



The Society & College of  
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# SCoR & The Radiography Assistant Practitioner role

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<https://www.sor.org/>



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# SCoR – who are we?

**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.



### Society issues important pensions update

Waiting for age discrimination appeal outcome

[More >](#)

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### In the news

[> View all news](#)



#### Are you listening to patients?

Join us at the Renaissance Manchester City Centre Hotel for our patient-led study day



#### Key radiography figure announces retirement

Specialist in paediatric imaging



#### HCPC extend radiographer's suspension



#### Society issues important pensions update

Waiting for age discrimination appeal

#myCarousel on this page in a new tab her 12 months

### CoR events booking

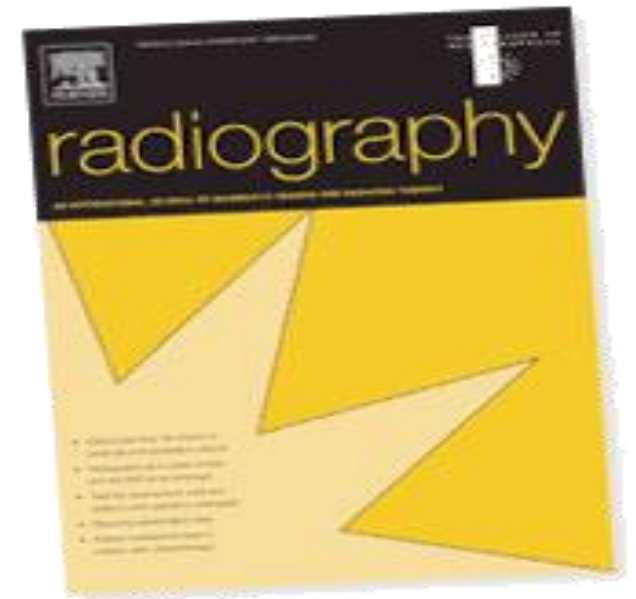
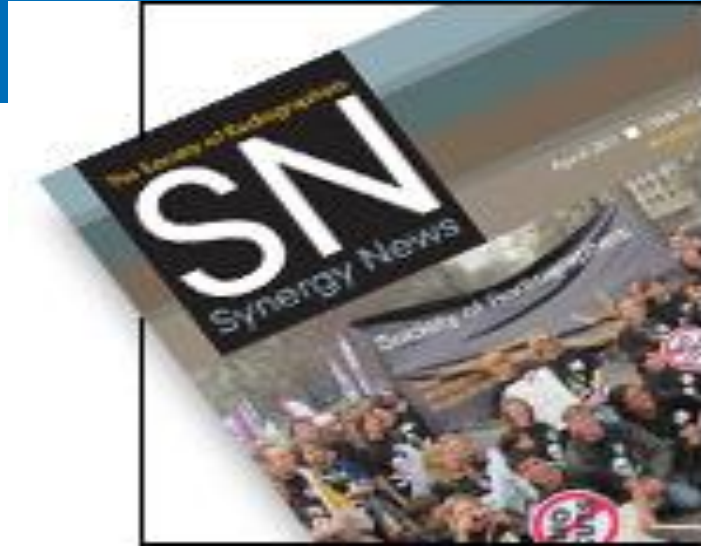
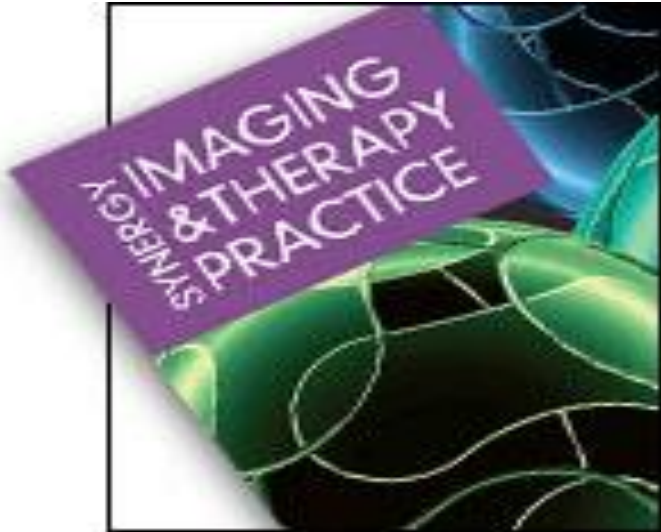
[> View all events](#)

- March 08** **Conference Recording: The New UK Regulations for Ionising Radiations in the Medical Sector**  
8th March 2018
- March 19** **The e-Learning for Healthcare (e-LfH) Image Interpretation Programme Webinar**  
19th March 2019
- April 02** **Towards 2020: Sonography Education and Career Development**  
2nd April 2019
- April 03** **Developing Excellence in Clinical Leadership**  
3rd April 2019
- April 25** **Annual Student Conference 2019: Thinking Three Moves Ahead, Setting Your Sights on Advanced and Consultant Practice**  
25th April 2019
- October 09** **Patient, Public and Practitioner Partnerships within Diagnostic Imaging and Radiotherapy**  
9th October 2019

### Job vacancies



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# The Radiography Assistant Practitioner role

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)





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# NHS Employers Definition

*“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.”*

<http://www.nhsemployers.org/your-workforce/retain-and-improve/standards-and-assurance/developing-your-support-workforce/assistant-practitioners>

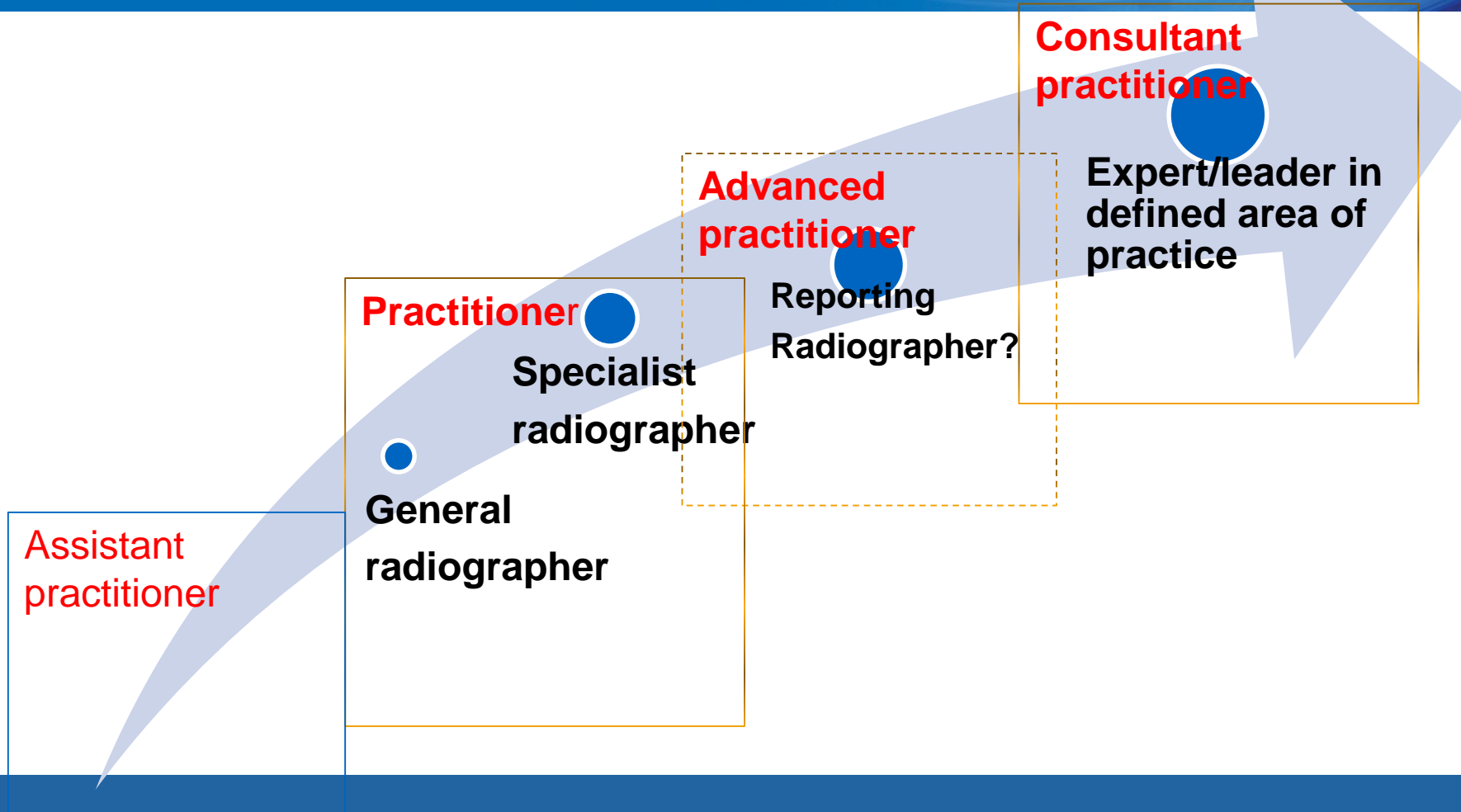




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# The Radiography family

## Career progression?

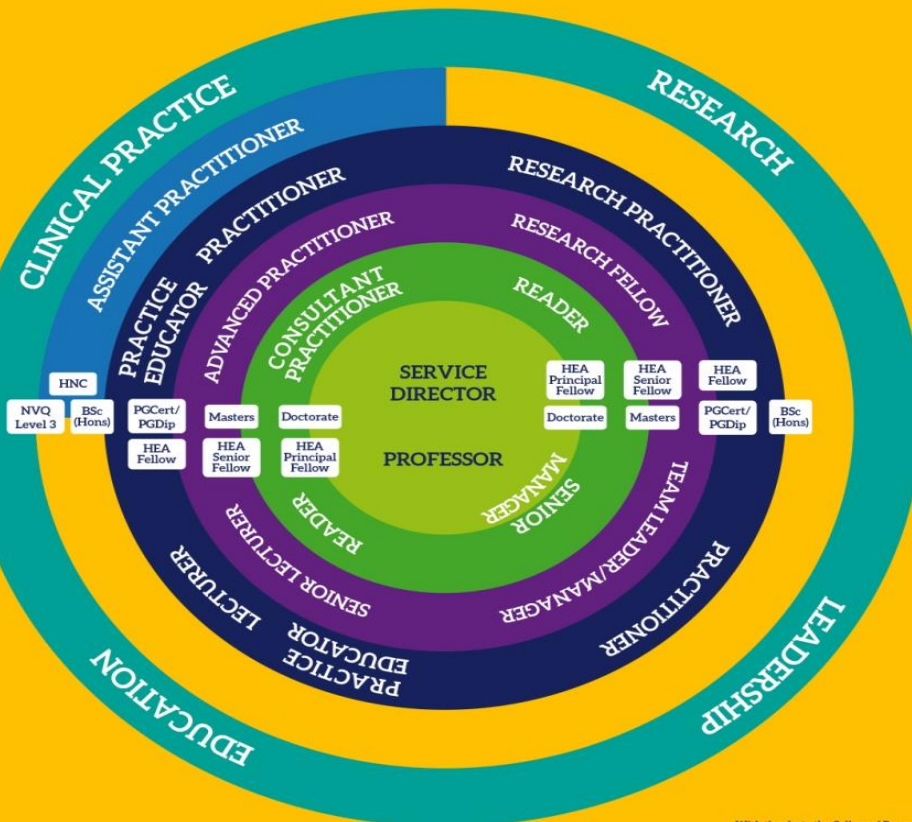




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# CoR Career Framework

College of Radiographers Career Framework 2016



With thanks to the College of Paramedics

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)

<https://www.sor.org/learning/document-library/education-and-career-framework-radiography-workforce>





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# 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."*

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

‘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.’

*Skills for Health, 2012*



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# SCoR AP Scope of practice

**“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)



## Scope of Practice of Assistant Practitioners

**Published:** 1 June, 2012  
**Topics:** Assistant practitioners, Managers  
**ISBN:** 9781-871101-90-5

### Summary

Over the past decade, the Scope of Practice of assistant practitioners has been reviewed and revised to incorporate additional modalities and practice settings where assistant practitioner roles have been approved. This guidance brings together in one document the Scope of Practice of assistant practitioners across both diagnostic and therapeutic radiography and across all modalities. It supersedes any previous guidance documents although they may form a useful reference source.

<https://www.sor.org/learning/document-library/education-and-career-framework-radiography-workforce/82-indicative-curriculum-assistant-practitioner>



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# Scope of practice

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



Scope of Practice 2013 <http://www.sor.org/learning/document-library/scope-practice-2013>

Linked to your education and training and your local IRMER entitlement.



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# 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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# THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK

scqf scottish credit and qualifications framework

SCQF Levels	SQA Qualifications			Qualifications of Higher Education Institutions	Scottish Vocational Qualifications
12				DOCTORAL DEGREE	
11				INTEGRATED MASTERS DEGREE / MASTERS DEGREE POST GRADUATE DIPLOMA POST GRADUATE CERTIFICATE	SVQ5
10				HONOURS DEGREE GRADUATE DIPLOMA GRADUATE CERTIFICATE	
9			PROFESSIONAL DEVELOPMENT AWARD	BACHELORS / ORDINARY DEGREE GRADUATE DIPLOMA GRADUATE CERTIFICATE	SVQ4
8		HIGHER NATIONAL DIPLOMA		DIPLOMA OF HIGHER EDUCATION	
7	ADVANCED HIGHER	HIGHER NATIONAL CERTIFICATE		CERTIFICATE OF HIGHER EDUCATION	SVQ3
6	HIGHER				
5	INTERMEDIATE 2 CREDIT STANDARD GRADE				SVQ2
4	INTERMEDIATE 1 GENERAL STANDARD GRADE	NATIONAL CERTIFICATE	NATIONAL PROGRESSION AWARD		SVQ1
3	ACCESS 3 FOUNDATION STANDARD GRADE				
2	ACCESS 2				
1	ACCESS 1				

This Framework diagram has been produced to show the mainstream Scottish qualifications already credit rated by SQA and Higher Education Institutions, however, there are a diverse number of learning programmes on the Framework, which, due to the limitations of this format, cannot be represented here. For more information on other credit rated provision, please visit the SCQF website at [www.scqf.org.uk](http://www.scqf.org.uk) to view the interactive version of the Framework or search the database.



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## KEY ELEMENTS OF THE CAREER FRAMEWORK

- 9** **More Senior Staff - Level 9**  
Staff with the ultimate responsibility for clinical caseload decision making and full on-call accountability.
- 8** **Consultant Practitioners- Level 8**  
Staff working at a very high level of clinical expertise and/or have responsibility for planning of services.
- 7** **Advanced Practitioners - Level 7**  
Experienced clinical professionals who have developed their skills and theoretical knowledge to a very high standard. They are empowered to make high-level clinical decisions and will often have their own caseload. Non-clinical staff at Level 7 will typically be managing a number of service areas.
- 6** **Senior Practitioners/Specialist Practitioners - Level 6**  
Staff who would have a higher degree of autonomy and responsibility than 'Practitioners' in the clinical environment, or who would be managing one or more service areas in the non-clinical environment.
- 5** **Practitioners - Level 5**  
Most frequently registered practitioners in their first and second post-registration/professional qualification jobs.
- 4** **Assistant Practitioners/Associate Practitioners - Level 4**  
Probably studying for foundation degree, BTEC higher or HND. Some of their remit will involve them in delivering protocol-based clinical care that had previously been in the remit of registered professionals, under the direction and supervision of a state registered practitioner.
- 3** **Senior Healthcare Assistants/Technicians - Level 3**  
Have a higher level of responsibility than support worker, probably studying for, or have attained NVQ level 3, or Assessment of Prior Experiential Learning (APEL).
- 2** **Support Workers - Level 2**  
Frequently with the job title of 'Healthcare Assistant' or 'Healthcare Technician' - probably studying for or has attained NVQ Level 2.
- 1** **Initial Entry Level Jobs - Level 1**  
Such as 'Domestics' or 'Cadets' requiring very little formal education or previous knowledge, skills or experience in delivering, or supporting the delivery of healthcare.





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# HCSW

## Key Issues

Need for consistent education & role development  
across NHS Scotland

Link to Knowledge & Skills Framework

Agreement on role parameters

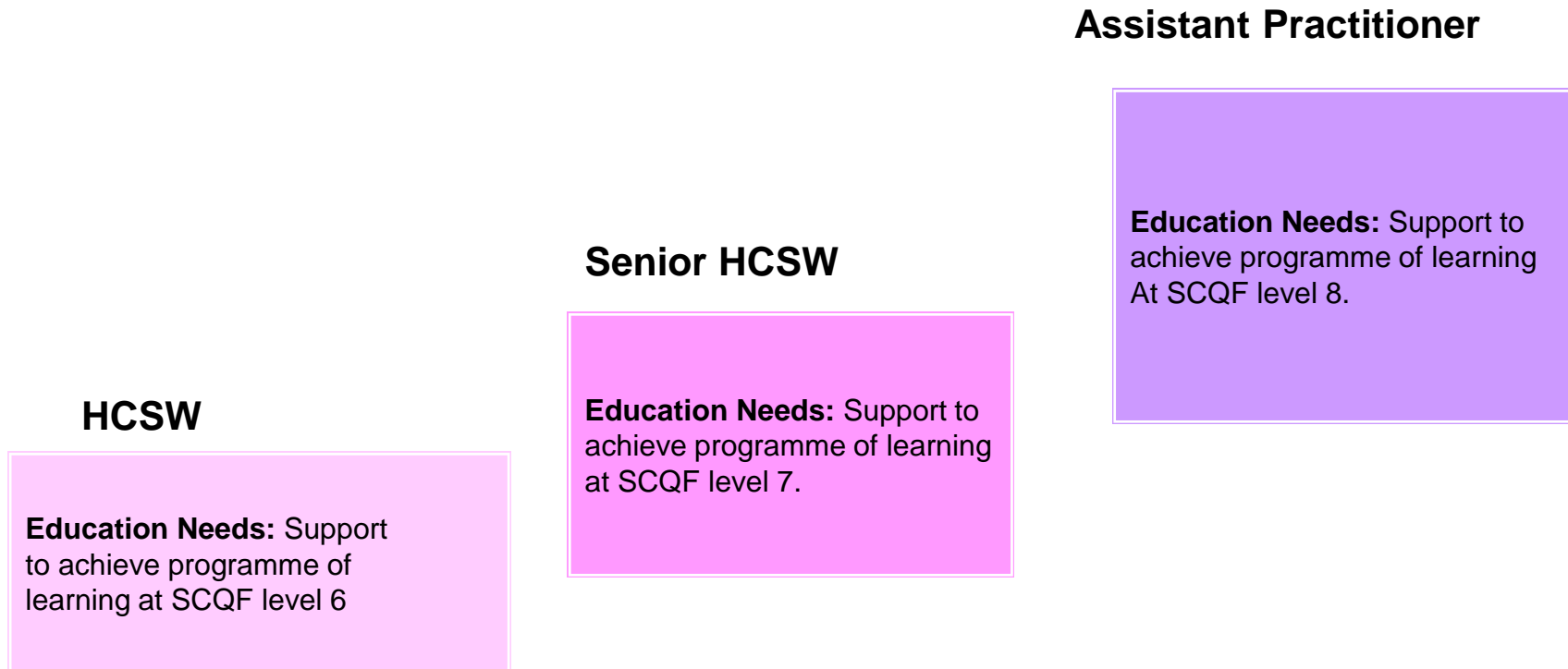
Articulating career progression





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# Minimum Education and Training for HCSWs Role Development







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# Professional Development Awards (PDAs)

## 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



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# 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



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# 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



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## 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.



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# 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.



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# SCoR Scope of Practice – the future...

Out of date

<https://www.sor.org/learning/document-library/education-and-career-framework-radiography-workforce/8-assistant-practitioners#8-1-outcomes-for-assistant-practitioner>

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

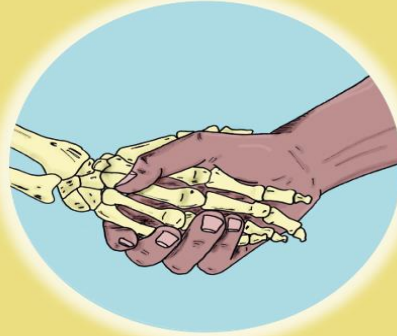
Have your voice (and your managers') - ? *Be able to work across all areas of practice?*



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# RADIOGRAPHERS

Putting the patient first



Medical use of X-rays diagnosing patients since 1896  
Treating patients with radiotherapy since 1935



www.sor.org  
www.radiographycareers.co.uk

Created and designed by Christopher Jackson, Diagnostic Radiographer, Wilkes Henry Hospital, Ashford, Kent.

# BECOME A BUTTON PUSHER

It's amazing that at the touch of a button you get a fulfilling career on the frontline of innovative and advancing technology, identifying injury and disease to the millions of people who access healthcare services in the UK. It's more than just a button. It's a world of opportunity.



Diagnostic Imaging is in increasing high demand across UK Healthcare services and hundreds of thousands rely on vital Radiotherapy to treat a variety of diseases. You could become a vital part of this innovative and forward thinking industry that leads you to work in Plain Film, CT, MRI, Therapy and Interventional Radiology. Not to mention the roles this career can take you: a Reporter, Researcher, Teacher, Manager, a pioneer of Academia and even a Consultant.

So, become more than a Button-Pusher

# BECOME A RADIOGRAPHER



www.sor.org  
www.radiographycareers.co.uk

Created and design by Helen Reighmans, Imaging Scientist, Nottingham University Hospital and Diagnostic Radiographer, University of Derby.

# RADIOGRAPHERS

Getting to the heart of the matter



Proud to put patients first since 1895

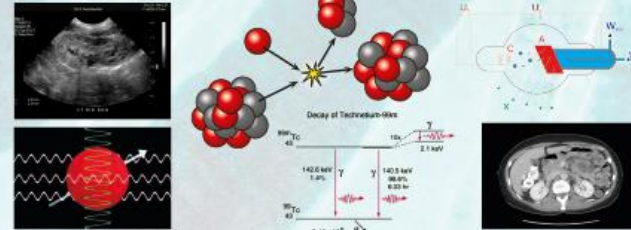
#nhspride



www.sor.org  
www.radiographycareers.co.uk

Created and designed by Andrew Jones, Senior Radiographer, Guy's and St Thomas' Hospital, London.

## Could you understand this?



And apply your knowledge to help these?

We need the brightest and best young minds to join our profession!



Do you want to develop your interest and knowledge in science within a practical, people-centred profession?

If so, Radiography could be for you!



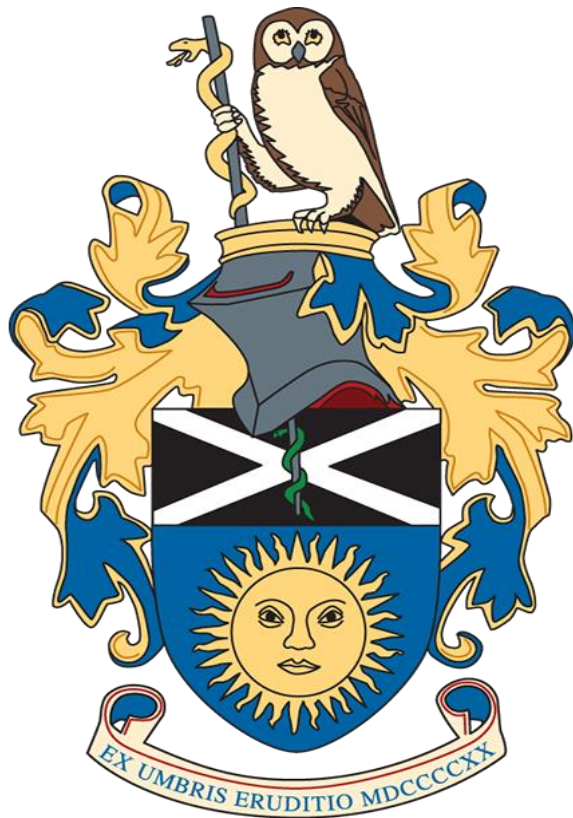
www.sor.org  
www.radiographycareers.co.uk

Created and designed by Sarah Baker, Radiographer, Norfolk and Norwich University Hospital, Norwich, Norfolk.



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# 1920-2019



## 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 owl represents wisdom and is all-seeing

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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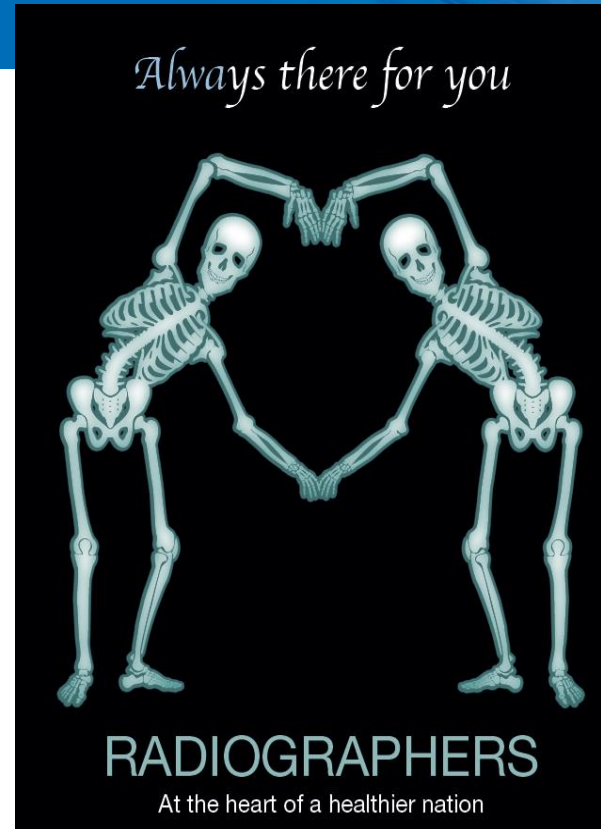
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# Questions and further information?



[MariaM@sor.org](mailto:MariaM@sor.org)

**Thank you**





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# Web – links for APs

[https://www.sor.org/sites/default/files/images/assistant\\_practitioner\\_accreditation - guidance for applicants.pdf](https://www.sor.org/sites/default/files/images/assistant_practitioner_accreditation_-_guidance_for_applicants.pdf)

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

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

<https://www.sor.org/learning/document-library/scope-practice-assistant-practitioners>

<https://www.sor.org/learning/document-library/radiographic-assistant-practitioner-s-role-quality-control-radiological-equipment>

[https://www.sor.org/sites/default/files/document-versions/scor\\_census\\_of\\_uk\\_diagnostic\\_radiographic\\_workforce\\_2017\\_report - final version.pdf](https://www.sor.org/sites/default/files/document-versions/scor_census_of_uk_diagnostic_radiographic_workforce_2017_report_-_final_version.pdf)