews – Macmillan Developing cultural competence in cancer care and support – Macmillan Holistic needs assessment national training – Macmillan Shared Decision Making – Personalised Care Institute					<ul style="list-style-type: none"> Support/observe care planning discussions Peer learning/mentorship Peer/service user feedback Support local QI and audit work 	Domain A 1.0 Professional values and behaviours 2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding 3.0 Person-centred care 4.0 Communication and consultation skills 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer Domain B 10.0 History Taking 11.0 Clinical, physical and mental health assessment 12.0 Investigations, diagnosis and care planning Domain C 14.0 Managing medical and clinical complexity and risk 17.0 Promoting self-management and behaviour change 20.0 Palliative and end of life care

MDT interagency and partnership working	Communication and team working in cancer care – Foundations of cancer care – ACCEND Hub Advocating for people living with cancer - Macmillan Role of MDT co-ordinators – GM Cancer Academy					· Attend relevant MDT/handovers	Domain A 1.0 Professional values and behaviours 3.0 Person-centred care 4.0 Communication and consultation skills 5.0 Personalising the pathway for people living with and affected by cancer 8.0 Multidisciplinary, interagency and partnership working 9.0 Referrals and integrated working to support transitional care for people living with and affected by cancer
Referrals and integrated working to support transitional care for people with cancer	What matters to me – Macmillan Personalised care planning for people with cancer – Macmillan Understanding the impact of cancer on the individual, families and healthcare professionals – Foundations of cancer care - ACCEND hub Supporting your patients – Gateway C					· Observe teams across care pathway acute, secondary, community, primary, social and charity organisations	Domain A 5.0 Personalising the pathway for people living with and affected by cancer 8.0 Multidisciplinary, interagency and partnership working 9.0 Referrals and integrated working to support transitional care for people living with and affected by cancer Domain B 12.0 Investigations, diagnosis and care planning
Level of Practice	Supportive	Assistive	Pre-registration	Registered	Enh/Adv/Cons	· Observing senior/experienced staff · Participating in huddles/handovers · Peer feedback · Role play & scenario discussions · Reflective practice · Mentorship	Domain A 3.0 Person-centred care 4.0 Communication and consultation skills 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer Domain C 17.0 Promoting self-management and behaviour change
Communication	Enhanced Communications – GM Cancer Academy				Advanced Communications – GM Cancer Academy Emotive conversations in health and social care – Macmillan		
	LGBTQ+ inclusive conversations – GM Cancer Academy Effective communication in cancer care - Macmillan Compassionate people centred conversations – Macmillan SAGE & THYME – Macmillan Motivational interviewing – Macmillan						
Psychological/ mental health support	Foundations in Psychological Care – GM Cancer Academy				Psychological Level 2 Training GM Cancer Academy	<ul style="list-style-type: none"> · Schwartz rounds · Observe psychological support discussions · Clinical supervision · Peer review · Role play & scenario discussions · Reflective practice 	Domain A 3.0 Person-centred care 4.0 Communication and consultation skills 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer Domain B 11.0 Clinical, physical and mental health assessment 12.0 Investigations, diagnosis and care planning Domain C 14.0 Managing medical and clinical complexity and risk 16.0 Prehabilitation and rehabilitation interventions 17.0 Promoting self-management and behaviour change
	Psychological support skills to enhance cancer care – Macmillan Mental health crisis in people living with cancer – Macmillan Mental Health in Cancer Think A-G – Gateway C						

Acute oncology	AO Passport: Level 1	AO Passport: Level 1 OR Registered healthcare professionals working in areas that accept, assess and/or admit acutely unwell patients AO Passport: Level 2 (download free copy)	<ul style="list-style-type: none"> · Shadow AO team · Case based discussions 	Mapping Document
Supportive care	Living with and beyond cancer – Foundations of Cancer Care – ACCEND elfh hub Treatment Summaries – Macmillan Cancer Information and Support – Guys Cancer Academy Lift Up Your Everyday – Royal College of Occupational Therapists Nutrition in the management of Oncology – Nutricia Academy		<ul style="list-style-type: none"> · Observe/support HNA · Supportive care MDT observation · Shadowing AHPs · Psychosocial support services 	Domain A 3.0 Person-centred care 5.0 Personalising the pathway for people living with and affected by cancer Domain C 17.0 Promoting self-management and behaviour change 18.0 Symptom management 19.0 Late effects
Palliative and end of life care	Essential palliative and end of life care – Macmillan Introduction to loss, grief and bereavement – Macmillan Palliative and end of life care – Foundation of Cancer Care – ACCEND Hub End-of-life care for all (e-ELCA) – eLearning for Healthcare Multidisciplinary End Of Life Care Level 7 – University of Greater Manchester (Enh-cons) Developing Practice in Palliative and End of Life Care Level 7 Module – University of Liverpool (Enh – Cons)		<ul style="list-style-type: none"> · Observe hospital or community palliative care teams · Observe advanced care planning · Explore bereavement support or chaplaincy teams · Visit hospice 	Domain A 3.0 Person-centred care 6.0 Helping people make informed choices as they live with or are affected by cancer Domain C 20.0 Palliative and end of life care
Promoting self-management, behaviour change and information for people living with cancer	Living with and beyond cancer – Foundation of cancer care – ACCEND Hub Health and Wellbeing Hub – GM Cancer Prehabilitation, rehabilitation and personalised care for people living with cancer (PRosPer) - Macmillan		<ul style="list-style-type: none"> · Shadow personalised care roles/leads · Observe/support HNAs · Observe behaviour change sessions such as smoking cessation · Participate in health promotion events/activities · Link with community care support groups 	Domain A 1.0 Professional values and behaviours 2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding 3.0 Person-centred care 7.0 Providing information to support self-management and enable independence for people living with and affected by cancer 8.0 Multidisciplinary, interagency and partnership working 9.0 Referrals and integrated working to support transitional care for people living with and affected by cancer Domain C 17.0 Promoting self-management and behaviour change Domain G 24.0 Developing a learning culture
Genomics (general)	What is Genomics? – Genomics in Cancer Care – GM Cancer Academy What is germline testing – GM Cancer Alliance Genomics 101: Genomics in Healthcare – eLearning for Healthcare Genomics Toolkit - Macmillan		<ul style="list-style-type: none"> · Observe pathology MDT discussions · Shadow clinical genetics or genomics counselling teams · Observe consent discussions 	Domain A 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer Domain F 23.0 Service evaluation and quality improvement

Pillar of Practice	Education Resources	Work Based Learning	ACCEND Domain Mapping
Research	<p>Critically appraising the evidence base – eLearning for Healthcare (Enh - Cons)</p> <p>Research, Audit and Quality Improvement (R&A) – eLearning for Healthcare (Enh - Cons)</p> <p>Good Clinical Practice – NIHR (Enh - Cons)</p> <p>NIHR Learn - NIHR</p> <p>Research Practice in Clinical Settings - NIHR (Enh - Cons)</p> <p>Intro to quality improvement – NHS Elect (Enh - Cons)</p>	<ul style="list-style-type: none"> • Embed evidenced based practice • Contribute to literature review • Assist in audit or service evaluation • Collaborate on existing research projects • Join organisations research network • Shadow research team • Design and implement small audit/QI project 	<p>Domain A</p> <p>1.0 Professional values and behaviours</p> <p>2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding</p> <p>Domain E</p> <p>22.0 Research and evidence-based practice</p> <p>Domain F</p> <p>23.0 Service evaluation and development</p>
Leadership	<p>PDSA Cycles – NHS Elect</p> <p>Giving Feedback Effectively – NHS Elect</p> <p>Introduction to Coaching - Macmillan</p> <p>Management & Leadership Skills – eLearning for Healthcare</p> <p>Edward Jenner Programme – NHS Leadership Academy (Supp - Reg)</p> <p>Mary Seacole Programme – NHS Leadership Academy (Enh - Adv)</p> <p>Rosalind Franklin Programme – NHS Leadership Academy (Adv - Cons)</p>	<ul style="list-style-type: none"> • Represent your team within forums (such as MDT, professional forums) • Chair/Co-Chair meetings • Lead small project/initiative/audit • co-ordinate teaching or education event • Support workforce development planning • Shadow senior leaders/managers • Mentorship/Coaching • Contribute to service review/improvement 	<p>Domain A</p> <p>1.0 Professional values and behaviours</p> <p>Domain D</p> <p>21.0 Leadership, management and organisation</p>
Education	<p>Mentoring – NHS Elect</p> <p>Advocating and Educating for Quality Improvement (A-EQUIP) – eLearning for Healthcare (Enh - Cons)</p> <p>Approaches in Education – eLearning for Healthcare (Reg - Cons)</p> <p>Educator training resources – eLearning for Healthcare (Reg - Cons)</p> <p>Introduction to project management - Macmillan (Supp - Reg)</p> <p>Developing your project management skills - Macmillan (Enh - Cons)</p> <p>Evidencing work-based learning - Macmillan (Reg - Cons)</p>	<ul style="list-style-type: none"> • Contribute to teaching/learning session • ACT as mentor or preceptor • Mentorship or assessor training (in-house) • Participate in peer review/supervision • Support Learning environment • Support Learning environment audit • Join existing education forums • Link in/Collaborate with HEIs 	<p>Domain D</p> <p>21.0 Leadership, management and organisation</p> <p>Domain G</p> <p>24.0 Developing a learning culture</p>