

Section 10. Leadership and Management

Section 10. Leadership and Management

| <p>10.0 Leadership and management in cancer nursing Regardless of role or position, develop practitioners with leadership skills to facilitate team management, organise work, and lead or contribute to operational and strategic development for CYP cancer services</p> | <p>Pre and post-registration nurses providing generalist CYP cancer care (e.g. A&E, PICU, Practice nurses, general wards, radiology departments)</p> | | <p>Unregistered Support Workers in specialist CYP cancer</p> | <p>Registrants providing specialist CYP cancer care (PTC and designated cancer specialist roles in POSCUs)</p> | | | | |
|---|---|--------------------------------|---|---|--------------------------|------------------------|------------------------|--------------------------|
| <p>Learning outcomes: Practitioners will be able to:</p> | <p>Pre-reg Children's Field</p> | <p>Registered Nurse</p> | <p>Health Care Assistant / support worker</p> | <p>Nursing Associate</p> | <p>Registered</p> | <p>Enhanced</p> | <p>Advanced</p> | <p>Consultant</p> |
| <p>10.1 Differentiate between leadership and management and consider how different models of leadership may impact on the care provided to CYP, families and carers</p> | | | | | | | | |
| <p>10.2 Describe the importance of the legal, ethical and professional issues in relation to the care of CYP, families and carers</p> | | | | | | | | |
| <p>10.3 Describe the principles of risk assessment and risk management in relation to the care of CYP, families and carers</p> | | | | | | | | |
| <p>10.4 Discuss the importance of relevant resource management strategies in relation to cancer care</p> | | | | | | | | |
| <p>10.5 Describe the regional and national structure of CYP cancer services, and understand how own role can influence regional and national policy and strategy</p> | | | | | | | | |
| <p>10.6 Evidence advanced knowledge of national and international innovations that contribute to CYP cancer care</p> | | | | | | | | |
| <p>10.7 Influence good practice in CYP cancer nursing care at a national and / or international level</p> | | | | | | | | |
| <p>10.8 Evidence a specialist qualification at (Level 4 PGCert or 5 Diploma - England, N.Ireland & Wales) (Level 7 HNC / Cert HC or 8 HND / DipHE- Scotland)</p> | | | | | | | | |
| <p>10.9 Evidence a specialist qualification at (Level 6 Degree, England, N.Ireland & Wales) (Level 9 Graduate diploma / degree or 10 degree with honours- Scotland)</p> | | | | | | | | |
| <p>10.10 Evidence a specialist qualification at advanced level (Level 7 Masters or 8 Doctoral - England, N.Ireland & Wales) (Level 11 Masters or 12 Doctoral -Scotland)</p> | | | | | | | | |
| <p>10.11 Deliver training and education one-to-one or to small groups in general CYP cancer care</p> | | | | | | | | |
| <p>10.12 Deliver training and education to medium and large groups at local, regional and national level in general CYP cancer care or supra-specialist field within CYP cancer services</p> | | | | | | | | |
| <p>10.13 Write for publication and / or deliver education to larger groups at regional, national or international level in general CYP cancer care or supra-specialist field within CYP cancer services</p> | | | | | | | | |
| <p>10.14 Acts as national resource, expert, adviser, researcher and author</p> | | | | | | | | |
| <p>10.15 Participate in or lead education strategy in CYP cancer care for the organisation ensuring there is provision of education for those encountering CYP symptoms of cancer or diagnosed with cancer</p> | | | | | | | | |

Section 10. Leadership and Management

| | | | | | | | | | |
|--|--|---------------------------------|-------------------------|---|--------------------------|-------------------|-----------------|-----------------|-------------------|
| 10.16 | Demonstrate financial awareness of budget setting needs and budget monitoring including funding routes for new agents and clinical trials | | | | | | | | |
| 10.17 | Evidence a high level of knowledge of the research and audit process, and methods to develop and lead projects for practice and service development for CYP cancer nursing | | | | | | | | |
| Practice competencies: Practitioners will be able to: | | Pre-reg Children's Field | Registered Nurse | Health Care Assistant / support worker | Nursing Associate | Registered | Enhanced | Advanced | Consultant |
| 10.18 | Use appropriate leadership and management strategies for practice and evaluate the impact of these upon CYP, families and carers and on other healthcare professionals | | | | | | | | |
| 10.19 | Use specialist knowledge to evaluate new and complex clinical ideas that are emerging in the most advanced arenas in CYP cancer | | | | | | | | |
| 10.20 | Supports the development of commissioning pathways for new treatments as evidence of effectiveness emerges, which may include new pathways to tertiary or quaternary services. | | | | | | | | |
| 10.21 | Contribute to business planning through contributing or leading on CYP cancer business cases and report writing | | | | | | | | |
| 10.22 | Identify and initiate audit of clinical practice or research projects and address learning needs or professional development requirements arising from this | | | | | | | | |
| 10.23 | Practice in accordance with legal, ethical and professional principles in order to provide safe, effective, timely, cost-effective care to CYP, families and carers | | | | | | | | |
| 10.24 | Practice in accordance with national, regional and local policies and standards in order to provide safe, effective, timely, cost-effective care to CYP, families and carers | | | | | | | | |
| 10.25 | Provide leadership to contribute, implement and evaluate policies and standards relevant to cancer care | | | | | | | | |
| 10.26 | Assess risk and implement risk management strategies in order to promote patient well-being and safety in practice | | | | | | | | |
| 10.27 | Follow policies and use templates designed to assess and reduce risk | | | | | | | | |
| 10.28 | Demonstrate evidence of continuing professional development and actively promote the professional development of others | | | | | | | | |
| 10.29 | Contribute to the professional development of nurses in the care of CYP with cancer, working in other areas of the organisation | | | | | | | | |
| 10.30 | Demonstrate the ability to plan, allocate, co-ordinate and evaluate the use of healthcare resources in an appropriate manner when providing care to CYP, families and carers on a day to day basis | | | | | | | | |
| 10.31 | Demonstrate the ability to plan, allocate, co-ordinate and evaluate the use of healthcare resources for delivering services at local and regional levels | | | | | | | | |
| 10.32 | Inform the strategic direction and lead changes to cancer service delivery at a local and regional (ODN) level. | | | | | | | | |
| 10.33 | Demonstrate big picture thinking in operational and strategic developments; locally, regionally and nationally. | | | | | | | | |
| 10.34 | Consider organisational accountability and responsibility in thinking and actions | | | | | | | | |

Section 10. Leadership and Management

| | | | | | | | | | |
|-------|---|--|--|--|--|--|--|--|--|
| 10.35 | Build sustainable internal and external relationships across organisational boundaries and agencies | | | | | | | | |
| 10.36 | Work at pace and with ambiguity | | | | | | | | |
| 10.37 | Demonstrate innovation and solution focused approaches | | | | | | | | |
| 10.38 | Identify and initiate audit of clinical practice or research projects and address learning needs or professional development requirements arising from this | | | | | | | | |
| 10.39 | Maintain a positive outlook and generosity of leadership | | | | | | | | |
| 10.40 | Recognise the emotive nature of cancer care and act when a situation is escalating and senior support is needed | | | | | | | | |
| 10.41 | Maintain accurate contemporaneous records across all aspects of cancer care and multi-professional interactions | | | | | | | | |
| 10.42 | Recognise own limitations and seek appropriate emotional and developmental guidance and support when required | | | | | | | | |
| 10.43 | Actively support colleagues with care and attention to Diversity, Equality, Inclusion and Belonging (DEIB) | | | | | | | | |
| 10.44 | Act as a role model to support yourself and each other within the MDT | | | | | | | | |

Section 10b. Leadership and Management Work Based Record Sheet

| 10.0 Leadership and management in cancer nursing Regardless of role or position, develop practitioners with leadership skills to facilitate team management, organise work, and lead or contribute to operational and strategic development for CYP cancer services | Practitioner Level (See Key) | | | | | | | Level of Achievement Required (Benner Taxonomy) | Self Assessment | Level Achieved (Assessed) | | | Evidence of Achievement | |
|--|---------------------------------|--|--|--|--|--|--|--|-----------------|------------------------------|------|----------|-------------------------|--|
| Learning outcomes: Practitioners will be able to: | | | | | | | | | | L | Date | Sig. | | |
| EXAMPLE 10.23 Practice in accordance with legal, ethical and professional principles in order to provide safe, effective, timely, cost-effective care to CYP, families and carers | | | | | | | | | Proficient | Proficient | P | 28.05.22 | J Doe | <ul style="list-style-type: none"> • Always able to locate policies and standards applicable to role. • Referred to these in a ward meeting when highlighting areas where standards were failing. • Assisted unit practice educator to update the induction book for Support Workers. • Buddy role for new Support Workers and actively teaches good practice with following guidelines. |
| 10.1 Differentiate between leadership and management and consider how different models of leadership may impact on the care provided to CYP, families and carers | | | | | | | | | | | | | | |
| 10.2 Describe the importance of the legal, ethical and professional issues in relation to the care of CYP, families and carers | | | | | | | | | | | | | | |
| 10.3 Describe the principles of risk assessment and risk management in relation to the care of CYP, families and carers | | | | | | | | | | | | | | |
| 10.4 Discuss the importance of relevant resource management strategies in relation to cancer care | | | | | | | | | | | | | | |
| 10.5 Describe the regional and national structure of CYP cancer services, and understand how own role can influence regional and national policy and strategy | | | | | | | | | | | | | | |

Section 10b. Leadership and Management Work Based Record Sheet

Action plan to achieve required competency level:

| | | |
|---------------------|-----------|-------|
| Reviewed by | Comments: | |
| Signature and Role: | | Date: |
| Signature and Role: | | Date: |
| Signature and Role: | | Date: |