

Chief Executive Officer  
Richard Evans OBE



**CoR**  
THE COLLEGE OF  
RADIOGRAPHERS

**MINUTES OF THE CONSULTANT RADIOGRAPHERS ADVISORY GROUP (CRAG)  
HELD ON WEDNESDAY 28<sup>th</sup> MARCH 2018, AT THE OFFICES OF THE SOCIETY OF  
RADIOGRAPHERS, 207 PROVIDENCE SQUARE, LONDON, SE1 2EW**

**PRESENT:**

Rita Borgen {RB}  
Alexandra Drought {AD}  
Lisa Field {LF}  
Ricardo Khine {RK} {Guest}  
Robert Milner {RM}  
Jonathan McConnell {JMC}  
Dawn McDonald {DMD}  
Heather Nisbet {HN}  
Neill Roberts {NR}  
Yatman Tsang {YT}  
Sue Williams {SW} {Chair}  
Saminah Yunis {SY}

**IN ATTENDANCE:**

Valerie Asemah {VA} {Minutes}  
Charlotte Beardmore {CB}  
Rachel Harris {RH}  
Tracy O'Regan {TOR}

**1. WELCOME, INTRODUCTION AND APOLOGIES**

- 1.1 The Chair welcomed everyone to the second meeting of the Consultant Radiographers Advisory Group (CRAG) and round table introductions were made.
- 1.2 Charlotte Beardmore {CB} Director of Professional Policy attended the meeting to give an update with regards to advanced clinical practice; she recently co-chaired a meeting with Mark Bedford in relation to Health Education England, Multiprofessional Framework for Advanced Clinical Practice. The framework is to be implemented in England over the next year. Lots of work is being done by the AHPs, which is led by Sally Gosling (CSP). A multiple stakeholder group is also looking at consultant practice. Following next week's meeting CB will feedback to this group. National level discussions are going on but more joined up thinking is needed. A radiographer who is aiming to create a better working environment leads the group in Scotland.
- 1.2.1 JMC mentioned that he has been asked to set up the NEST plan in Scotland, which is related to role transformation.

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- 1.3 Apologies for absence were received from Sue Garnett, Steve Savage, Kathryn Taylor and Zebby Rees.

## **2. MINUTES OF PREVIOUS MEETING**

- 2.1 The minutes of the meeting held on 12<sup>th</sup> September 2017, were approved as a true and accurate record.

## **3. UPDATE ON GLASSCUBES AND SN ARTICLES**

- 3.1 TOR gave an update informing the group that to date there has been two articles in Synergy News around Glasscubes. Ten people has asked for access to the site but so far has yet to log on, an additional one hundred and thirteen people have actively logged on. TOR indicated that in time she would do a proactive chase of those outstanding.

TOR reminded the group that it is important to be on the Glasscubes network as information and news from this meeting need to be disseminated to the wider consultant group. The next article for Synergy News will be to remind the consultant group know they have to use Glasscubes to be involved and have a voice. TOR will draft an article.

- 3.3.1 DMD indicted that she is still having problems with both Synapse and Glasscubes. ToR and VA to assist with sorting any issues out.

***ACTION: TOR & VA***

## **4. TOPICS FOR GLASSCUBES POSTS TO KEEP ENGAGEMENT**

- 4.1 TOR updated the group, informing them that she had spoken with Eugene Statnikov (Knowledge Manager) who wanted to know if the group had any suggestions for specific topics that they wanted to go on Glasscubes posts. For an example, they could look at the questions already asked on Glasscubes and see the themes there. There was a suggestion of having various groups such as breast imaging, ultrasound, radiotherapy etc. It was decided to frame discussion around the CRAG workplan. It was agreed that TOR will look for themes on the discussion board and report back to the next meeting. It was also suggested that it will be useful to use a header in emails if posts are aimed at subsections of the glasscubes members e.g. Radiotherapy.

***ACTION: TOR***

- 4.1.1 Succession planning was also discussed – with the Chair informing the group that she has been asked to chair a meeting in July at the Symposium Mammographicum to give feedback from CRAG.
- 4.1.2 Job description and job plan – it was noted that there is some confusion between a job plan and a job description. SW/TOR to remind practitioners about the guidance documents which has some good documentation demonstrating the differences.

***ACTION: SW & TOR***

- 4.1.3 Manager Groups – RH reminded the group that there are two managers groups and feedback from this group should go to them. It was agreed to add ‘job plans’ to the manager’s agenda, as there is a need to understand how managers and consultants can work together.

***ACTION: RH***

- 4.1.4 Pay – RH updated the group on the pay review and the impact this will have on everyone.

- 4.1.5 Articles for Synergy News – It was agreed that TOR would draft an article outlining the difference between Advanced Practitioners and Consultant Radiographers.

***ACTION: TOR***

## **5. FINALISING THE IMPACT WORK**

- 5.1 The Chair updated the group on the impact work informing them that Beverley Snaith had given permission to use her case study tool for the final document. There was a discussion around the 4 core domains, what does it mean and how are they implemented in consultant practice. It was agreed that a breakdown is needed and RH will ask for them to be added to both manager’s groups agenda.

***ACTION: RH***

- 5.1.1 Following further discussion it was suggested that each month a ‘chatty’ article to go into Synergy News should be produced by a different member of CRAG. Posters should be displayed on the Society’s stand at UKRC. Attendance at the CAPHR conference SCoR also has a stand there. It was agreed that a bullet point action list should be created, such as:

- Topics for discussion
- Articles for Synergy News
- Impact document as it stands
- Strategy for Glasscubes
- Liaise with wider audience (consultants)

It was agreed that TOR would co-ordinate so all group members were asked to give her any items/thoughts they had etc. The group was tasked with having a look back at last year’s Synergy News to see where consultants are mentioned. Should there be a library of good examples on Glasscubes?

***ACTION: TOR & ALL***

## **6. CONSULTANT EVENT AT UKRCO**

- 6.1 At the first meeting it was noted that Fodi Kyriakos {FK} had kindly offered to pay for an event for the whole of the consultant network to get together at UKRCO, but unfortunately, following some discussion it appears that this is not a convenient time for all and TOR was tasked with going back to FK to explain that a Sunday afternoon session is not conducive for the group at present. She will liaise with him when a more suitable time is agreed upon.

***ACTION: TOR***

## **7. TRAINEE CONSULTANT AND CONSULTANT SURVEY**

- 7.1 TOR informed the group that she was tasked with carrying out a survey of trainee consultants, she had assistance from Spencer Goodman and Sairanne Wickers. TOR will upload to Glasscubes for all to view prior to release to the consultant group via glasscubes. Discussion about the questions resulted in a suggestion that two additional questions, asking if consultants have job plans and succession plans for the post, should be added.

***ACTION: TOR***

- 7.1.1 There was a question around the number of consultants who has not as yet applied to become College Assessors. Following discussion, it was agreed that VA would ask Michele Landau (Education Administrator) to send DMD an application form and to ask for a list of those who are outstanding.

***ACTION: VA***

- 7.1.2 It was reiterated to the group that every time they do a high level piece of work they should publicise the work; send it to RH or TOR to upload to Synapse for other group members to see.

***ACTION: ALL***

- 7.1.3 HN – (HCPC) requirements and pre-registration training) will upload what she has done to Glasscubes and will ask for feedback by September 2018, from the wider consultant group.

***ACTION: HN***

## **8. PRESENTATION: THE PROFESSIONAL AND ORGANISATIONAL IMPACT OF THE CONSULTANT THERAPEUTIC RADIOGRAPHER: A CASE STUDY**

- 8.1 Ricardo Khine attended the meeting today to give the above presentation. A Q&A session followed the presentation.

## **9. THE FUTURE ACCREDITATION MODEL BOTH INTERIM AND FUTURE PROOFING**

- 9.1 RH updated the group and tried to clear up some of the issues surrounding accreditation, informing them that they should be mindful of research strategy emphasising that by 2021 there is an expectation of consultant radiographers working at doctoral level – ‘not that you must have a doctorate’. Moving forward it was strongly proposed that consultants should peer review applications, start to take ownership and make sure that those going for accreditation are all signed up to the Approvals and Accreditation Board (AAB) as a College Assessor. The group was also encouraged to self-apply for SCoR Fellowship by Portfolio.

***ACTION: ALL***

## **10. WORK PLAN REVIEW (to include document, impact, etc.)**

- 10.1 The group went through the workplan, discussing and agreed as necessary.

**11. POTENTIAL PROJECTS REVIEW:**

- **Trainee Posts and succession planning**
- **Doctoral Training avenues**
- **Accreditation Requirements**
- **Appraisal Standardisation and tools**
- **Scope of Practice**

11.1 The group went through and discussed the above projects.

11.1 There was concern around the accreditation process for consultant radiographers and whether they can go back to the original accreditation time of 2 yearly. RH agreed to speak with Charlotte Beardmore {CB} Director of Professional Policy and get back to the group.

**NB: post meeting note:**

CRAG is an advisory group working with SCoR Council and the Board of Trustees and as such need to follow an agreed policy. The decision made by Council, CBoT and AAB to change the re-accreditation timeframe was based on requests from consultant radiographers. Therefore, this is the agreed and final format – 2 yearly for assistant practitioners, 3 yearly for advanced practitioners and 4 yearly for consultant radiographers; there will be no change.

**12. ANY OTHER BUSINESS**

12.1 There was some concern that SCoR does not provide enough support for those trying to undertake research. RH listed the various awards that are offered and asked the group to have a look at the website at [www.sor.org/about-us/awards](http://www.sor.org/about-us/awards) for further information.

***ACTION: ALL***

**13. DATES OF FUTURE MEETINGS**

13.1 The dates of future meetings were agreed as:

- Wednesday 19<sup>th</sup> September 2018
- Tuesday 9<sup>th</sup> April 2019
- Thursday 19<sup>th</sup> September 2019