

Appendix 1. Plan on a page

Long term Plan Cancer aims	(1) By 2028, 75% of people will be diagnosed at an early stage (stage 1 or 2). (2) Delivery of CWT standards		By 2028, 55,000 more people will survive cancer for five years or more each year.
National Cancer workforce plan ambition	Additional 1490 FTE across 7 key professions		
GM Recovery plan for Cancer: phase 3	Appropriately skilled and resourced cancer workforce to support long term recovery plans		
Primary objective	<ul style="list-style-type: none">Ensure GM has a cancer workforce fit for purpose with the right skills to deliver phase 3 of the GM Cancer COVID recovery plan		
Aims	<ul style="list-style-type: none">Develop a GM cancer workforce strategy to support delivery of phase 3 recovery plans and the National / Regional People PlanDevelop an implementation plan to deliver the strategyCapitalise on the positive changes made as a result of COVID-19 to support the development of new processes and new ways of working including better use of technology, introducing new roles, and building networks to deliver 21st century care.		
People Plan priorities			
Looking after our people	Belonging in the health and care system	New ways of working and delivering care	Growing and training the workforce
Key strategic activities 2020-2025			
<ul style="list-style-type: none">Improve access to health and wellbeing support across the systemSupporting the cancer workforce through investment in cancer academies to support lifelong learning	<ul style="list-style-type: none">Tackling cancer workforce race equality: review workforce race equality data and link in with the NCA ‘Deliver Race Equality Change Agents Programme’Explore the establishment of banks targeting specific staff groups e.g. Endoscopy / imaging	<ul style="list-style-type: none">International recruitment: Review current approaches to international recruitment of radiologists / radiographers and use findings to develop a strategy for GM / NWPiloting new workforce models in imaging, Acute Oncology, Medical and Clinical Oncology aligned with the skill mix agendaPhysician associate preceptorship in cancer servicesImplement the new digital skills passport across GMEC – to be piloted in AO, imaging and endoscopy wfDigital / AI solutions e.g. PACs / digital pathology solution; MDT platformSupport the establishment of Radiology, Pathology and Endoscopy networks.RDCs / Community Diagnostic Hubs – pilot new workforce models to support a sustainable modelMDT reform – streamlining MDTs across all cancer pathways to improve efficiencies, reduce workforce pressures and improve patient outcomesPilot ACP in technical care for Therapeutic Radiographers	<ul style="list-style-type: none">Cancer academies – develop a talent pipeline / standardise quality of care / improve retention across all pathways. Initial pilot areas:<ul style="list-style-type: none">Urology academy pilotBreast academy: explore expanding the national breast academyNW endoscopy academyExplore routes into the cancer workforce through the pilot of cancer volunteers, apprenticeships (e.g. in Radiotherapy, AHPs)Acute oncology developing competency frameworks / reviewing training in line with theseAHPs NW survey to explore the role of AHPs in supporting delivery of cancer recovery plans / training needed to support thisUpskilling the workforce via HEE programmes e.g. Reporting radiographers, Sonographers, Cancer CNS and chemotherapy nursesSupport accelerated training programmes to expand number of nurse EndoscopistsPersonalised care: develop a NW cancer support worker training / education and career framework to support delivery of the PC strategyPilot the development of a cancer CNS competency / career framework to inform the national frameworkBiomedical Scientists Training expansion programme to increase the numbers across GM to address the gaps in the Consultant Histopathology workforceRePAIR (Reducing Pre-registration Attrition and Improving Retention) to address retention rates in Therapeutic Radiography pre-registration programmesPlacement expansion programme to increase radiographer capacity.
All of the above work will be further informed by the Cancer Workforce Steering Group / sub groups.			

