

Support workforce in clinical imaging

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- Professional Officer SoR

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HEE/SoR *Supporting Success* project 2020-2021: to increase Support Worker capability & capacity in diagnostic radiography

Expert input

- Professor Richard Griffin (Professor of Health Care Management Kings College)
- Penny Owens (Senior Advisor)
- Expert reference group – SoR members
- Experts from other organisations

Considerations

- Workforce supply
- Scope of Practice
- Delegation
- Supervision
- Progression
- Education

Outputs

- Guidance document: career pathways for diagnostic imaging support worker roles: guidance on roles and responsibilities
- Literature review and surveys
- Education requirements

Consequences

- Retire the SoR Scope of practice document
- Include support worker to Assistant Practitioner in new Education and Career Framework
- Adopt the work for all 4 nations

The future: increased capacity and capability

Support workers will be at the heart of improvements in service delivery and transformation, including new models of care

A consistently qualified workforce with relevant & transferrable learning

Working at the top of scope of practice

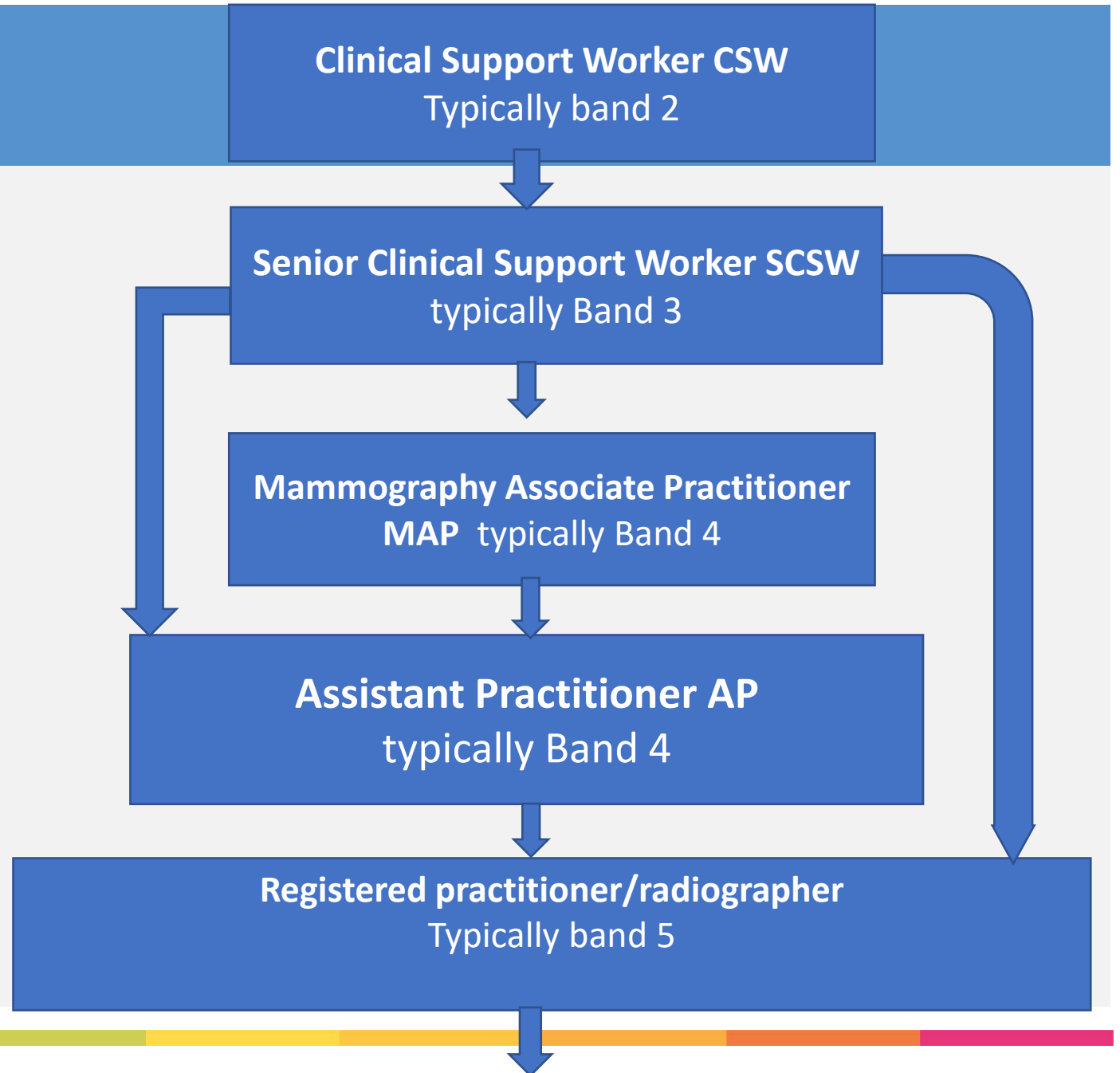
Clear progression routes including into pre-registration degrees/apprenticeships

Support roles are a rewarding career at every level

Recruitment from local labour markets

The Career Structure

- **CSW**
 - Level 2 qualification,
 - care certificate
 - functional skills
- **SCSW**
 - level 3 profession-specific qualification
 - meets HEIs/UKAS requirements for pre-reg programmes
- **MAP**
 - level 4 qualification
 - access to level 5 qualification
- **AP**
 - level 5 qualification
 - Accelerated progression on pre-reg programme



Clinical support worker

- Enables effective patient care and undertakes important clerical, administrative and housekeeping tasks to support the delivery of diagnostic imaging services
- Care certificate, level 2 qualification, functional skills
 - Maintaining a clean and safe environment
 - Managing stock and consumables
 - Managing data
 - Managing paperwork/documentation
 - Supporting communication and providing effective liaison
 - Supporting patient care
 - Supporting examinations

Senior clinical support worker

- All the above ...
...plus clinical support and patient care before, during and after diagnostic imaging examinations

Profession specific education, functional skills

- Supporting patients and staff: appointing/reporting systems, pathway knowledge
- Equipment related tasks: basic QA, decontamination of mobile machines, changing MRI coils, preparing rooms
- Communicating/Liaising beyond the imaging team
- Supporting Patient flow
- Supporting specific examinations: preparing equipment, disposing of equipment, supporting aseptic procedures, preparing patients, patient observations, aftercare
- Support medicines management
- Support education and training

Mammography associate

- Defined and limited scope of practice in mammography
- qualified to work within the breast imaging workforce,
- routine two-view mammography
- under the supervision of a registered radiographer mammographer

Assistant practitioner

Supports clinical service delivery by performing non-complex protocol-driven clinical diagnostic imaging examinations under the supervision of a registered radiographer.

- Profession specific level 5 qualification
 - Narrow and a well-defined scope of practice
 - Imaging examinations - delegated and supervised
 - Patient care
 - QA/QC
 - Regulations/legislation
 - Radiation protection, dose management and safety procedures
 - Image management
 - Leadership
 - Education and training

The differences between Assistant Practitioners & Diagnostic Radiographers

Practice area	Assistant practitioner	Diagnostic radiographer
Scope of practice	Narrow and limited to standard protocols	Broad across range of diagnostic radiography techniques/ specialised in area of practice, with depth of knowledge
Patient type	Co-operative patients	All patients
Decision-making	Follows protocols and standard operating procedures – escalates to diagnostic radiographer where outside scope or protocol	Makes decisions and guides assistant practitioner where decisions fall outside their scope of practice, such as urgent or unexpected findings
Supervision	Works under supervision of diagnostic radiographer	Supervises assistant practitioner and works in own supervisory framework as autonomous practitioner

Supporting information and guidance



Health Education England

Allied Health Professions' Support Worker Competency, Education, and Career Development Framework

Realising potential to deliver confident, capable care for the future



www.hee.nhs.uk

We work with partners to plan, recruit, educate and train the health workforce.



Health Education England

Developing career pathways for diagnostic imaging support worker roles: guidance on roles and responsibilities



Supporting success for diagnostic imaging support workers

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Health Education England

Supporting success



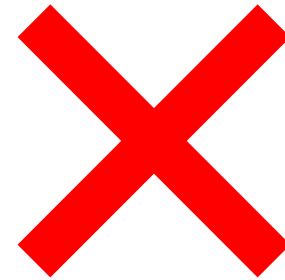
Developing career pathways for diagnostic imaging support worker roles: literature review and expert group survey

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Education and Career Framework for the Radiography Workforce



Scope of Practice of Assistant Practitioners

Questions, queries, concerns, comments?

- E-mail suej@sor.org to:
- Get involved
- Make comments
- Seek support