SCoR & The Radiography Assistant Practitioner role

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https://www.sor.org/
The Society of Radiographers is the trade union and professional body for radiographers and all non-medical members of the workforce in diagnostic imaging and radiotherapy in the UK. It is responsible for their professional, educational, public and workplace interests.

The College of Radiographers is the charitable subsidiary of the Society and it exists for the benefit of the public. The College's objects are directed towards education, research and other activities in support of the science and practice of radiography.

Together, the Society & College of Radiographers shape policy & standards, pioneer new ways of working and ensure safe & fair workplaces.

Membership includes: undergraduate student radiographers, assistant practitioners, radiographers, sonographers, mammographers, nuclear medicine technicians, vascular technicians, academics, managers, industry partners.
Once upon a time there was an assistant practitioner...

- Department of Health workforce initiative 1995 onwards.
- Skills for Health defined competencies and education route.
- Varied implementation across professions.
- Breast screening pilot project for 4 tier structure.
- Introduced in Scotland mid-2000s (evaluation reports on role and education)
“An assistant practitioner is a worker who competently delivers health and social care to and for people. They have a required level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. The assistant practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals. The assistant practitioner may transcend professional boundaries. They are accountable to themselves, their employer, and, more importantly, the people they serve.”

The Radiography family

Career progression?

General radiographer

Specialist radiographer

Reporting radiographer?

Advanced practitioner

Consultant practitioner

Expert/leader in defined area of practice

Assistant practitioner

Practitioner

General radiographer
CoR Career Framework

Defined by SoR Scope of Practice (SoP) documents & CPD

Advanced/consultant practice defined by DoH / SG across professions

HCPC registration and CPD relates to SoP (not APs)

Assistant Practitioners

“have a required level of knowledge and skill beyond that of the traditional healthcare assistant or support worker.

The assistant practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals.”

‘Qualified Assistant Practitioners have a multi-skilled role within a particular area, providing accountable, holistic and diverse care’

Therefore, it is important to note that:

‘The specific technical competencies required for the role will vary depending on the clinical area in which the Assistant Practitioner working.’

https://www.nhsemployers.org/your-workforce/plan/workforce-supply/education-and-training/developing-your-support-workforce/assistant-practitioners

Skills for Health, 2012
“An Assistant Practitioner performs protocol-limited clinical tasks under the direction and supervision of a state registered practitioner.”
(At the time of publication, the term “state registered” was still valid)

a member of the professional workforce can develop his or her own scope of practice as he or she determines, provided that he or she is adequately educated and trained and competent to practice

- CoR approved postgraduate course
- Audit and assessment
- Clinical supervision and support
- Appropriate CPD


Linked to your education and training and your local IRMER entitlement.
What is included in your scope of practice? A discussion!

Comments please!

Is there an area of practice you would like to extend into?

What about your managers thoughts?

Have you applied for CoR AP Accreditation?

Do you:
- Use IRMER Authorisation Guidelines to “authorise” examinations?
- Do you evaluate the images you take?
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Key Issues

Need for consistent education & role development across NHS Scotland

Link to Knowledge & Skills Framework

Agreement on role parameters

Articulating career progression
Minimum Education and Training for HCSWs Role Development

HCSW

Education Needs: Support to achieve programme of learning at SCQF level 6

Senior HCSW

Education Needs: Support to achieve programme of learning at SCQF level 7.

Assistant Practitioner

Education Needs: Support to achieve programme of learning At SCQF level 8.
What are PDAs?
• are for those already in a career or vocation who wish to extend or broaden their skills base.
• they assess and certificate progression – both horizontally and vertically – in a defined set of specialist occupational skills.
• PDAs are validated by the Scottish Qualifications Authority (SQA).

Elements of PDAs:
• available at Scottish Credit & Qualification Framework (SCQF) levels 6 to 12
• ‘bite sized’ chunks of learning
• for those already in a career or vocation
• designed to extend or broaden existing knowledge and skills
• combination of knowledge and understanding and skills elements
• delivered in the workplace or in college by SQA approved centres and partnerships
Each Unit

Contains:

four main aspects common to each unit within the award, these are:

• Anatomy and pathology of the specific area of interest
• Knowledge of new equipment and relevant physics
• Health and Safety issues not previously taught within the HNC
• Performing the examination and critical analysis of the examination
How does your practice measure up?

- What qualifications and underpinning knowledge do you have that support your practice?
- What do patients know about your role?
- How do you measure your own quality and impact?
- What are you worth?
- How do you keep up to date?
- How do you ensure ‘best practice’?
- How do you know you meet the standard?

- CoR solution = Accreditation. We accredit individuals.

New SCoR AP UK Virtual Forum for accredited APs
Assistant practitioner accreditation

The College of Radiographers has developed a process of accreditation for those individuals practising as Assistant Practitioners in clinical (diagnostic) imaging, radiotherapy, breast screening and other areas of practice, including the Abdominal Aortic Aneurysm (AAA) screening programme.

The Society and College of Radiographers (SCoR), in upholding its duty to the public, has implemented a Public Voluntary Register of Assistant Practitioners (PVRAP). Assistant practitioners can apply for accreditation of their scope of practice on the basis of having successfully completed a College of Radiographers (CoR) approved course of education and training or by the submission of CPD evidence via CPD Now. The PVRAP, along with the accreditation process, has been developed to ensure that those engaged in clinical imaging or radiotherapy have been appropriately educated and trained for their role.

Why should I apply for accreditation?
It is important that your qualifications, knowledge, experience and practical skills are recognised by colleagues and service users. There is growing emphasis on the need for healthcare practitioners to have clear evidence of their skills and competence. Accreditation by the professional body can provide this assurance.

Application process
Applications for accreditation as an assistant practitioner can be made through CPD Now. Accreditation lasts for two years. There are two methods of initial accreditation; which route you use depends on the assistant practitioner programme or qualification you have undertaken.
SCoR Re-accreditation

Working out-with SCoR Scope of Practice?

Re-accreditation may be refused.

There is another way – apply to SCoR AAB (awards and accreditation board) for extension to your scope. 2 APs have done this so far.

Provide job description; managers support; evidence of extended education and training.

Note: Supervising Radiographer needs to have knowledge of your scope for appropriate delegation. Issue around their personal PII.
SCoR Scope of Practice – the future…

Out of date


A complicated process and important to get it right – Diagnostic only

Written set of Standards instead of prescriptive detail. Linked to SCoR ECF learning outcomes.

On-line focussed groups to get opinions – with managers; APs and educators

Start before Christmas and end by Easter – perhaps I will do the Scottish one

Have your voice (and your managers’) - ? Be able to work across all areas of practice?
1920-2019

The Society & College of Radiographers

THE COAT OF ARMS

CHALLENGE

HOW MUCH DO YOU KNOW ABOUT OUR COAT OF ARMS?

The rod of Aesculapius is a commonly used medical heraldic device representing the staff of life entwined by the serpent of sickness.

The white cross on black background is not the Flag of Scotland. It is a representation of light and darkness — a reference to the shadow nature of radiographic images.

The golden sun in splendour is associated in heraldry with healing and is a source of radiation.

“Knowledge from Shadows”

WWW.SOR.ORG

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sor.org
Questions and further information?

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Thank you
Web – links for APs


https://www.sor.org/career-progression/assistant-practitioners/assistant-practitioner-accreditation

https://www.sor.org/career-progression/assistant-practitioners/accredited-ap-register

