



Greater Manchester Cancer  
**Academy**



Greater Manchester  
Cancer Alliance

# Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

## Skin Cancer

Developed in collaboration with GM Cancer  
Alliance Skin Pathway Board & CNS Forum



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## 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

## Using this guide

This guide has been developed to provide a flexible approach to learning and development for cancer professionals to build their knowledge and skills in order to deliver high-quality care to patients. It is designed to support the development of professionals, regardless of their current role, and to ensure 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.



## Levels of Practice

The ACCEND framework focuses on roles in terms of levels of practice rather than job titles or banding. This approach recognises the variation in roles, job descriptions, and scope of practice across the four UK nations.

This document should be used alongside [Clinical Dermatology Nursing Role Descriptors: Guidance on Scope of Practice \(Registered to Consultant Level Practice\)](#). (BDNG 2023)

Level of Practice	Supportive	Assistive	Pre-registration	Registered = R	Enhanced = E	Advanced =AD	Consultant =C
<b>Suggested job title</b>	Nursing assistant Health Care support worker	Nursing associate Assistant practitioner Therapy assistant	N/A	Staff nurse/AHP	Associate Clinical Nurse/AHP (New to role) Specialist Clinical Nurse/AHP Specialist	Advanced Practitioner (Nurse/AHP)	Consultant Practitioner (Nurse/AHP)

## Key Considerations

- Practice scope: acknowledging the responsibilities and skills within roles.
- Blended capabilities: a role may draw on capabilities across different levels of practice.
- Ongoing development – as practitioners progress, they will build on capabilities across multiple levels of practice.

## Examples

- A practitioner’s role may include a blend of registration-level and enhanced-level core cancer Capabilities in Practice (CiPs), particularly as they grow within the role and prepare for progression or grow in an area of expertise.
- An enhanced-level practitioner may begin to develop level 7 academic knowledge or advanced-level capabilities in a particular pillar of practice relevant to their role—before progressing to accredited Health Education England Advanced Clinical Practice training across the four pillars of practice

Speciality Specific Knowledge	Education Resource	Work Based Learning	ACCEND Domain Mapping
<b>Anatomy, Physiology, Prevalence and Epidemiology</b>	<a href="#">Skin Cancer Think A-G</a> – Gateway C <a href="#">Skin Cancer – Jargon Buster</a> – GM Cancer Alliance <a href="#">e-dermatology</a> – eLearning for Healthcare <a href="#">Atopic Dermatitis</a> – eLearning for Healthcare <a href="#">Types of Skin Cancer (non-melanoma)</a> – Cancer Research UK <a href="#">Melanoma Skin Cancer</a> – Cancer Research UK	<ul style="list-style-type: none"> <li>Shadowing - clinicians, APs, experienced specialist nurse</li> <li>Case based discussions</li> <li>Competency CE for lymph node (infographic)</li> <li>2WW clinics</li> <li>Mentoring &amp; Supervision</li> </ul>	Domain A 3.0 Person-centred care 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
<b>Screening and Health Promotion</b>	<a href="#">Skin Cancer Early Diagnosis</a> – Gateway C <a href="#">Skin surveillance</a> – eLearning for Healthcare <a href="#">Melanoma and Skin Cancer Early Detection Course</a> - Skcin	<ul style="list-style-type: none"> <li>Shadow screening clinics</li> <li>Health population dashboards</li> <li>Community programmes - awareness campaigns</li> </ul>	Domain A 3.0 Person-centred care 6.0 Helping people make informed choices as they live with or are affected by cancer
<b>Early Diagnosis/ referral pathways for skin cancer</b>	<a href="#">Skin Cancer: Recognition &amp; Referrals</a> - NICE <a href="#">Skin Cancer Guidelines</a> – GM Cancer Alliance <a href="#">Skin Cancer Referral Guidelines</a> - Macmillan <a href="#">Skin Cancer Pathways: BPTP</a> – British Association of Dermatologists	<ul style="list-style-type: none"> <li>2WW pathway tracking</li> <li>shadowing clinics - dermatology, plastics, GP</li> <li>Skin Pathway Board</li> <li>Single point access referral form</li> <li>Dynamic Referral form</li> </ul>	Domain A 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
<b>Assessment and Investigations</b>	<a href="#">Dermoscopy</a> – GM Cancer Academy <a href="#">Skin Lesion Recognition</a> – GM Cancer Academy <a href="#">Irregular or asymmetric Pigmented Lesions</a> – Gateway C	<ul style="list-style-type: none"> <li>MDT shadowing assessment/reviews</li> <li>case based discussions/simulations</li> <li>Mentorship &amp; Supervision</li> </ul>	Domain B 12.0 Investigations, diagnosis and care planning
<b>Diagnosis, Examination and Staging (Disease Specific)</b>	<a href="#">Clinical examination and case management (Skin cancer)</a> – University of Bradford (Enhanced) <a href="#">Skin Lesion Recognition PGCert (Management &amp; Dermoscopy)</a> – University of Hertfordshire (Advanced) <a href="#">Stages and Grades of Skin Cancer</a> – Cancer Research UK <a href="#">How to examine skin cancer excision specimen after biopsy (to evaluate for residual tumour)</a> – eLearning for Healthcare	<ul style="list-style-type: none"> <li>Clinic shadowing</li> <li>MDT meetings</li> <li>Mentorship &amp; Supervision</li> <li>Pathology/radiology exposure</li> <li>case based/peer review</li> </ul>	Domain B 10.0 History taking 11.0 Clinical, physical and mental health assessment 12.0 Investigations, diagnosis and care planning
<b>Types of Treatment (Disease Specific)</b>	<a href="#">Treatment for Skin Cancer</a> – Cancer Research UK <a href="#">Introduction to skin surgery for nurses</a> – British Dermatological Nursing Group (Enh-Cons)	<ul style="list-style-type: none"> <li>MDT meetings</li> <li>Treatment observations</li> <li>Review treatment summaries</li> <li>patient information services</li> </ul>	Domain A 8.0 Multidisciplinary, interagency and partnership working Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management

Don't forget to regularly log your learning and development activities in your [ePortfolio](#), a great way to track your achievements and showcase your professional growth

<b>Radiotherapy - Clinical Oncology</b>	<a href="#">An introduction to external beam radiotherapy</a> – Macmillan <a href="#">Radiotherapy for Skin Cancer</a> – Macmillan <a href="#">Radiation Dermatitis Guidelines</a> – Society of Radiographers <a href="#">Managing Radiotherapy Induced Skin Reaction</a> – eLearning for Healthcare <a href="#">Rebalancing Radiotherapy Skin Assessment</a> – eLearning for Healthcare	<ul style="list-style-type: none"> <li>Shadowing radiotherapy pathway - consent, treatment, on-trt review</li> <li>Radiotherapy planning exposure</li> <li>MDT meetings</li> <li>Case based discussion/peer review</li> <li>End of Treatment summary review</li> </ul>	Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management
<b>SACT - Medical Oncology</b>	<a href="#">SACT competency passport</a> – UKONS <a href="#">Oncology/Haematology Treatment Toxicity Risk Assessment Tool</a> - UKONS	<ul style="list-style-type: none"> <li>Shadow SACT pathway - consent, delivery</li> <li>MDT discussions</li> <li>SACT policies and audit review</li> </ul>	Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management
<b>Genomics</b>	<a href="#">Genomics expert webinar series</a> – Macmillan <a href="#">Reflex testing for BRAF in melanoma</a> – GM Cancer Academy	<ul style="list-style-type: none"> <li>Shadowing pathology</li> <li>Shadowing genomics counselling clinics</li> <li>MDT discussions</li> </ul>	Domain A 5.0 Personalising the pathway for people living with and affected by cancer Domain B 12.0 Investigations, diagnosis and care planning
<b>Clinical Management</b>	<a href="#">Tissue Viability</a> – eLearning for Healthcare <a href="#">Lymphoedema in association with skin cancer treatment</a> - BDNG <a href="#">Wound care education for health and care workforce</a> – eLearning for Healthcare	<ul style="list-style-type: none"> <li>Shadowing senior clinicians or specialist teams</li> <li>Supervision - Buddy System</li> <li>National Guidance/policy</li> <li>support patient education</li> <li>Learning from incidents</li> </ul>	Domain B 13.0 Clinical management Domain C 14.0 Managing medical and clinical complexity and risk
<b>Specialist Specific Pharmacotherapy</b>	Independent Prescribing Level 7 Module	<ul style="list-style-type: none"> <li>MDT meetings/review</li> <li>Local/National Policies</li> <li>Clinical Supervision</li> </ul>	Domain A 1.0 Professional values and behaviours 2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding Domain C 14.0 Managing medical and clinical complexity and risk 15.0 Independent prescribing and pharmacotherapy
<b>Living Well With Cancer &amp; Supportive Care</b>	<a href="#">Skin Care after Cancer</a> – Cancer Research UK <a href="#">Follow up after skin cancer treatment</a> – Cancer Research UK <a href="#">The Cancer Survivor Level 7 module</a> – University of Liverpool <a href="#">Skin Cancer: Understanding late effects</a> – Radiotherapy UK <a href="#">Skin Cancer: Health and Wellbeing Services</a> – GM Cancer Alliance	<ul style="list-style-type: none"> <li>Observation of survivorship clinics</li> <li>Engagement with rehabilitation services</li> <li>Link with local/GM personalised care teams</li> <li>Peer support/supervision</li> </ul>	Domain A 3.0 Person-centred care 7.0 Providing information to support self-management and enable independence for people living with and affected by cancer Domain C 16.0 Prehabilitation and rehabilitation interventions 17.0 Promoting self-management and behaviour change 18.0 Symptom management
<b>Secondary, metastatic cancer</b>	<a href="#">Controlling symptoms of advanced melanoma skin cancer</a> – Cancer Research UK	<ul style="list-style-type: none"> <li>Observation of advanced care planning</li> <li>MDT meetings</li> <li>Observation of interventional treatment</li> <li>Case based discussion</li> <li>Mentorship &amp; Supervision</li> </ul>	Domain C 18.0 Symptom management 19.0 Late effects 20.0 Palliative and end of life care

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

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