

## Section 10.

# Leadership and Management

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## Section 10. Leadership and Management

<b>10.0 Leadership and management in cancer nursing</b> 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	<b>Pre and post-registration nurses providing generalist CYP cancer care</b> (e.g. A&E, PICU, Practice nurses, general wards, radiology departments)	<b>Unregistered Support Workers in specialist CYP cancer</b>	<b>Registrants providing specialist CYP cancer care</b> (PTC and designated cancer specialist roles in POSCUs)					
<b>Learning outcomes: Practitioners will be able to:</b>	<b>Pre-reg Children's Field</b>	<b>Registered Nurse</b>	<b>Health Care Assistant / support worker</b>	<b>Nursing Associate</b>	<b>Registered</b>	<b>Enhanced</b>	<b>Advanced</b>	<b>Consultant</b>
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								
10.6 Evidence advanced knowledge of national and international innovations that contribute to CYP cancer care								
10.7 Influence good practice in CYP cancer nursing care at a national and / or international level								
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)								
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)								
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)								
10.11 Deliver training and education one-to-one or to small groups in general CYP cancer care								
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								
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								
10.14 Acts as national resource, expert, adviser, researcher and author								
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								

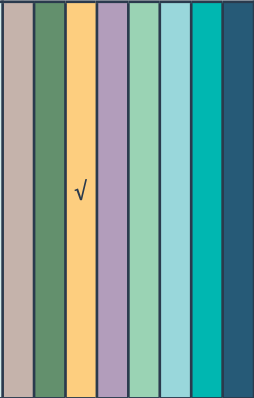
## Section 10. Leadership and Management

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								
<b>Practice competencies: Practitioners will be able to:</b>		<b>Pre-reg Children's Field</b>	<b>Registered Nurse</b>	<b>Health Care Assistant / support worker</b>	<b>Nursing Associate</b>	<b>Registered</b>	<b>Enhanced</b>	<b>Advanced</b>	<b>Consultant</b>
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 <b>Leadership and management in cancer nursing</b> 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.	
<b>EXAMPLE</b> 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"> <li>• Always able to locate policies and standards applicable to role.</li> <li>• Referred to these in a ward meeting when highlighting areas where standards were failing.</li> <li>• Assisted unit practice educator to update the induction book for Support Workers.</li> <li>• Buddy role for new Support Workers and actively teaches good practice with following guidelines.</li> </ul>
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

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## Section 10b. Leadership and Management Work Based Record Sheet

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Section 10b continued ▼

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Action plan to achieve required competency level:		
Reviewed by	Comments:	
Signature and Role:		Date:
Signature and Role:		Date:
Signature and Role:		Date: