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Cancer Alliance

Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

Urology Cancer

Developed in collaboration with GM Cancer
Alliance Urology 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

Utilising this guide

This guide has been developed to provide structured signposting to education and work-based learning that supports the development of specialist knowledge and skills in urology cancer care. It is designed to support healthcare professionals working within urology services to build the enhanced clinical skills and knowledge required to deliver high-quality care across the colorectal 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 [A Professional Development Framework for Prostate Cancer Nurses](#) Prostate Cancer UK (2024)

Level of Practice	Supportive	Assistive	Pre-registration	Registered = R	Enhanced = E	Advanced =AD	Consultant =C
Suggested job title	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
Anatomy, Physiology, Prevalence and Epidemiology	Bladder Cancer – eLearning for healthcare Clinical aspects and diagnosis of prostate cancer – eLearning for healthcare Bladder Cancer – GM Cancer Academy Introduction to Prostate Cancer – Prostate Cancer UK	<ul style="list-style-type: none"> Shadowing - clinicians, APs, experienced specialist nurse Case based discussions 2WW clinics Mentoring & Supervision 	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
Screening and Health Promotion	ABC UK Bladder Cancer Symptoms Guide – Action Bladder Cancer UK Urological Cancers – GM Cancer Academy Prostate Cancer Screening – Prostate Cancer UK Prostate Cancer Risk Management Programme – NHS England Screening for Kidney Cancer - Cancer Research UK	<ul style="list-style-type: none"> Shadow screening clinics Health population dashboards Community programmes - awareness campaigns 	Domain A 3.0 Person-centred care 6.0 Helping people make informed choices as they live with or are affected by cancer
Early Diagnosis/ referral pathways for urological cancer	Urological cancer - GatewayC Prostate Cancer – GatewayC Bladder cancer pathway improvements – GM Cancer Academy Haematuria – Presentation and Basic Investigation – GM Cancer Academy PSA diagnostic case studies – Prostate Cancer UK The modern prostate cancer pathway – Prostate Cancer UK Bladder Cancer: Hot Topics – Action Bladder Cancer UK	<ul style="list-style-type: none"> pathway tracking shadowing clinics Urology Pathway Board Dynamic Referral form 	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
Assessment and Investigations	TRUS guided biopsy of the prostate gland – eLearning for healthcare TULA and flexible cystoscopy – GM Cancer Academy Haematuria – Investigations – GM Cancer Academy Prostate Tests – Prostate Cancer UK Local Anaesthetic Transperineal Biopsy (LAP) - Edge Hill University*	<ul style="list-style-type: none"> MDT shadowing assessment/reviews case based discussions/simulations Mentorship & Supervision 	Domain B 12.0 Investigations, diagnosis and care planning
Diagnosis, Examination and Staging (Disease Specific)	Staging prostate cancer – eLearning for healthcare Prostate Cancer: Diagnosing and Staging – Prostate Cancer UK Stages, Types and Grades of Prostate Cancer – Cancer Research UK Stages, Types and Grades of Bladder Cancer – Cancer Research UK Stages, Types and Grades of Kidney Cancer - Cancer Research UK	<ul style="list-style-type: none"> Clinic shadowing MDT meetings Mentorship & Supervision Pathology/radiology exposure case based/peer review 	Domain B 10.0 History taking 11.0 Clinical, physical and mental health assessment 12.0 Investigations, diagnosis and care planning
Types of Treatment (Disease Specific)	Hormone Therapy – eLearning for healthcare Kidney Cancer: Adjuvant Therapies – GM Cancer Academy Key Challenges in Active Surveillance – Prostate Cancer UK Active Surveillance: Supported Self-Management and Nurse Led Approach – Prostate Cancer UK Treatment for Bladder Cancer – Cancer Research UK Treatment for Kidney Cancer - Cancer Research UK	<ul style="list-style-type: none"> MDT meetings Treatment observations Review treatment summaries patient information services 	Domain A 8.0 Multidisciplinary, interagency and partnership working Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management

Radiotherapy - Clinical Oncology	Exploring Radiotherapy Treatment, Pathways and Supportive Care – Prostate Cancer UK Brachytherapy for prostate cancer – Cancer Research UK	<ul style="list-style-type: none"> Shadowing radiotherapy/brachytherapy pathway - consent, treatment, on-trt review Radiotherapy planning exposure MDT meetings Case based discussion/peer review End of Treatment summary review 	Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management
SACT - Medical Oncology	Chemotherapy into the bladder – Cancer Research UK	<ul style="list-style-type: none"> Shadow SACT pathway - consent, delivery MDT discussions SACT policies and audit review 	Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management
Genomics	Genetic Testing and Health Inequalities – Prostate Cancer UK Immunotherapy for bladder cancer – Cancer Research UK	<ul style="list-style-type: none"> Shadowing pathology Shadowing genomics counselling clinics MDT discussions 	Domain A 5.0 Personalising the pathway for people living with and affected by cancer Domain B 12.0 Investigations, diagnosis and care planning
Clinical Management	Hormones and Cancer – eLearning for healthcare Continence Management – GM Cancer Academy Catheter Care and Management – GM Cancer Academy Considerations for transgender and gender diverse patients with prostate cancer – Prostate Cancer UK Active Surveillance: Follow Up Protocol and Risk Stratification – Prostate Cancer UK	<ul style="list-style-type: none"> Shadowing senior clinicians or specialist teams Supervision - Buddy System National Guidance/policy support patient education Learning from incidents 	Domain B 13.0 Clinical management Domain C 14.0 Managing medical and clinical complexity and risk
Specialist Specific Pharmacotherapy	Independent Prescribing Level 7 Module	<ul style="list-style-type: none"> MDT meetings/review Local/National Policies Clinical Supervision 	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
Living Well With Cancer & Supportive Care	The importance of opening up conversations on sexual wellbeing – Prostate Cancer UK Lived Experience Conversation – Prostate Cancer UK Sexual Wellbeing: A Practical Guide – Prostate Cancer UK Living and Dying Well with Prostate Cancer – Prostate Cancer UK	<ul style="list-style-type: none"> Observation of survivorship clinics Engagement with rehabilitation services Link with local/GM personalised care teams Peer support/supervision 	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
Secondary, metastatic cancer	Pain scenario – Prostate - Macmillan Management of Locally Advanced Prostate Cancer – Prostate Cancer UK Treatment options for metastatic bladder cancer – Cancer Research UK	<ul style="list-style-type: none"> Observation of advanced care planning MDT meetings Observation of interventional treatment Case based discussion Mentorship & Supervision 	Domain C 18.0 Symptom management 19.0 Late effects 20.0 Palliative and end of life care

Pillar of Practice	Education Resources	Work Based Learning	ACCEND Domain Mapping
Research	Critically appraising the evidence base – eLearning for Healthcare (Enh - Cons) Research, Audit and Quality Improvement (R&A) – eLearning for Healthcare (Enh - Cons) Good Clinical Practice – NIHR (Enh - Cons) NIHR Learn - NIHR Research Practice in Clinical Settings - NIHR (Enh - Cons) Intro to quality improvement – NHS Elect (Enh - Cons)	<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 	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
Leadership	PDSA Cycles – NHS Elect Giving Feedback Effectively – NHS Elect Introduction to Coaching - Macmillan Management & Leadership Skills – eLearning for Healthcare Edward Jenner Programme – NHS Leadership Academy (Supp - Reg) Mary Seacole Programme – NHS Leadership Academy (Enh - Adv) Rosalind Franklin Programme – NHS Leadership Academy (Adv - Cons)	<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 	Domain A 1.0 Professional values and behaviours Domain D 21.0 Leadership, management and organisation
Education	Mentoring – NHS Elect Advocating and Educating for Quality Improvement (A-EQUIP) – eLearning for Healthcare (Enh - Cons) Approaches in Education – eLearning for Healthcare (Reg - Cons) Educator training resources – eLearning for Healthcare (Reg - Cons) Introduction to project management - Macmillan (Supp - Reg) Developing your project management skills - Macmillan (Enh - Cons) Evidencing work-based learning - Macmillan (Reg - Cons)	<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 	Domain D 21.0 Leadership, management and organisation Domain G 24.0 Developing a learning culture

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