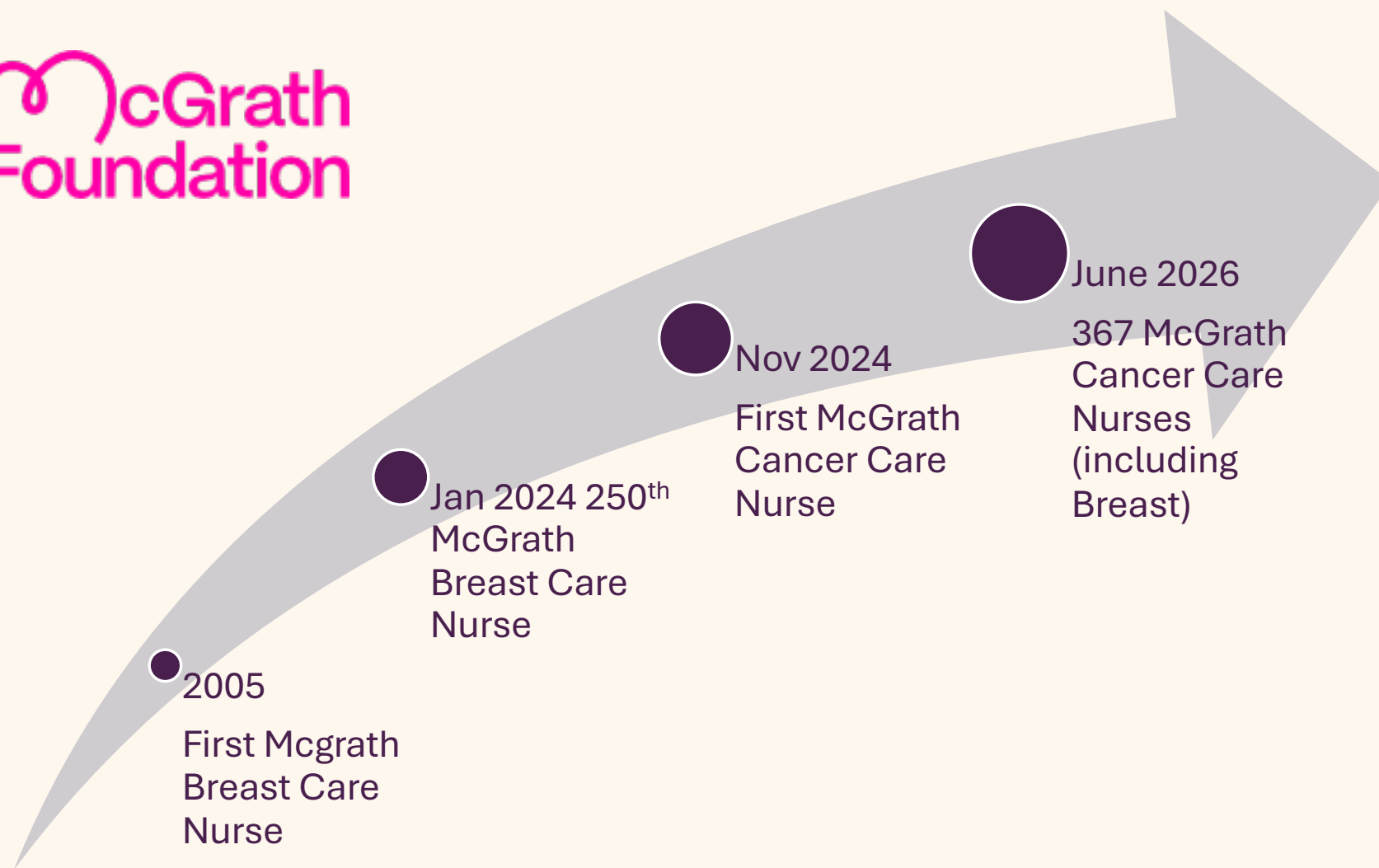


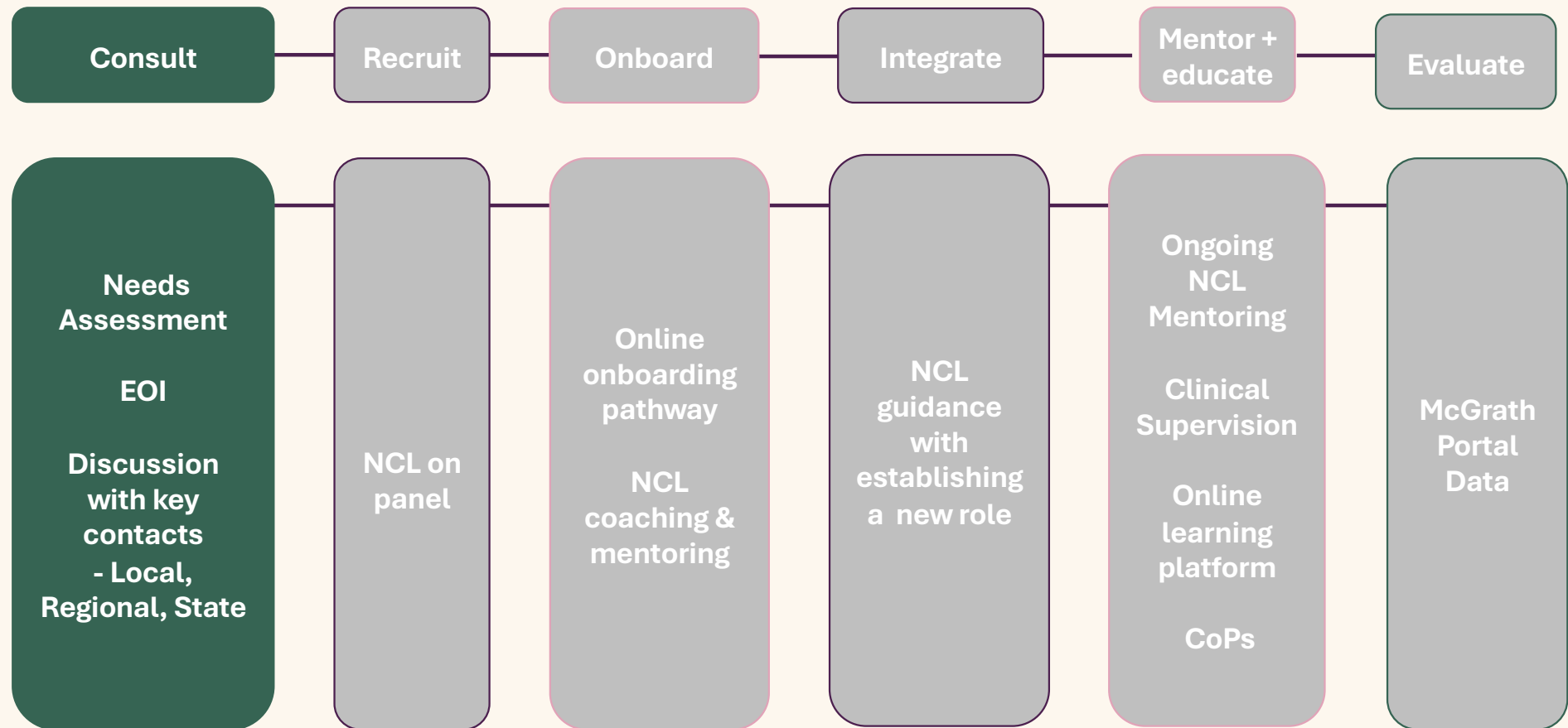
Improving coordination and equitable implementation of specialist cancer nursing roles across Australia

Bethany Crowe, Beth McLean, Colette Dolan, Fiona Crawford-Williams, Jane Mahony

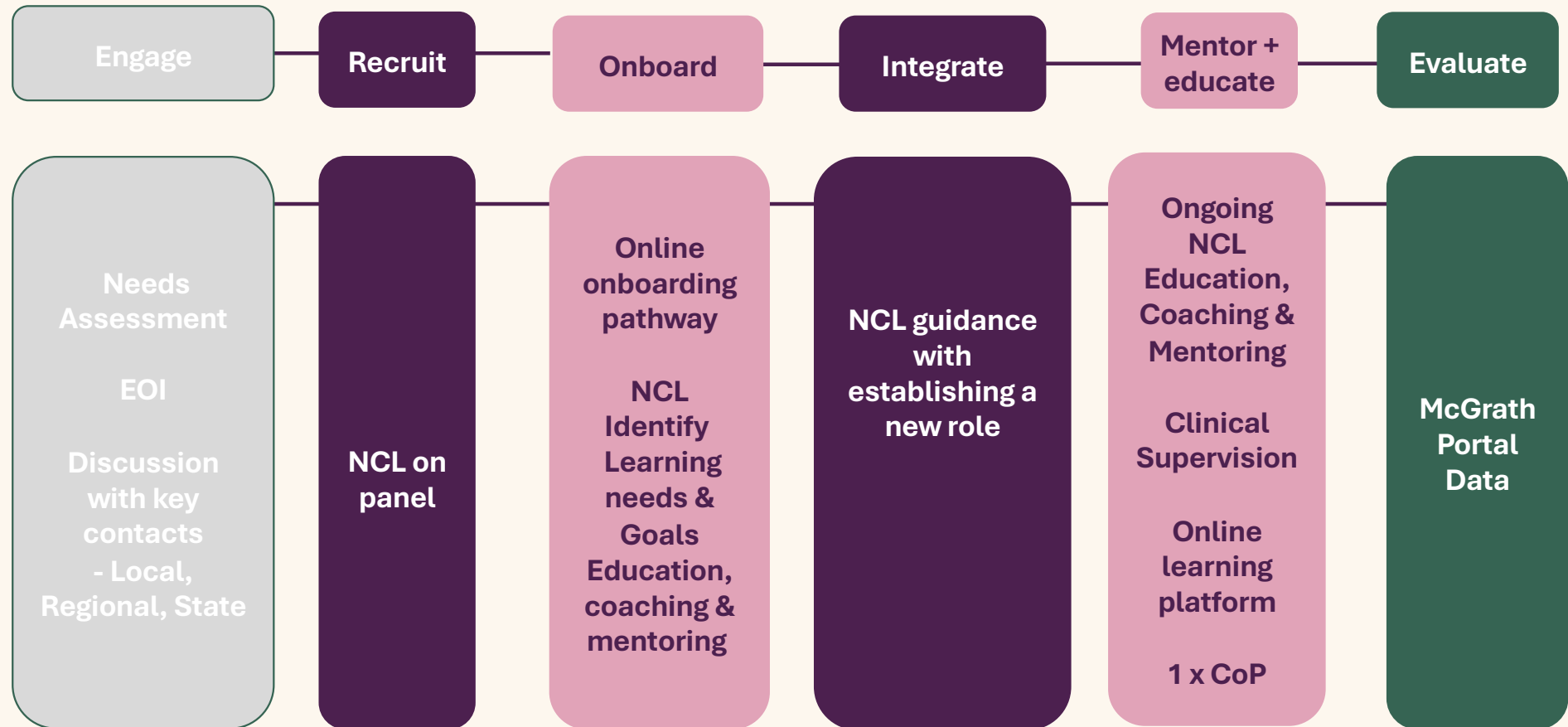




Placement of McGrath Cancer Care Nurses (MCCNs)



Recruitment, establishment & support of a MCCN



Discovery approach

29

MCCNs in focus group

7

Nurse Clinical Leads

6

Program Leads

7

Health service managers

6

Timeline audit

Focus groups

New MCCNs, NCLs and Program Leads explored what helps and hinders role establishment.

Process mapping

EOI to commencement pathways were mapped across health service contexts.

Thematic analysis

Barriers, enablers and priority implementation improvements were identified.

Opportunities for enhancing implementation – Placement

Process delays

HR, finance, agreement, grading and recruitment processes were variable and often opaque.

Placement timeline audit: longest median delays

Position description agreed →  94 days
advertised

Interview → commencement  76 days

Opportunities for enhancing implementation – Role establishment

Protected time

Mapping

Onboarding

Role clarity

Enablers of successful role establishment

Early engagement

Pre-start meetings; clinical champion, repeated messaging

Mentors & Networks

NCL check-ins, tumour-stream peer support and Communities of Practice.

Role Clarity

Introductory materials, referral criteria, case examples to show where the role adds the most value

Practical tools

Service mapping education, templates, examples.

Planned Evaluation

Planning evaluation strategies when the role is being established allows the MCCN to demonstrate value

Protected time

4-6 weeks for orientation, stakeholder engagement and mapping

Implications for MCCN Placement & Implementation

Delays to placement often sit inside health service systems so early engagement, planning and escalation matter

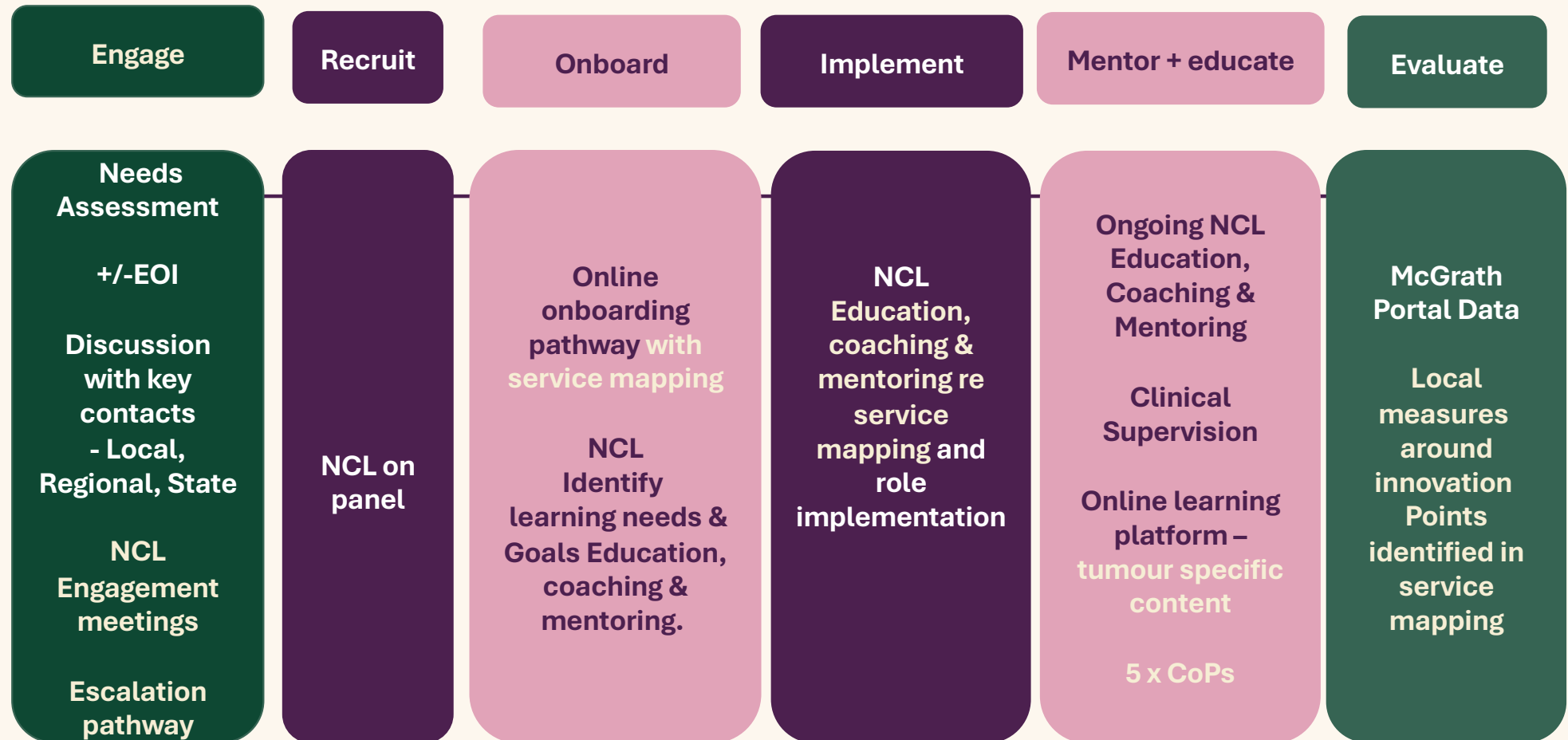
Role clarity can improve MDT understanding to ensure the MCCN role has maximum impact

Protected time enhances the pace and quality of role implementation

Service mapping is a mechanism for engaging the MDT and enhancing role implementation and planning for innovation and outcomes through evaluation

MCCN capability is strongly enhanced by expert clinical support, peer support and education

A Refined Model to Recruit, Establish & Support MCCNs



Key takeaways

1

Implementation starts with engagement prior to recruitment.

2

Protected time to service map sets the role up for innovation and success

3

Role clarity promotes impact and sustainability

4

Education, mentorship, coaching and peer support sustain quality at scale.

