

Clinical Support Workers in Therapeutic Radiography

Published June 2026

ISBN: 978-1-911738-31-2



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Acknowledgements

We are grateful to everyone who contributed comments and feedback on this guide. In particular, we would like to thank Spencer Goodman, Sue Johnson, Kate Knapp-Tabbemor and Lynda Johnson for their valuable input.

The guide was initially prepared by Richard Griffin of King's College London, and has since been enhanced through further collaboration and additional input.

This document supports the implementation of an appropriate skills mix that incorporates support and assistant workforce roles to address workforce shortages, enhance care delivery and balance the demands within radiotherapy services. It complements the significant work on [Recommendations for a therapeutic radiographer workforce](#) developed by head therapeutic radiographers and endorsed by the Society of Radiographers (SoR).

Introduction

This guide provides national guidance to support local decision-making. It is intended to support local clinical and managerial judgement and should be applied in accordance with local governance arrangements, risk assessment, workforce configuration and service need. It does not define a national job description, replace local governance, job descriptions or scope of practice documents, nor does it replace the professional accountability of registered staff. Its purpose is to support consistency, safety and quality in the development and deployment of the radiotherapy support and assistant workforce.

This guidance has been developed by the Society of Radiographers (SoR), supported by the NHS England Workforce, Training and Education directorate through its Allied Health Professions (AHP) Workforce Reform Programme. The guide forms part of the outputs from the radiography-focused workstreams of that funded programme, with the aim of promoting the growth and effective deployment of the radiography support workforce nationally.

It is designed to support unregistered, patient-facing staff, typically in Agenda for Change bands 3 and 4, by clearly defining a scope of practice within the radiotherapy team for senior clinical support worker and assistant practitioner levels of practice. This guide highlights the vital contribution these dedicated professionals make to the radiotherapy team and offers recommendations for the qualifications and experience that will help new recruits excel and grow in their roles. Their development is essential in supporting and strengthening the registered workforce, fostering a collaborative environment that benefits patients and enhances care delivery.

A note on terminology

This guide details the roles and responsibilities of patient-facing staff typically employed in Agenda for Change bands 3 and 4. How these staff are described collectively – and their individual role titles – varies from service to service.

The guide uses specific terms such as senior clinical support worker (SCSW), trainee assistant practitioner (TAP) and assistant practitioner (AP). Collectively, this group of staff is referred to as the support and assistant workforce, or support staff, while individually, they are called support workers.

How this guide was developed

This guide was developed through an analysis of job descriptions and person specifications provided by radiotherapy service managers (RSMs), along with input from subject matter experts, with consultation and feedback from the profession. Where appropriate, the guide aligns with the SoR's *Developing career pathways for diagnostic imaging support worker roles: guidance on roles and responsibilities* document, the College of Radiographers (CoR) *Education and Career Framework for the Radiography Workforce (ECF)*, and the NHS England (NHSE) national *Allied Health Professions' Support Worker Competency, Education and Career Development Framework*.

Who this guide is aimed at

This guide is primarily designed for leaders responsible for radiotherapy workforce planning and management. However, it will also be valuable for those in the support workforce, including senior clinical support workers, trainee assistant practitioners, degree apprentices and assistant practitioners.

The guidance can support individuals, along with leaders, managers, practice educators and mentors, as this guide can be used in conjunction with the CoR's *Education and Career Framework (ECF)* to explore opportunities for career development and personal growth. While the guide focuses on workforce planning, it recognises the essential contributions of support staff and their role in radiotherapy services.

The need for this guide

Since the publication of *Radiography Skills Mix* by the Department of Health in 2003, which provided a framework to support the safe and effective integration of assistant practitioners into the radiography workforce, growth has remained slower than originally anticipated. The initial ambition was for assistant practitioners to comprise approximately 10% of the radiotherapy radiographic workforce.

The most recent SoR radiotherapy radiographic workforce UK census (carried out in 2024) found that roles in Agenda for Change bands 3 and 4 account for approximately 3–4% of the NHS radiotherapy radiographic workforce. The census also indicated that vacancies continue to affect the workforce overall, including support and assistant roles, reflecting ongoing recruitment and retention pressures.


Although the wider radiotherapy radiographic workforce has grown over the past decade, bands 3 and 4 posts remain a relatively small proportion of the overall establishment. This suggests there remains scope to further develop and embed the support and assistant workforce model within radiotherapy services.

Building capacity and embedding support worker roles could yield four key benefits:

- improvements in patient care
- improving service productivity and capacity by freeing up registered staff time, enabling registered professionals to focus on enhanced, advanced and consultant-level practice
- the creation of a work-based route into pre-registration training for those who wish to progress
- developing a more diverse workforce that is reflective of its local community.

These are explained in more detail below.

A 2025 survey of RSMs, conducted by the SoR, found that 80% of managers would like to employ more senior clinical support workers and assistant practitioners. Lack of funding was the key barrier to expansion.



80% of radiography service managers would like to employ more senior support workers and assistant practitioners.

This guidance highlights the transformative potential of developing new roles to support employment of support workers. By integrating these roles, together with an appropriate skills mix of registered radiographers, at practitioner, enhanced and advanced levels of practice, services can further enhance care for patients and create a nurturing environment to grow their own future workforce. For those services that already have support staff, it is an opportunity to elevate and develop roles, ultimately fostering professional growth and empowering individuals to thrive.

Research has shown that knowledge within the radiotherapy profession about the tasks that assistant practitioners can perform, for example, is limited (Palmer et al., 2018). The 2025 SoR RSM survey also found evidence that managers were not always clear about the potential contribution of assistant practitioners. This guide details those tasks.

Where senior clinical support workers and assistant practitioners are employed, the tasks they undertake vary from service to service (Baker, 2016). This variation presents an opportunity to improve quality and increase capacity by using this guide to promote greater consistency and standardisation, supported by appropriate education and training aligned to the relevant level of practice within the CoR *ECF*.

A further survey of radiography senior clinical support workers and assistant practitioners, conducted by SoR in 2025, found that 73% of support workers felt they could contribute more to services. Enabling this contribution must be underpinned by a clearly defined scope of practice, appropriate supervision and development opportunities mapped to the CoR *ECF*, to ensure safe and effective practice.



73% of senior clinical support workers and assistant practitioners feel they could contribute more to services.

This guide provides information to services to support a review of their existing job descriptions to ensure they are current and reflect best practice and national guidance. Finally, it aims to support safe care by outlining the tasks that support staff can appropriately perform at both levels of practice with appropriate education and training, and local agreement.

The impact of senior clinical support workers and assistant practitioners

Although the relatively small numbers of senior clinical support workers and assistant practitioners employed by radiotherapy services means there is limited research aimed at assessing their impact, there is a body of evidence that shows that deploying assistant practitioners delivers a number of benefits (Stewart-Lord et al., 2011; Price et al., 2015; and Palmer et al., 2018). These include:

- freeing up the time of registered staff, which can, for example, enable registered staff to undertake enhanced, advanced and consultant practice
- improving patient flow
- improving continuity of care
- cost effectiveness.

Wider research on the benefits of clarifying the scope of practice of the allied health profession's support workforce also suggests this results in benefits (Somerville et al. 2015; Griffin and Fordham, 2024). Such benefits include:

- freeing up registered staff's time so they can undertake a greater number of high-level tasks
- increasing the ability of registered staff to engage in advancing practice and professional development activities across the four pillars of practice, aligned to the *ECF*
- effective deployment of support workers that frees up time through the delegation of not only appropriate clinical tasks but also non-clinical responsibilities (such as interviewing for new support staff, the induction of new recruits, provision of information and signposting for patients, and supporting students on placement, apprentices and work experience placements)
- lower staff turnover
- increased patient satisfaction.

Support workers are also more likely to be recruited from the local communities their hospitals serve and, as a result, reflect the diversity of those communities. This has several benefits, including the provision of culturally competent care, which underpins safety.

Over 40% of support workers who replied to the 2025 SoR survey of SCSWs and assistant practitioners said that at some point in their career they would like to progress and train to become a registered radiographer. Developing your support workforce, including creating work-based progression pathways, is one way to boost your registered workforce locally.



40% of senior clinical support workers and assistant practitioners would like to become registered radiographers.

How to use this guide

This guide sets out the two most impactful levels of practice for the radiotherapy support workforce, including the tasks and responsibilities that members of the radiotherapy support workforce can perform. Tasks are grouped together under the following six domains:

1. Maintain and support an effective, clean and safe environment
2. Manage data and information
3. Communication and relationship skills
4. Patient care
5. Patient flow
6. Support specific procedures and responsibilities

The domains comprise tasks within all four pillars of professional practice – clinical practice, leadership and management, research/evidence-based practice and quality improvement, and education.

The guide also sets out recommended education and experience requirements for recruits to each of these levels, aligned to the CoR's [Education and Career Framework for the Radiography Workforce \(ECF\)](#) and the [NHSE AHP Support Worker Competency, Education and Career Development Framework](#).

There are three key areas for consideration when reviewing workforce needs:

1. While tasks for support workers may vary based on local needs, the standards of practice and responsibilities must remain consistent. Variations in tasks delivered are acceptable, but the quality of service should be uniform. It is crucial to ensure that support and accredited education and training are in place, enabling staff to undertake new responsibilities while maintaining these consistent standards.
2. Only appropriately trained, authorised and supervised support staff should handle specific tasks. The CoR *ECF* outlines the essential competencies support staff must develop. Use this framework to identify developmental needs.
3. Evaluating your support workforce may lead to updated job descriptions as staff take on new tasks. Any changes should be reasonable, made in consultation with staff, adhere to local agreements and comply with the organisation's governance requirements for changes in clinical practices.

Required resources

The NHS England Allied Health Professions Support Worker Strategy

Launched in 2021, this strategy includes the [Allied Health Professions' Support Worker Competency, Education and Career Development Framework](#) among other resources, including a 'skills passport', guidance on learning and learning cultures, and descriptions of 'grow your own' workforce planning strategies.

The CoR Education and Career Framework for the Radiography Workforce

The [ECF](#) provides guidance on the education and career development of the radiography profession, including senior clinical support workers and assistant practitioners. It defines all the levels of radiography practice, and the educational standards related to each of them.

The *ECF* informs the CoR's pre- and post-registration programme approval process. It also informs the accreditation of individual members of the radiography workforce through CoR accreditation schemes, including for assistant practitioners.

The coding within the *ECF* is the same as that used in the [CoR assistant practitioner accreditation scheme](#). Knowledge, skills and attributes (KSA) are provided for all levels of practice. For example, a skill for assistant practitioners is:

[AP.S.01] Practise safely and effectively within relevant legal, ethical, professional and managerial frameworks and protocols

The *ECF* can be used by staff to assess areas where they could develop further within their existing roles, but also to assist them to consider the KSA they would need to acquire to progress to a higher level of practice. In terms of this guide, the *ECF* should be used to assess the KSA that staff need to acquire to safely and effectively perform their role.

SoR resources

SoR's dedicated [Support Worker and Assistant Practitioner \(SWAP\) Resource Hub](#) hosts multiple resources to support transformational workforce change, skills mix, quality and career development. SoR has developed a wide range of resources applicable to the radiography support workforce, including case studies, advice on delegation and guidance on how to increase recruitment from local labour markets.

Aspirant Cancer Career and Education Development programme (ACCEND)

The ACCEND programme provides guidance on the knowledge, skills and capabilities required by all cancer support workers, nurses and allied health professionals who care for people living with cancer in non-oncology and specialist cancer services and roles as part of multi-professional teams across the four UK nations.

ACCEND is a cancer career and education development programme that helps staff increase their knowledge, skills and capability. It aims to expand and improve the future cancer healthcare professional workforce. It also provides the existing cancer workforce with access to the education and training needed to match the competencies required for their role. Using a range of learning opportunities, the [ACCEND framework](#) provides a definitive career and development pathway for those aspiring to work in cancer care.

Therapeutic radiography senior clinical support workers: Roles and responsibilities

The examples included in this guide are for illustration only and are not intended to be exhaustive or prescriptive. They are provided to support understanding of the types of activity that may be undertaken within a defined scope of practice, subject to local governance, education, training, authorisation and supervision.

Role summary

Senior clinical support workers (SCSWs) play a vital role in the patient pathway, starting with preparation for appointments. They assist in preparing patients for their computed tomography (CT) scans, ensuring that the environment is safe and clean. SCSWs are responsible for managing stock and supplies to facilitate smooth operations within the department.

One of their key tasks is cannulation, performing this clinical procedure under appropriate supervision, and ensuring the patient is comfortable throughout the process. They also excel in communication, providing essential information to patients, their families and carers about their care and what to expect during their visit.

In addition to these responsibilities, SCSWs can support patients by collecting data for clinical trials and assisting with simple assessments. They are dedicated to offering personal care, which includes assistance with positioning, as well as providing emotional support during what can be a stressful experience for patients.

The specific tasks that SCSWs undertake may vary based on the needs of the department, but their contributions are crucial for delivering high-quality patient care. This could, for example, include checking:

- emergency call buttons
- radiation warning signs
- trolley brakes
- electric hoists
- blood pressure machines
- battery-operated equipment
- basic quality assurance checks on equipment.

SCSWs are typically graded at Agenda for Change band 3.

Knowledge, skills, competencies and qualifications

The SCSW role requires factual, procedural and theoretical knowledge and understanding of their occupational area to complete tasks and address problems that, while well defined, may be complex and non-routine. They interpret and evaluate relevant information and ideas, being aware of the nature of their area of work and of different perspectives or approaches. They identify, select and use appropriate cognitive and practical skills, methods and procedures to inform actions and complete tasks, while also reviewing how effective their methods and actions have been.

The qualification and experience criteria outlined in this section are intended to support new recruitment and future workforce development. Services may already employ SCSWs who have developed competence through in-post training and experience. In such cases, local governance processes should be used to recognise existing competence, supported by appropriate education, supervision and assessment.

People in SCSW roles should have level 3 qualifications, such as a Level 3 apprenticeship, BTEC, T Levels or A Levels, plus level 2 functional skills (for example, through obtaining GCSE English and Maths), or be able to demonstrate the commitment and potential to acquire such qualifications shortly after employment. SCSWs should have experience of working in people-facing roles or supporting people through life experience, volunteering or employment (for example, in retail or hospitality). A basic level of computer literacy is also desirable. They should achieve a level 3, or equivalent, professionally relevant qualification if they do not already have one.

In some organisations, completion of the Care Certificate may be required for staff in bands 3–4, subject to local policy and role requirements.

Note: If SCSWs are entitled to work as an operator under the Ionising Radiation (Medical Exposure) Regulations 2017 (IR(ME)R), even within a limited scope, they must be trained and assessed as competent to undertake the specific task within a clearly defined scope of practice. It is essential to distinguish between task-specific competence and the broader professional judgement held by registered radiographers. If they are supervised by a trained operator (radiographer) they will be considered a 'trainee' under IR(ME)R rather than an operator. The radiographer maintains responsibility for the exposure. It is important to note the difference so that everyone is clear who is responsible for the exposure.

Roles and responsibilities of senior clinical support workers

The following section describes the roles and responsibilities that appropriately trained and supervised support workers at this level of practice can perform. It is not expected that staff at this level will undertake all these tasks. Actual responsibilities and job design will depend on local service needs and configuration. In all circumstances staff should be appropriately trained and supervised.

Domain	Description
<p>Maintain and support an effective, clean and safe environment</p>	<ul style="list-style-type: none"> • Manage own safety and that of others at work, including in restricted and controlled areas. Follow all safety policies and procedures, such as radiation safety policies, the Ionising Radiations Regulations 2017 and local rules, the Control of Substances Hazardous to Health Regulations 2002, manual handling policies and quality assurance in radiotherapy standards, to maintain a safe working environment • Demonstrate their compliance with legal and regulatory requirements relevant to role and, if appropriate as an 'operator', under IR(ME)R • Support patients and other staff with safety measures • Decontaminate and clean equipment and the working environment, such as waiting areas and changing rooms, including moving equipment in an appropriate way so as to manage hygiene requirements • Assess patient contrast questionnaires and identify potential hazards prior to CT • Manage blood and body fluid spills • Act as the manual handling lead for the department, reviewing the needs of patients coming in for treatment • Act as hygiene/infection control trainers • Maintain sharps bins/disposal according to protocol • Ensure that equipment is in good condition and well maintained, for example regularly checking observation equipment, glucose monitors and hoists • Report any unsafe equipment, issues or conditions
<p>Manage data and information</p>	<ul style="list-style-type: none"> • Input or amend information in patients' radiotherapy records/radiotherapy database systems • Produce reports to the radiotherapy team, if required • Request, access and obtain patient notes and data • Trace medical records between hospital departments to ensure they are easily accessible to support patient care

Domain	Description
<i>Manage data and information cont.</i>	<ul style="list-style-type: none"> • Look up results of investigations (for example, blood results and radiology reports), making results available for clinical review and flagging if results are unavailable to reduce delays; it is the final responsibility of the registered professional to check the contents of results obtained • Support patients and other staff with referrals to other healthcare professionals and services, such as emergency departments, community support, cancer charities and general practice
Communication and relationship skills	<ul style="list-style-type: none"> • Support patients, their families and carers by communicating information in a timely and accessible manner, using a variety of methods. This can include, for example, pre-assessment information, details of the number of treatments, possible side effects, any pre-treatment preparations required (such as bladder and bowels) and raising awareness of wider support and information available (for example, from Macmillan) • Provide reassurance and empathy to ensure understanding, including when sudden and unexpected patient care incidents occur • Be aware of and address any barriers to understanding • Take messages and answer, relay or refer queries to relevant staff • Accurately document information regarding height, weight, results and clinic attendance in accordance with department protocols
Patient care	<ul style="list-style-type: none"> • Assist patients with dressing, undressing, toileting or other personal care needs appropriate for each procedure • Act as chaperone • Work with appropriate staff to implement a dressings plan for patients, then carry out dressing application based on the plan and coordinate with review team on any changes required to both the plan and patient need • Assist patient positioning by using appropriate equipment where necessary, including for those with mobility issues

Patient care cont.

- Carry out and record patient observations, including vital signs checks, and recognise when patients are unwell, escalating to the registered nurse/therapeutic radiographer
- Complete food and fluid charts
- Perform venepuncture
- Insert cannulae and check patency using a pre-filled, single use syringe specifically intended for mechanical flushing of ports and catheters ([MHRA, Borderlines between medical devices and medicinal products in Great Britain, p.12](#))
- Undertake bladder scans
- Check blood sugar levels
- Remove cannulae and care for the cannula site
- Obtain specimens for laboratory sites
- Undertake skin assessments
- Under direction, provide extra support to patients with additional needs, including those related to dementia, neurodiversity, mental health, cognitive impairment, physical disability or communication needs
- Provide refreshments or aftercare for patients having extensive preparation regimes or invasive interventions
- Empty bedpans and catheter bags when required

Patient flow

- Liaise between members of the multiprofessional team to assist patient flow, for example ensuring the booking team, radiographers or other staff receive factual, prompt and accurate information regarding the patient
- Schedule radiotherapy appointments, preparing paperwork prior to patient attendance
- Identify any custom immobilisation for each patient on treatment machines to be checked and moved to the appropriate room (for example, head and neck masks and custom bolus)
- If a patient is non-English speaking, arrange translation services in advance for booked appointments, such as first-day chat and treatment reviews

Domain	Description
<i>Patient flow cont.</i>	<ul style="list-style-type: none"> • Assist with preparing work lists and, under the instruction of a radiographer or other appropriate member of staff, rearrange work lists in the event of equipment failure • Provide pre- and post-treatment information, including about the department, side effects and consent • Ensure all areas always have the required equipment • Take responsibility for ordering and maintaining appropriate levels of stock for clinical areas and procedures • Order and replenish stock, including linen and laundry (supplying gowns and emptying linen hoppers), stationery and patient information leaflets • Identify and communicate potential delays • Position equipment • Check and restock the crash trolley • Transfer patients to and from the wards and clinics when required for treatment, observing safe and efficient practice • Recognise patients with additional needs and communicate appropriately with the relevant operators • Prepare appropriate personal protective equipment (PPE)
Supporting, educating and training others	<ul style="list-style-type: none"> • Demonstrate tasks within scope of practice and provide support, orientation and information about the wider oncology pathway to students, apprentices or other trainees • Support new starters in the same or similar role, providing feedback and guidance • Explain and demonstrate to other team members a range of learnt procedures and tasks, assisting them to develop skills • Lead the training of other staff members where appropriate, such as in infection control or manual handling • Assist with the mentoring of other staff in a junior or similar role • Work with line managers to create rotas for the support worker team

Therapeutic radiography assistant practitioners: Roles and responsibilities

Role summary

Assistant practitioners (APs) perform routine and predictable clinical tasks that might otherwise be undertaken by a radiographer or equivalent healthcare professional in radiotherapy. Their work is protocol-driven within a defined scope of practice, under the supervision of radiographers, nuclear medicine technologists, sonographers and registered nurses. The supervision model varies depending on the assistant practitioner's area of work, experience and scope of practice.

Assistant practitioners are primarily patient-facing, undertaking many of the roles and responsibilities of SCSWs, including cannulation and patient positioning, as well as additional clinical tasks usually performed by radiographers. They have the required level of factual and theoretical knowledge of principles, procedures, processes and concepts to perform their role.

An assistant practitioner role requires practical, theoretical and technical knowledge and understanding of a subject or field of work to find ways forward in broadly defined contexts. The role analyses, interprets and evaluates relevant information, concepts and ideas. Assistant practitioners are aware of the nature and scope of the area of study or work, which will be clearly defined and documented in a local policy document along with any regulatory entitlements. Staff at this level understand different perspectives, approaches or schools of thought and the reasoning behind them, and determine, adapt and use appropriate methods and cognitive and practical skills to complete work activities, inform actions and address problems. They use relevant research or development in their work, and also evaluate actions, methods and results.

Assistant practitioners work in non-complex, broadly predictable environments, recognising the need for and accessing more experienced assistance when required. Assistant practitioners take and demonstrate management and leadership for their own work within the scope of practice.

Knowledge, skills, competencies and qualifications

Assistant practitioners require a level 5 qualification, such as a foundation degree, relevant to their role in radiotherapy. The *ECF* sets out in detail the knowledge, skills and attributes that assistant practitioners should acquire. These include: theoretical principles underpinning the appropriate use of technology required for safe and effective radiographic practice, including quality assurance processes, record-keeping and managing equipment failure, the role of

imaging/radiotherapy in patient pathways, screening programmes and treatment regimes; regional and cross-sectional anatomy of the head, neck, limbs, thorax, pelvis and abdomen; and common pathologies and mechanisms of disease, with a focus on cancer, histology, haematology and the lymphatic and immune systems, and the roles and responsibilities of others in the team and wider service delivery network.

The difference between assistant practitioners and registered radiographers

The fundamental differences between an assistant practitioner and a registered radiographer are:

- **Breadth of practice** – a radiographer has a broad scope across therapeutic radiography, whereas an assistant practitioner has a defined scope of practice in a limited area.
- **Complexity** – a radiographer works with all patients, can modify techniques and adapt standard protocol, while an assistant practitioner works with a defined patient cohort, to standard techniques and standard protocols.
- **Responsibility level** – a radiographer is responsible for their own practice as an autonomous practitioner and takes responsibility to support decision-making for patients who fall outside the assistant practitioner standard operating procedures, such as managing and referring on for complications related to radiotherapy treatment, unexpected or serious findings, or managing untoward events.

Example of role differentials

Assistant practitioner	Therapeutic radiographer
Performs tasks and interventions defined in a written scope of practice	Works within the boundaries of their Health and Care Professions Council (HCPC) registration, job description and competence supported by written procedures
Works under the supervision of a registered radiographer	Works within the supervisory and governance framework for the work area
Where entitled as an IR(ME)R operator has a clearly defined and limited scope of practice	Undertakes IR(ME)R roles commensurate with job responsibilities and regulatory restrictions

<i>Assistant practitioner</i>	<i>Therapeutic radiographer</i>
Delivers the defined activities to the required standard	Is accountable for activities within their own job description and delivering them to the required standard, delegating and overseeing the delivery of AP activities, directing, monitoring and supporting the AP to work to the required standard
Works with a defined cohort of cooperative patients, seeking assistance when faced with activities outside the defined scope of practice	Works with all patients within the work area, provides support for SCSWs and APs as required
Recognises urgent, unexpected or untoward events, taking appropriate initial action to maintain patient safety, and escalates to the supervising radiographer for further actions	Takes responsibility for managing urgent, unexpected or untoward events, directing and taking appropriate actions including ensuring the completion of incident reports and accurate record-keeping

The roles and responsibilities of assistant practitioners

The following section describes the roles and responsibilities that **appropriately educated, trained and supervised** assistant practitioners at this level of practice can perform. It is not expected the staff at this level will undertake all these tasks. Actual responsibilities and job design will depend on local service needs and configuration. In all circumstances staff should be appropriately trained and supervised. In addition to these tasks, it would also be expected that assistant practitioners would be able to undertake the tasks of SCSWs as necessary.

Domain	Description
Maintain and support an effective, clean and safe environment	<ul style="list-style-type: none"> • Take responsibility for their own safety and that of the public and other staff at work. Know their responsibilities under the Ionising Radiations Regulations 2017. Comply with their employer's local rules • Take responsibility for the radiation protection of patients under the Ionising Radiation (Medical Exposure) Regulations 2017 (and subsequent amendments). Comply with their employer's written procedures • Know their responsibilities under the Control of Substances Hazardous to Health Regulations 2002, manual handling policies and quality assurance in radiotherapy standards

Domain	Description
<p><i>Maintain and support an effective, clean and safe environment cont.</i></p>	<ul style="list-style-type: none"> • Undertake daily quality control checks of equipment and recognise out-of-tolerance metrics and escalate accordingly • Log faults • Demonstrate their compliance with legal and regulatory requirements relevant to role and as an ‘operator’ under IR(ME)R • Contribute to the development, application and evaluation of organisational procedures and protocols • Take responsibility for risk identification and assessing activity within scope of role and adherence to local and national safeguarding procedures and policies • Able to perform basic life support techniques, and infection prevention and control • Ensure escalation of all accidents, incidents, near misses, faulty equipment or environmental issues to ensure they are reported as departmental and trust policy <p>Note: In respect of relevant activities above, staff at this level must work under authorisation guidelines issued by an IR(ME)R practitioner, and they should know who the practitioner is for every patient exposure.</p>
<p>Manage data and information</p>	<ul style="list-style-type: none"> • Meet the requirement of the NHS digital competency framework • Use IT systems relevant to the department and in delivery of care for patients, including inputting, storing and retrieving data from electronic patient management systems • Use treatment machine/imaging operational software, including radiotherapy record and verify systems, Picture Archiving and Communication system (PACS), CT and virtual simulation software
<p>Communication and relationship skills</p>	<ul style="list-style-type: none"> • Provide and receive complex and/or sensitive information regarding radiotherapy technique, procedures and how radiation interacts with tumours, to patients, carers and other healthcare professionals, which requires the ability to explain at a level and in ways the individual will understand, and in a non-discriminatory way

Domain	Description
<p>Communication and relationship skills cont.</p>	<ul style="list-style-type: none"> • Understand the communication needs of others and adapt communication style accordingly, including when patients are angry or upset, or where English is not their first language. • Actively listen and receive information, and give and act on feedback • Able to negotiate, persuade and reassure, especially when treating children and young people to gain their cooperation • Communicate changes in appointments to appropriate staff and patients • Advocate for other support staff and service to other teams and services • Advocate for service users, their families and carers • Identify and develop own leadership skills • Support patients with additional needs throughout their appointments • Provide information and support for prehabilitation and rehabilitation • Support patients and their families with access to charitable support or other resources • Be a point of contact for external agencies to send links/ information and updates on charitable services • Take appropriate action when the performance and practice of others should be positively recognised or requires improvement, challenging poor standards of care or inappropriate behaviour and raising concerns about the safety and well-being of patients • Promote and advocate for equality and diversity, and demonstrate inclusion through interaction with individuals. Provide support without prejudice • Provide a summary of treatment received and information regarding follow-up and ongoing care at completion of treatment for all patients

Domain	Description
Patient care	<ul style="list-style-type: none"> • Daily run-up of units, including synchrotron x-ray radiation (SXR) • Identify relevant surface landmarks and anatomy • Recognise relevant pathology/disease processes • Demonstrate awareness of the treatment pathway in relation to the intervention • Support patient positioning for CT scanning with appropriate training as required by IR(ME)R • Recognise signs and symptoms that indicate the need for referral to another healthcare professional in the multiprofessional care team, and escalate appropriately if unable to provide appropriate intervention under own scope of practice
Patient flow	<ul style="list-style-type: none"> • Prioritise work appropriately and manage own time effectively to maintain and promote high-quality technical and patient care • Make positive identification of patient • Liaise with patients regarding suitability of appointments and confirmation of transport arrangements • Assist with the confirmation that all treatment data is prepared and checked for each patient prior to commencement of treatment • Ensure that radiographers in charge of individual cases are aware of information relevant to their patients • Ensure patient consent is obtained in accordance with the trust policy for consent to examination or treatment • Support the scheduler in periods of high demand and to cover for absence • Coordinate and assist with the organisation and preparation of patients for treatment, including coordinating lists for blood tests, coordinating lists of patients to be seen and ensuring patients' bladder status is monitored appropriately

Domain	Description
<i>Patient flow cont.</i>	<ul style="list-style-type: none"> • As part of the pre-treatment team, assist with tasks such as preparing paperwork for patients' planning/simulation appointments, ensuring patient notes etc. are available when required and filed away safely after use, organising the transfer of patients' information between areas, keeping areas clean and well stocked, and liaising with nurses on stock as required • Liaise with clinicians, mould room technologists, dosimetrists, physicists and radiographer colleagues on issues relating to patient technique/immobilisation • Liaise with the scheduling staff to maintain workload targets • Act as a second checker for the registered professional • Prepare equipment for administration of intravenous medicines by registered professionals, where legal mechanisms allow • Administer oral medicines after supply by a registered professional, where legal mechanisms allow • Insert cannulae and check patency using a pre-filled, single use syringe specifically intended for mechanical flushing of ports and catheters (MHRA Borderlines between medical devices and medicinal products in Great Britain, p.12) Remove cannulae in line with protocols • Observe patients before, during and after contrast agent injections/interventional procedures, and provide appropriate care • Take patient observations
Support specific procedures and responsibilities	<ul style="list-style-type: none"> • For standardised, highly protocolised treatments after meeting and maintaining department-specific competencies in setting up and delivering treatment, assess, plan and deliver radiation treatment to meet patients' needs in accordance with agreed local and national standards and evidence-based guidelines, and perform associated patient care and enhanced clinical skills to a high-quality standard under the supervision of a senior radiographer • Demonstrate appropriate professionalism and always act within own scope of practice

Domain	Description
<p><i>Support specific procedures and responsibilities cont.</i></p>	<ul style="list-style-type: none"> • Identify any specific precautions or contraindications to the proposed treatment and take appropriate action • Record all activities carefully, contemporaneously and accurately, and consistent with legislation, policies and procedures • Proactively engage with patients, relatives and carers to seek their views, gain agreement and keep them informed about their treatment and care • Demonstrate safe and effective practice in the planning and delivery of radiotherapy • Participate in, contribute to and possibly lead audits, service evaluation and quality improvement projects relevant to own work, and make suggestions as to how service may be improved • Apply research governance, ethics, protocols and guidelines, and possibly undertake more complex research activities, including data collection and analysis • Disseminate research findings • Contribute to discussions on service/policy development in the field of radiotherapy and provide comments on proposals • Contribute to learning resources and provide feedback on learning opportunities • Provide supervision, pastoral care and support for others • Perform health promotion activities such as healthy lifestyle initiatives • Support pre-registration students on placement, apprentices and work experience/Technical Level students within scope of practice. Assess students/trainees, giving feedback for improvement • Demonstrate duties to, and support for, any new starters • Participate in interviews and the selection process for new staff

Domain	Description
<i>Support specific procedures and responsibilities cont.</i>	<ul style="list-style-type: none">• Take responsibility for coordination of public health resources• Provide support for public health initiatives, such as screening and signposting for smoking cessation and attending other screening programmes• Take an active part in team meetings and attend relevant lunchtime talks/continuing professional development (CPD) sessions

Further Resources

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