

Northern Ireland

Cancer Nursing Clinical Career Pathway

The Chief Nursing Officer has commissioned NIPEC to lead on the development of a Career Pathway for Cancer Nursing. Focusing on enhancing the experience and quality of care for people living with cancer, this work will support the role development of Registered Nurses and support staff within cancer services.

The career pathway will be developed from existing competency and education frameworks and guidance: [Clinical Career Pathway for Nurses and Midwives | Department of Health \(health-ni.gov.uk\)](#), [ACCEND Framework \(2023\)](#) and other documents including the [Cancer Strategy for NI 2022-2032 \(DoH, 2022\)](#), the [Cancer Workforce & Census Report \(Macmillan, 2022\)](#) , [RCN Career Pathway & Education for Cancer Nursing \(RCN,2022\)](#) .

For more information about the project view the [project plan](#) and [Career Pathway for Cancer Nursing | NIPEC \(hscni.net\)](#)

The Project Team

Supporting the programme of work are NIPEC Senior Professional Officers Cathy McCusker and Geraldine McKendry. They are joined by the co-chairs to the Project Steering Group Lesley Mitchell, interim Assistant Director of Acute Services (Nursing) for Cancer and Diagnostics WHSCT and Lorna Nevin PHA Nurse Consultant for Cancer.



Initial Workshop

The team hosted a workshop on 29th September 2022. It was attended by a large number of stakeholders including people with a lived experience of cancer. The purpose of the workshop was to agree the

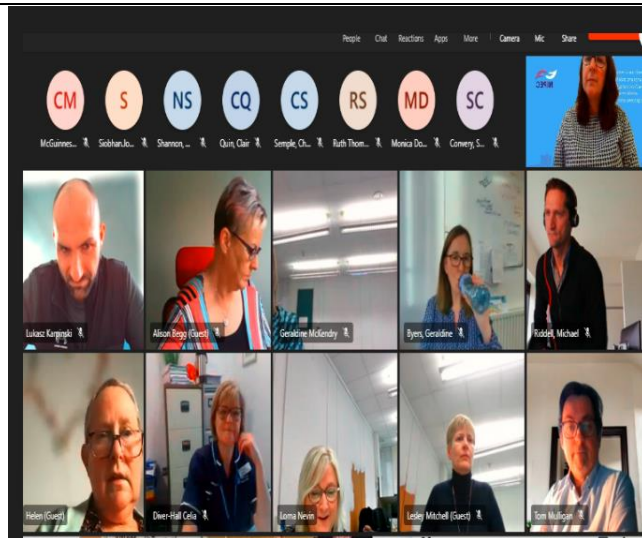
way forward for the development of the cancer nursing clinical career pathway and identify the core roles to be included in the pathway. It also provided the opportunity to affirm the aims, objectives and scope of the project and recognise the constitute membership of the steering group.



[Click here](#) for more information about the workshop.

The Steering Group

The Membership of the Steering Group reflects the scope of the project, with all HSC Trusts represented, through adult and children's cancer senior nurse leaders. A lead for nurse workforce planning represents the region, alongside Education Providers, DoH, the RCN and Unison. It also includes representation from the Directors of HR Forum.



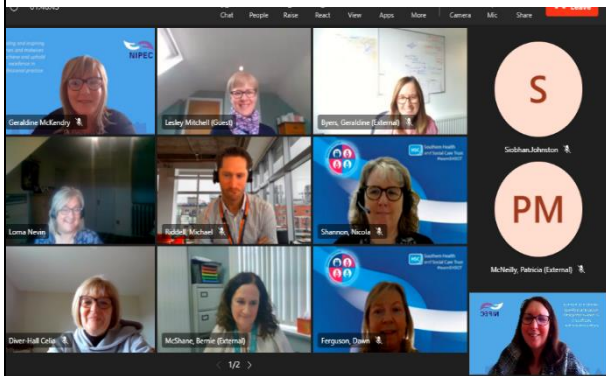
[View Steering Group membership](#). The first Steering Group, held on 1st December 2022, agreed the project plan, the core roles in the career pathway and how the roles would be developed. [View Agendas & Notes](#). Senior cancer nurses were nominated as co-chairs for each Role Development Writing Group (RDWG). These groups also include all HSC Trust representation from other nurses in cancer care, education and leadership roles.

Role Development Writing Groups Event

RDWGs were established, for each of the core clinical roles in the pathway including: Support Worker, Registered Nurse, Clinical Nurse Specialist, Oncology Nurse Practitioner/Haematology Nurse Practitioner, Advanced Nurse Practitioner, Consultant Nurse and Children's Cancer (all roles). The co-chairs of the RDWGs joined

together on the 27th January 2022 for an opportunity to work through the process of development, to agree the timescale of work and recognise the key components of their work. Each group is required to describe their specific nurse role, the identification of competencies for that role and educational development needs. ACCEND colleagues joined for a short time to provide an update on their Framework. There was great energy and enthusiasm in the room, which has continued as the groups progressed their workplans within timescales. [View membership of the seven individual RDWGs](#).

Latest Progress Update



The Steering Group recently held their second meeting on 2nd March 2023 and received a progress update from the RDWGs. [View presentation](#) from the January 2023 workshop. If you would like to hear more about the roles being developed,

please make a point of catching-up with your organisation's representative on the RDWG you are most interested in.

The next Workshop is planned for 23rd May and the Steering Group meeting is on 1st June 2023 – *keep up to date*

 @nipec_online

<https://nipec.hscni.net/service/car-path-for-cancer-nursing/>