

# Inter-specialty Cancer Training Programme Curriculum

## Entrustable Professional Activities, Competencies and Enabling Competencies

### Clinical Expert

- 1) Work constructively with other professions and specialties to develop a management plan for patients with a cancer diagnosis
- 2) Work constructively with other professions and specialties to implement a treatment strategy
- 3) Work constructively with other professions and specialties to develop and implement a management plan for survivorship

<b>Contribute effectively to tumour board discussions</b>	Explain the value of pathological factors and biomarkers in determining treatment decisions
	Describe indications, contraindications and radiation burden of imaging modalities and the optimal imaging strategy for staging and response assessment based on the imaging anatomy and pathways of spread for the common cancer types
	Describe the role of imaging in treatment planning e.g., surgery, radiotherapy
	Describe the wide range of interventional techniques used in oncological radiology and their potential risks and complications
	Apply national or international guidelines and research evidence to the management of an individual patients
	Analyse clinical reasoning processes demonstrating understanding of cognitive bias, human factors and diagnostic error
	Discuss the implications of hereditary gene mutations on guiding the care of patients and their families

	Discuss paraneoplastic syndromes and their management
	Describe the different types of radiotherapy, their mechanisms of action, dosing and administration
	Describe the role of radiotherapy and therapeutic isotopes in the treatment of cancer either offering a significant improvement in local recurrence thereby impacting on disease free survival and overall survival or improving symptoms
	Discuss the scheduling of systemic anti-cancer therapy, radiotherapy and surgery in patients whose cancers are treated with combined modality therapy
	Discuss the role of surgery either as a primary modality in cure or palliation or in enabling other treatment modalities (e.g., placement of clips, spacers or omentum) to enable optimal radiation treatment, outline common operations for cancer and the role of adequate margins following surgery
	Outline the interpretation of pathological response found at surgery following neoadjuvant therapies and how this may impact on the surgical outcome or the adjuvant treatment strategy
	Outline the mechanism of action of commonly used systemic therapies including chemotherapy, monoclonal antibodies, hormonal therapies, tyrosine kinase inhibitors and immune therapies
	Discuss the role of commonly used systemic therapies including chemotherapy, monoclonal antibodies, hormonal therapies, tyrosine kinase inhibitors and immune therapies in the neoadjuvant, adjuvant, curative and palliative settings
	Explain the criteria used to assess response to systemic therapy e.g., the RECIST criteria
	Discuss the management of a patient when there is therapeutic uncertainty, complexity and ambiguity
	Identify when a patient should be offered the opportunity to enter a research trial
	Justify a decision that radiotherapy, systemic therapy or surgery are not indicated due to cancer stage, performance status or comorbidities
	Discuss the role of palliative care in the management of the patient
<b>Undertake the initial outpatient consultation</b>	Structure the consultation effectively taking a focused history, undertaking a careful clinical examination and ordering relevant investigations to accurately diagnose conditions that may require curative, adjuvant, neoadjuvant or palliative radiotherapy, chemotherapy or surgical intervention including emergency treatment

	Diagnose oncological emergencies, manage them effectively or recognise when referral to another speciality or the Intensive Care Unit is indicated
	Provide people affected by cancer with evidence-based written and verbal information about the development of cancer with a view to addressing their informational and supportive care needs
	Support people affected by cancer through the diagnosis and staging process. Undertake initial and comprehensive assessments (using validated tools where appropriate) to identify people affected by cancers' informational, physical, emotional and social care needs (where relevant) during the diagnostic and staging process
	Evaluate and discuss with the patient the possible management strategies taking into account the factors related to the cancer, the patient's goals, their comorbidities and frailty and the adverse effects of possible options
	Modify approach to address pregnancy
	Explain the implications of hereditary genetic abnormalities and refer appropriately for genetic counselling
	Discuss the influence of pre-existent psychological/psychiatric illness and how to support and treat the patient
	Encourage people affected by cancer to utilise appropriate local, national and/or international cancer organisations for further information, psychosocial, spiritual and/or financial support
<b>Support the patient prior to and during treatment</b>	Understand the role of optimisation of nutrition before surgery, radiotherapy, chemotherapy and chemoradiotherapy and be aware of the importance of nutritional support if malnutrition is present in patients who may require these therapies
	Discuss assessment and management of pain throughout the cancer journey including in vulnerable populations such as the frail elderly, adults with learning disabilities and those at risk of substance abuse disorders
	Discuss the possible interactions between systemic anti-cancer therapies, radiotherapy and surgery in patients whose cancers are treated with combined modality therapy
	Take a focused history, undertake a careful clinical examination and order relevant investigations to accurately diagnose the acute side effects of systemic therapies including chemotherapy, monoclonal antibodies, hormonal therapies and tyrosine kinase inhibitors
	Discuss side effects of commonly used drugs including complementary therapies and their interactions with each other and with radiotherapy and systemic anti-cancer therapies
	Discuss interactions between food and systemic anti-cancer therapies

	Describe prophylactic strategies that can reduce and minimise the frequency and/or severity of complications/toxicities with systemic anti-cancer therapies
	Outline appropriate treatment for patients experiencing toxicities from systemic anti-cancer therapies in the acute setting
	Describe the adverse events reporting system
	Take a focused history, undertake a careful clinical examination and order relevant investigations to accurately diagnose acute toxicities from radiotherapy or chemoradiotherapy and outline appropriate treatment
<b>Manage survivorship</b>	Develop a long term strategy for follow up of the patient following treatment for cancer including a plan for patient specific rehabilitation and surveillance imaging
	Provide information to people affected by cancer to promote and support self-care including the role of exercise, diet, smoking cessation or alcohol as appropriate
	Know who to refer to for issues such as employment, rights/benefits; financial matters such as insurance and mortgages, and challenges such as the logistics of international travel and holidays
	Recognise the importance of smooth transitions such as between acute health care settings and home care, from active treatment to survival programmes, or from paediatric to adult cancer services
	Demonstrate knowledge and understanding of how cancer and therapies for this can affect teenagers and young adult including short and long term fertility, emotional implications, education and employment
	Educate people affected by cancer to monitor for and report signs of acute, chronic and late toxicities of cancer treatments
	Demonstrate awareness of the range of services and professionals including statutory, voluntary and charitable organisations, available to support people affected by cancer and refer appropriately to meet the individual need of people affected by cancer
	Consider the needs of younger and older patients who may not have capacity to make decisions for themselves
	Take a focused history to diagnose the common psychological sequelae following a cancer diagnosis and treatment for cancer, manage them or refer appropriately to other specialties
	Discuss Patient Related Outcome Measures (PROMS)
	Take a focused history, undertake a careful clinical examination and order relevant investigations to accurately diagnose the late side effects of radiotherapy, systemic anti-cancer therapies, radiochemotherapy and surgery for cancer. Discuss options for managing these and implement them or refer appropriately to other specialties

<b>Manage patients with relapsed disease</b>	Describe the patterns of recurrence in common cancers
	Take a careful history, perform a careful clinical examination and request relevant investigations to diagnose relapsed disease
	Take a focused history, undertake a careful clinical examination and order relevant investigations to evaluate the possible management strategies taking into account the factors related to the cancer including whether there is a possibility of curative treatment, the patient's goals, their comorbidities and frailty and the adverse effects of the possible options
	Recognise when radiotherapy, systemic therapy and surgery are not indicated
	Discuss the role of palliative care in the management of the patient. Implement treatment to control symptoms or refer appropriately to other specialties
	Recognise the final phase of life
	Inform, support and educate people affected by cancer about palliative and end of life care where appropriate and to elicit their preferences with respect to goals of care and the transition between care aimed at cure and end of life care including appropriate discussions regarding Do not resuscitate orders or DNR
	Demonstrate awareness of the legal importance of living wills and advance directives and how these may be arranged by patients
	Undertake a holistic assessment of the needs, concerns and symptoms commonly experienced by people affected by cancer receiving palliative and/or end of life care, recognising and supporting vulnerable patients e.g., the elderly, cognitively impaired and responding to different cultural and religious perspectives
	Support and counsel bereaved families and carers. Discuss the impact of loss, grief and bereavement including the long term effects

## Communicator

### 4) Communicate appropriately and effectively with patients, their relatives and carers

<b>Build a therapeutic relationship with patients and their relatives</b>	Discuss the theory underpinning communication skills
	Effectively utilise verbal, written and digital modes of communication to provide information, education and support in an emphatic, clear, understandable and caring manner while maintaining confidentiality
	Assess for and address any patient-related, health care professional-related or environmental barriers to effective communication
<b>Elicit and synthesise accurate and relevant information from patients</b>	Select and adopt an appropriate communications approach, from a range of core communication and consultation skills, to effectively assess the informational, educational and supportive care needs of people affected by cancer throughout the cancer trajectory, reacting to body language and verbal cues with relevant observations and questions and demonstrating active listening
	Communicate clearly with patients respecting their social, political, cultural, religious and sexual standpoint
<b>Develop management plans with patients and their families that reflect their health care needs and goals</b>	Give clear objective information about standard treatments, clinical trials and experimental treatments including the process, side effects and risks
	Discuss the results of the investigations clearly and empathetically with the patient and their carers
	Ascertain if the patient and their families have understood the information and take effective measures if this is not the case and to assist them to access reliable sources of information including trusted websites and patient organisations
	Explain to the patient that their care is being discussed by an MDT and the nature of the decision making process
	Discuss the beliefs of people affected by cancer regarding alternative and complementary therapies
	Take informed consent from patients and know the legal position if the patient lacks capacity
<b>Manage emotionally charged conversations</b>	Elicit the patient's wishes about the information they wish to receive at various stages of their journey and break bad news in an appropriate way including communicating sensitively, truthfully and without ambiguity about, for example, life with cancer, sexual issues and the dying process.
	Disclose errors and adverse safety events appropriately

<b>Document accurately and share appropriately information about the consultation</b>	Detail in a timely and accurate manner details of the consultation and management plan, either in a written or digital form, complying with national legislation communicating this information clearly to the health care team
	Maintain patient confidentiality

## Collaborator

5) Work effectively with other health care professionals to provide safe care and to optimise the quality of treatment

<b>Work effectively across disciplinary and professional boundaries with other members of the health care professions</b>	Contribute to effective discussions in multidisciplinary teams (MDT). Understand and value the roles of all health care professionals and encourage team working to optimise treatment. Willing to compromise to reach a consensus. Respect the views of others and the conclusions of the MDT
	Negotiate overlapping responsibilities for shared care of patients
<b>Transfer care safely to another health care professional</b>	Determine when care should be transferred to another physician or health care professional and facilitate continuity of care by timely, effective communication. This may include supporting patient's request for further opinions.
<b>Support colleagues</b>	Identify when colleagues are under pressure and offer help

## Leader

- 6) Discuss the context in which they work and apply the principles of change management including quality improvement methodology in this context
- 7) Use resources appropriately
- 8) Demonstrate the ability to work in, build and lead teams

<b>Contribute to the improvement of cancer care delivery in teams and the wider health care system</b>	Identify where quality improvements may be initiated in the work environment and demonstrate knowledge of the steps and tools that may be applied to quality improvement processes including the use of data to drive change
	Describe key quality indicators for monitoring service performance in oncology
	Assess risk and implement appropriate risk management strategies in order to promote patient well-being and safety in practice and participate in the development and implementation of patient safety initiatives
	Discuss current major challenges in health care and provide leadership in the contribution to and implementation and evaluation of policies and standards relevant to cancer care
<b>Engage in stewardship of cancer care resources</b>	Discuss factors involved with resource stewardship including financial and other costs of cancer patient care. This should include the concepts of efficiency and cost effectiveness
	Discuss prioritisation of patients on waiting lists
	Appreciate the conflict sometimes inherent between access to gold standard equitable healthcare opportunities advocate and available resources
<b>Demonstrate elements of leadership in practice</b>	Discuss how your leadership style may impact team working
	Prioritise tasks including patient assessment and treatment
	Engage in developing self-awareness: strengths, weaknesses, values, behavior drivers and impact on others
	Run effective and efficient meetings
	Take responsibility for effective communication around the vision for, and purpose of, change with multidisciplinary team members, patients and other stakeholders
	Demonstrate the ability to negotiate and problem-solve with other team members
	Demonstrate awareness of the roles and organisational structures of relevant professional societies



## Health Advocate

### 9) Advocate for cancer patient

<b>Advise the patient on behaviour and lifestyle</b>	Understand the principles of screening, including the main advantages and drawbacks of a screening programme, and the organisation of screening using breast, lung and colorectal cancer as core examples and outline national and international guidelines in this field
	Provide appropriate and individualised evidence-based verbal and written information regarding the benefits and risks of screening for cancer to people affected by cancer
	Undertake a comprehensive history to identify the individual, familial, genetic, sociocultural, economic and environmental factors which may increase the risk for developing cancer and provide information and psychological and emotional support on strategies to reduce risk
	Advise the patient on relevant changes in behaviour and lifestyle prior to treatment to increase the chance of tumour response and to cope with acute toxicities e.g., smoking cessation and diet
	Advise the patient on relevant changes in behaviour and lifestyle to enable them to cope optimally with late toxicities due to previous treatment and the side effects of present medication
<b>Support patients to navigate the healthcare system</b>	Enable patients to access the available resources, to obtain treatment in a timely, efficient manner
	Advocate for and promote shared decision-making between people affected by cancer and their health care team regarding all stages treatment, care and management

## Scholar

10) Plan personal and professional learning experiences and use them to enhance patient care

11) Contribute to the knowledge base that underpins patient care

<b>Develop and follow a continuing personal and professional development plan</b>	Assess gaps in knowledge and identify resources to meet these
	Retrieve high quality research articles and evidence-based guidelines relevant to cancer care by formulating effective research questions and utilising effective search strategies for sourcing relevant electronic and print material and critically review medical information
	Develop or revise local evidence based guidelines integrating evidence into personal practice
<b>Participate in research and scholarly activities</b>	Discuss trial design
	Provide safe and effective care to patients on clinical trials in accordance with study protocols with a view to ensuring optimal outcomes and experiences for patients
	Discuss challenges to recruiting teenagers and young adults to research trials, ensuring that patient choice is considered and appropriate advice in complex and challenging situations is delivered
	Describe and contribute to health service research and clinical audit in their clinical area
	Discuss the organisations that design and run trials nationally and internationally and how to access information regarding their trials
	Show awareness of rules for writing scientific papers and how to submit them for publication

## Professional

12) Demonstrate that the care of their patients is their first concern

13) Manage their work-life balance to maintain their own wellbeing

<b>Adherence to high ethical standards</b>	Discuss ethical principles and be able to apply them when caring for patients
	Respect diversity. Do not disadvantage a patient on grounds of their gender, race, culture, philosophical or religious beliefs. Show understanding for patients' ethical concerns and divergent viewpoints
	Demonstrate respect for patients and caregivers
	Maintain appropriate boundaries with patients
	Maintain patient confidentiality and be able to inform patients on the legal situation regarding information held on them in medical notes
	Apply codes of research ethics including the Good Clinical Practice Guidelines
	Provide the patient with all relevant information when taking consent
	Manage conflicts of interest appropriately
	Exhibit appropriate behaviour in the use of communication on the internet
<b>Aspire to excellence</b>	Work according to professional codes and laws
	Keep knowledge and skills up to date, recognise own competency limits and refer appropriately
	Take responsibility for actions and respond appropriately to negative feedback
	Work collaboratively with other health care professionals to optimise patient care and to encourage shared decision-making between health professional and patient
	Recognise and respond to unethical behaviour in other health care professionals
<b>Maintain own wellbeing</b>	Exhibit self-awareness and manage personal and professional demands to reduce the risk of burn out

	Seek emotional and developmental support when required
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