Greater Manchester Cancer Academy

NHS Greater Manchester Cancer Alliance

Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

Breast Cancer

Developed in collaboration with GM Cancer Alliance Breast Pathway Board & CNS and AHP 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 Breast cancer care. It is designed to support healthcare professionals working within Breast 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

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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 A Competency Framework for Nurses Providing Care to People with Breast Cancer - RCN 2019

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	Lobular Breast Cancer – Breast Cancer Now Breast Cancer in Men – Breast Cancer Now Early Breast Cancer – Triple negative breast cancer – GM Cancer Academy HER2+ Early Breast Cancer – GM Cancer Academy Epidemiology of Breast Cancer – eLearning for healthcare Principles and Practice of Breast Care Nurse - The University of Manchester	• Shadowing - clinicians, APs, experienced specialist nurse, surgeons, histopathology, radiography, physio, lymphoedema • Case based discussions • Triple Assessment / One-Stop Diagnostic 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	Breast Screening – GM Cancer Academy Developments in Breast Screening – Breast Cancer Now Breast screening: challenges posed to racial and ethnic minorities – Breast Cancer Now National Screening Programmes – Breast Cancer - GatewayC Supporting ethnic minorities and screening – GM Cancer Academy Managing Mastalgia – GM Cancer Academy	• Shadow screening clinics/link with Screening Improvement Lead • Health population dashboards • Community programmes - awareness campaigns • Documentation around High-Risk Screening programmes	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 Breast Cancer	Breast Cancer Recurrence – Gateway C Breast Cancer Primary Prevention – eLearning for healthcare Risk factors of breast cancer – eLearning for healthcare Breast Cancer Primary Care Resources - GM Cancer Alliance	• Spend time with pathway navigators/co-ordinators / Understand PTL • shadowing clinics - GP • Breast Pathway Board • Triple Assessment Clinic • Family History team to understand referrals and pathways (Risk Reducing Endocrine Therapy Toolkit) • Documents and algorithms on GM Cancer webpage	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	Breast Lumps Assessment – GM Cancer Academy Management of the axilla – eLearning for healthcare	• MDT shadowing assessment/reviews • case based discussions/simulations • Mentorship & Supervision • Histopathology and Radiology	Domain B 12.0 Investigations, diagnosis and care planning
Diagnosis, Examination and Staging (Disease Specific)	Clinical presentation of Breast Cancer – eLearning for healthcare Staging of Breast Cancer – 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)	Principles of treatment for metastatic breast cancer – GM Cancer Academy Surgical Therapy for Breast Cancer – eLearning for healthcare Surgical treatment for breast cancer related lymphoedema – Breast Cancer Now Clinical trials with Make 2nds Count – Breast Cancer Now AI for good: understanding women's decisions on breast reconstruction with Project BeliEVE – Breast Cancer Now	• MDT meetings • Treatment observations • Review treatment summaries • patient information services • NICE guidance • Trust SOPs • Shadowing – Christie @ clinics	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	Breast Radiotherapy – eLearning for healthcare Breast Radiotherapy and advances in treatment – GM Cancer Academy	• Shadowing radiotherapy pathway - consent, treatment, on-trt review, breast physio • 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 side effects and assessing fitness for treatment – GM Cancer Academy Systemic Therapy in ER+ Advanced Breast Cancer – GM Cancer Academy Neoadjuvant systemic treatment – Breast Cancer – eLearning for healthcare Systemic treatment during pregnancy – Breast Cancer Now	• Shadow SACT pathway - consent, delivery • MDT discussions • SACT policies and audit review • Pharma showcases • Shadowing – Chrisite @ clinics	Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management
Genomics	Communicating risk to patients following genetic expression profiling – Breast Cancer Now Breast cancer, genes, and family history – Breast Cancer Now Breast Cancer – Genetic Testing – GM Cancer Alliance	• 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	Nipple Discharge – GM Cancer Academy Endocrine Module – GM Cancer Academy Setting up an MDT clinic to manage side effects of endocrine therapy – Breast Cancer Now Menopause Series – Breast Cancer Now Lymphoedema Management of Arm and Trunk – Lymphoedema Training Academy Cancer and Pregnancy Training - Mummy's Star	• Shadowing senior clinicians or specialist teams • Supervision - Buddy System • National Guidance/policy • support patient education • Learning from incidents/RCA discussions	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	Fear of cancer recurrence (FCR) in people with breast cancer – Breast Cancer Now When to refer for physiotherapy – Breast Cancer Now Prescribing positive lifestyle interventions in the breast cancer setting – Breast Cancer Now Intimacy and relationships after breast cancer – Breast Cancer Now Living with, through and beyond breast cancer – eLearning for healthcare	• Observation of survivorship clinics • Engagement with rehabilitation services • Shadow Breast Specialist Physion Team • Link with local/GM personalised care teams • Peer support/supervision • Support Health & Wellbeing Events	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	Secondary Breast Cancer – GM Cancer Academy Brain metastasis and getting the most from your neuro MDM – Breast Cancer Now Symptom control and managing psychological distress – Breast Cancer Now Talking to children about secondary breast cancer – Breast Cancer Now	• 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

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, PWB, 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

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