Greater Manchester Cancer Academy

NHS Greater Manchester Cancer Alliance

Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

Lung Cancer

Developed in collaboration with GM Cancer Alliance Lung Pathway Board & CNS Sub Group 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 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

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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.

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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 Professional Development Framework for Lung Cancer Nurse Specialists Lung Cancer Nurse UK 2021

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	Lung Cancer – Gateway C What happens in every stage of Lung Cancer? - Macmillan X-ray: Introduction – Adult Chest – eLearning for healthcare Image Interpretation – CT Anatomy: Chest – eLearning for healthcare Variability of Lung Cancer Presentations – eLearning for Healthcare Principles of Lung Cancer Care – The Royal Marsden School	• 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	Targeted Lung Health Checks – GM Cancer Alliance - change to lung cancer screening Lung Cancer Screening - NHS Alcohol and Tobacco Brief Interventions – eLearning for healthcare	• 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 lung cancer	Lung Cancer – Early Diagnosis – Gateway C Lung Cancer – Think A-G – GM Cancer Alliance	• 2WW pathway tracking • Shadowing primary care clinics • Skin Pathway Board • Single point access referral form • 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	Thoracic MDT Toolkit – GM Cancer Alliance One-Stop Lung Clinic – GM Cancer Alliance One Stop Lung Cancer Webinar – GM Cancer Academy	• 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)	Stages and Types of Lung Cancer – Cancer Research UK Diagnostic Pathways – GM Cancer Alliance New Lung Cancer Diagnosis and Management – eLearning for Healthcare Ionising Radiation (Medical Exposure) Regulations (e-IRMER) – eLearning for Healthcare	• 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)	Treatment for Lung Cancer – Cancer Research UK Research and Clinical Trials for Lung Cancer – Cancer Research UK Guideline for Telephone Follow Up for Patients Undergoing Thoracic Surgery – Lung Cancer Nurse UK	• 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

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

Radiotherapy - Clinical Oncology	An introduction to external beam radiotherapy – Macmillan Radiotherapy for Skin Cancer – Macmillan Radiation Dermatitis Guidelines – Society of Radiographers Managing Radiotherapy Induced Skin Reaction – eLearning for Healthcare	• Shadowing radiotherapy 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	SACT competency passport – UKONS Oncology/Haematology Treatment Toxicity Risk Assessment Tool - UKONS Immunotherapy for Non-Small Cell Lung Cancer – Oncology Nursing in Practice	• 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	MSCC Lung Cancer Pathway – GM Cancer Academy The impact of genomics on the prevention, diagnosis and treatment of non-small cell lung cancer - Macmillan Biomarkers and their emerging role in healthcare – Oncology Nursing in Practice ALK-positive lung cancer for Healthcare Professionals – ALK Knowledge	• 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	Managing the Impact of Lung Cancer – Lung Cancer Nurse UK Tips for managing common symptoms – Lung Cancer Nurse UK New Lung Cancer Diagnosis and Management – eLearning for Healthcare	• 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	• 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	Living with Lung Cancer – Cancer Research UK Living with and beyond Lung Cancer – Oncology Nursing in Practice Smoking Cessation in People Diagnosed with Lung Cancer – Oncology Nursing in Practice A Practical Guide for Lung Cancer Nutritional Care – Lung Cancer Nurse UK	• 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	Metastatic lung cancer – Cancer Research UK Supporting parents to prepare their children when a parents lung cancer cannot be cured – Lung Cancer Nursing UK	• Observation of advanced care planning • MDT meetings • Observation of interventional treatment • Case based discussion • Mentorship & Supervsion	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
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)	• 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)	• 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)	• 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

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