

# ACCEND FRAMEWORK

## Development Portfolio for Registered workforce



### Introduction

The **ACCEND Framework** lays out the essential **Cancer Capabilities in Practice (CiPs)** and an educational structure tailored to each stage of professional development within the cancer care career path. Its goal is to facilitate the delivery of safe and efficient cancer care that aligns with the four pillars of professional practice. This self-assessment tool empowers practitioners to gauge their knowledge, comprehension, and proficiency levels. It facilitates the identification of evidence

showcasing the attainment of these competencies and pinpoints any areas necessitating ongoing professional development. The ultimate outcome is an action plan that not only addresses current roles but also paves the way for future career aspirations. In essence, it's a dynamic tool that fosters growth and excellence within the realm of cancer care.

## How to use the SWAG ACCEND Framework Portfolio

The primary objective of this portfolio is to provide practitioners with a centralised platform for documenting their formal education, hands-on experience, and ongoing professional development. It serves as a comprehensive tool for practitioners to reflect holistically on their journey, aligning their accomplishments with the **Cancer Capabilities in Practice (CiPs)** outlined in the [ACCEND Framework](#).

When a **CiP** has been attained through formal education, it is entirely appropriate to explicitly state its acquisition through the relevant course, e.g., "gained through (insert course name)." In instances where a gap in knowledge or experience is discerned, the portfolio becomes a catalyst for action. Practitioners can construct targeted action plans aimed at filling these gaps, thereby advancing toward higher levels of practice. This approach ensures a proactive and strategic approach to

professional development, fostering continuous improvement within the practitioner's career trajectory.

Dependent on your role you may find that not all of the competencies are relevant for example Pathway Navigators would not be expected to meet competencies around care planning. Where you and your manager deem a competency to be not applicable to your current role please mark it in this way.

To find out more about the [ACCEND](#) programme and the framework you can watch this [short presentation recording by Professor Vanessa Taylor, author of the Framework](#) and more information about ACCEND here [Aspirant Cancer Career and Education Development programme | Health Education England \(hee.nhs.uk\)](#)

Next page you will see how ACCEND framework align the Domains (A-G) and the core cancer capabilities to the 4 pillars of practice.

Pillar of professional practice	Domain	Capabilities	
Clinical	Domain A: Person-centred collaborative working	1.0 Professional values and behaviours	
		2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding	
		3.0 Person-centred care	
		4.0 Communication and consultation skills	
		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	
		7.0 Providing information to support self-management and enable independence for people living with and affected by cancer	
		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	
	Domain B: Assessment, investigation and diagnosis	10.0 History taking	
		11.0 Clinical, physical and mental health assessment	
		12.0 Investigations, diagnosis and care planning	
		13.0 Clinical management	
		Domain C: Condition management, treatment and planning	14.0 Managing medical and clinical complexity and risk
			15.0 Independent prescribing and pharmacotherapy
	16.0 Prehabilitation and rehabilitation interventions		
	17.0 Promoting self-management and behaviour change		
	18.0 Symptom management		
		19.0 Late effects	
		20.0 Palliative and end of life care	
Management and leadership	Domain D: Leadership and management	21.0 Leadership, management and organisation	
Research	Domain E: Evidence-based practice	22.0 Research and evidence-based practice	
	Domain F: Quality improvement	23.0 Service evaluation and development	
Education	Domain G: Education	24.0 Developing a learning culture	

# Portfolio of Practice

## Employment details

Job title	Employer	Dates of employment	Main activities





## Domain A: Person Centred Collaborative Working

### Capability 1: Professional Values and behaviours

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
1.1	Seek and engage with individuals' perspectives on their condition, their preferences for their care, and what is important to them and their carers in terms of treatment goals and outcomes.				
1.2	Demonstrate understanding of the individual and show empathy for the impact of their cancer investigations/diagnosis.				
1.3	Value and acknowledge the experience and expertise of individuals, their carers and support networks.				
1.5	Recognise the wider impact that symptoms of cancer, often persistent, can have on individuals, their families and those close to them.				
1.6	Examine their role in supporting and enabling individuals to lead meaningful lives, whether or not cure or resolution is possible.				
1.7	Promote and contribute to a consistent and integrated approach throughout the episode of care, focusing on the identified needs of the individual				
1.10	Adhere to legal, regulatory and ethical requirements, professional codes, and employer protocols.				
1.11	Adopt a critical approach to ethical uncertainty and risk, working with others to resolve conflict				
1.12	Demonstrate safe, effective, autonomous, reflective practice				
1.13	Inform their practice and professional development and remain up-to-date with the best available evidence through the appropriate use of clinical guidelines and research findings.				

1.14	Demonstrate accountability for their decisions and actions and the outcomes of their interventions.				
1.15	Work effectively as part of a team, using their professional knowledge and skills, and drawing on those of their colleagues.				
1.16	Promote person-centred care to meet individuals' best interests and to optimise service delivery				
1.17	Promote, enable and lead research to advance the development of cancer knowledge and practice				

## Domain A: Person Centred Collaborative Working

### Capability 2: Maintaining an ethical approach and fitness to practice law, ethics and safeguarding

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
2.1	Demonstrate professional practice in own day to day clinical practice.				
2.2	Critically reflect on how own values, attitudes and beliefs might influence own professional behaviour and interactions.				
2.3	Use critical self-awareness of their own values, beliefs, prejudices, assumptions and stereotypes to mitigate the impact of these in how they interact with others.				
2.4	Identify and act appropriately when own or others' behaviour undermines equality, diversity and human rights.				
2.5	Reflect on and address appropriately ethical/moral dilemmas encountered during own work which may impact on care to people affected by cancer.				

	Advocate equality, fairness and respect for people and colleagues in day to day practice.				
2.6	Keep up to date with mandatory training and/or revalidation requirements, encompassing those requiring evidence related to care for people affected by cancer.				
2.7	Recognise and ensure a balance between professional and personal life that meets work commitments, maintain own health, promote wellbeing and build resilience.				
2.8	Demonstrate insight into any personal health issues and take effective steps to address any health issue or habit that is impacting on own performance.				
2.9	Respond promptly and impartially when there are concerns about self or colleagues; take advice from appropriate people and, if necessary, engage in a referral procedure.				
2.10	Promote mechanisms such as complaints, significant events and performance management processes in order to improve peoples' care.				
2.11	Promote mechanisms such as compliments and letters of thanks to acknowledge and promote good practice.				

## Domain A: Person Centred Collaborative Working

### Capability 3:

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
3.3	Select appropriate language and media (including remote consultation such as telephone, skype, sign language, written etc) to facilitate effective communication and interactions with people affected by cancer.				

3.4	Respond sensitively to individual preferences and needs, and uphold and safeguard individuals' interests.				
3.5	Establish and integrate individuals' specific needs, preferences, priorities and circumstances to guide the care and treatment they offer				
3.6	Demonstrate respect for individuals' expertise in their own life and condition and empower and support them to retain control and to make choices that fit with their goals				
3.7	Use active listening and facilitation skills to enable individuals to talk about their concerns and priorities relating to their cancer symptoms and implications of its treatment.				
3.8	Help individuals and carers to understand their care options, sharing information on the risks, benefits, consequences, and potential outcomes in a clear, open way to support shared decision-making				

## Domain A: Person Centred Collaborative Working

### Capability 4: Communication and consultation skills

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
4.1	Actively listen to and communicate effectively with others, recognising that both are an active, two way process.				
4.2	Critically appraise communication strategies and be able to optimise communication approaches appropriately using skills such as active listening e.g. frequent clarifying, paraphrasing and picking up verbal cues such as pace, pauses and voice intonation.				

4.3	Reflect on communication strategies and skilfully adapt those employed to ensure communication strategies foster an environment of person empowerment.				
4.4	Communicate in ways that build and sustain relationships, seeking, gathering and sharing information appropriately, efficiently and effectively to expedite and integrate people's care.				
4.5	Communicate effectively, respectfully and professionally with service users and carers at times of conflicting priorities and opinions.				
4.6	Convey information and address issues in ways that avoid jargon and assumptions; respond appropriately to questions and concerns to promote understanding, including use of verbal, written and digital information.				
4.7	Engage with individuals and carers and respond appropriately to questions and concerns about their cancer related symptoms and its impact on their current situation and potentially in the future drawing on practitio				
4.8	Autonomously adapt verbal and non-verbal communication styles in ways that are empathetic and responsive to people's communication and language needs, preferences and abilities (including levels of spoken English and health literacy)				
4.9	Communicate effectively with individuals who require additional assistance, such as sensory or cognitive impairments, to ensure an effective interface with a practitioner, including the use of accessible information.				
4.10	Evaluate and remedy situations, circumstances or places which make it difficult to communicate effectively (e.g. noisy, distressing environments which may occur during home visits, care home visits or in emergency situations), and have strategies in place to overcome these barriers				
4.12	Adapt communication approaches to non-face to face situational environments e.g. phone, video, email or remote consultation.				

## Domain A: Person Centred Collaborative Working

### Capability 5: Personalising the pathway for people living with and affected by cancer

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
5.1	Demonstrate sensitivity to the significance of individuals' background, identity, culture, values and experiences for how their cancer condition impacts on their life, recognising the expertise that individuals bring to managing their own care.				
5.2	Work with individuals to develop personalised care plans that: <ul style="list-style-type: none"> <li>• Reflect their priorities and concerns both now and for the future.</li> <li>• Encourage self-care and self-reporting of significant symptoms, including in an emergency.</li> <li>• Consider the psychological effects of cancer and strategies to manage this.</li> <li>• Incorporate other medical conditions and frailty risk</li> <li>• Consider the risks, benefits and consequences of each available option</li> </ul>				
5.3	Take account during care planning of the burden of treatment for individuals with cancer and comorbidities, including regular appointments that may also be for the management of their other healthcare needs				
5.4	Use protocols and guidelines to create personcentred individual care pathways and documentation e.g. care plans, treatment summaries, late effects surveillance				
5.10	Recognise the significance of family, carers and social networks in planning and providing care and the importance of developing partnerships with them, with due regard for the complexity and diversity in family relationships and arrangements.				

5.11	Review and audit care plans to promote evidence-based practice and ensure these reflect current best practice				
5.12	Evaluate the implications of, and apply in practice, the relevant legislation for meaningful informed consent and shared decision making (e.g. mental capacity legislation, Fraser Guidelines)				

## Domain A: Person Centred Collaborative Working

### Capability 6: Helping people make informed choices as they live with or are affected by cancer

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
6.1	Provide information and advice appropriate to the needs, priorities and concerns of individuals.				
6.2	Respond to individuals' descriptions of their needs, preferences and concerns to ensure that care plans meet their goals and needs, managing the changing needs and expectations of patients and their families and ensures care plans reflect the new priorities				
6.4	Acknowledge and respect the decisions made by individuals concerning their health and wellbeing in relation to cancer, cancer treatments, survivorship and late effects care.				
6.6	Make appropriate decisions to seek help and report concerns to colleagues when an individual's choices place them at risk.				
6.7	Identify factors that can affect an individual's ability to request, organise or access services or assistance and take appropriate action to help them receive the care they require (e.g. knowledge, confidence, physical constraints, social isolation).				

6.8	Provide information and assistance to help individuals access the services and resources they require to implement their decisions				
6.11	Recognise and promote the importance of social networks and communities for people and their carers in managing cancer related symptoms				
6.12	Collaborate with other providers to promote services to help individuals make informed choices about their health and wellbeing and to develop information (visual, audio, written and non-text based information) and support to ensure individuals receive information appropriate to their needs and at the right time in the pathway				

## Domain A: Person Centred Collaborative Working

### Capability 7: Providing information to support self management and enable independence for people living with and affected by cancer

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
7.1	Provide written, online and verbal information to individuals about their condition, treatment and services available to support self-care and independence				
7.3	Provide individuals with accessible information to support their intervention plan, for instance, crib sheet/audio visual material of signs and symptoms to be monitored in relation to cancer, cancer treatments, recurrence or likely late effects				
7.5	Critically assess written information/websites before recommending them				

7.6	Evaluate individual's understanding of information, (including written, visual and audiobased information), communicate effectively to correct misunderstandings and explain complex medical terminology in lay terms				
7.7	Direct individuals and family members to local resources, appropriate agencies and information sources, including online information or non-text based information, on issues that may affect them following cancer treatment, including work and finance matters				
7.8	Offer guidance and support with accessing appropriate online sources of information				

## Domain A: Person Centred Collaborative Working

### Capability 8: Multidisciplinary, interagency and partnership working

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
8.1	Practise within their professional and personal scope of practice and access specialist advice or support for the individual or for themselves when appropriate.				
8.2	Engage in effective inter-professional communication and collaboration with clear documentation to optimise the integrated management of the individual with cancer.				
8.3	Liaise between service users, relatives and carers when making links to members of the multidisciplinary team involved in planning an individual patient's care pathway to optimise interventions				

8.4	Act as a key contact with a variety of agencies in relation to current and anticipated needs of individual patients (e.g. employment, education, financial, exercise services), understanding the contributions of different health, social care and voluntary sector services in meeting holistic care needs (e.g. financial, vocational, practical and emotional support)				
8.5	Have a knowledge of the range of services available to support people across the care pathway and how to refer/signpost to them with awareness of when it would be appropriate to refer back to treating centres, including for emergency presentations				

## Domain A: Person Centred Collaborative Working

### Capability 9: Referrals and integrated working to support transitional care for people living with and affected by cancer

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
9.1	Understand the roles that acute, community and primary care services play in supporting people living with and affected by cancer.				
9.2	Understand the issues facing individuals as they complete cancer treatment or are discharged from acute hospital follow up.				
9.3	Support individuals to develop confidence in their ability to cope with transition points in their care such as on discharge from hospital care to self-managing at home, supporting independence and acts as an advocate as appropriate				
9.4	Effectively uses the treatment summary and surveillance plan in communication between hospital and primary care services, communicating effectively and working with other HCPs and services to ensure individuals receive appropriate ongoing cancer care				

9.6	Provide information and support regarding ongoing late effects surveillance				
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## Domain B: Assessment, investigations and diagnosis

### Capability 10: History taking

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
10.1	Demonstrate an understanding of the holistic needs assessment and care plan (HNA) process including the physical and psychosocial components, and its implications for practice; understanding the components which might influence personal choice such as faith, age, culture				
10.2	In collaboration with the individual, use the Holistic Needs Assessment and Care Plan to identify and prioritise needs which require support and informs the development of an appropriate personalised plan with defined outcomes				
10.3	Structure consultations so that the person and/or their carer/family (where applicable) is encouraged to express their ideas, concerns, expectations and understanding				
10.5	Use active listening skills and open questions to effectively engage and facilitate shared agenda setting				
10.6	Explore and appraise peoples' ideas, concerns and expectations about their symptoms and condition and whether these may act as a driver or form a barrier				

10.11	Assess the impact of individuals' presenting symptoms, including the impairment of function, limitation of activities and restriction on participation, including work				
10.13	Record all pertinent information gathered concisely and accurately for clinical management, and in compliance with local guidance, legal and professional requirements for confidentiality, data protection and information governance				

## Domain B: Assessment, investigations and diagnosis

### Capability 11: Clinical physical and mental health assessment

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
11.1	Appropriately obtain consent to physical examination, respect and maintain the patient's privacy, dignity (and comfort as far as practicable), and comply with infection prevention and control procedures				
11.2	Adapt their practice to meet the needs of different groups and individuals (including those with particular needs such as cognitive impairment or learning disabilities), working with chaperones, where appropriate				
11.3	Undertake observational and functional assessments of individuals relevant to their presenting condition to identify and characterise any abnormality				
11.4	Apply a range of physical assessment and clinical examination techniques appropriately, systematically and effectively				

11.5	Use nationally recognised tools where appropriate to assess peoples' condition and symptoms				
11.7	Assess the psychological, social and emotional needs of cancer patients, their relatives and carers including coming to terms with a cancer diagnosis and potentially a terminal diagnosis				
11.10	Record the information gathered through assessments concisely and accurately, for clinical management and in compliance with local guidance, legal and professional requirements for confidentiality, data protection and information governance				

## Domain B: Assessment, investigations and diagnosis

### Capability 12: Investigations, diagnosis and care planning

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
12.1	Identify possible differential diagnoses for symptoms using a structured problem-solving method informed by an understanding of probability based on prevalence, incidence and of symptoms to aid decision making				
12.4	Assess the importance and meaning of presenting features from the clinical assessment, recognising the different symptoms and conditions commonly seen in first point of contact roles in cancer care				
12.5	Recognise signs and symptoms requiring a change in the care pathway e.g. side effect grading, psychological concerns (such as depression and anxiety) cancer recurrence and end of life care and initiates appropriate interventions				
12.7	Assess the impact of cancer diagnosis and treatment on lifestyle and future employment needs and interventions appropriately				

12.8	Understand the importance and implications of findings and results and take appropriate action. This may be urgent referral/escalation as in life threatening situations, or further investigation, treatment or referral				
12.12	Demonstrate knowledge of tests and investigations commonly used in cancer care, including rationale for use and normal ranges of results				
12.13	Develop individualised patient care plans for tests and investigations and initiate them in accordance with guidelines and protocols				
12.16	Provide appropriate explanations to individuals regarding the procedures involved and the reasons for tests and investigations				
12.18	Provide support and further explanation to the patient and family after the clinician has discussed test results				
12.21	Recognise when a clinical situation is beyond individual capability or competence and escalate appropriately				

## Domain C: Condition management, treatment and planning

### Capability 13: Clinical management

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
13.1	Vary the management options responsively according to the circumstances, priorities, needs, preferences, risks and benefits for people with cancer at any point of their condition, with an understanding of local service availability and relevant guidelines and resources				
13.4	Implement shared management/personalised care/support plans in collaboration with people, and where appropriate carers, families and other healthcare professionals				

13.5	Safely prioritise problems in situations using shared agenda setting where the person presents with multiple issues				
13.6	Evaluate outcomes of care against existing standards and patient outcomes and manage/adjust plans appropriately in line with best available evidence				
13.8	Promote continuity of care as appropriate to the person				
13.11	Support people who might be classed as frail and work with them utilising best practice				
13.12	Recognise, support and proactively manage people who require palliative care and those in their last year of life, extending the support to carers and families as appropriate				

## Domain C: Condition management, treatment and planning

### Capability 14: Condition management, treatment and planning

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
14.1	Understand the complexities of working with people who have cancer +/- other clinical conditions including physical, psychological, spiritual and psychosocial				
14.4	Appropriately support people at risk of or demonstrating signs of acute deterioration, with effective and timely MDT liaison and triage				
14.6	Communicate risk effectively to people and involve them appropriately in management strategies and decision making				

14.8	Consistently encourage prehabilitation, rehabilitation and, where appropriate, recovery				
14.9	Manage situations where care is needed out of hours and understand how to enable the necessary arrangements. This should include clear safety netting and escalation instructions for patients and carers				
14.10	Identify the need for immediate treatment of oncology-related palliative and urgent care emergencies such as cancer-associated thrombosis, metastatic spinal cord compression, superior vena cava obstruction and hypercalcaemia				
14.11	Support people appropriately and with regard for other care providers involved in their care				

## Domain C: Condition management, treatment and planning

### Capability 15: Independent prescribing and pharmacotherapy

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
15.1	Safely prescribe and/or administer therapeutic medications, relevant and appropriate to scope of practice, including an applied understanding of pharmacology which considers relevant physiological and/or pathophysiological changes and allergies				
15.4	Keep up-to-date and apply the principles of evidence-based practice, including clinical and costeffectiveness and associated legal frameworks for prescribing. Follow Royal Pharmaceutical Framework guidelines (e.g. medicines optimisation)				
15.5	Practice in-line with the principles of antibiotic stewardship and antimicrobial resistance using available national resources				

15.9	Advise people on medicines management, including compliance and the expected benefits and limitations and inform them impartially on the advantages and disadvantages in the context of other management options				
15.10	Understand a range of options available other than drug prescribing (e.g. not prescribing, promoting self-care, advising on the purchase of over-the-counter medicines)				
15.11	Facilitate, refer to and/or prescribe nonmedicinal therapies such as psycho-oncology, lifestyle changes, wellbeing information and support, and social prescribing				
15.13	Support people having pharmacological treatment for cancer including knowledge of and management of side effects and when to seek additional advice				
15.14	Maintain accurate, legible and contemporaneous records of medication prescribed and/or administered and advice given in relation to medicine				

## Domain C: Condition management, treatment and planning

### Capability 16: Prehabilitation and rehabilitation interventions

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
16.1	Understand how to screen and assess people with cancer for prehabilitation interventions				
16.2	Understand the importance of prehabilitation interventions at the earliest opportunity from diagnosis and how to implement the elements of effective prehabilitation				

16.3	Understand the prehabilitation interventions and they can support people with cancer				
16.4	Understand the role of common rehabilitation interventions for people with cancer				
16.7	Provide advice on restoring function, including graded return to normal activity, navigation to selfmanagement resources, and modifying activity for limited time periods				
16.8	Understand that cognitive, psychological and emotional support are the key to successful rehabilitation				
16.9	Understand that some individuals such as those living with disability, mental health issues, multimorbidity and/or frailty may require additional rehabilitation support and that their trajectory of recovery and/ or increased independence may be slower than for others				
16.10	Work in partnership with individuals to explore suitability of prehabilitation (universal, targeted and specialist) and rehabilitation interventions, including social prescribing for those requiring universal support e.g. referring individuals to a range of local non-clinical services such as community-based physical activity programmes, where appropriate				
16.12	Refer individuals to highly specialist health and care professionals e.g. allied health professionals where this is appropriate to individuals' needs and wishes				

## Domain C: Condition management, treatment and planning

### Capability 17: Promoting self-management and behaviour

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
17.3	Teach individuals to carry out self-monitoring and self-care, mentoring them in the process, including recognising symptoms that require further advice/investigation and the pathways available for accessing this care				
17.4	Promote the importance of physical activity for general health and advise on what people with cancer related symptoms can and should do				
17.5	Promote the importance of a healthy diet and nutritional requirements to reduce the impact of cancer-related symptoms				
17.6	Advise on the effects of smoking, obesity and inactivity in cancer related symptoms and, where appropriate promote change or refer to relevant services				
17.7	Provide encouragement to individuals attempting to change or adopt new health related behaviours providing positive reinforcement when they are finding it difficult or achieving less than they hoped, supporting development of realistic short and long-term goals				
17.8	Signpost individuals to local services that support healthy living, whilst acknowledging and respecting their individual decision making, applying knowledge of the range of services available to support and guide individuals across the care pathway				
17.10	Provide practical and emotional support to encourage individuals to take an active role in communicating with health professionals where this is needed, by supporting and encouraging them to ask questions about what is a priority or concern for them				

17.11	Recognise social, economic, and environmental factors that influence behaviour, and those that act as barriers and facilitators, providing intervention and/or signposting to inform and motivate individuals to change behaviour				
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### Domain C: Condition management, treatment and planning

#### Capability 18: Capabilities: Symptom management The practitioner is able to:

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
18.1	Recognise common symptoms and oncological emergencies				
18.2	Assess and recognise treatment-related and disease related symptoms relevant to own area of practice screen for all these symptoms				
18.5	Complete referral or monitoring of any interventions given				

### Domain C: Condition management, treatment and planning

#### Capability 19: Capabilities: Late effects The practitioner is able to:

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
19.1	Demonstrate knowledge of symptoms and care interventions for late effects appropriate to own client group/specialty (e.g. endocrine,				

	bone health, cardiac toxicity, psychosexual issues, fertility, dental health, early menopause)				
19.3	Use protocols and guidelines to create holistic individual care pathways and documentation e.g. care plans, treatment summaries, late effects surveillance				
19.5	Use knowledge of cancer, its treatment and the risks of late effects complications to ensure assessments are appropriate to individual needs (e.g. type of cancer, treatment received, age, comorbidities				

## Domain C: Condition management, treatment and planning

### Capability 20: Promoting self-management and behaviour

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
20.1	Take a structured history of a patient presenting with palliative care needs or in the last days of life				
20.4	Understand the practice within the key legal framework relating to end-of-life care, such as: <ul style="list-style-type: none"> <li>Advanced directives</li> <li>Legal power of attorney</li> <li>Do not resuscitate.</li> <li>Treatment escalation plans</li> </ul>				
20.5	Identify and rationalise any need for additional support for the patient and carer / family, socially, psychologically and medically				

## Domain D: Leadership and collaborative practice

### Capability 21: Leadership, management and organisation

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
21.1	Be organised with due consideration for people and colleagues, carrying out both clinical and nonclinical aspects of work in a timely manner, demonstrating effective time management within the constraints of the time limited nature of healthcare				
21.2	Respond positively when services are under pressure, acting in a responsible and considered way to ensure safe practice				
21.5	Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect people, families, carers, communities and colleagues' safety and wellbeing when necessary. Clarity of roles within teams, to encourage productive working				
21.6	Demonstrate awareness of policies and procedures relevant to their own area of practice in cancer services and support service developments to improve patient outcomes				
21.7	Negotiate an individual's scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on managing risk and upholding safety				
21.16	Respond to compliments and complaints appropriately, following professional standards and applicable local policy				

## Domain E: Developing evidence-based practice and improving quality

### Capability 22: Research and evidence-based practice

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
22.1	Demonstrate a detailed understanding of the importance of clinical research and evidence-based practice and applies to own area of practice				
22.2	Access appropriate sources of evidence to support their own practice in cancer and palliative care services (e.g. journals, literature reviews, research articles, audits, and arts-based practices)				
22.3	Understand and utilise the evidence of best practice to inform own practice				
22.4	Demonstrate an understanding of the principles of clinical research, and can explain to service users common terms and concepts in relation to their cancer treatments (e.g. placebo, randomisation, quantitative and qualitative research, critical appraisal, patient-reported outcomes, informed consent)				
22.5	Demonstrate working knowledge of: <ul style="list-style-type: none"> <li>• the range of qualitative and quantitative methodologies available and their purpose</li> <li>• the concepts of validity and reliability in relation to the design of data collection, collation and analysis</li> <li>• the processes used to critique a research paper and how to consider the implications for practice</li> </ul>				
22.8	Understand the ethical and legal issues around data collection and information handling, including confidentiality, consent, data protection and storage				

22.11	Apply principles of ethical good clinical practice in relation to research, audit and service evaluation (e.g. working within local governance systems and policies, informed consent and confidentiality)				
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## Domain F: Developing evidence-based practice and improving quality

### Capability 23: Service evaluation and quality improvement

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
23.3	Assist with service evaluations and audits of key aspects of own and shared practice e.g. patient satisfaction, local service standards				
23.5	Identify areas of the current service that could be developed including identification of the gaps and potential opportunities				
23.6	Collect data required for service evaluations, audits or research in services for people living with and affected by cancer				
23.16	Contribute to the development and completion of peer review, service review, audits and research within local services				

**Domain G: Educating and developing self and others**

**Capability 24: Education**

	Competency and Associated Elements	Brief description of knowledge e.g. Taught session, E-learning, Discussion, or other	Date	Demonstrated with supervision (Date / Sig)	Competent (Date / Sig)
21.1	Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of clinical practice				
24.3	Plan, engage in and record learning and development relevant to their role and in fulfilment of professional, regulatory and employment requirements				
24.4	Advocate for and contribute to a culture of organisational learning to inspire future and existing staff				
24.5	Act as a role model, educator, supervisor, coach and mentor, seeking to instil and develop the confidence of others, actively facilitating the development of others				
24.6	Establish, deliver and evaluate teaching/learning and development opportunities for the workforce providing general and specialist cancer care in a range of settings, including supervising and assessing those on clinical placements				
24.12	Support other staff in the implementation of services for people with cancer				
24.13	Promote awareness and implementation of national guidance for rehabilitation relating to cancer, palliative care and end of life care, for example exercise and bone metastases guidance				
24.15	Write for publication and present at local and national conferences on own specialty/practice				

24.19	Recognise people as a source of learning, in their stories, experiences and perspectives, and as peers to co-design and co-deliver educational opportunities. Appraise and respond to learning/information needs of individuals, families, carers and communities delivering informal learning opportunities and formal/structured education and training to people with cancer, their families and carers to promote self-care, support health literacy and empower participation in decision-making about aspects of their care, management and treatment				
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## PLANNING YOUR DEVELOPMENT AND LEARNING

Please sign up to free accounts on the following platforms

- NHSE e-learning for health hub [Home - elearning for healthcare](#)
- Macmillan [Education and Training | Healthcare professionals | Macmillan Cancer Support](#)

There are already many competency frameworks that cancer care nurses and AHPs are adhering to, some have been aligned with ACCEND Framework and you can find links below to help you to see where you can apply them in ACCEND

[UKONS - AOS passport resources](#)

Registered health care professionals who are new to cancer services or keen to progress a career in cancer can use the ACCEND Framework to plan their development, support them to develop the necessary knowledge, skills and capabilities to provide expert care to people living with cancer, and provide a route to career progression.

To fulfil the development, education needs and expectations outlined in the ACCEND Framework, you can access a range of opportunities including workplace-based learning, coaching, eLearning and accredited education in areas relevant to your role. The module 'Fundamentals in Cancer Care' is recommended to enable you to deliver optimal care for people affected by cancer.

- **FUNDAMENTALS OF CANCER CARE, 20 Credit level 7 module**

This 20 credit level 7 (masters) module explores the key aspects of cancer in clinical care and wider society.

On successful completion of this module, you will be able to

Demonstrate knowledge of cancer biology, aetiology and treatments, critically appraise the contemporary context of cancer, Critically evaluate evidence-based assessment and personalised care and support strategies for people affected by cancer across the spectrum of care, critically debate the psychological impact of cancer on individuals, families and society, Critically reflect on your role and professional development in terms of teamwork, leadership, ethics, communication and research.

[Fundamentals of Cancer Care - Professional/Short course - UWE Bristol: Courses](#)

- **FOUNDATIONS OF CANCER CARE**

is a programme consisting of 9 e-learning sessions to support pre-registration healthcare practice levels (Supportive, assistive, Pre-reg) to develop fundamental knowledge of cancer and its consequences. (9 sessions are: The context of cancer, The science of cancer, Personalised treatment and care for cancer, Understanding the impact of cancer on the individual and family, Living with and beyond cancer, palliative and end-of-life care, Communication and teamworking in cancer care, Self-care, ethics and clinical Leadership, Evidence-based and applied research in cancer care

[Catalogue](#)

- **PRINCIPLES OF CANCER CARE, PCCP**

by Cheshire & Merseyside Cancer Academy, NHSE funded 4 day blended learning course. This course is aligned to the capabilities in practice within ACCEND Education Framework and is ideal for those who have completed the above e-learning 'Foundations of Cancer Care'

[New course for the supportive cancer workforce is launched by the cancer alliance :: Cheshire & Merseyside Cancer Alliance](#)

- **SUPPORTING CANCER CARE PROGRAMME, SCCP by Macmillan.**

The SCCP takes 3m to complete, with 4 modules, each takes approximately 4 hours of e-learning and 5 virtual classrooms (3.5 hrs per classroom) The modules are: Introduction to Cancer and its treatments, Personalised care and support planning, Effective communication, Palliative and end of Life Care

[Education and Training | Healthcare professionals | Macmillan Cancer Support](#)

## TO BUILD ONTO YOUR KNOWLEDGE AND DEVELOP FURTHER

### Registered workforce

- THE EMCA Aspirant CNS Development Programme

Covers modules such as SACT , surgery, genomics, psychological support, communication skills and others. Includes self-assessment via quizzes, reflective writing.

[EMCA Aspirant CNS Development Programme](#)