Systemic Anti-Cancer Therapy Workforce

ACCEND Quick Guide V1.0 (Sep 26)

The Aspirant Cancer Career Education & Development (ACCEND) framework provides a national standard for development of the cancer workforce. Systemic Anti-Cancer Therapy (SACT) practitioners, including nurses, support workers, pharmacists, clinical or ward managers and educators, can benefit from ACCEND by evidencing capabilities, enhancing appraisal and personal development planning, and facilitating service improvement and workforce resilience.

1. THE THREE COMPONENTS OF THE ACCEND FRAMEWORK

CAREER PATHWAY	CAPABILITIES IN PRACTICE (CiPs)	EDUCATION FRAMEWORK
Defined ***levels of practice*** across the whole workforce from supportive through to consultant Use the level checker to find your level of practice.	Required core skills, knowledge, and behaviours for each level of practice across 4 pillars of professional practice. UKONS SACT Passport attainment maps to 114 CiPs at the enhanced practice level.	Core learning outcomes, assessment strategies, and academic standards to underpin role and career development. Use the ACCEND Learning Hub and Course Explorer to access opportunities.

2. BENEFITS OF ACCEND FOR SACT SERVICES & PRACTITIONERS

National Skill Recognition	Sets a clear national standard for the cancer workforce. Your ACCEND portfolio functions as a portable, validated record of excellence, showcasing specialist knowledge and capabilities.
Clinical Excellence & Safety	Promotes reflective, evidence-based, person-centred care and role development supporting clinical competence, risk awareness, patient safety and service improvement.
Enhanced Appraisal & PDR	Provides robust, structured evidence of capabilities aligned to the four professional pillars, underpinned by CPD and reflective practice to enhance appraisal, PDR and NMC revalidation.
Resilience & Succession	Combats clinical compassion fatigue and enhances staff retention by making staff feel valued for their achievements. Helps managers and educators with staff induction and development, service improvement and succession planning.

3. GETTING STARTED: PRACTICAL IMPLEMENTATION OF ACCEND

ACTION PLAN FOR ALL STAFF	ACTION PLAN FOR LEADS & EDUCATORS
1. Access Digital ACCEND Portfolio: Check your Trust intranet for local resources and contacts to help with access to an ACCEND portfolio to record your progress. **2. Visit the ACCEND Course Explorer** to check your level of practice and see which capabilities are already evidenced by previous training e.g. UKONS passport completion **3. Conduct Self-Assessment:** Start by mapping prior learning or competence attainment (e.g. UKONS SACT Passport) and use reflective practice to document experiential learning **4. Plan role and career development:** Identify your personal development goals and use the ACCEND Learning Hub and Course Explorer to search for opportunities	**1. Role model use of ACCEND:** Conduct your own self-assessment, consider your own personal development goals and aspirations for your team or service. **2. Use for Induction:** Introduce ACCEND to new starters, setting expectations and considering early development plans. Signpost placement students to Foundations of Cancer Care on the ACCEND Learning Hub. **3. Embed in PDRs & Appraisals:** Use ACCEND domains and the four pillars of practice as a framework for annual performance reviews, assisting staff to reflect on capability attainment and establish evidence-based personal development plans. **4. Use for Service Development and Succession Planning :** Map current team capabilities against long-term SACT service demands to identify retention risks, upcoming vacancies, and targeted education initiatives.

To download the complete ACCEND User Guide for the SACT workforce, visit the ACCEND workspace on NHS Futures (free registration required). Feedback is welcomed.

