

Consultant Radiographer Advisory Group (CRAG) Work plan 2019-2020

CONTEXT:

Consultant Radiographers are:

- Champions in the clinical, academic, and research field, who contribute to innovative solutions to patient care. The role is one that defines professional development and influences at strategic level. As such, the Consultant Radiographer will play a pivotal role in the integration of clinical practice, education, and research findings.
- Able to initiate clinical service developments and deliver improved patient outcomes through the implementation of the findings from:
 - Clinical research
 - Clinical audit
 - Clinical governance
 - Clinical risk assessment
- Independent, creative thinkers, who are advancing research and education for service developments, and are able to work across boundaries.
- Practitioners with mature clinical reasoning skills, underpinned by practice experience and relevant education. They will provide leadership and function as consultants to other practitioners.

The Consultant Radiographer Advisory group (CRAG) was established in September 2017. The advisory group is formed of members from the wider consultant radiographer community. Prior to the formation of CRAG the wider consultant radiographer group made a significant contribution to the development of the profession, in particular by raising the profile of the consultant radiographer role nationally and providing a forum for communication and support.

CRAG is intended to progress this work; to provide an effective voice representing both the community of consultant radiographers and the wider diagnostic imaging and therapeutic radiography workforce. CRAG proceeds with the intention that consultant radiographers must be supported and developed to be able to maximise their individual and collective potential in delivering the best care for patients, service users, family/carers and staff.

RATIONALE:

CRAG will be fundamental in promoting the role of the Society and College of Radiographers (SCoR) as the appropriate professional body and trade union for consultant radiographers. CRAG will support the work of the organisation in promoting accredited consultant practice with particular attention to the four core domains of practice.

It is essential that through consultant practice evidence based research underpins overall improvement to patient experience and outcomes. As well as leading through example, the work of CRAG will provide support and also assist consultant radiographers to ensure (and provide) evidence of impact of the role in respect to patient care and outcomes.

CRAG OBJECTIVES:

The role of CRAG is therefore to provide the SCoR with advice regarding strategic direction for the profession. CRAG will offer appropriate support to deliver service improvements within the intra and inter-professional environment of consultant radiographer practice. CRAG roles include:

- To provide advice and information relating to the continuing education and professional development needs of consultant radiographers and the wider imaging and therapeutic workforce, considering the pressures and developments of the service.
- To promote consultant radiographer career development pathways, in line with SCOR policy, across all aspects of the profession.
- To facilitate research and guideline development for publication by the SCoR.
- To represent the organisation in relevant inter-professional forums, working groups, AHP panels and consultations, contributing to national agendas.
- To respond and comment upon documents as requested by the organisation and its officers.
- To contribute toward and support publications across the organisation, to include: Imaging and Therapy practice, Radiography, Synergy and relevant articles / information on SCoR consultant webpages and Glasscubes workspace.
- Provide a forum for sharing knowledge and best practice via formal meetings and networking opportunities.
- Establish good communications systems to inform and support individual colleagues and organisations across the United Kingdom.

- Act as a consulting and advisory body without executive powers. Members of the CRAG shall have a responsibility to act as a source of expertise and leadership for radiographers striving to extend their scope of practice.
- Provide professional advice and support to the SCoR.
- Formulate the future strategic direction for consultant radiographers for consideration by the SCoR. It is recognised that there may be variation according to local sphere / devolved nation.

Targets for 2020

- All CRAG members will complete applications and be appointed College of Radiographers (CoR) accreditation assessors specific to accreditation of consultant radiographers. Consultants who have already been appointed as assessors will need to complete annual updates. The aim is for everyone to attend the assessors training/update. This will form an on-going item on the agenda.

Responsible: Each CRAG member. Target date: completed September 2020.

- All CRAG members will contribute to the bespoke training for accreditation assessors for consultant practice. They will develop a framework against which applicants can be measured in a fair and consistent way by their peers whilst recognising the particular difficulties imposed by local job plans whereby the balance between the four core domains reflect the individual's current employment position.

Responsible: Each CRAG member. Target date: completed March 2022

- All CRAG members will take a leading role in the accreditation of consultant practitioners to include the development of an appropriate system that acknowledges variation of job roles yet maintaining a focus on consultant level practice.

Responsible: Each CRAG member. Target date: on going

- In view of the delays with the National consultant level practice framework the group will consider a review of the impact tool kit that will be of value in demonstrating accreditation expectations have been achieved.

Responsible: Each CRAG member. Target date: completed March 2020.

- All CRAG members will contribute to the development and promotion of a robust succession plan for the advisory group including the chair and vice chair positions

Responsible: Each CRAG member. Target date: completed March 2020

- Explore how CRAG can work with other groups from SCoR to enable support for enhanced research, leadership and education so the generic domains of practice are supported and recognised at consultant level and the consultant role is fully appreciated outside the professional body to add consistency to expectations of the practitioner and employers.

Responsible: Each CRAG member. Target date: on going

- Produce focussed articles for Imaging and Oncology and Imaging and Therapy practice promoting the role and impact of the consultant practitioner.

Responsible: Each CRAG member. Target date: Ongoing

- Revise and update the terms of reference for the group to better reflect the current format.

Responsible: Each CRAG member. Target date: completed March 2020

- To explore and provide information with regards to HCPC standards for proficiency: asking the overarching question are standards being met in clinical practice? A survey of staff is intended to follow after initially asking consultant glass cubes members 'what questions do we want to ask/answer?' An example question is 'are we preparing radiotherapy graduates to take observations etc. in light of independent prescribing'.

Responsible: Heather Nisbet. Target date: completed September 2020