

Cancer Nursing Career Pathway

| Role Descriptors | |
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| Senior Nursing Assistant - Cancer | <p>A Senior Nursing Assistant works as an integral part and member of the cancer¹ nursing team to deliver high quality, safe, effective, person centred and compassionate care. Promoting individual ability and independence.</p> <p>They undertake aspects of holistic care as delegated by a Registered Nurse (RN) in line with NIPEC's Delegation Framework (2019). This will include clinical or therapeutic interventions, within the limits of their competence, escalating concerns and or deterioration to the RN.</p> <p>Senior Nursing Assistants will have education, development in their role. They will also have the opportunity for further progression into a Registered Nurse programme.</p> |
| Cancer Support Worker | <p>Cancer Support Workers (CSW) are part of the cancer team, working under the guidance of, usually a cancer specific Clinical Nurse Specialist (CNS). They undertake non-complex tasks to support CNS.</p> <p>CSWs assist in the co-ordination of the care pathway, liaise and effectively communicate with members of the multi-disciplinary team and allied health care professionals to provide, co-ordinated high-quality patient-centred care.</p> <p>Within the sphere of competence and delegated responsibilities CSWs will support at all stages of the patient pathway from diagnosis to survivorship and end of life, supporting people and their families to navigate their way through the health care system.</p> <p>CSWs are a point of contact for patients and families signposting to relevant services and escalating concerns to the CNS when appropriate.</p> <p>CSWs will have education and development in their role. They will also have the opportunity for further progression into a Registered Nurse programme.</p> |
| Staff Nurse - Cancer | <p>The Staff Nurse in Cancer Care is a Registered Nurse. They work with all members of the multidisciplinary team as well as individuals, families, carers, community and voluntary agencies.</p> <p>The Staff Nurse in Cancer Care provides holistic care and supports individuals who have a suspected or confirmed cancer diagnosis and contributes to the delivery of procedures and treatment including palliative and end of life care.</p> |

¹ In this document any reference to cancer incorporates oncology and haematology

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| | <p>They deliver person centred care for people with a suspected cancer, newly diagnosed cancer and haematological and oncological conditions across all care settings and assist them to make autonomous decisions about their care.</p> <p>RN will promote health and wellbeing to enable people to manage their own condition and minimise risk where possible through informed decision making and further information and support.</p> <p>Their communication skills should appreciate the needs of the individual, enable personalised care and support planning for people living with and affected by cancer.</p> |
| <p>Senior Staff Nurse - Cancer</p> | <p>The Senior Staff Nurse in Cancer Care is a Registered Nurse. They work with all members of the multidisciplinary team as well as individuals, families, carers, community and voluntary agencies.</p> <p>The Senior Staff Nurse applies their comprehensive knowledge in cancer to provide holistic care. They support individuals who have a cancer diagnosis and contribute to the delivery of complex procedures and treatment and assessment of its effects, recognition and management of oncological and haematological emergencies, palliative and end of life care.</p> <p>They deliver person centred care for people with haematological and oncological conditions in the inpatient and outpatient setting and assist them to make autonomous decisions about their care.</p> <p>Utilising advanced communication skills, they enable personalised care and support planning for people living with and affected by cancer. They ensure each person diagnosed with cancer will have access to personalised care, including needs assessment, a care plan and health and wellbeing information and support.</p> <p>They contribute to the promotion of health, health protection and prevention of ill health by empowering people to exercise choice, take responsibility of their own health decisions and behaviours and by supporting people to manage their own care where possible.</p> |
| <p>CNS - Cancer</p> | <p>The Cancer Clinical Nurse Specialist is a Registered Nurse, who works within a defined area of nursing practice and has an enhanced or specialist knowledge and leadership in cancer care, relating to specific cancer types or points in the care pathway.</p> <p>Cancer CNSs work within a multidisciplinary team and proactively engage with and refer to other disciplines and voluntary agencies to ensure delivery of person-centred care. Cancer CNSs are required to fulfil the key worker role, acting as the key point of contact from the point of diagnosis and throughout the pathway for people, families and carers.</p> |

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| | <p>CNSs actively encourage the promotion of health, health protection and prevention of ill health by empowering people to exercise choice, take responsibility of their own health decisions and behaviours and by supporting people to manage their own care where possible</p> <p>Cancer CNSs may advise or prescribe as required within their role. They undertake comprehensive clinical and holistic assessments to assist in planning and implementation of care and treatment.</p> <p>CNSs provide direct nurse led activity including nurse led clinics, inpatient support and telephone follow up. Central to the role is service improvement, innovation and research which incorporates service user involvement.</p> |
| ONP/HNP | <p>An Oncology Nurse Practitioner (ONP) or Haematology Nurse Practitioner (HNP) is a Registered Nurse, who works within a defined area of nursing practice and has enhanced knowledge, expertise and leadership in cancer care, relating to specific cancer types.</p> <p>ONP's can work across cancer multidisciplinary teams and provide specialist advice within their area of competence. HNP's work across the breadth of benign and malignant haematology conditions.</p> <p>ONPs and HNPs assess, diagnose and prescribe SACT and supportive therapies within their area of expertise and provide nurse-led clinics and telephone follow up. They proactively engage with and refer to other disciplines and voluntary agencies to ensure delivery of person-centred care.</p> <p>ONP's and HNP's actively encourage the promotion of health, health protection and prevention of ill health by empowering people to exercise choice, take responsibility of their own health decisions and behaviours and by supporting people to manage their own care where possible</p> <p>ONP's and HNP's identify areas of improvement, analysing critically and applying audit recommendations. Central to the role is service improvement, innovation and research which incorporates service user involvement.</p> |
| ANP - Cancer | <p>The Advanced Nurse Practitioner is a Registered Nurse and is a highly experienced, expert member of the Cancer team.</p> <p>The Advanced Nurse Practitioner will work autonomously within their expanded scope of clinical practice. The ANP will work as part of the Cancer Team using a person-centred approach in line with the Advanced Nursing Practice Framework (DoH, 2016).</p> <p>The ANP will undertake comprehensive health assessment with differential diagnosis and will diagnose, prescribe, treat and discharge patients/clients. The ANP will actively promote health, health protection and prevention of ill health by empowering people to</p> |

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| | <p>exercise choice, take responsibility of their own health decisions and behaviours and by supporting people to manage their own care where possible.</p> <p>The ANP will provide complex care using expert decision-making skills, they will act as an educator, leader, innovator and contributor to research and development.</p> <p>The ANP is accountable for the total episode of care for patients with undifferentiated and undiagnosed needs and is shaped by the context of their clinical practice. The ANP will demonstrate competence across the four key areas of the Advanced Nursing Practice Framework.</p> |
| <p>Consultant Nurse - Cancer</p> | <p>The Consultant Nurse possesses highly specialised expert knowledge at the forefront of their area of practice. They exercise a high degree of independent and professional autonomy and demonstrate advanced levels of clinical judgement, knowledge, skill and experience. The role amalgamates a significant proportion of direct higher clinical practice with professional leadership, academic education and research, service development and evaluation activities.</p> <p>The Consultant Nurse is an independent practitioner within their specialised cancer area providing clinical leadership, expert practice and advanced knowledge, integrating research evidence into practice and contributing to/leading on research in cancer care and treatment. They work at an advanced level to deliver high quality, safe and effective person-centred care, improve patient pathways and service delivery. Their influence, innovation and transformation at local, regional, strategic and national, international level is evidenced in their leadership across cancer care. This may include policy development encompassing population health promotion, health protection and the prevention of ill health for people living with and beyond cancer.</p> <p>They work collaboratively to provide strategic leadership, planning, service redesign, system evaluation and influence funding and commissioning of cancer services. They innovate and facilitate effective change and evaluate the impact of clinical practice and quality of cancer care and services.</p> <p>The Consultant Nurse works in partnership with HEIs to provide academic input and contribute towards educational provision, research and scholarly activity across a range of health and social care areas.</p> |