



Introduction

Welcome to the 1st issue of CCC Education Matters. In my role as Associate Director of Clinical Education I am delighted to be working closely with our Director of Medical Education and other significant key colleagues in education, both internally, & externally with our University partners, to ensure we support all staff to develop & grow their potential, whilst achieving excellence in patient care & enhancing our reputation as a lead provider of cancer education.

This quarterly newsletter provides you with a brief overview of education activities from all areas of the Trust, to include Clinical Education, Medical Education, Learning & Development & OD and Research & Development. The newsletter aims to keep you up to date with the latest news and opportunities, tools & resources & updates on key education & training topics.

In this issue you will see updates on some of the really exciting education initiatives happening in the Trust.

You can also read what student nurses and trainee Doctors have said about their positive experience of education & training at CCC!

I hope that you find this education newsletter both informative and valuable and welcome your ideas and input into future issues

Kate Greaves



Kate Greaves
Associate Director of Clinical Education

I have been appointed as Director of Medical Education in December 2019; these are early days and I am still trying to find out how to do this best. Whilst the remit is very large and challenging, for CCC it is also a very exciting time with a lot of opportunities ahead. The education focus has significantly changed over the last months; we have a wonderful group of doctors, nurses, and both Medical Education, Clinical Education and Workforce & OD team members who will help to drive the Trust's education agenda forward. I want to work with the Education leads from Clatterbridge and the University of Liverpool to improve and adapt the education and training opportunities for nurses supporting the clinicians, medical students, post graduate doctors and specialist trainees. When we move over to the new hospital in May, this will provide additional opportunities in Liverpool.

It will help to strengthen education and research opportunities with the University.

Isabel Syndikus



Isabel Syndikus
Consultant in Clinical Oncology
Director of Medical Education



30 years of Clinical Education - Debbie Wyatt Head of Clinical Education/Macmillan Lecturer

The Clinical Education department is proud to have supported professional development and educational opportunities in cancer care for health care professionals and support staff at CCC and beyond, for almost 30 years.

The history of the department reflects some of the many changes that have taken place in cancer education as well as in health and social care locally as early discussions in 1990 between what was then Clatterbridge Centre for Oncology (CCO) and Chester and Wirral School of Nursing and Midwifery (CWSNM), culminated in agreement for the Trust to run academically validated cancer modules for the first time. A close working relationship between the two organisations (now The University of Chester and The Clatterbridge Cancer Centre) continues

to the present day with a variety of cancer related academic programmes and modules accessible to all health and social care professionals.

The department has also continued to strengthen and expand the number and range of short courses and study days available for all staff such as the consistently well-evaluated Nature of Cancer Course, the Nature of Cancer Plus and a suite of communication skills workshops. Although the department is small, an average of just under 400 places are filled each year and between half and two thirds of these are from CCC. External places are taken up from the locality and beyond, including Cheshire and Merseyside, Shropshire, Grimsby, Lancashire and North Wales. The department forms a centre of excellence for cancer education and is looking forward to taking cancer education forward into the new decade. This will include future collaborations with local Universities and strengthening recognition of CCC as a leader in cancer education in Cheshire and Merseyside.



The relaunch of the Study Leave Committee

Now administered by the Clinical Education Team, the committee meets every second Tuesday of the month. Applications are available on the Intranet and must be submitted electronically by the first Tuesday of the month to be considered at the next meeting.



Year of the Nurse : February 2020 Launch of the new Nursing Career Pathway & Competency Framework Toolkit

The Trust has ambitious goals to transform the way we deliver cancer care to our patients in new, innovative and exciting ways. We recognise our strategic goals and objectives can only be achieved by supporting all our staff to develop and grow their knowledge and skills as a highly talented, educated and motivated workforce. Launched in Feb 2020, this Nursing Career Pathway & Competency

Framework Toolkit has been developed to provide a helpful CCC career pathway overview, and outlines the required competencies framework at each level to help staff to take the next steps in their career development, whether a Health Care Assistant aspiring to be a Registered Nurse, or a Registered Nurse looking to develop the skills to progress into a senior leadership role.

Based on national, RCN, UKONS, HEE etc guidance, this Toolkit is to be used in conjunction with annual PADR process and support from Managers, Clinical Education and Learning & Development teams.

New Communication Skills Training Opportunities

Clinical Educations new Suite of 'Communication Skills Training' to support effective communication

(in context of serious & life-limiting/frailty & uncertainty of recovery)

C Confident & Clear
O Observant
M Meaningful
M Mindful
U with Understanding
N Non judgmental
I in Empathy
C Compassionate
A Active listening
T Tailored Information/Advice
I in Timely manner
O Open & Honest
N Needs-led

Workshops/Study Days - 2020

- Compassionate Communication – *Fundamental Level* 1 day
 - Therapeutic Communication – *Intermediate Level* 1 day
 - Advanced Level Communication Skills 2-day course
 - Negotiating the minefield of CPR/DNACPR conversations – ½ day
- Coming in the near future (interest dependent):
- Communicating in the context of uncertainty of recovery – 2hrs
 - Managing peoples expectations – 2hrs
 - Breaking Bad News – 2hrs
 - Recognising & Responding appropriately to spiritual distress at end of life – 2hrs

**Supporting your knowledge, confidence and skills –
knowing *what to say, when and how to say it***

For further information/discussion in relation to your (and/or your teams interest), contact Clinical Education Team at ccf-tr.clinicaleducation@nhs.net



Advanced Communication Skills Training

The Clinical Education Department have places available on a 2-day ACST course (based on the former national CONNECTED ACST programme). This course is suitable for Senior Health and Social Care Professionals (band 6 or above) who have contact with patients and families affected by serious and/or life limiting illness.



“the course was fantastic”

100% of attendees said the workshop was useful to their practice and their knowledge, skills and confidence all increased .

2020 dates: 24 &25 March and 10 &11 November 2020 Contact ccf-tr.clinicaleducation@nhs.net

FRCR Physics & Radiobiology Teaching for Therapeutic Radiographers

December saw us host once again The FRCR Physics & Radiobiology Teaching for Therapeutic Radiographers. This course provides FRCR level teaching in line with current RCR guidance to Consultant radiographers or ambitious radiographers who are developing their career towards consultant practice. A total of 14 delegates attended the week long course from all around the UK to gain knowledge and understanding of physics and radiobiology. A wide scope of topics were covered throughout the week and included: electromagnetic radiation and particle interactions with tissue, MV and kV equipment and design of facilities, radiation dosimetry, calibration and practical dose measurement, treatment planning, radiation protection and legislation and brachytherapy.

This event was a huge success and we look forward to running it again in December 2020.

Practice Education Facilitators update - Nicola Stobbart and Leanne Owen Preceptorship Programme

CCC acknowledges that a robust and well

developed Preceptorship Programme is key to ensuring that Newly Qualified Health Care Professionals within our Trust are supported and nurtured. The transition from Student to Practitioner can be daunting and at times overwhelming; therefore CCC has committed to deliver a 2 year Preceptorship Programme to ensure we invest in our future workforce development. Our Trust Preceptorship policy has been reviewed and amended and will reflect this programme investment.

To ensure that our Newly Qualified staff can be easily identified throughout their programme, the Trust will also launch it's "Fresh as a Daisy" badge campaign. Through the first 12 months, our staff undertaking Preceptorship, will be given a bespoke badge to wear; a small enamel Daisy badge, throughout their transition period. Further information to follow via Trust comms.

Care Certificate

During the Summer the Trust has successfully supported 29 of our Patient facing Healthcare staff Bands 4 and under, with their completion of the Care Certificate.

Well done and Congratulations to all our staff who have received a Certificate and Care Certificate badge for their hard work.



Trainee Nursing Associate Programme

The Trust continues to support workforce and personal staff development, by working in partnership with Liverpool John Moores University (LJMU), to engage with the Trainee Nursing Associate (TNA) programme. We currently have 8 TNA's within our Trust who will complete a combined Academic and Clinical Practice 2 yearly course, which exposes them to a variety of learning and development opportunities, as they progress to achieve the NMC qualification of Registered Nursing Associate (RNA) Band 4. The Trust employs 2 Registered Nurse Associates (RNA) currently on Sulby / CDU and the role is an innovative and unique one. LJMU have 2 intakes currently in March and September. Please discuss with your Manager if interested. *Please note that due to COVID-19 the TNA programme has been temporarily suspended but we look forward to recommencing as soon as possible.*

Macmillan Primary Care Cancer Education Project

MPriCE (Macmillan Primary Care Cancer Education) Project

In collaboration with **The Clatterbridge Cancer Centre**, MPriCE project is being undertaken to improve care, experience and outcomes for patients with suspected & diagnosed cancer through the development of equitable cancer education for the primary care workforce across Cheshire & Merseyside (C&M). The project was launched in October 2019 and a series of primary care staff surveys, consultations and stakeholder engagement across the region have commenced.

Project impact and potential long-term outcomes

Project completion will guide implementation/ provision of a more accessible, equitable, standardised and sustainable cancer education programme relevant to local practice for the primary care workforce across C&M. This would include:

- Access to on-line cancer educational portals/ e-learning resources to support continuous development;
- A centralised platform based at The Clatterbridge Cancer Centre for the coordination of cancer education programmes;
- Completion of agreed and accredited cancer education courses to increase knowledge, awareness and confidence of C&M primary care workforce in the delivery of standardised care and support to their patients.

It is expected that in the long term, the project would contribute to improvement in **cancer detection and referral rates**; increase in 5 to 10-year **cancer survival rate** and improvement in **cancer patient experience** across C&M.

If you would like to find out about how you can support the project, you can contact:

Dr. Debbie Harvey – GP/Clinical Lead (Debbie.harvey1@nhs.net); Dr. Joan Olajide – Project Manager, Clinical Education Dept, CCC (Joan.Olajide@nhs.net); Lucie Conway – Project Support Worker, Clinical Education Dept, CCC; ccf-tr.macmillanpsw@nhs.net



CCC Research Nurse Lynda Appleton has been accepted to present a poster at The International Society of Nurses in Cancer Care (ISNCC) Conference 29 Mar 2020 – 1 Apr 2020 in London.

https://www.isncc.org/page/About_ISNCC

Congratulations Lynda!

Radiotherapy Education Team update – Gwen Peters, Sophie McConkey & Alex Hughes

Our seven Post Graduate Diploma Radiotherapy students complete their final assessments with us. They have been studying with us for the past two years, completing the clinical part of their Masters degree program. We wish them all the success with their first jobs.

Wendi Heathcock left her position as Clinical Learning Facilitator in December after many years here at Clatterbridge in radiotherapy. Sophie McConkey has replaced Wendi in the Radiotherapy Education team. There is now a communal email for RTeducation (ccf-tr.rteducation@nhs.net) that will get to Sophie, Gwen and Alex.

Palliative Care Education

The Clatterbridge Cancer Centre's Specialist Palliative Care Team is collaborating with 3 other Wirral-based partners to create the "Wirral Palliative Care Education Hub." This hub will provide regional education on palliative and end of life care, communication, advance care planning and more! With specialists from all settings contributing to an exciting teaching agenda, we aim to upskill and support a multi-professional audience spanning hospitals teams, GPs, community nurses and those working at The Clatterbridge Cancer Centre.

This exciting new initiative launches on May 12th; keep your eyes peeled for courses and teaching sessions that peak your interest!





Allied Health Professionals

Suzanne Rastrick, Chief Allied Health Professions Officer, NHS England, recently presented at a meeting the 'People Plan' for AHPs which will focus on 3 main areas or buckets as she described them (!)

- Ensuring we have enough clinical placement capacity and are able to attract a diverse population of students to enable us to expand our workforce.
- Developing our mentorship and preceptorship programmes so that we encourage and develop our newly qualified staff following graduation.
- Developing a good career framework and career pathway to retain and support our experienced staff, including in advanced practice and leadership pathways.

We are very fortunate here at CCC as we already on a pathway with some of these developments including the launch of the new preceptorship model. We also have a significant number of staff already working in advanced and consultant practice. However there is still more to do and we will be having a workshop on 9th March 2020 when everybody will be given the opportunity to help inform and design and put ideas forward for the new AHP strategy. Within the workshop we will be looking at the training and development needs for our AHP's and further opportunities for where scope of practice can be expanded to support our patient needs.

**Linda Williams, Chief AHP and Business and Clinical Development Manager,
Diagnostic Imaging**





Corporate Governance Department Training Sessions for 2020

A series of training sessions have been developed for staff on a range of legal and governance topics.

Dates for all the sessions will be published soon and places can be booked through ESR - places are limited to 25.

All sessions will be run by Angela Wendzicha
Associate Director of Corporate Governance

Corporate Governance

Understand what Corporate Governance is

Purpose and role of NHS Boards (Board effectiveness and roles of board members)

Awareness of NHS Foundation Trust code of Governance

What this all means to you and The Clatterbridge Cancer Centre Committee structure

Inquest awareness training

Understand what an inquest is and how it works

Know and understand the range of conclusions

Effectively provide evidence during an inquest

Inquest overview from the legal perspective

Inquest overview from the clinical staff perspective

Tips and Techniques in giving evidence at the Inquest (including how to address the Coroner, preparation for being questioned)

Duty of Candour

Where has Duty of Candour come from

Gain an understanding of the Statutory Duty of Candour v Being Open

What are the main principles of duty of candour

What does this mean to you in practice

Medico-legal Matters

Bespoke sessions providing an overview of the following topics:

- Consent to treatment
- Legal implications of record keeping
- Clinical Negligence – recent case law





Clinical Education Activity Overview

Clinical Education Activity for the last quarter

Oncology and Chemotherapy
Modules
29 students
21 external & 8 internal

Immunotherapy
workshops
26 attendees
26

1 day visit to showcase
CCC services
19 attendees - external

Palliative Care Study day
31 attendees

Spire Hospitals
Communication
skills
24 staff

Nature of Cancer Course Plus
17 attendees
"There is a lot of work that goes
into delivering these courses.
Clinical Education are a credit to
CCC and the subject being taught.
I couldn't rate them highly
enough. I recommend this course
A****!"

Advanced communication
skills training
ACST
10 attendees

Nature of Cancer Course
25 attendees
"Extremely well structured
2 days met all my
expectations and learning
outcomes, would certainly
recommend"

Fundamental
Communication
14 attendees

DNACPR
communication
14 attendees



What's on?

N.B. Courses will resume as soon as possible

What's on next in Clinical Education Ccf-tr.clinicaleducation@nhs.net Tel: 0151 556 5790 Contact us for details	Date
Nature of Cancer	Monday 5 and Tuesday 6 October 2020
Compassionate communication in healthcare - Fundamental communication skills 1 day workshop	Wednesday 14 October 2020
Therapeutic communication in healthcare – Intermediate communication skills 1 day workshop	Monday 19 October 2020
Communication - Assessment	Tuesday 3 November 2020
ACST	Tuesday 10 and Wednesday 11 November 2020
Communication -DNACPR	Tuesday 17 November 2020
Immunotherapy Study Days at Wirral St John's Hospice	Wednesday 30 September 2020 or Wednesday 18 November 2020
Applications being taken for Chemotherapy and Oncology Modules (Degree and Masters level) starting in September 2020 – Chemotherapy Administration and Care module and Foundations in Cancer Care and Key Concepts in Cancer Care modules	



How did our Medical Students Evaluate their CCC Experience 2019/20:

Welcoming environment:	Excellent	✓
Outpatient Clinic:	Excellent	✓
Acute Oncology:	Excellent	✓
Chemotherapy Clinic:	Excellent	✓
MDT:	Excellent	✓
Support given during placement:	Excellent	✓
Useful information gained:	Excellent	✓
Overall experience of this placement:	Excellent	✓

Comments:

'All of the staff were so welcoming in every clinic and MDT. They were happy to teach and be asked questions whenever.'

'I enjoyed every clinic I attended- I was able to examine patients and listen to their chests where appropriate.'

'I had great teaching from Dr J Cliff at Halton in her breast clinic, and great teaching from Dr S Brown at Clatterbridge'.

'I think it was the friendliest placement I've had.'

Would you like to contribute to our next spring 2020 edition of Education Matters@CCC Newsletter?

Would you like your contact details to be added to the Education Key Contacts list below?

Would you like to provide feedback on the Education Matters@CCC Newsletter

If so please contact **Kate Greaves** kate.greaves@nhs.net or **Angela Ashcroft** a.ashcroft@nhs.net



Education Key Contacts

Executive Leads for Education	Sheila Lloyd: Director of Nursing and Quality	Ext (556) 5011
	Jayne Shaw Director of Workforce & OD	Ext (556) 5011
	Dr Sheena Khanduri Medical Director	Ext (556) 5098
Director of Medical Education/ Consultant in Clinical Oncology	Isabel Syndikus	Ext (556) 5209
Associate Director of Clinical Education	Kate Greaves	Ext (556) 5159
Macmillan Lecturer/ Head of Clinical Education	Debbie Wyatt	Ext (556) 5218
Practice Education Facilitators	Nicola Stobbart Leanne Owen	Ext (556) 5404 Ext (556) 5404
Macmillan Senior Lecturers	Angela Ashcroft Jacquie Ball	Ext (556) 5285 Ext (556) 5402
Head of Medical Workforce	Jo Kenyon	Ext (556) 5493
Medical Education	Kate Phelps	Ext (556) 5715
Head of Learning & OD	Steph Thomas	Ext (556) 5705
Radiotherapy Clinical Tutor	Gwen Peters	Ext (556) 5709
Radiotherapy Clinical Tutor	Sophie McConkey	Ext (556) 5297



Education Matters Newsletter



The Clatterbridge
Cancer Centre
NHS Foundation Trust

Clinical Education at The Clatterbridge Cancer Centre

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