

Nationally Transferable Roles Template

Career Framework Level 7

Advanced Practitioner – Macmillan Clinical Nurse Specialist

**WE ARE
MACMILLAN.
CANCER SUPPORT**

**Macmillan Cancer Support has worked with Skills for Health to develop
a Nationally Transferable Role for Macmillan Clinical Nurse Specialists**

Level Descriptors

Definition of the Level 7 Role

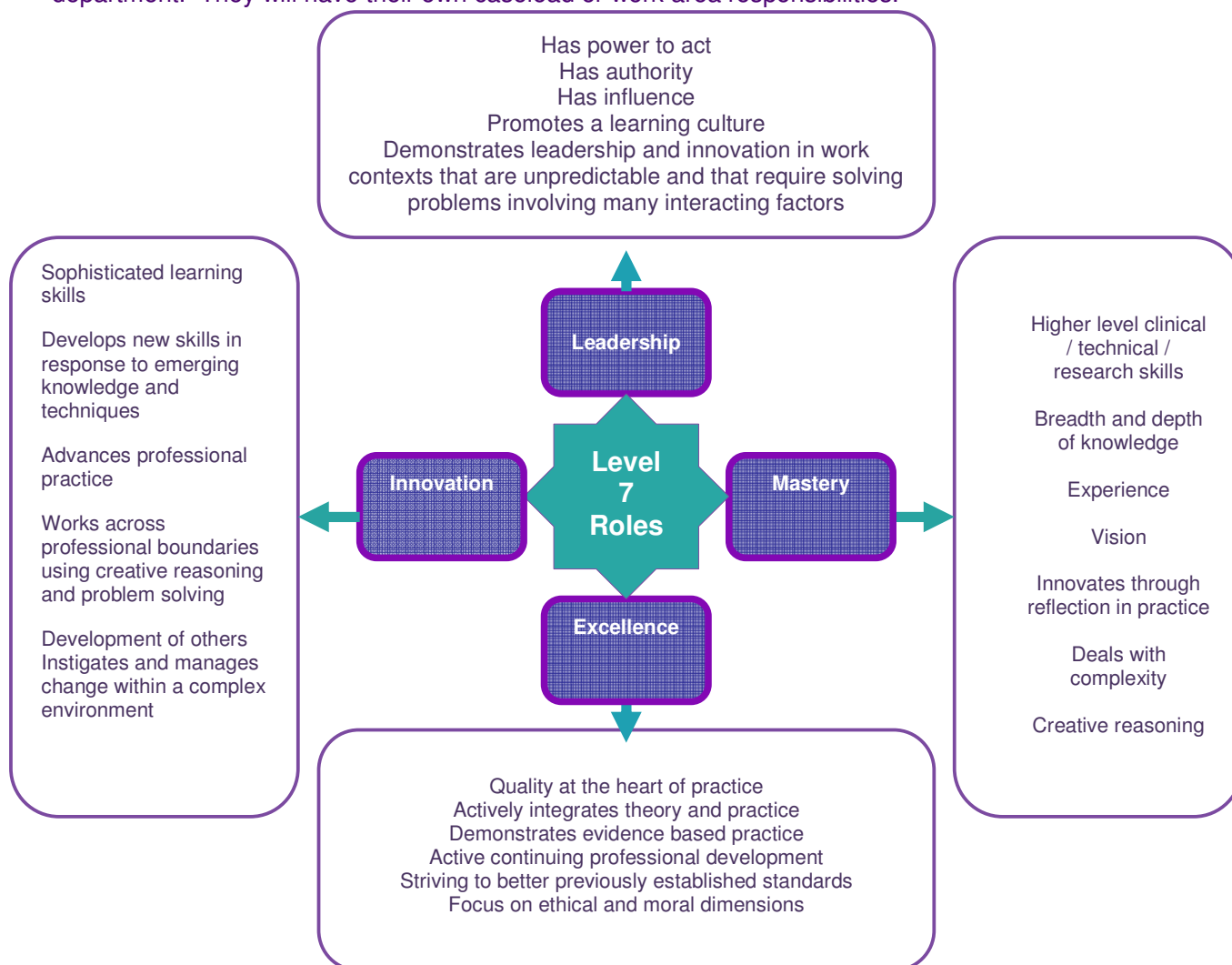
People at level 7 of the career framework have a critical awareness of knowledge issues in the field and at the interface between different fields. They are innovative and have a responsibility for developing and changing practice and/or services in a complex and unpredictable environment.

Indicative or reference title 'advanced practitioner'.

Definition of the Advanced Practitioner

Whilst recognising that some professions have already defined the advanced practitioner: the definition of an advanced practitioner used in this template is intended to be applicable to all professional and occupational groups. This definition is based on the level 7 descriptors that inform the career framework for health and therefore is useful to employers.

Advanced practitioners are experienced professionals who have developed their skills and theoretical knowledge to a very high standard, performing a highly complex role and continuously developing their practice within a defined field and/or having management responsibilities for a section/small department. They will have their own caseload or work area responsibilities.



Macmillan Advanced Practitioner NTR

The characteristics of level 7 roles and an advanced practitioner have been developed by Skills for Health through working with employers and practitioners. They are intended to be broad descriptors which can be interpreted or contextualised at a local level.

Further information regarding the role of the advanced practitioner has been used to support these findings

Brown G., Esdaile S.A., Ryan S.E., (eds) (2004) *Becoming an Advanced Healthcare Practitioner* Butterworth Heinemann London

The Department of Health (2006) *The National Education and Competence Framework for Advanced Critical Care Practitioners* A discussion document

Royal College of Nursing (2008) *Advanced Nurse Practitioners, An RCN Guide to the Advanced Nurse Practitioner Role, Competences and Programme Accreditation*

College of Occupational Therapists (2006) *Post qualifying framework: a resource for occupational therapists (core)* London: COT

The National Occupational Standards

This section of the template has an example of an advanced practitioner – Macmillan Clinical Nurse Specialist. This example is intended to give core information for the role. The indicative learning and development packages are included.

Basic Information

Role	Advanced Practitioner – Macmillan Clinical Nurse Specialist
Area of work	Oncology/Palliative Care
Sample Job Description Available	Yes
Experience required	Relevant professional qualification, post registration experience including experience in speciality
Career Framework Level	7

Scope of Role

The cancer care pathway is made up of 5 phases: treatment, rehabilitation, monitoring, progressive and end of life. The nature of each care pathway is individual and not linear. Curable and incurable cancer will have different pathways and people may move from one part to the other and back again, depending on the nature of their personal cancer pathway. There are transitions between each phase, where holistic assessment is key to identifying individual needs. It is a matrix model and depending on the needs identified and the patient's motivation and ability at each phase, depends on whether a person can self-manage, requires guided care or needs individual case management.

Diagnosis and treatment	T	Rehabilitation	T	Monitoring	T	Progressive care	T	End of Life Care
Supported self managed care <i>Patient-led</i>	A S S E	Supported self managed care <i>Patient-led</i>	A S S E	Supported self managed care <i>Patient-led</i>	A S S E	N/A	A S S E	N/A
Guided Care <i>Joint Patient/Nurse-led</i>	S S M E	Guided Care <i>Joint Patient/Nurse-led</i>	S S M E	Guided Care <i>Joint Patient/Nurse-led</i>	S S M E	Guided Care <i>Joint Patient/Nurse-led</i>	S S M E	Guided Care <i>Joint Patient/Nurse-led</i>
Complex Care <i>Nurse-led</i>	N T	Complex Care <i>Nurse-led</i>	N T	Complex Care <i>Nurse-led</i>	N T	Complex Care <i>Nurse-led</i>	N T	Complex Care <i>Nurse-led</i>

T= Transition Point

The Macmillan Clinical Nurse Specialist may support people across the whole care pathway or at specific phases of the pathway.

Supported Self Managed Care

People identified through assessment as having low level needs and are motivated and able to self-manage. Education will be provided through attendance at a Health and Well-being Clinic or through other self management education and support. Education will include high quality information about signs and symptoms they need to be aware of and what action to take if they are concerned, help people to readjust to their previous or adapt to a new lifestyle and support rapid re-entry into the system when indicated.

Guided Care

People identified through assessment as having moderate needs, but who need ongoing help and support to be able to self-manage. Education will include high quality information about signs and symptoms they need to be aware of and what action to take if they are concerned, help people to readjust to their previous or adapt to a new lifestyle and support rapid re-entry into the system when indicated. Care will be reviewed and re-assessed at regular intervals.

Complex care

People identified through assessment as having high needs due to their vulnerability, other health conditions, complex progressive needs or are at high risk of hospital admission. People will be supported to manage the severe consequences of treatment and/or advanced and active disease, alongside their other health conditions This group will be individually case managed with frequent re-assessments and care monitored and reviewed according to need.

All level 7 roles have the following common/core competences.
All competences are national occupational standards (NOS)

Specific competences to the role have then been identified. In addition a number of optional competences have been identified for local application. These should be used as required and may be added to the list of specific competences.

Any additional competences specific to the locality should then be identified locally using the competence tools and health functional map and added to the template using the same format.

Common/Core Competences:

Underpinning Principle	Reference Function		Competence
1. Communication	1.2	Communicate effectively	GEN97 Communicate effectively in a health care environment
2. Personal & People Development	2.1.1	Develop your own practice	M&L A3 Develop your personal networks
3. Health, Safety & Security	3.5.1	Ensure your own actions reduce risks to health and safety	HSC 22 Support health and safety of yourself and individuals ENTO WRV2 Protect yourself from the risk of violence at work M&L E6 Ensure health and safety requirements are met in your area of responsibilities
5. Quality	5.1.1	Maintain the quality of your own work	GEN 63 Act within the limits of your competence and authority HSC35 Promote choice well being and the protection of individuals
6. Equality and diversity	6.1	Ensure your actions support the equality, diversity and opportunity	HSC 234 Ensure your actions support equality, diversity and responsibilities of individuals
	6.2	Promote equality of opportunity and diversity	HSC3111 Promote the equality diversity rights and responsibility of individuals
	6.3	Develop a culture that promotes equality of opportunity and diversity and protects individuals	HSC3116 Contribute to promoting a culture that values and respects the diversity of individuals
F. Education, learning and research	F6.1	Conduct investigations in selected research and development topics	R&D 8 Conduct investigations in selected research and development topics R&D 8a Assist in the research work
	F6.3	Act on research and development findings	R&D14 Translate research and development findings into practice

			R&D_15 Evaluate and report on the application of research and development findings within practice
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Role Specific Competences:

Underpinning Principle	Reference Function		Competence
1. Communication	1.2	Communicate effectively	CHS48 Communicate significant news to individuals HSC21 Communicate with, and complete records for individuals
	1.5	Provide information advice and guidance	GEN14 Provide advice and information to individuals on how to manage their own condition CHS127 Advise on the health status and health care needs of individuals at a distant location using electronic communication media CHS 104 Brief the team for an individual's intervention
2. Personal and People Development	2.2.1	Support the development of the knowledge and the practice of individuals	HSC43 Take responsibility for the continuing professional development of self and others M&L D13 Support individuals to develop and maintain their performance
	2.3.1	Evaluate another's performance in the workplace	LLUK L8.2010 Support competence achieved in the workplace
4. Service Improvement	4.7	Contribute to improving services	BA3 Provide leadership to facilitate the development of organisational policy and practice
5. Quality	5.2.4	Improve the quality of healthcare through audit and evaluation	PHS08 Improve the quality of health and healthcare interventions and services through audit and evaluation.
6. Equality and Diversity	6.3	Develop a culture that promotes equality of opportunity and	HSC452: Contribute to the development, maintenance and evaluation of systems to promote the rights,

		diversity, and protects individuals	responsibilities, equality and diversity of individuals HSC45 Develop practices which promote choice, well-being and protection of all individuals
A. Assessment	A2.1	Plan assessment of an individual's health status	CHS38: Plan assessment of an individual's health status
	A2.3	Assess an individual with a suspected health condition	CHS118: Form a professional judgment of an individual's health condition CHS39 Assess an individual's health status
	A2.4	Assess an individual's need arising from their health status	HSC417 Assess individuals mental health and related needs
	A2.9	Assess individual's suitability for a treatment or intervention	CHS120 Establish an individual's suitability to undergo an intervention
B. Health Intervention	B3.1.1	Plan activities, interventions or treatments to achieve specified health goals	HSC450 Develop risk management plans to support individual's independence and daily living within their home CHS 87 Agree a rehabilitation plan with individuals, families, carers and other professionals CHS41 Determine a treatment plan for an individual CHS97 Organise a programme of support following withdrawal from treatment
	B3.1.2	Enable individuals to make health choices and decisions	PE1 Enable individuals to make informed health choices and decisions
	B3.3.3	Move and position individuals	CHS6 Move and position individuals

	B3.6.1	Monitor individuals following treatments	CHS47 Monitor and assess patients following treatments
	B14.1	Coordinate the implementation and delivery of treatment plans	CHS88 Coordinate the implementation and delivery of treatment plans
	B14.2	Implement care plans/programmes	HSC416 Develop implement and review care plans for individuals AG1 Plan, implement, monitor and review individualised care plans with individuals who have a long term condition and their carers. CM11 Manage a patient caseload which achieves the best possible outcomes for the individual GEN79 Coordinate the progress of individuals through care pathways
	B14.3	Deliver therapeutic activities	CHS62 Provide interventions to individuals with long term conditions
	B16.2	Support individuals who are distressed	HSC226 Support individuals who are distressed
	B16.4	Support individuals to retain, regain and develop the skills to manage their lives and environment	HSC343 Support individuals to live at home CM E3 Enable individuals to use assistive devices and assistive technology HSC412 Ensure individuals and groups are supported appropriately when experiencing significant life events and transitions HSC426 Empower families, carers and others to support individuals
	B16.5	Support individuals and carers to cope with the emotional and psychological	HSC350: Recognise, respect and support the spiritual well-being of individuals

		aspects of health care	<p>CM D5 Enable patients to access psychological support</p> <p>MH7 Develop, implement and review programmes of support for carers and families</p>
	B17	Work in collaboration with carers in the caring role	<p>HSC387 Work in collaboration with carers in the caring role</p> <p>HSC427 Assess the needs of carers and families</p>
	B18.1	Support individuals through the process of dying	<p>HSC385 Support individuals through the end of life process</p>
C Health Promotion and Protection	C1.1.4	Plan and develop health protection programmes	<p>CM G5 Work in partnership with others to promote health and well being and reduce risks within settings in a defined caseload</p>
	C2.2	Provide information to individuals, groups and communities about promoting health	<p>PHP 07 Communicate information about health and wellbeing and/or stressors to health and wellbeing in a defined caseload</p>
	C2.3	Facilitate the development of community groups/networks	<p>MH4 Assist individuals to evaluate and contact support networks</p>
	C2.4	Enable people to address issues relating to their health and wellbeing	<p>HSC366 Support individuals to represent their own needs and decisions at decision-making forums</p>
	C2.6	Act on behalf of an individual, family or community (advocacy)	<p>HSC368 Present individual's needs and preferences</p>
H	H1.2.2	Lead change	<p>M&L C4 Lead change</p>
	H1.3.1	Contribute to the effectiveness of teams	<p>CM C5 Build a partnership between the team. Patients and carers</p> <p>GEN41 Identify team members need for psychological support</p>

	H1.3.3	Manage multi-agency collaborative working	<p>GEN42 Provide psychological support for team members</p> <p>GEN44 Liaise between primary, secondary and community teams</p> <p>HSC433 Provide leadership to develop joint working agreements and practices and review their effectiveness</p> <p>GEN27 Develop, sustain and evaluate collaborative work with others</p>
	H1.3.6	Participate in meetings	HSC449 Represent one's own agency at other agencies' meetings
	H2.6	Receive and pass on messages and information	HSC3115 Receive, analyse, process, use and store information
	H3.1.2	Procure goods and services	GEN51 Procure healthcare services for individuals

Locality Specific Competences

Additional competences for local application (pick & mix)

The competences included in this section may be used singly or in clusters. They can be added to the above list of specific competences.

All competences are cross referenced to the NHS knowledge and skills framework (KSF)

Underpinning Principle	Reference Function		Competence
A. Assessment	A2.3	Assess an individual with a suspected health condition	CHS39 Undertake an assessment or re-assessment of a patient for chemotherapy
B. Health Intervention	B3.1.3	Review and modify plans to address specified health goals	MH21 Respond to crisis situations
	B5.1	Obtain specimens from individuals	CHS7 Obtain and test specimens from individuals
	B11.1	Insert and secure medical devices to enable administration	CHS132 Obtain venous blood samples
			CHS22 Perform intravenous cannulation

		or drainage of fluids/air/other substances	
	B11.2	Maintain fluid levels and balance in individuals	CHS17 Carry out extended feeding techniques to ensure individuals' nutritional and fluid intake
	B12.2	Extract foreign bodies	CHS23 Carry out intravenous infusion
	B14.1	Coordinate the implementation and delivery of treatment plans	CHS8 Insert and secure urethral catheters and monitor and respond to the effects of urethral catheterisation
	B14.4	Undertake personal care for individuals	CC09 Enable individuals to effectively evacuate their bowels
	B15.6	Administer medication to individuals	CHS49 Set up and renew syringe driver/infusion device for subcutaneous use and deliver treatment CHEM1 Deliver chemotherapy treatment intravenously CHEM8 Provide oral chemotherapy medication CHS3 Administer medication to individuals
	B15.7	Administer nutritional products to individuals	CHS147 Administer oral nutritional products to individuals
	B15.9	Manage an individuals medication to achieve optimum outcomes	PHARM50 Provide advice on chemotherapy for an individual
C	C2.4	Enable people to address issues relating to their health and wellbeing	HT3 Enable individuals to change their behaviour to improve their own health and wellbeing

Indicative Learning and Development

Nationally transferable roles may be underpinned by a range of learning and development activities to ensure both competence and role confidence. The learning and development included within the template is by nature indicative. In some cases it is endorsed by professional bodies and/or special interest groups and accredited by an awarding body.

Nationally transferable role	Macmillan Clinical Nurse Specialist
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Formal endorsed learning	Different HEI courses available. Aim to achieve Masters level learning. Relevant cancer-specific and/or treatment-specific and/or symptom-specific learning. Leadership and or education learning, if not included in above
Informal learning	A range of informal learning opportunities will be appropriate including reflective practice, job shadowing, attendance only courses as organised by external organisations. Coaching and mentoring opportunities, either within or outside the employing organisation
Summary of learning and development including aims and objectives	Aim: Developing the professional to deliver their role in the most effective and holistic way. Objectives: Communicate appropriately. Provide timely and appropriate information. Deliver evidence based clinical care. Treat each person as an individual & empower individuals Develop leadership skills. Keep abreast of emerging ideas and use creative reasoning and problem solving to introduce new ways of working. Facilitate lifelong learning of colleagues and clients
Duration	Dependent on existing experience & knowledge
National Occupational Standards used	Learning opportunities which should be based on national occupational standards
Credits (including framework used)	Dependent on HEI's
Accreditation	Dependent on HEI's
APEL and progression	HEI's will provide facility
Programme structure	Blended learning including e-learning, face to face learning and work based learning. May be degree modules or Master level modules
Resources required, e.g. placement learning, preceptors, accredited assessors etc	Formal, protected study time will be recommended Macmillan Cancer Support will provide support to access some coaching, mentorship & placement learning.
Quality Assurance	Through HEI and OCN/Agored Cymru
Policies included in programme documentation	Equal opportunities, equality & diversity and accessibility HEI Appeals procedure
Funding	Macmillan professionals can apply for a Macmillan Learning and Development grant each year up to

Macmillan Advanced Practitioner NTR

	the value of £1000 to fund their learning and development needs. Other funding to be agreed locally with employer
Leading to registration or membership with:	Currently N/A

Appendix

Existing modules of learning mapped to NOS

Common/Core Competences:

Underpinning Principle	Reference Function		Competence	Education Macmillan Offer
1. Communication	1.2	Communicate effectively	HSC 21 Communicate with, and complete records for individuals	Communicating effectively – Learn Zone – Leadership & Management toolkit
	1.5	Provide information, advice and guidance	CHS 104 Brief the team for an individual's intervention	Number of external providers of Communication Courses
2. Personal & People Development	2.1.1	Develop your own practice	M&L A3 Develop your personal networks	Networking at regional & national Macmillan Cancer Support study days CHAIN 4
3. Health, Safety & Security	3.5.1	Ensure your own actions reduce risks to health and safety	HSC 22 Support health and safety of yourself and individuals ENTO WRV2 Protect yourself from the risk of violence at work M&L E6 Ensure health and safety requirements are met in your area of responsibilities	Core Learning Unit Programmes via employer Macmillan Learn Zone - We Learn
5. Quality	5.1.1	Maintain the quality of your own work	GEN 63 Act within the limited of your competence and authority	Liaise with local audit department to learn & carry out quality assessment.

Macmillan Advanced Practitioner NTR

			HSC35 Promote choice well being and the protection of individuals	
6. Equality and diversity	6.1	Ensure your actions support the equality, diversity and opportunity	HSC 234 Ensure your actions support equality, diversity and responsibilities of individuals	Core Learning Unit Programmes Equality & Diversity virtual tour on Learn Zone.
	6.2	Promote equality of opportunity and diversity	HSC3111 Promote the equality diversity rights and responsibility of individuals	
	6.3	Develop a culture that promotes equality of opportunity and diversity and protects individuals	HSC3116 Contribute to promoting a culture that values and respects the diversity of individuals	
F. Education, learning and research	F6.1	Conduct investigations in selected research and development topics	R&D 8 Conduct investigations in selected research and development topics R&D 8a Assist in the research work	Complete Masters level Course Macmillan Cancer Support provides some Master-classes in learning how to do research
	F6.3	Act on research and development findings	R&D14 Translate research and development findings into practice R&D_15 Evaluate and report on the application of research and development findings within practice	

Role Specific Competences:

Underpinning Principle	Reference Function		Competence	Education
1. Communication	1.2	Communicate effectively	CHS48 Communicate significant news to individuals	‘Connected’ - National Communications Skills Training Course – delivered by Cancer Networks across England.
	1.5	Provide information advice and guidance	GEN14 Provide advice and information to individuals on how to manage their own condition CHS127 Advise on the health status and health care needs of individuals at a distant location using electronic communication media	
2. Personal and People Development	2.2.1	Support the development of the knowledge and the practice of individuals	HSC43 Take responsibility for the continuing professional development of self and others M&L D13 Support individuals to develop and maintain their performance	Undertake relevant cancer-specific and/or treatment-specific and/or symptom-specific training – provided through multiple providers across the UK.
	2.3.1	Evaluate another’s performance in the workplace	LLUK L8.2010 Support competence achieved in the workplace	
4. Service Improvement	4.7	Contribute to improving services	BA3 Provide leadership to facilitate the development of organisational policy and practice	Leadership and Management toolkit available through Macmillan Learn Zone
5. Quality	5.2.4	Improve the quality of healthcare through audit and evaluation	PHS08 Improve the quality of health and healthcare interventions and	

Macmillan Advanced Practitioner NTR

			services through audit and evaluation.	
6. Equality and Diversity	6.3	Develop a culture that promotes equality of opportunity and diversity, and protects individuals	HSC452: Contribute to the development, maintenance and evaluation of systems to promote the rights, responsibilities, equality and diversity of individuals HSC45 Develop practices which promote choice, well-being and protection of all individuals	
A. Assessment	A2.1 A2.3 A2.4 A2.9	Plan assessment of an individual's health status Assess an individual with a suspected health condition Assess an individual's need arising from their health status Assess individual's suitability for a treatment or intervention	CHS38: Plan assessment of an individual's health status CHS118: Form a professional judgment of an individual's health condition CHS39 Assess an individual's health status HSC417 Assess individuals mental health and related needs CHS120 Establish an individual's suitability to undergo an intervention	
B. Health Intervention	B3.1.1	Plan activities, interventions or treatments to achieve specified health goals	HSC450 Develop risk management plans to support individual's independence and daily living within their home	

Macmillan Advanced Practitioner NTR

			<p>CHS 87 Agree a rehabilitation plan with individuals, families, carers and other professionals</p> <p>CHS41 Determine a treatment plan for an individual</p> <p>CHS97 Organise a programme of support following withdrawal from treatment</p>	
	B3.1.2	Enable individuals to make health choices and decisions	PE1 Enable individuals to make informed health choices and decisions	Information prescriptions e-programme on Learn Zone.
	B3.3.3			
	B3.6.1	Move and position individuals	CHS6 Move and position individuals	
	B14.1	Monitor individuals following treatments	CHS47 Monitor and assess patients following treatments	
	B14.2	Coordinate the implementation and delivery of treatment plans	CHS88 Coordinate the implementation and delivery of treatment plans	
		Implement care plans/programmes	HSC416 Develop implement and review care plans for individuals	
			AG1 Plan, implement, monitor and review individualised care plans with individuals who have a long term condition and their carers.	

Macmillan Advanced Practitioner NTR

			<p>CM11 Manage a patient caseload which achieves the best possible outcomes for the individual GEN79 Coordinate the progress of individuals through care pathways</p>	
	B14.3	Deliver therapeutic activities	<p>CHS62 Provide interventions to individuals with long term conditions</p> <p>HSC226 Support individuals who are distressed</p>	
	B16.2	Support individuals who are distressed	<p>HSC343 Support individuals to live at home</p>	
	B16.4	Support individuals to retain, regain and develop the skills to manage their lives and environment	<p>CM E3 Enable individuals to use assistive devices and assistive technology</p> <p>HSC412 Ensure individuals and groups are supported appropriately when experiencing significant life events and transitions</p> <p>HSC426 Empower families, carers and others to support individuals</p> <p>HSC350: Recognise, respect and support the spiritual well-being of individuals</p>	
	B16.5	Support individuals	<p>CM D5</p>	

Macmillan Advanced Practitioner NTR

		and carers to cope with the emotional and psychological aspects of health care	Enable patients to access psychological support	Training to use the Psychological Distress Thermometer Tool, to use as part of an overall holistic assessment tool – training provided across the UK.
	B17	Work in collaboration with carers in the caring role	MH7 Develop, implement and review programmes of support for carers and families	
	B18.1	Support individuals through the process of dying	HSC387 Work in collaboration with carers in the caring role HSC427 Assess the needs of carers and families HSC385 Support individuals through the end of life process	Lessons Learned e-programme (EoL) – on Macmillan Learn Zone
C Health Promotion and Protection	C1.1.4	Plan and develop health protection programmes	CM G5 Work in partnership with others to promote health and well being and reduce risks within settings in a defined caseload	New health and wellbeing resources being developed on Learn Zone which include a relaxation corner and a pilot Mi-wellbeing e-programme. Macmillan Learn Zone: e-learning programmes on User involvement, Buddying and befriending and Good practice in running your group.
	C2.2	Provide information to individuals, groups and communities about promoting health	PHP 07 Communicate information about health and wellbeing and/or stressors to health and wellbeing in a defined caseload	
	C2.3	Facilitate the development of community groups/networks	MH4 Assist individuals to evaluate and contact support networks	
	C2.4	Enable people to address issues relating to their health	HSC366 Support individuals to represent their own needs and decisions at	

Macmillan Advanced Practitioner NTR

		and wellbeing	decision-making forums	
	C2.6	Act on behalf of an individual, family or community (advocacy)	HSC368 Present individual's needs and preferences	
H	H1.2.2	Lead change	M&L C4 Lead change	
	H1.3.1	Contribute to the effectiveness of teams	CM C5 Build a partnership between the team. Patients and carers	
			GEN41 Identify team members need for psychological support	
			GEN42 Provide psychological support for team members	
	H1.3.3	Manage multi-agency collaborative working	GEN44 Liaise between primary, secondary and community teams	
			HSC433 Provide leadership to develop joint working agreements and practices and review their effectiveness	
			GEN27 Develop, sustain and evaluate collaborative work with others	
	H1.3.6	Participate in meetings	HSC449 Represent one's own agency at other agencies' meetings	
	H2.6	Receive and pass on	HSC3115 Receive, analyse, process, use	

Macmillan Advanced Practitioner NTR

	H3.1.2	messages and information Procure goods and services	and store information GEN51 Procure healthcare services for individuals	
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