Consultant radiographer role evaluation tool

Each sheet is dedicated to one of the 4 pillars of the Consultant post:
  o Clinical expertise
  o Professional leadership
  o Education, training and development
  o Service development and research

These components are consistent and distinctive to the Consultant role

Relevant paperwork to be used in conjunction with this tool include:
  o Original components of the business case under the 4 headings
  o Relevant KSF outline
  o Annual objectives
## Consultant radiographer role evaluation tool

**Key function: Clinical expertise**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measures/ Demonstrated by/ examples</th>
<th>KSF dimension</th>
<th>Relevance to Policy/targets/literature</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintain existing clinical practice</td>
<td>Patient management (highly complex cases)</td>
<td>2, 5</td>
<td>18 week cancer targets Enhance patient centred care</td>
<td>Case study of success or near miss</td>
</tr>
<tr>
<td>Audit of practice relating to competency/workload</td>
<td>IT stats Peer review Mentor review</td>
<td>2, 5</td>
<td>CoR/RCR guidance</td>
<td>Quarterly retrospective audit of 5% images by mentor</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Analyses of workload stats</td>
</tr>
<tr>
<td>Further develop clinical skills</td>
<td>Undertake post graduate module or Written and completed an in-house training programme</td>
<td>2, 4</td>
<td>Audit commission reporting times</td>
<td>Develop skills in reporting non trauma images</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Advanced skills in brachy therapy: undertaking vaginal exams</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Competence in breast FNA</td>
</tr>
</tbody>
</table>
# Consultant radiographer role evaluation tool

**Key function:** Professional leadership and Consultancy

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measures/ Demonstrated by/ examples</th>
<th>KSF dimension</th>
<th>Relevance to Policy/targets/literature</th>
<th>Examples</th>
</tr>
</thead>
</table>
| Guide/advise on updates of local protocols in line with current best practice | - Review dept/trust protocols/policies  
  - Partake in relevant meetings/working groups                           | 1,2,4,5       | Develop a team approach to patient care | Collaborate to update the NG tube policy for the Trust in line with national guidance |
| Contribute to clinical governance                                         | - Participate/Lead discrepancy meeting  
  - Adverse incidents                                                       | 3,4,5         | Clinical governance  
  DoH  
  Reduce level of complaints  
  Improved shareholder satisfaction                                            | FP/FN figures  
  Patient satisfaction  
  Complaints                                                                   |
| Influence recruitment and retention                                        | - Change in attrition  
  - Empower others                                                             | 1,2,6         | Workforce to achieve 18 week target    |                                                                           |
| Contribute to national guidance                                           | - Respond to consultations  
  - Volunteer to be a member of relevant working party                      | 1,5           | National programme for diagnostics    | CoR/RCR  
  NICE  
  National imaging forum                                                      |
| Develop/Maintain a national/international profile in radiography          | - Conference attendance  
  - Presenting at conferences/study days  
  - Journal publications  
  - Poster presentation                                                       | 1,2,4,5       |                                         | Invited speaker study day  
  Involvement at national/ international meetings                               |
## Consultant radiographer role evaluation tool

### Key function: Education training and development

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measures/ Demonstrated by/ examples</th>
<th>KSF dimension</th>
<th>Relevance to Policy/targets/literature</th>
<th>Examples</th>
</tr>
</thead>
</table>
| Support the education of health economy staff at all levels | -Teaching  
- Assessment  
- Mentorship support  
- CPD programme | 1, 2, 5 | Working across MDT boundaries – NHS plan | Deliver lectures to radiographers, radiology registrars, AE sho’s and nursing staff |
| Facilitate advanced practice | Mentorship/supervision  
Journal club  
CPD programme | 2, 5 | Develop skills to meet 18 week target | Set up CPD programme  
Involvement in MDT development |
| Collaborate with and contribute to Local HEI education | -Lecturing  
- Curriculum development  
- External examining  
Major review | 2 | 4 tier workforce AFC  
Learning and development framework | Provide input into developing MDT advanced practice module |
| Contribute to professional publications | - Publish in Journal article, National Press, Poster display  
- Journal review  
- Book review  
- Write chapter/text book | 1, 2, 5 | Disseminate expert practice | Publish article  
Present at conference  
Author book |
### Consultant radiographer role evaluation tool

**Key function: Service development and research**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Measures/ Demonstrated by/ examples</th>
<th>KSF dimension</th>
<th>Relevance to Policy/targets/literature</th>
<th>Personal examples</th>
</tr>
</thead>
</table>
| Facilitate service redesign/improvement/resource management               | -Integrate robust skill mix at all 4 tiers  
-Reduce stages in patient pathway  
-Develop greater multi professional working                                   | 4,5,6          | NHS plan  
Reduce access times  
Reduce number of recalls/length of stay                                        | Facilitate easier patient pathway                                                              |
| Evidence based practice                                                   | Review imaging protocols  
Contribute to evidence base                                                  | 5              | 18 week target                         | Change of imaging needs  
Pathway to match current clinical management                                      |
| Access to services                                                        | Contribute to relevant MDT  
Shorten waiting times  
Individuals service compared to others                                         | 4,5           | 2 week cancer referral  
18 week target  
Increased integration/access  
Increased choice                                                                | Compare waiting times  
Access time to expert clinical referral                                          |
| To take an active lead in clinical audit                                  | -Undertake audit projects  
-Encourage /Support staff to develop skills in audit  
-Ensure audit outcomes are implemented                                        | 1, 2, 4, 5      | RCR guidelines, working towards NICE guidelines                           | Assist peer review  
Audit of examinations Resulting in potential Annual Trust cost saving             |
| To support a departmental research culture                                | -Establish relevant links to support culture  
-Assist staff wishing to undertake projects as required  
-Take and active role in relevant research projects                               | 2,4,5          | DoH website  
DoH research award  
Professional research award                                                       | Trust research network  
Develop audit protocols  
CoR research group  
Research to evaluate new approaches                                               |