

**Collaborative Working Project executive summary**

<p><b>Project title</b></p>	<p>Humber and North Yorkshire Cancer Alliance Collaborative Project to map out Non-Surgical Oncology Workforce and Improve Service provision for patients with Skin Cancer</p>
<p><b>Partner organisation/s</b></p>	<p><u>Sanofi</u> 410 Thames Valley Park Drive Reading Berkshire RG61PT <u>Humber and North Yorkshire Cancer Alliance</u> Health House Grange Park Lane, Willerby Hull HU10 6DT</p>
<p><b>Project rationale</b></p>	<p>The growth of the cancer workforce is not keeping pace with the increasing demand for cancer services. The need for non-surgical Oncology services continues to increase. This is driven by an ageing population and ever-increasing therapeutic options with often multiple lines of therapy. Many patients often live for prolonged periods with metastatic cancer controlled by therapy.</p> <p>The National Cancer Workforce plan (2017) and NHS England’s People Plan (2020) both pledges to increase and transform the cancer workforce to support the delivery of 21st Century care. The NHS Operational and Planning Guidance (Dec 2021) also highlights significant workforce challenge to ensure that targets are met for Elective care for Cancer patients. To achieve these ambitions and ensure Humber and North Yorkshire CA has a sustainable supply of medical and non-medical cancer workforce to deliver safe and effective care for our cancer patients, a Cancer workforce strategy was developed.</p>

	<p><b>Non-Surgical Oncology:</b></p> <p>Within Humber and North Yorkshire, backlogs are proving challenging in oncology, primarily in non-surgical oncology (NSO) where services are fragile.</p> <p>The need for non-surgical oncology services continues to increase. This is driven by an ageing population (with most cancers far more common in older age groups), and ever-increasing therapeutic options with often multiple lines of therapy. Many patients now live for prolonged periods with metastatic cancer controlled by therapy. In addition to the skill and resources required to deliver non-surgical cancer treatments, increasing numbers of patients may present with complications from treatment and comorbidities sometimes requiring inpatient care. These patients can be very complex and place a further demand on the oncologist's time.</p> <p><b>The key issues regarding Workforce for Humber and North Yorkshire CA are:</b></p> <ul style="list-style-type: none"><li>• Loss of consultants</li><li>• Recruitment of substantive consultants has not been successful</li><li>• Increasing demand on services</li><li>• Many tumour sites near critical staffing levels</li></ul> <p>Humber and North Yorkshire CA have taken multiple approaches both to the recruitment and development of roles across Cancer and the wider workforce to support cancer pathways. There is a need for a formal system to support NSO with a clear focus on:</p> <ol style="list-style-type: none"><li>a. Workforce Mapping (Nursing/Medical /Allied Health professionals)</li><li>b. Transformation (SOPs/Pathways)</li><li>c. Investment-to support delivery and demonstrate outputs from the programme of work</li></ol>
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	<p>The Humber and North Yorkshire CA needs will establish a workforce steering group to:</p> <ul style="list-style-type: none"> <li>• Oversee the development and implementation of a cancer workforce strategy</li> <li>• Inform the development of the strategy, the steering group needs to build links with several specialty specific subgroups and support the establishment of new groups where necessary</li> </ul> <p>This Workforce Strategy for Humber and North Yorkshire CA will be collated into an implementation plan, which will outline how the strategy will be achieved over the next 5 years. The diagnostics workforce work across all specialties including cancer, and so the diagnostic elements in the Humber and North Yorkshire CA Cancer workforce strategy will be superseded by diagnostic specific workforce strategies.</p> <p>The purpose of this project is to map out the Non-Surgical Oncology workforce and service model to ensure that there is sustainability to cope with the increasing demand for cancer services. This will also include Mapping out Service provision including the flow of patients with Skin Cancer across Humber and North Yorkshire CA and identify improvements whilst ensuring it is in alignment with existing NICE Guidance.</p>
<p><b>Project period</b></p>	<p><i>Start Q3 2022</i></p> <p><i>Finish Q1 2023</i></p>
<p><b>Project objectives</b></p>	<ol style="list-style-type: none"> <li>1. Map out Non-surgical Oncology Workforce</li> <li>2. Map out Service provision including the flow of patients with Skin Cancer across Humber and North Yorkshire CA and identify improvements whilst ensuring it is in alignment with existing NICE Guidance.</li> </ol> <p><b>This collaborative working project will deliver the following outcomes for Patients, the NHS and Sanofi:</b></p>

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	<p><b>Patients:</b></p> <ul style="list-style-type: none"><li>• Mapping of workforce will allow patients to have best access to the right services with the best treatment outcomes.</li><li>• The development of Service Provision in line with NICE guidance for Skin Cancer will facilitate streamlined, efficient, and effective patient care.</li><li>• Equity of access to Skin Cancer Service Provision and improve experience for patients allowing them to receive the right care and in the right place at the right time.</li><li>• Patients will receive a faster referral and time to receive treatment in line with the wider Alliance Network</li></ul> <p><b>NHS:</b></p> <ul style="list-style-type: none"><li>• Humber and North Yorkshire CA will have a collaborative approach to workforce plans and delivery – Ability to work as a system with regards to workforce development. A stocktake of workforce will include all the gaps across Humber and North Yorkshire and identify how to address this via working in alternative ways or by introducing new roles. The NSO Mapping will allow this from workforce perspective at place, region, and National level.</li><li>• Maximise the specialist skills from within the region which may potentially result in some centralisation of oncologist’s location</li><li>• Align approach and work with the ICS wider Northern Alliance Network on both Workforce Mapping and Skin Cancer Service Provision.</li><li>• Mapping will enable case for additional positions on workforce developments including 7 roles in the People Plan workforce across Humber and North Yorkshire CA.</li><li>• NSO Workforce plan to cope with demand and capacity</li></ul>
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	<ul style="list-style-type: none"> <li>• Governance – to ensure a standardised procedure across Humber and North Yorkshire CA for obtained updates of any work / roles</li> <li>• Allow Humber and North Yorkshire CA to collaborate across Humber and North Yorkshire CA and NEY regional NSO group to share good practice and learning.</li> </ul> <p><b>Sanofi:</b></p> <ul style="list-style-type: none"> <li>• A better understanding of the barriers and issues facing patients requiring access to oncology services and treatments across the Humber and North Yorkshire CA</li> <li>• Integral partner to support the development and implementation of a <b>Skin Cancer Clinical Delivery Group.</b></li> <li>• Integral partner to support the development and implementation of Skin Cancer Service Provision and NICE guidance across Humber and North Yorkshire CA Network</li> <li>• Strategic Partnership and improved reputation of Sanofi across <b>wider Northern Alliance Network</b></li> </ul>
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