



Modernising nursing careers

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Modernising Chemotherapy Nursing Careers

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The people who we care for are changing

- Ageing population
- Health inequalities
- Life styles affecting health - prevention
- Changing public expectations
- More complex and diverse society

Challenges to health care delivery

- Technological advances
- Complexity of treatments
- Rising costs
- Disease management more chronic
- Workforce issues

National policy

- Cancer Reform Strategies
- Patient experience/patient safety
- Choice
- Payment by results
- Practice based commissioning
- Targets
- Increased range of providers
- Moving care from hospital to community
- Cost efficiency
- Changing roles

Challenges to nurses

- Responding appropriately to changes
- **Maintaining our core values (CNO)**
- Contributing to the national agenda
- Influencing the national agenda
- To lead and not to be led
- Keep the patients agenda as our agenda

Health Care Assistants: Role Development

Linda Denman

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The Christie

- Largest single site cancer centre
- Population of 3.5 million
- Greater Manchester & Cheshire Network

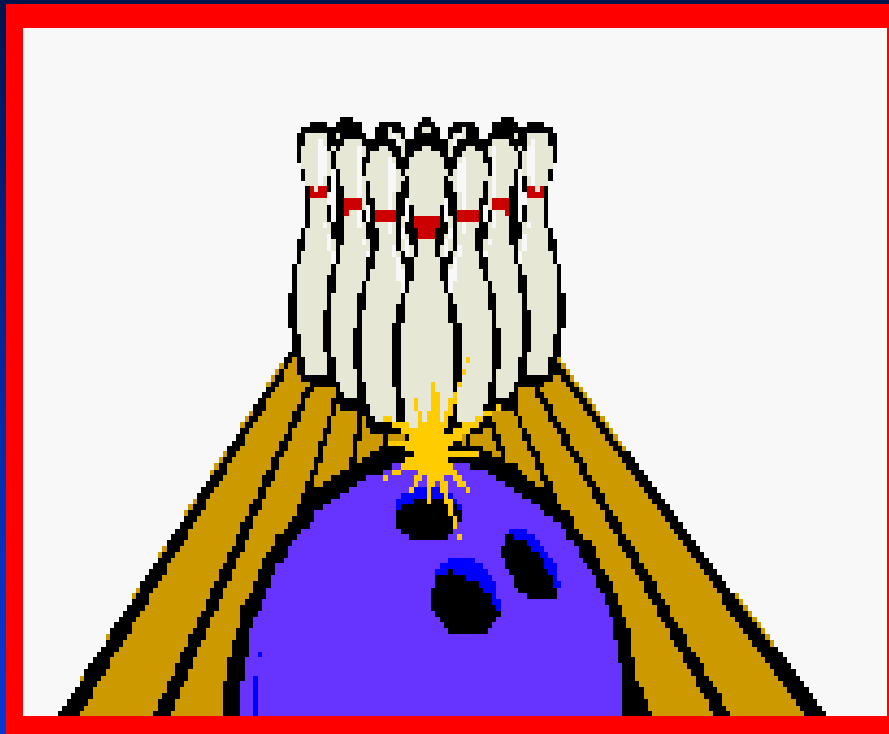


Changing Demand

- Patient volume increasing
- 200-300 per week
- More complex regimens
- Lengthy waits
- Deferrals
- Increased complaints

Background

- Merger
- Team : High grades
- Structure
- XRT to fast track
- Diverse team
- Larger skill mix (A – G)



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Issues to Address

- Disparate team
- Expertise missing - right skills
- Motivation
- Confidence & competence
- Happy!
- Retain



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HCA Role Development

- Develop all grades
- Experienced HCA's
- Open frank discussion
- Variation
- Target interest
- Worthy member of team



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Training Input

- Formalise
- Tailored training programmes
- Bite size pieces
- A - B
- B – C (Band 3)
- Mentorship

Skill Development

- Identify core needs
- Communication skills
- Health & safety
- Basic tasks – vital signs
- I.V. therapy skills
- Scalp cooling
- Next stage



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Benefits

- Service & individual
- Reduction in waiting time
- Reduction in complaints
- Governance Issues
- Job satisfaction
- Confidence to progress
- Patient confidence

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Lessons Learnt

- Choose the right candidate
- Aware of limitations
- Clear accountability
- Clear concise expectations
- Legalities – Patient Directives



Summary

- Fostered a cohesive team
- Investment
- Recognise worth of all roles
- Opened the door
- Patient confidence
- Seamless service
- Roll out - Individualised

Make the Soft Stuff Hard!

- Be clear about the registered nursing contribution to chemotherapy
- Be clear about our assessments and our interventions
- Meet the needs of patients to improve their experience
- Measure and document outcomes
- Adopt an enabling model of specialism

Opportunities for Advanced Practice in Chemotherapy Nursing

- Nurse-led services?
- Nurse Prescribing – Patient Group Directions
- Assessment and Monitoring
- Technical Skills
- Managing and Influencing Care Pathways

Challenges

- Monitoring competence
- Apply the competency framework
- Risk Management
- Equitable/standardised care

How to make it happen

- UKONS Chemotherapy Nurse Forum
- Leadership
- Role Modelling
- Influence
- National Policy

“True to our core values as chemotherapy nurses”