

Australian Cancer Nursing Capability Framework

A National Framework for Registered Nurses
caring for people affected by cancer

The Australian Cancer Nursing Capability Framework (AusCaN Framework)

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Introduction

Cancer is one of the most significant health challenges facing Australia today. Approximately **one in two Australians** will be diagnosed with cancer in their lifetime, and cancer remains the leading cause of premature death and one of the greatest contributors to the nation's burden of disease.¹

The complexity of cancer diagnosis, treatment and survivorship continues to grow rapidly, driven by advances in genomics, targeted therapies, immunotherapy, and precision medicine. At the same time, the number of Australians living with and beyond cancer is increasing, bringing with it rising demand for skilled, specialised, and compassionate cancer nursing care across the full continuum – from prevention and early detection through active treatment, survivorship, and end-of-life care.

Cancer nurses are at the heart of this care. They constitute the largest and one of the most critical components of the cancer workforce, delivering expert clinical care, supporting patients and families through profoundly difficult experiences, leading nurse-initiated services, advancing education and research, and driving quality improvement across settings. Yet, despite their central importance, Australia currently lacks an up-to-date nationally recognised framework to define, guide, and support the capabilities required of registered nurses working across the spectrum of cancer care.

This document presents the Australian Cancer Nursing Capability Framework (AusCaN Framework) – a modern, evidence-informed national resource developed collaboratively by the Cancer Nurses Society of Australia (CNSA) and Flinders University. Building on and updating the foundational work of the National Cancer Nursing Education Project,² this Framework reflects the evolving landscape of contemporary cancer care and responds directly to supporting the professional development and workforce needs of Australian cancer nurses in 2026 and beyond.

The Framework has been designed for **Registered Nurses at all levels** who work with people affected by cancer, whether in dedicated cancer care settings or in general health care contexts. It articulates the knowledge, skills and behaviours – the **capabilities** – that define contemporary cancer nursing practice at essential, specialised, and advanced levels. It is intended to be a living document: a practical, accessible, and aspirational resource that cancer nurses, employers, educators, and health services can use to support professional growth, career development, workforce planning, and the design of education programs.

How to Use this Framework

The AusCaN Framework is organised into sections that can be read as a whole or consulted selectively according to the needs of the reader. It includes:

- + an overview of the context, background, and significance of the Framework
- + an explanation of the key concepts underpinning the Framework, including the distinction between capabilities and competencies
- + the guiding principles that inform the Framework
- + the scope and intended audience
- + the capability domains and statements, organised by level of practice (Essential, Specialised, and Advanced)

Throughout this document, 'The AusCaN Framework' refers to this publication: the Australian Cancer Nursing Capability Framework. **'Cancer nurses'** refers to Registered Nurses working with people affected by cancer in any clinical setting. **'People affected by cancer'** encompasses those at risk of cancer, those living with a cancer diagnosis, cancer survivors, carers, and family members.

For more tools and resources to support the use of The AusCaN Framework, please visit:

www.auscanframework.com.au

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Background

The Cancer Nursing Workforce

Cancer nurses are critical to the delivery of high-quality, person-centred cancer care. They work across every phase of the cancer continuum – in prevention and screening, diagnosis, active treatment, supportive care, survivorship, and palliative care – and practise in a wide variety of roles: as bedside nurses, clinical nurse consultants and specialists, nurse practitioners, care coordinators, nurse navigators, educators, managers, and researchers. Their scope of practice spans direct clinical care, patient and family education and support, symptom management, care coordination, leadership of nurse-led services and clinics, and generation of evidence to improve cancer care.

Despite their critical importance, the cancer nursing workforce in Australia faces significant challenges. A national workforce survey conducted by the CNSA identified widespread concerns about recruitment and retention, role confusion, inadequate access to professional development, and inequitable career pathways.^{3,4} A significant proportion of cancer nurses reported intention to leave the profession within the next decade, representing a serious patient safety risk. These findings align with global trends: the WHO’s State of the World’s Nursing report (2020),⁵ identified a global nursing shortage of 5.9 million, and international analyses have highlighted the cancer nursing workforce as particularly vulnerable to attrition.

Without a nationally agreed framework to guide professional development and career progression for cancer nurses in Australia, nurses report uncertainty about career pathways, inconsistency in how roles and capabilities are defined across settings, and inequitable access to relevant education and development opportunities will continue. These findings provided a compelling impetus for the development of the AusCaN framework.

The AusCaN Framework is a nationally developed resource that defines the knowledge, skills and professional behaviours expected of nurses working in cancer care across Australia.

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Existing Frameworks: Building on What Has Come Before

Australia has a history of leadership in cancer nursing frameworks. In 2005, the Australian Government funded the National Cancer Nursing Education Project (EdCaN), which developed A National Professional Development Framework for Cancer Nursing.² Underpinned by seven guiding principles, the EdCaN Framework described four broad groups of nurses across a spectrum of practice:

- + All nurses who demonstrate foundational nursing competencies as applied to cancer care
- + Many nurses who apply nursing competencies at a more advanced level in specific cancer care contexts
- + Some nurses who practise to specialist cancer nursing competency standards
- + Few nurses who are credentialled to practise at an advanced level or in extended practice roles

The EdCaN Framework² was a seminal achievement for Australian cancer nursing, and was last updated in 2009. It established the principle that all nurses have a role in cancer care, articulated the educational and practice expectations for different levels, and provided a foundation for curriculum development and professional development programs.² For more than twenty years, it has shaped cancer nursing education and practice across Australia.

However, much has changed since 2009. The treatment landscape has been transformed by immunotherapy, precision medicine, and new surgical and radiation techniques. The COVID-19 pandemic also profoundly accelerated the adoption of telehealth and virtual care models.⁶ The EdCaN Framework, while still an important foundational document, no longer fully reflects the contemporary understanding of what it means to be a capable cancer nurse in Australia today.

Internationally, many frameworks have been developed to guide cancer nursing practice, education and career development. A scoping review of international cancer nursing frameworks⁷ identified 29 frameworks across 34 publications, spanning competency frameworks, career and education frameworks, and professional development frameworks. The review identified significant variation in terminology, scope and structure, and highlighted substantial gaps in consensus around the capabilities required across the cancer nursing career spectrum.

This current AusCaN Framework builds on these foundations while responding to the specific contemporary needs of the Australian cancer nursing workforce from previous CNSA workforce surveys.^{3,4} It is the product of an extensive, rigorous, and nationally representative development process.

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Development of This Framework

The AusCaN Framework has been developed through a collaborative partnership between the Cancer Nurses Society of Australia (CNSA) and Flinders University, with input from a broad national advisory committee and the Australian cancer nursing community and sector leaders through a rigorous national consultation and consensus process, grounded in current best-practice evidence. The development process comprised two phases.

Phase 1: Literature reviews, consultations and Preliminary Framework Development

A scoping review of international cancer nursing frameworks⁷ was conducted to provide a systematic overview of existing frameworks and map key capabilities and competencies across the four pillars of practice (Figure 3). This was complemented by analysis of the CNSA national cancer nursing workforce survey findings,^{3,4} a survey of Australian Cancer Nurses self-perceived educational priorities⁸ and consultation with more than 100 cancer nursing stakeholders, including patient advocates across Australia.

Based on this work, the project team generated a comprehensive preliminary set of capability statements spanning the four pillars of cancer nursing practice: Clinical Practice, Education, Leadership and Management, and Research and Innovation (Figure 3). Each capability statement describes the knowledge, skills, and behaviours required at one of three levels – Essential, Specialised, and Advanced – with each level building on and encompassing all preceding levels (Figure 1).

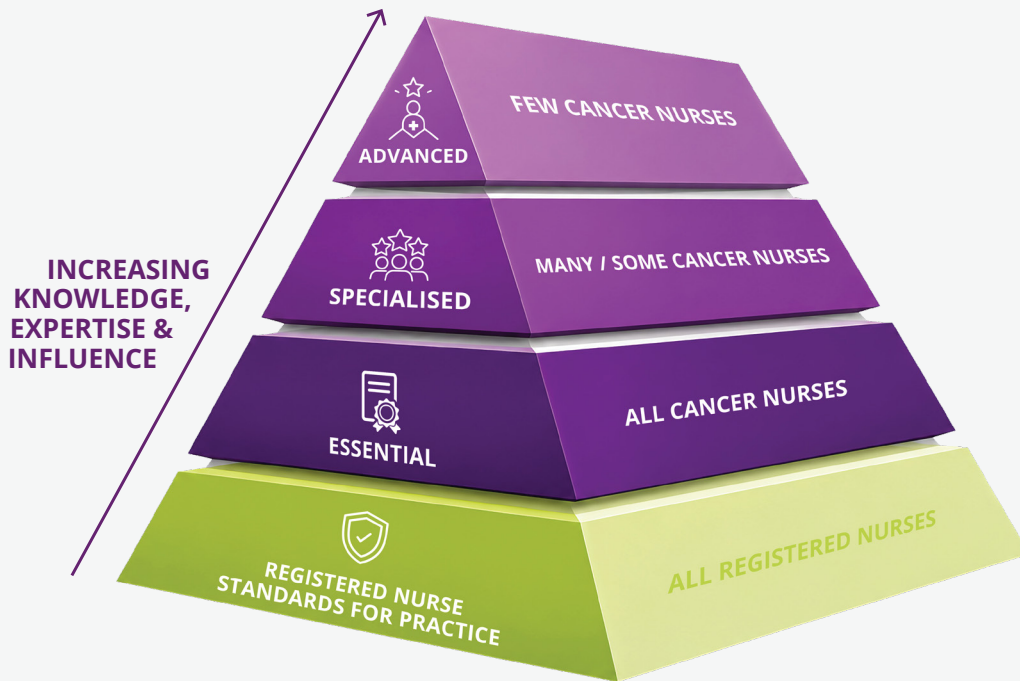
Phase 2: National Expert Consensus via Modified Delphi

The second phase employed a modified Delphi consensus process to develop and refine the capability framework with Australian cancer nursing experts. Eighty cancer nurses drawn from all states and territories participated in two structured online survey rounds. Participants represented the breadth of the cancer nursing workforce, including clinical nurses (49%), managers and executives (26%), educators (17.5%), and academics and researchers (7.5%).

In Round 1, participants categorised capability statements according to the practice level at which they should be demonstrated (Essential, Specialised, or Advanced). In Round 2, participants rated their agreement with each statement that had not met categorisation consensus in Round 1 using a five-point scale. After Round 2 and further consultation and consensus meetings with the Advisory Group and other clinical experts a total 149 capability statements were included in the final AusCaN Framework.

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FIGURE 1: OVERVIEW PROGRESSION THROUGH CAPABILITIES



WHAT THIS MEANS



Everyone has a role
Cancer care is a shared responsibility across the whole workforce.



Capability grows
Nurses can progress in their capabilities to build knowledge, skills and impact.



Stronger together
Working in partnership to deliver person-centred, equitable cancer care.



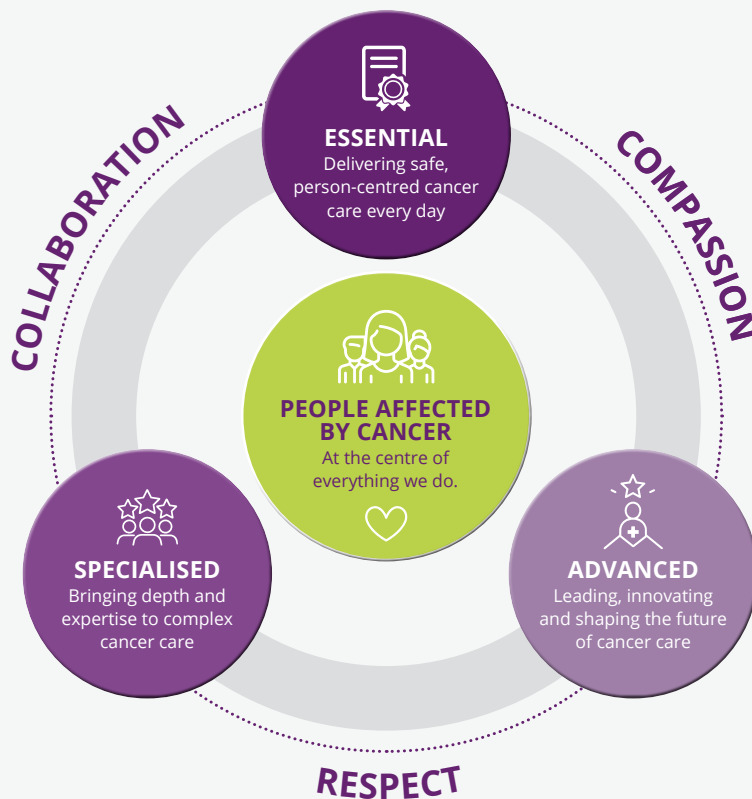
Better care and outcomes
A capable nursing workforce transforms the cancer experience.



All levels are interdependent and essential for exceptional cancer care

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FIGURE 2: CANCER NURSING ECOSYSTEM



OUR PURPOSE

Delivering safe, equitable and person-centred cancer care through a connected, capable and supported nursing workforce.

OUR ENABLERS

- ✔ Education & lifelong learning
- ✔ Mentorship & peer support
- ✔ Career pathways & progression
- ✔ Evidence, innovation & research
- ✔ Leadership & workforce wellbeing
- ✔ System support & policy

OUR IMPACT

- ✔ Better experiences for people affected by cancer
- ✔ Better outcomes across the cancer continuum
- ✔ Equitable access to expert care
- ✔ Stronger, future-ready workforce
- ✔ Sustainable cancer services



One workforce. Many roles. Shared capability. Extraordinary impact.

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Capabilities, Not Just Competencies

A deliberate and important feature of the AusCaN Framework is its focus on capabilities rather than competencies. While these terms are often used interchangeably in the nursing literature, they carry meaningfully different implications for how professional development is understood and supported.

Competency denotes a definitive state – a threshold that is either met or not met.⁹ Competency frameworks tend to be task-focused and oriented toward predictable, well-defined situations. While essential for establishing baseline standards and ensuring patient safety, competency-based approaches can constrain professional development by implying that once a threshold is met, no further growth is required or expected.

Capability, by contrast, encompasses not only current performance but also potential – the capacity to grow, adapt, and respond creatively to unfamiliar and complex situations. Capable practitioners bring intuition, judgement, resilience, and an orientation toward ongoing learning and improvement. They can apply acquired knowledge and skills in new ways as their practice context evolves. As O’Connell, Gardner and Coyer (2014) argue, capability over competency is a necessary feature of specialist expertise: capable people continue to develop their skills and knowledge long after they are competent.⁹

This distinction is particularly important for cancer nursing, where the treatment landscape, the technology, the models of care, and the expectations of patients and families continue to change at pace. A capable cancer nursing workforce is one that is not merely proficient at today’s tasks but equipped to lead and adapt in the face of tomorrow’s challenges. This Framework is therefore designed to guide and inspire ongoing development – not simply to define a minimum standard

“Capabilities and capable learners are seen as creative and flexible, and adaptable in their responses to a changing situation by trusting intuition, judgement and using acquired knowledge and skills in new ways.”

– O’Connell, Gardner & Coyer, *Journal of Advanced Nursing*, 2014.⁹

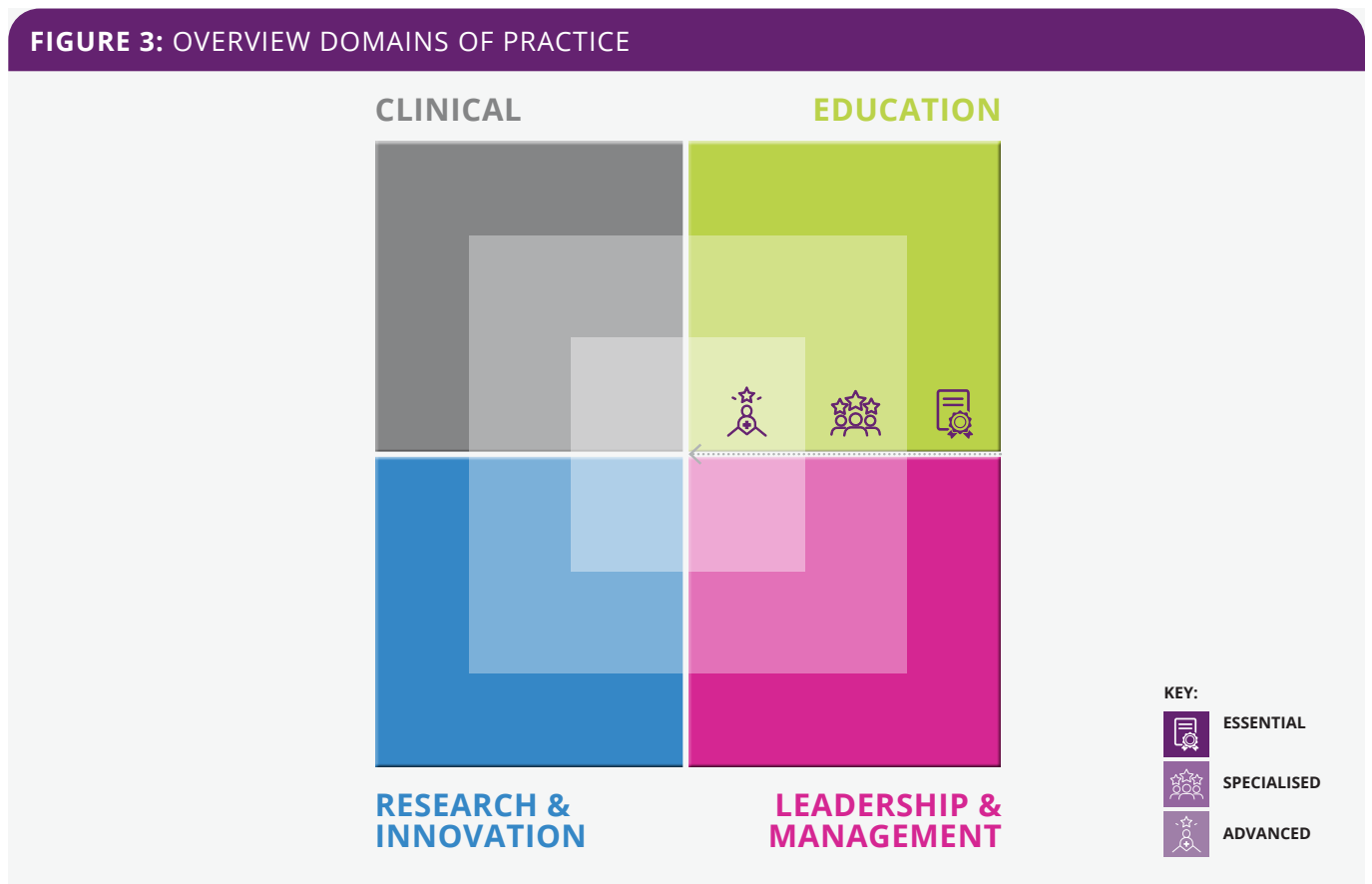
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The Four Domains of Cancer Nursing Practice

The AusCaN Framework organises cancer nursing capabilities into four interconnected domains, adapted from the four pillars of practice described by Gloster and Leigh (2021) and consistent with emerging international consensus on the domains of specialist nursing practice.¹⁰ The four domains are:

- 1. CLINICAL PRACTICE**
 The knowledge, skills and behaviours needed to deliver high-quality, person-centred cancer care across the continuum
- 2. EDUCATION**
 The knowledge, skills and behaviours needed to enable effective professional development of self and others to build workforce capacity
- 3. LEADERSHIP & MANAGEMENT**
 The knowledge, skills and behaviours needed to lead, influence, motivate others effectively and efficiently, enabling safe, high-quality cancer services and driving strategic change across the health system
- 4. RESEARCH & INNOVATION**
 The knowledge, skills and behaviours needed to generate, debate and inform evidence-based cancer practice and driving innovation to improve outcomes for people affected by cancer through rigorous research and scholarship

FIGURE 3: OVERVIEW DOMAINS OF PRACTICE



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Scope of the Framework

The AusCaN Framework has been designed for Registered Nurses at all levels who work with people affected by cancer, whether in dedicated cancer care settings or in general health care contexts. It articulates the capabilities (knowledge, skills and behaviours) that define contemporary cancer nursing practice at essential, specialised, and advanced levels.

A progression of capability supporting safe, equitable and person-centred cancer care – from graduate nurse to advanced practice.

Cancer Nursing Capabilities

Capability statements describe the knowledge, skills and behaviours necessary for nurses working in cancer care today. Capabilities extend beyond current performance to incorporate potential, resilience, and capacity for growth.

Based on its relevance across cancer nursing roles and contexts, each capability statement is assigned to one of three levels - 'essential', 'specialised', or 'advanced'.

Each level of capability builds on and includes all preceding levels, so nurses retain earlier capabilities while gaining additional, more complex ones as they progress.

- ESSENTIAL:** ALL cancer nurses
 Provides safe, person-centered care for people affected by cancer across all health settings. The broad foundation of the cancer nursing workforce.
Profile: Beginner or enhanced beginner nurses, including newly graduated RNs or those transitioning into cancer care.
Education: Bachelor of Nursing and/or completion of a foundational cancer care program.
Scope: Learning and applying essential nursing capabilities in cancer contexts.

- SPECIALISED:** MANY / SOME cancer nurses
 Delivers proficient, specialist-level evidence-informed cancer care across tumour streams and settings and contributes to service improvement.
Profile: Nurses working in designated cancer settings or caring predominantly for people affected by cancer.
Education: Graduate certificate, diploma or master's degree relevant to cancer care.
Scope: Demonstrates both essential and specialised capabilities in cancer care delivery.
- ADVANCED:** FEW cancer nurses
 Leads innovation and system change. Influences policy, practice and the future of cancer care at the highest level of clinical expertise.
Profile: Advanced practice nurses working autonomously or in extended scope clinical or other roles.
Education: Master's degree (or higher) relevant to advanced cancer nursing roles.
Scope: Demonstrates essential, specialised and advanced capabilities with influence across clinical practice and cancer control policy.

KEY:



ESSENTIAL



SPECIALISED



ADVANCED

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Domain and Capabilities The nurse is able to:		 Essential	 Specialised	 Advanced
Domain 1: Clinical - Knowledge, skills and behaviours needed to deliver high-quality, person-centred cancer care				
1.1 Cancer Foundations				
1.1.1	Demonstrate a basic understanding of cancer biology, diagnostic processes, and treatment responses	✓		
1.1.2	Apply a basic understanding of cancer biology, diagnostic processes, to inform cancer care	✓		
1.1.3	Demonstrate a basic understanding of how comorbidities can impact the experience and outcomes for people affected by cancer	✓		
1.1.4	Demonstrate site-specific knowledge of and adherence to cancer-related policies, procedures, and best practice guidelines	✓		
1.1.5	Apply legal and ethical decision-making principles in planning and delivering care for the person affected by cancer	✓		
1.1.6	Practice culturally congruent care that is safe, accessible, and responsive to the needs and preferences of people affected by cancer	✓		
1.1.7	Work in partnership with people affected by cancer and their care network (e.g. family, friends, informal caregivers, and formal carers) to deliver optimal care	✓		
1.1.8	Work autonomously within dynamic systems and teams to deliver safe, person-centred care for people affected by cancer	✓		
1.1.9	Use existing information technology and digital platforms to support the care of people affected by cancer	✓		
1.1.10	Develop therapeutic and supportive relationships with people affected by cancer	✓		
1.1.11	Demonstrate effective communication skills, acknowledging the diverse cultural, social and emotional responses of people affected by cancer	✓		
1.1.12	Demonstrate awareness of recognised care pathways (e.g., Optimal Care Pathways) to guide best practice care across the cancer continuum	✓		
1.1.13	Integrate recognised care pathways (e.g. Optimal Care Pathways) into the design and implementation of models of care to enhance outcomes for people affected by cancer		✓	
1.1.14	Understand national and global trends in cancer control and their impacts on people affected by cancer		✓	
1.1.15	Identify and integrate relevant technologies and digital platforms to support the care of people affected by cancer		✓	
1.1.16	Apply an advanced understanding of cancer biology, diagnostic processes, and treatment responses to inform cancer care		✓	
1.1.17	Integrate existing and evolving evidence into practice to guide care for people affected by cancer		✓	
1.1.18	Demonstrate the ability to apply cancer-specific knowledge and skills in complex and unfamiliar environments		✓	
1.1.19	Manage a caseload to ensure safe and effective care for people affected by cancer, while considering team workload and service demands		✓	
1.2 Health Promotion and Risk Reduction				
1.2.1	Actively engage in health promotion activities that support cancer prevention (primary and secondary) and risk reduction across populations	✓		
1.2.2	Implement health promotion and risk reduction strategies/activities in practice setting		✓	
1.2.3	Develop and lead activities in health promotion that promote cancer prevention (primary and secondary) and support risk reduction across populations			✓




Domain and Capabilities The nurse is able to:	 Essential	 Specialised	 Advanced
1.3 Screening and Early Detection			
1.3.1 Actively engage in activities (e.g. screening, diagnostic interventions for new or recurrent cancers) that promote the early detection of cancer	✓		
1.3.2 Implement early detection or screening strategies/activities (e.g. screening, diagnostic interventions for new or recurrent cancers) in practice setting		✓	
1.3.3 Develop and lead activities (e.g. screening, diagnostic interventions for new or recurrent cancers) that promote the early detection of cancer			✓
1.4 Diagnosis and Clinical Assessment			
1.4.1 Perform a holistic assessment to inform a patient-centred nursing plan of care for people affected by cancer	✓		
1.4.2 Provide basic cancer-related information to ensure people affected by cancer understand their diagnosis and potential treatment options	✓		
1.4.3 Identify and assess common potential and actual adverse effects of cancer and its therapies	✓		
1.4.4 Demonstrate an awareness of genomic care including procedures and technologies relevant to practice area	✓		
1.4.5 Perform a comprehensive advanced health assessment for people affected by cancer who have complex care needs		✓	
1.4.6 Interpret standard clinical investigations to inform decisions and care planning for people affected by cancer		✓	
1.4.7 Assess the capacity of people with cancer for self-management and provide tailored education to support their active participation in care		✓	
1.4.8 Respond to genomic needs of people affected by cancer (including clinical and informational needs)		✓	
1.4.9 Apply understanding of clinical investigations to make diagnoses and/or inform clinical decisions and care planning for people affected by cancer			✓
1.4.10 Lead or coordinate clinical surveillance for people affected by cancer, in alignment with evidence-based guidelines as part of the interdisciplinary team			✓
1.4.11 Proactively engage in the provision of genomic care and education delivery for people affected by cancer			✓
1.5 Treatment Delivery and Symptom Management			
1.5.1 Ensure the safe and effective administration of cancer treatments in accordance with clinical protocols	✓		
1.5.2 Operate in accordance with professional scope of practice when delivering cancer therapies	✓		
1.5.3 Recognise potential hazards associated with providing cancer therapies and comply with relevant safety regulations	✓		
1.5.4 Deliver appropriate interventions to manage specific symptoms and side effects for people affected by cancer	✓		
1.5.5 Deliver safe and appropriate care to manage adverse effects of cancer treatment	✓		
1.5.6 Recognise oncological emergencies	✓		
1.5.7 Evaluate the effectiveness of interventions through regular assessment of people affected by cancer	✓		
1.5.8 Develop technical clinical skills and interventions (e.g., phlebotomy and central line management, wound care, treatment administration) relevant to people receiving treatment for cancer	✓		
1.5.9 Demonstrate a high level of clinical proficiency in performing a range of technical clinical skills and interventions (e.g. phlebotomy and central line management, wound care, treatment administration) relevant to people receiving treatment for cancer		✓	

Domain and Capabilities The nurse is able to:	 Essential	 Specialised	 Advanced
1.5.10 Perform procedures in specific cancer care contexts that require demonstrated competence and capability beyond the scope of most registered nurses		✓	
1.5.11 Assess, recognise and manage oncological emergencies		✓	
1.5.12 Provide tailored information and confirm that people affected by cancer understand their treatment, addressing potential benefits and adverse events, including late and long-term effects		✓	
1.5.13 Demonstrate clinical judgement to anticipate and manage adverse events associated with cancer and its treatments		✓	
1.5.14 Raise awareness of the existence and role of clinical trials in cancer care among people affected by cancer, facilitating informed discussions with the healthcare team as appropriate		✓	
1.5.15 Provide cancer related clinical advice to peers working in non-cancer specialist settings		✓	
1.5.16 Apply clinical judgement to independently anticipate and manage adverse events associated with cancer and its treatments			✓
1.5.17 Support safe and appropriate prescribing of cancer medications as per authorised scope of practice			✓
1.6 Care Coordination and Navigation			
1.6.1 Identify and refer to a range of support services available to people affected by cancer	✓		
1.6.2 Establish and maintain ongoing collaborative relationships with members of the healthcare team to optimise health outcomes for people affected by cancer	✓		
1.6.3 Effectively navigate people affected by cancer to supportive care services and resources to meet their health needs	✓		
1.6.4 Apply comprehensive knowledge of community care providers and resources to support the ongoing and holistic needs of people affected by cancer		✓	
1.6.5 Establish and maintain ongoing collaborative relationships with internal and external support services to optimise health outcomes for people affected by cancer		✓	
1.6.6 Coordinate and navigate care pathways to enable timely and appropriate services for people affected by cancer		✓	
1.6.7 Facilitate transitions of care for people affected by cancer through appropriate referral and delegation across healthcare and community settings		✓	
1.6.8 Coordinate care across the cancer continuum and within a range of healthcare and community settings		✓	
1.7 Survivorship, Supportive and End-of-Life Care			
1.7.1 Recognise the distinct psychological (e.g. depression, fear of recurrence) and psychosocial (e.g. financial burdens, social isolation, employment challenges) issues faced by people affected by cancer	✓		
1.7.2 Recognise and respond to holistic health needs (e.g. physical, emotional, psychological, cultural, spiritual and social) as they emerge across the cancer care continuum	✓		
1.7.3 Provide safe and effective management of people affected by cancer by applying evidence-based knowledge of common disease and treatment-related experiences	✓		
1.7.4 Provide safe and effective palliative care for people affected by cancer as part of the interdisciplinary team, across various care settings	✓		
1.7.5 Provide safe and effective end-of-life care for people affected by cancer as part of the interdisciplinary team across various care settings	✓		
1.7.6 Demonstrate the ability to manage comorbidities in individuals affected by cancer to improve quality of life		✓	
1.7.7 Develop goals of care and tailored care plans (e.g. survivorship care plans) in partnership with people affected by cancer		✓	

Domain and Capabilities The nurse is able to:		 Essential	 Specialised	 Advanced
1.7.8	Develop and implement individualised plans of care that address the complex and specific needs of people affected by cancer		✓	
1.7.9	Deliver tailored and comprehensive information to enable people affected by cancer to achieve optimal health and wellbeing		✓	
1.7.10	Facilitate access to appropriate prehabilitation, rehabilitation, and survivorship care services to meet the needs of people affected by cancer		✓	
Domain 2: Education - Knowledge, skills and behaviours needed to enable effective development of self and others				
2.1	Identify gaps in own knowledge and skills related to caring for people affected by cancer	✓		
2.2	Actively seek to address gaps in own knowledge and skills related to caring for people affected by cancer	✓		
2.3	Actively participate in professional development opportunities related to caring for people affected by cancer	✓		
2.4	Engage in continuous critical reflection and lifelong learning in cancer care practice	✓		
2.5	Monitor and evaluate personal performance and competence in caring for people affected by cancer	✓		
2.6	Contribute to a workplace culture that supports continuous professional development related to caring for people affected by cancer	✓		
2.7	Demonstrate knowledge of relevant professional development resources and activities in specialist cancer nursing		✓	
2.8	Contribute to workplace education programs related to caring for people affected by cancer		✓	
2.9	Develop and deliver education and training content to enhance cancer care knowledge and skills in others		✓	
2.10	Integrate current cancer specific evidence and emerging developments into local context practices		✓	
2.11	Actively foster a culture of continuous learning by facilitating educational opportunities for self and others in the context of cancer care		✓	
2.12	Contribute to the development and delivery of cancer-related education programs at national and international levels responsive to identified gaps			✓
2.13	Contribute to the development and delivery of postgraduate cancer nursing education programs			✓
2.14	Lead or engage with academic educational activities related to cancer control			✓
Domain 3: Leadership and Management - Knowledge, skills and behaviours needed to lead, influence, and motivate others effectively and efficiently				
3.1	Quality and Safety			
3.1.1	Ensure cancer nursing practice aligns with the relevant health service site-specific quality and safety requirements for accreditation	✓		
3.1.2	Demonstrate awareness of guidelines, standards, and best practices relevant to caring for people affected by cancer	✓		
3.1.3	Recognise and work within boundaries of practice according to professional and organisational role descriptions when caring for people affected by cancer	✓		
3.1.4	Perform risk management processes to proactively identify, mitigate, and monitor risks within the cancer care environment		✓	
3.1.5	Lead and support activities that improve the safety and quality of cancer care outcomes		✓	
3.1.6	Proactively identify areas for improvement and develop strategies to monitor, evaluate, and enhance the quality of cancer care at local service level		✓	
3.1.7	Proactively identify areas for improvement and develop strategies to monitor, evaluate, and enhance the quality of cancer care across organisational, and system levels			✓

Domain and Capabilities The nurse is able to:	 Essential	 Specialised	 Advanced
3.2 Workforce Leadership and Culture			
3.2.1 Actively participate in interdisciplinary team discussions and functions to support people affected by cancer	✓		
3.2.2 Foster a collaborative and positive workplace culture in the context of cancer care	✓		
3.2.3 Demonstrate understanding of the risks and stressors involved in caring for people affected by cancer	✓		
3.2.4 Lead and empower your cancer nursing team to deliver high-quality, patient-centred care		✓	
3.2.5 Provide advice, professional support, and mentorship to nursing colleagues and the wider cancer care team to promote optimal standards of care		✓	
3.2.6 Act as a professional role model for clinicians caring for people affected by cancer		✓	
3.2.7 Participate in professional clinical supervision and peer-review processes to monitor and enhance the appropriateness of nursing care for people affected by cancer		✓	
3.2.8 Lead and facilitate clinical collaboration within interdisciplinary teams to optimise outcomes for people affected by cancer		✓	
3.2.9 Coordinate collaborative care with people affected by cancer and the interdisciplinary healthcare team to plan and deliver care and therapeutic interventions that prevent, minimise and manage the complex, acute, late and long-term effects of cancer and its treatment		✓	
3.2.10 Implement processes to obtain and respond to feedback on patient care experience from people affected by cancer		✓	
3.2.11 Implement processes to obtain and respond to feedback on patient care experience from members of the healthcare team		✓	
3.3 Policy, Governance and System Influence			
3.3.1 Understand the importance of health and organisational policy on the delivery of cancer care		✓	
3.3.2 Participate in policy and procedure development or review to inform evidence-based care for people affected by cancer		✓	
3.3.3 Promote cancer nursing through active participation in professional committees and organisations		✓	
3.3.4 Proactively engage with professional, consumer, and organisational bodies to advocate for and advance cancer nursing and care		✓	
3.3.5 Promote the contribution of cancer nursing to outcomes for people affected by cancer across clinical and professional contexts		✓	
3.3.6 Contribute expertise as a resource or committee member within professional organisations to support the advancement of cancer nursing		✓	
3.3.7 Support the implementation of nationally and internationally recognised cancer care guidelines into clinical practice environment		✓	
3.3.8 Lead and contribute to the development of nationally and internationally recognised cancer care guidelines			✓
3.3.9 Lead policy and procedure development to inform evidence-based care for people affected by cancer			✓
3.3.10 Inform and influence the development, evaluation, and reform of services for people affected by cancer			✓
3.3.11 Identify the need for change and lead the development and implementation of innovative strategies and service redesign initiatives to improve care for people affected by cancer			✓
3.3.12 Lead initiatives within the interdisciplinary team and healthcare systems to optimise cancer control and service provision			✓

Domain and Capabilities The nurse is able to:	 Essential	 Specialised	 Advanced
3.3.13 Lead and promote co-design with cancer consumers and communities as a best-practice approach to improving services			✓
3.3.14 Engage in critical analysis and exert influence at health system levels to improve outcomes for people affected by cancer			✓
3.3.15 Engage in critical analysis and exert influence at the professional level to improve cancer care delivery and outcomes			✓
3.3.16 Promote the contribution of cancer nursing to outcomes for people affected by cancer across policy contexts			✓
3.3.17 Represent and advocate for cancer nursing in institutional and community forums addressing the needs of people affected by cancer			✓
3.3.18 Provide strategic oversight and governance of cancer care service provision to support safe, effective, and person-centred care			✓
3.4 Resource Stewardship			
3.4.1 Demonstrate an understanding of the fiscal and resource considerations in delivering cancer care		✓	
3.4.2 Facilitate the effective and efficient use of healthcare resources and systems to meet the needs of people affected by cancer		✓	
3.4.3 Contribute to the design and improvement of operational services in your local context that support people affected by cancer		✓	
3.4.4 Apply knowledge of the fiscal and resource considerations when delivering cancer care or developing new models of care			✓
3.4.5 Contribute insights to strategic service planning to influence the direction and growth of your cancer service			✓
Domain 4: Research & Innovation - Knowledge, skills and behaviours needed to generate, debate, and inform evidence-based cancer practice			
4.1 Evidence-based practice			
4.1.1 Retrieve and appraise evidence to guide decisions and actions when caring for all people affected by cancer	✓		
4.1.2 Align practice with the best available cancer care evidence	✓		
4.1.3 Foster a culture of clinical inquiry in personal practice and among nursing colleagues and the interdisciplinary team within the context of cancer care	✓		
4.1.4 Critically appraise research evidence and apply it to practice to improve health outcomes for people affected by cancer		✓	
4.1.5 Apply relevant, credible evidence to inform decisions and actions in response to complex or challenging situations in cancer care		✓	
4.1.6 Demonstrate research literacy through understanding research processes and applying relevant evidence to inform the care of people affected by cancer		✓	
4.2 Clinical Research Participation			
4.2.1 Participate in research in cancer care (e.g. clinical trials)	✓		
4.2.2 Demonstrate understanding of clinical trial processes and ethics relevant to cancer research		✓	
4.2.3 Participate in cancer-related research to contribute to evidence-based practice and improve outcomes for people affected by cancer		✓	
4.2.4 Initiate and lead collaborative research projects aimed at improving clinical outcomes and experiences of people affected by cancer			✓
4.2.5 Contribute to the design and conduct of research to strengthen the evidence base for cancer care			✓
4.2.6 Lead and promote co-design with cancer consumers and communities as best practice in research development and implementation			✓

Domain and Capabilities The nurse is able to:		 Essential	 Specialised	 Advanced
4.3	Quality Improvement			
4.3.1	Contribute to clinical audits to ensure practice meets clinical guidelines for people affected by cancer	✓		
4.3.2	Contribute to quality improvement activities that improve outcomes and/or enhance care for people affected by cancer	✓		
4.3.3	Contribute to quality improvement activities that promote efficiency in cancer care delivery	✓		
4.3.4	Initiate or lead quality improvement initiatives that improve outcomes and/or enhance care for people affected by cancer		✓	
4.3.5	Initiate or lead quality improvement activities that promote efficiency in cancer care delivery		✓	
4.3.6	Generate and use data to impact own nursing practice in cancer care		✓	
4.3.7	Critically evaluate cancer care outcomes in relation to established clinical benchmarks, guidelines and standards			✓
4.3.8	Generate and use data to demonstrate the impact of nursing practice on patient and system-level outcomes, to guide improvements in cancer care			✓
4.4	Knowledge Translation and Publication			
4.4.1	Communicate research findings and developments in cancer care to nursing colleagues and the interdisciplinary team to support informed practice		✓	
4.4.2	Disseminate work related to cancer care through presentations to peers, teams, or professional forums		✓	
4.4.3	Disseminate work related to cancer care through publication			✓

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