

# **ACCEND Cancer Offer for the Development of a Multi-professional Consultant Pathway for Practitioners**

**Development offer and FAQ's**

## Development offer

The recently published [NHS Long Term Workforce Plan](#) (2023) makes clear reference to the work underway to facilitate the transition for the most experienced and skilled staff from advanced and consultant practice level roles via the development of formal pathways. This funding offer supports both the long-term plan and the commitments made in the Aspiring Cancer Career Education Development (ACCEND) Programme Plan to support and develop consultant posts in Cancer Care.

The ACCEND Programme aims to provide transformational reform in the education, training and career pathways for cancer support workers, nurses and AHP's supporting people affected by cancer. Providing guidance on the knowledge, skills and capabilities required by all cancer support workers, nurses and allied health professionals who care for people living with cancer in generalist and specialist cancer services and roles.

Using a range of learning opportunities, ACCEND provides a definitive career and development pathway for those aspiring to work in cancer care. This is underpinned by learning related to the four pillars of professional practice - clinical practice; leadership and management; research/evidence-based practice and quality improvement; and specialist cancer focused education.

As part of the Leadership, Advanced and Consultant practice Education workstream (LACE) within ACCEND, the multi-professional cancer consultant practice development pathway offer has been developed and approved, in partnership with the National Cancer and Imaging programme and The Centre for Advancing Practice.

The available funding offer will support 10 registered health care professionals who are newly appointed consultants (up to three years in post). Working within cancer care and already hold a relevant post graduate MSc or equivalent that can be mapped to [the Multi-professional framework for advanced clinical practice in England \(2017\)](#).

The development will correspond with [The Centre for Advancing Practice Multi-professional consultant-level Practice capability and impact framework \(NHS England 2023\)](#). The aim is to progress early year consultants working in cancer services as system leaders and embedded researchers, exemplifying expert practice, strategic and enabling leadership, learning, developing, and making improvements across the system, alongside research and innovation. This is a bespoke development programme tailored to the development needs of each individual practitioner.

## The offer to providers will include:

Early year consultants (in post up to three years) will undertake a development needs analysis (bespoke support and guidance will be provided) to map against [The Centre for Advancing Practice Multi-professional consultant-level Practice capability and impact framework \(NHS England 2023\)](#) to identify their learning needs.

Consultants will use [The Centre for Advancing Practice Multi-professional consultant-level Practice capability and impact framework – Self assessment tool \(NHS England 2023\)](#). The tool was developed for this process, focusing on each domain independently so consultants can obtain an in-depth view, even though the domains are interdependent. **(Please note, only those successful through the initial application will be invited to submit the self-assessment).**

Capabilities relevant to transition from advanced level practice , Years 1-3, and Years 3-5 consultant practice have been identified under each domain in the assessment tool. This allows consultants to reflect on where they think they might be:

- a) To identify the capabilities, they already possess to inform their portfolio
- b) To get a sense of which domains they may need to prioritise in their developmental journey
- c) To inform the priorities for their personal development plan

When asked to identify the impacts consultants wish to focus on to inform their development plan, they are requested to assign its priority from 1-3, with 1 being the most urgent priority and 3 the least urgent priority.

The funding is a development grant for individuals to undertake the development required to map and align to the capabilities outlined in [The Centre for Advancing Practice Multi-professional consultant-level Practice capability and impact framework \(NHS England 2023\)](#) based on their needs from the self-assessment. The grant amount is £10,000 per year for 2 consecutive years 2023-2024 and 2024-2025, which will be paid directly to the individuals supporting organisation.

## Who is this offer for?

The offer is designed for early years multi-professional consultants who have been in an NHS funded consultant post for less than three years. The offer is open to practitioners working in cancer care and who have a post graduate MSc degree or equivalent, alongside significant clinical experience that can be mapped to the multi-professional framework for advanced clinical practice in services such as:

- Integrated Care System (ICS) provider roles in acute, primary or community settings
- Cancer specific services that might include:
  - Prevention and early diagnosis
  - Diagnostics including community diagnostic centres
  - Symptoms and side effects

- Radiotherapy
- Surgery
- Systemic anti-cancer treatment
- Prehabilitation and Rehabilitation
- Late effects i.e. from radiotherapy, SACT, Immunotherapy etc
- Holistic integrated personalised care

To receive funding each **employing organisation** must agree to:

- Provide evidence of engagement from local ICS in the form of a letter of support.
- Ensure that the clinical capacity within their service is not diminished.
- Work with the NHSE ACCEND and Advancing Practice Faculty leads to establish/develop a route to future multi-professional consultant and advanced practitioner level training pathways and posts within their organisation and system.
- Collaborate with talent spotting.
- Agree to co-operate fully with any evaluation activity.
- Support the consultant to complete their development and portfolio should they require more than 2 years to complete.
- Support the consultant to champion the role and benefits of the multi-professional consultant practice role.

To receive the funding each **consultant** must agree to:

- Be willing to champion the role and benefits to other services, organisations regionally and nationally.
- Engage in and allocate time to undertake suitable learning and development opportunities.
- Contribute to ensure that the consultant role is effectively incorporated into services, across teams, organisations, and systems.
- Agree to co-operate fully with any evaluation activity.

### **What does the pathway look like?**

The pathway will be a bespoke pathway for each consultant practitioner. Their development needs will be identified using the self-assessment framework and the following principles will provide guidance for the pathway:

#### ***Accredited Learning based on experience, reflection, and evidence of impact***

- Accredited learning based on experience, reflection, critical thinking at doctoral level
- Evidencing impact of role using portfolio

#### ***Experiential learning with support***

- Using workplace and situated learning as a developmental opportunity to:
  - Develop understanding and expertise
  - Work with evidence base, implementation of change and evaluation

- Working on projects/developmental opportunities for cross- boundary working across systems, service, agencies, organisation
- Getting involved in opportunities (national and regional placements and secondments) by doing, shadowing, and working with others to experience different approaches, develop skills and expertise within each pillar, drawing on own professional expertise e.g.
  - Strategic activities and big picture
  - Teaching and presentations
  - Advanced facilitation, mentoring and coaching across increased complexity
  - Innovations to change, embed change, or research practice as an embedded researcher

***Formal learning and accreditation***

- Participating in formal programmes/modules – for example Systems Leadership development through the NHS Leadership Academy.

***Using professional opportunities and networks to support learning, achieve capabilities and maintain wellbeing***

- Joining national networks and networking
- Participating in action learning across professional support networks & joining networks
- Obtaining fellowships, internships and sitting on committees with facilitated learning
- Developing links/hybrid posts with HEIs, working with/engaging senior leaders/clinical academics and different teams to develop experiences and confidence
- Participating in receiving and providing mentorship, coaching and supervision – facilitation of learning integrated with development and improvement across all levels of system

## Frequently asked questions

### **Q. What is the multi-professional consultant practice development pathway?**

**A.** This is a bespoke pathway (not a course) that identifies, through an individual development needs analysis, a bespoke package of development for experienced practitioners who hold either a post graduate MSc or have equivalent knowledge and skills aligned to [https://healtheducationengland/Multi-professional framework for advanced clinical practice](https://healtheducationengland/Multi-professional-framework-for-advanced-clinical-practice). The pathway is a competitive offer initially open to 10 successful Practitioners.

### **Q. What is the aim of the multi-professional development pathway?**

**A.** The multi-professional consultant development pathway offers several different approaches to help ensure transformational change and value-based systems leadership. Not least it will address the specialist clinical and leadership knowledge and growth within practitioners to address quality improvements and transformational change within cancer at a local, regional, and national system level.

The pathway aims to develop consultants as system leaders and embedded researchers, exemplifying expert practice, strategic and enabling leadership, learning, developing, improving the system, as well as research and innovation

### **Q. What is multi professional consultant practice?**

**A.** The working definition of multi professional consultant practice can be defined by integrated expertise in the four domains necessary for enabling quality\* care at all levels of the health and social-care system:

- Expert practice (the consultant's main health/social-care profession)
- Strategic and enabling leadership
- Learning, developing, and improving across the system
- Research and innovation as an embedded researcher

This embraces the key skillset for systems leadership and systems transformation aided by clinical credibility in the consultant's own professional practice and underpinned by consultancy approaches that sustain quality\*.'

\*Quality can be defined as person centred, safe and effective care with continuity  
*Adapted from Manley, K & Crouch, R. (2020) Towards Multi-professional Consultant Practice: a potential career pathway for Advanced Practitioners. Health Education England Advanced Practice Conference November 2020*

### **Q. Who is eligible for this development pathway?**

**A.** The pathway is for registered health care practitioners providing/working in health and social care services (including integrated services). This includes Nurses, Allied Health Professionals (including Dietitians, Occupational Therapists, Physiotherapists, Radiographers), Speech and language therapists), Social Workers, Pharmacists, Healthcare Scientists (registered) etc.

Practitioners should be working in an NHS funded consultant post (either newly appointed or for less than three years), working within cancer care which is underpinned by a relevant post graduate MSc or equivalent that can be mapped to the multi professional advanced practice framework.

**Q. Are there any core elements to the learning and development pathway?**

**A.** There are a few core elements to support individuals on their journey to becoming a multi-professional consultant in cancer care including:

- Community of Practice
- Foundation in Systems Leadership
- Action Learning Sets
- Access to Critical Companions
- Masterclasses
- Experiential learning opportunities with accredited learning

**Q. What can the funding be used for?**

**A.** The £10,000 funding can be utilised by a consultant for their identified learning needs against any of the agreed elements specified in the learning and development needs assessment tool, to support their transition to consultant practice.

Further information is available in [The Centre for Advancing Practice Multi-professional consultant-level Practice capability and impact framework \(NHS England 2023\)](#). The framework outlines this level of practice and encompasses the career of the consultant and their expected impact, particularly across integrated systems. Further information concerning the capabilities required to transition from an advanced practitioner to a consultant practitioner are available in the [ACCEND framework](#) for cancer.

**Q. Does the consultant need to agree a development plan?**

**A.** Yes. The development plan based on the individual's development needs analysis will also be formally agreed by the employing organisation ACCEND LACE workstream leads and Subject Matter Experts.

**Q. How will individuals be supported?**

**A.** The organisation will be expected to provide support through their usual structures. In addition, there will be support provided through a Critical Companion Network in cancer linked to an existing consultant. There will also be several action learning sets established to support the consultants and cancer champions (nurse/AHP) to oversee the programme.

**Q. What is the application and selection process?**

**A.** As part of the application process the practitioner will need to complete an application form, this will also need to be supported and counter signed by the supporting organisation and at an ICB level. Applications will then be reviewed by a panel.

Further information on the selection process is detailed in the question below and a roadmap of the process is in appendix A.

**Q. How will individuals be selected?**

**A.** Individuals will be expected to apply formally for the consultant practitioner pathway. We are planning a staged application process:

**Stage 1:** Individuals will be asked to submit:

- A written application form
- A letter of support counter signed by their ICS Workforce Lead, Service Director and line manager
- A copy of their CV detailing their experience and the post graduate qualifications they hold

**Stage 2:** Applications are reviewed by a panel consisting of representation from NHSE's ACCEND Programme, Centre for Advancing Practice, NHSE's Regional Faculties for Advancing Practice and Cancer Clinical Experts.

**Stage 3:** Applicants who are successful will then be invited to complete a self-assessment development needs analysis.

These development needs analysis will again be reviewed by a representative panel and then applicants who are successful at this stage will be invited to interview.

An indicative timeline for this process is as follows:

<b>Stage</b>	<b>Timeframe</b>
<b>Stage 1:</b> Submission of applications	Until 18 <sup>th</sup> September
<b>Stage 2:</b> Applications review	3 weeks 18 <sup>th</sup> Sep to 6 <sup>th</sup> Oct
<b>Stage 3:</b> Submission of development needs analysis	4 weeks 9 <sup>th</sup> Oct – 3 <sup>rd</sup> Nov
<b>Stage 3:</b> Development needs analysis review	2 weeks 6 <sup>th</sup> – 17 <sup>th</sup> Nov
<b>Stage 4:</b> Interview Process	Week of 4 <sup>th</sup> Dec
<b>Award of offer to successful applicants</b>	By 11 <sup>th</sup> Dec

**Q. Is a formal educational programme, such as a professional doctorate or PhD, demonstrating level 8 learning outcomes essential?**

**A.** No. This is not essential; this will remain a decision for the individual and will be informed partly by their role. However, consultant practitioners will need to demonstrate the necessary capabilities and impacts to determine they can evidence consultant level practice. The evidence should also be linked to level 8 descriptors. The SEEC Credit Level Descriptors for Higher Education – 2021 provides a framework for this. See here: <https://seec.org.uk/wp-content/uploads/2021/03/SEEC-Credit-Level-Descriptors-2021.pdf>

**Q. What are the strategic ambitions for the multi-professional consultant role in cancer?**

**A.** At a strategic level to achieve improvements in care as follows:



- ensuring that people with cancer experience high-quality, timely support that respects and meets individual needs and wishes
- understanding that every person experiencing cancer has the right to live their best possible life
- keeping each person at the centre of care ensuring that we consider a person's whole life journey
- collaborating across systems and supporting workforce transformation to put in place the support that prevents and avoids admission
- ensuring that people with cancer experience high-quality care across the system by continual learning and evaluation
- support cancer care providers across the pathway to reduce health and social inequalities
- ensure provision of seamless care, linked to or impacting:
  - Prevention
  - Diagnosis
  - Symptoms and side effects
  - Surgery
  - Systemic anti-cancer treatment
  - Rehabilitation
  - Late effects
  - Holistic integrated care

### **Q. What role do critical companions play?**

**A.** Critical companionship is a helping relationship in which an experienced facilitator (often, but not necessarily, a colleague) accompanies another on an experiential learning journey, using methods of 'high challenge' and 'high support' in a trusting relationship. The overall purpose of critical companionship is to enable others to practise in ways that are person centred and evidence based.

Within the multi-professional learning and development consultant pathway critical companions are crucial for supporting multi-professional consultant practice in all its domains.

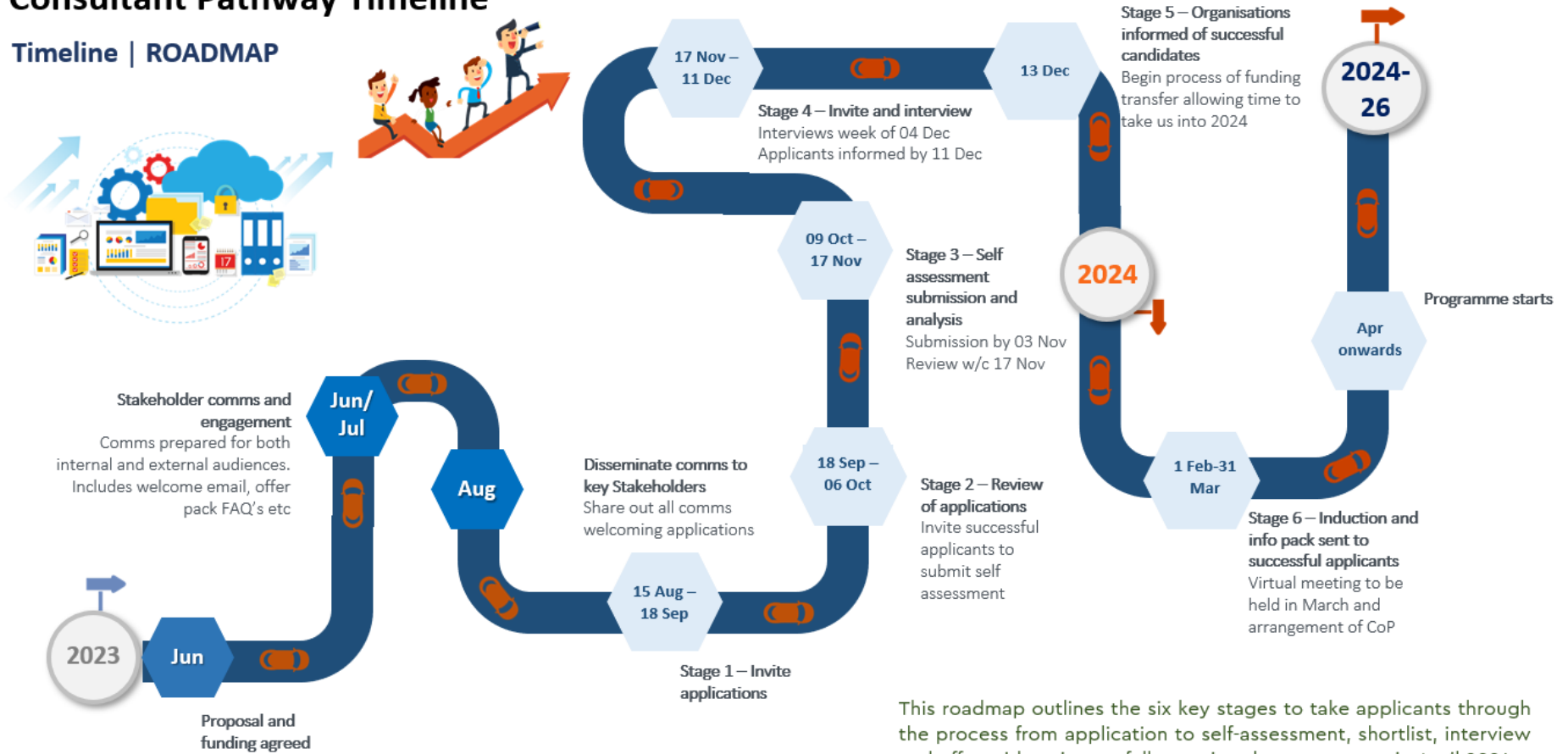
### **How do we apply?**

Applications should be submitted as soon as possible and by **5pm Monday 18<sup>th</sup> September 2023** by completing the form included within this pack and sending this to both [accend@hee.nhs.uk](mailto:accend@hee.nhs.uk) and [england.accend@nhs.net](mailto:england.accend@nhs.net).

Appendix A

# Consultant Pathway Timeline

## Timeline | ROADMAP



This roadmap outlines the six key stages to take applicants through the process from application to self-assessment, shortlist, interview and offer with a view to fully starting the programme in April 2024.

