



Implementing our strategy: the clinical oncology plan 2018–2019



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Context for the plan

The College *Strategy 2017–20* was published in January 2017.

The *Strategy* is underpinned by an Annual Plan for each Faculty which sets out the agreed priorities for achieving the objectives under the five themes of the *Strategy*. This Annual Plan for Clinical Oncology will run to September 2019 although some priorities will continue for much longer. A separate plan has been produced for the Faculty of Clinical Radiology although there is strong commonality between the two.

Priorities



Increasing and supporting the workforce in clinical radiology and clinical oncology for the benefit of patients

1.1 Strongly continuing to lobby to increase the numbers in training.

Priority 1: Promote clinical oncologists as:

- Managing the most complex and challenging non-surgical cancer cases
- Having oversight of the entire therapeutic pathway
- Advancing skill development across the team, supported by artificial intelligence and other technologies using their medical skills to the full

Priority 2: Continue to target undergraduates, foundation doctors and core medical trainees to be the next generation of clinical oncologists

Priority 3: Develop the workforce to best effect to deliver an improved patient experience nationally by:

- Utilising any funding made available for the NHS
- Aiming to retain the workforce – reducing early retirement and supporting alternative working arrangements
- Supporting continued appropriate expansion of the roles of allied health professionals

1.2 Exploring alternative funding and support for postgraduate training programmes.

Priority 1: Continue to work with medical oncologists to:

- Identify commonalities of the training curricula so as to facilitate flexible transfer between the specialties
- Consider how best to deliver cross-specialty training in common competencies

Priority 2: Ensure the working environment is attractive to all those entering higher specialty training, including flexible career pathways



Ensuring the continuing quality of training and practice in both specialties and improving service delivery

2.1 Ensuring national bodies are aware of the dangers to patient care and treatment targets of failing to maintain quality.

Priority 1: Deliver a campaign to promote the cost effectiveness of radiotherapy, especially with respect to cures achieved and supporting the case for a fully funded rolling machine/software replacement programme

Priority 2: Work to ensure that data drives quality improvement in service delivery:

- Achieve stakeholder access to national datasets to make the best use of data including the role of patients in providing data on outcomes
- Consider participation in the *Health Economics in Radiation Oncology* (HERO) project
- Contribute effectively to the NHS England Tariff review highlighting perverse disincentives to innovation and focusing on pathways and outcomes
- Provide ongoing support for direct reporting of patient reported outcomes following radiotherapy

Priority 3: Take forward the following:

- Develop guidance on identifying, mitigating and managing stress and burnout
- Support the value of reflective practice in maintaining performance
- Actively seek best practice and share interventions that have supported the positive wellbeing of the workforce

2.2 Conducting a thorough review of the training curricula for both specialties.

Priority 1: Complete work on the curriculum including:

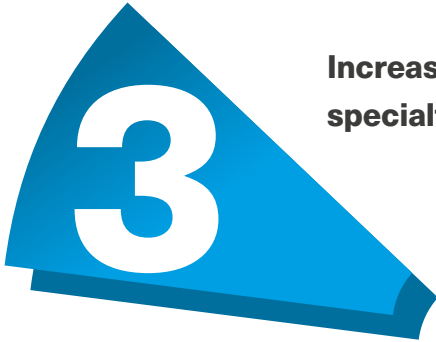
- Meeting General Medical Council requirements
- Treatment assessment for vulnerable groups (for example, frail/co-morbid patients)
- Competency in acute oncology
- Supporting resources for trainers and trainees

2.3 Improving access to FRCR examinations for overseas candidates.

Priority 1: Expand FRCR part 2B examination capacity to accommodate potential increased demand

2.4 Focusing professional guidance on where we can make a difference: maintaining and improving the quality of practice.

Priority 1: Introduce a quality-assured process for developing new or reviewing existing professional guidance



Increasing awareness of the value of the specialties for the benefit of patients

3.1 Redoubling efforts to improve public and patient understanding of the work of the specialties.

Priority 1: Develop a suite of public education resources focusing on sectors of the public of greatest importance to the work of the specialties

3.2 Making use of the skills and experience of College lay members to promote the specialties and the College's work.

Priority 1: Use the contacts and networks of lay members to raise the public profile of the specialties



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Improving the value of College membership through life-long professional learning and engagement for the benefit of patients

4.1 Providing professional learning in formats and locations that ensure the widest accessibility and offer value for money

Priority 1: Develop further the value of RCR Learning to Fellows and members through courses on management, leadership and quality improvement and ensure educator courses are current and relevant

Priority 2: Complete the Clinical Oncology Planning Project so as to provide software to support radiotherapy planning for examinations, training workshops during external CPD and self-directed CPD

4.2 Providing a high-quality and sustainable annual, major educational event.

Priority 1: Develop and deliver an annual RCR Conference for 2019, 2020 and 2021 that offers distinctive and value-added learning for all participants

4.3 Delivering targeted, meaningful value to all Fellows and members at all stages in their careers.

Priority 1: Develop and deliver on an action plan drawing on the results of the 2018 membership engagement survey

Priority 2: Continue to develop and deliver value added membership for overseas Fellows and members

Priority 3: Review Advisory Appointments Committee processes, the continuing professional development (CPD) scheme and service review processes identifying and implementing improvements

Priority 4: Engage with Heads of Service to understand how the College can best support them in leading on effective and progressive service delivery

4.4 Attracting and retaining younger Fellows and members to work with the College.

Priority 1: Assess the future needs of the College as a membership body and charity through the governance review



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Developing research and technologies for our two specialties

5.1 Supporting research in our specialties to help shape future diagnosis and treatment techniques and to increase the academic standing of the specialties.

Priority 1: Take forward the following:

- Support all UK trainees to access research and higher degree opportunities regardless of location
- Provide template consultant job plans that explicitly include research activities
- Support development and promulgation of a broadly based research trials portfolio across the UK

Priority 2: Lobby for equitable access for the whole UK population to new treatment technologies

Priority 3: Develop College activity on artificial intelligence building on work to date in training and professional development, regulation and quality assurance and through continued engagement and partnership working

5.2 Working with industry to ensure that our specialties profit from the best new technology to benefit patients and that this technology is rapidly adopted into clinical practice.

No priority identified for this annual plan



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