

**AUTHORITY, INFLUENCE & POWER –  
the challenges of being a  
Lead Cancer Nurse**

**Education and Training  
Workshop**

# Key Questions.....

- How do you develop a workforce that is fit for purpose?
- How can we prepare/train non specialists in cancer care?

# Challenges of developing a workforce fit for purpose

# Summary

Finance

Culture

Leadership

Expertise

Knowing who the workforce is

Generalist vs. specialist

Resistance to Change

Availability of appropriate course

Expertise to train

Rapid rate of change

Motivation

# Solutions

- KSF
- Agenda for Change
- Workplace clinical practice facilitator
- Peer review
- HEI – reflecting service need
- In house generalist training in cancer
- Course evaluation (change behaviour)
- Creativity in accessing funding
- Making the right case

# Challenges of training/education for non specialists

# Summary

- Finance
- Flexible approach to delivery
- Sustainability/follow up
- Competing priorities
  - Other specialties/organisations
  - Mandatory training
- Staffing
  - Professional barriers
  - Turnover
  - Motivation/interest
  - Utilisation of new knowledge
  - Succession planning
  - Acquire knowledge and move on

# Solutions

- Competency based programmes
- Action learning sets
- Lecturer/practitioner posts
- Multi professional approach
- Collaborative approach with HEs and other agencies
- Accreditation
- Training needs assessment
- Role Model