



## **Consultant Radiographer Advisory Group (CRAG) Work plan 2018 - 2019**

### **CONTEXT:**

Consultant Radiographers are:

- Champions in the clinical, academic, and research field, who bring 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; and 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) is newly formed 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 radiographic practitioners 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 SCoR as the appropriate professional body and trade union for consultant radiographic practitioners. CRAG will support the work of the organisation in promoting accredited consultant practice with particular attention to the four core domains of practice. The work of CRAG will provide support and also assist consultant practitioners to assure 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 Society and College of Radiographers 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 radiographer practitioners and the wider imaging and therapeutic workforce considering the pressures and developments of the service.
- To promote consultant practitioner career development pathways, in line with organisation policy, across all aspects of the profession.
- To facilitate research and guideline development for publication by the Society and College of Radiographers.
- To represent the organisation in relevant inter-professional forums, working groups, AHP panels and consultations thereby 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 Consultant Radiographers Group 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 Society and College of Radiographers.
- Provide a reference point for consultation by the Society and College of Radiographers.
- Provide consultant level involvement at meetings as appropriate including inter-professional forums.
- Develop professional guidelines for approval and publication by the Society and College of Radiographers, as appropriate. A recent example is Consultant radiographer - guidance for the support of new and established roles (2017).
- Formulate the future strategic direction for Consultant Radiographers for consideration by the Society and College of Radiographers. It is recognised that there may be variation according to local sphere / devolved nation.
- Communicate the work of Consultant Practitioners to radiographic members, members of participating organisations, and other national bodies on its position relating to consultant level practice.



## TARGETS FOR 2018:

- All CRAG members will complete applications and be appointed CoR accreditation assessors. 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 day on 7<sup>th</sup> February 2018.

**Responsible: Each CRAG member. Target date: completed March 2018.**

- To document the impact of the consultant role CRAG will develop a toolkit for members to include the development of consultant radiographer appraisal and incorporate methods that demonstrate positive impact for patients.

**Responsible: Yatman Tsang, Kathryn Taylor, Sue Williams, Sue Garnett, Neill Roberts. Target date: completed September 2018.**

- CRAG will produce case studies for publication in Synergy outlining consultant radiographer roles and highlighting the four core domains with evidence of impact. The work will be arranged via Sue Williams with a call for information from all CRAG members on synapse.

**Responsible: Sue Williams. Target date: completed September 2018**

- To promote the role of CRAG and the wider consultant radiographer group two articles will be placed in Synergy News:

- Article 1) To briefly outline the intended use of glass cubes with the consultant radiographer community (note that glasscubes is also being used with research group); call for consultant and trainee consultant radiographers to join glass cubes; call for inclusion of consultants not known to us.

- Article 2) To introduce the role and constitution of CRAG; to signpost aspiring consultants to SCoR webpages and resources; to note that CRAG are exploring methods to meet up at UKRCO/Symposium Mammographicum.

**Responsible: Both Tracy O'Regan & Rachel Harris. Target date: completed January 2018.**

- 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 2018**

- To commence succession planning of CRAG: 1) promote the role of the group with a view to encourage applications to join in the future; 2) provide support for the wider consultant membership including the provision of face to face sessions for consultant radiographers. Initially put out a call for topics on glass cubes, asking about sessions and areas to focus upon. Broach the idea of a Sunday afternoon session prior to UKRCO.

**Responsible: All CRAG committee to promote and discuss with members online via glasscubes. Target date: Ongoing online conversations.**



### **ACHIEVING THE TARGETS:**

- The Chair, with support from the professional officers of the group, will prepare an annual report for SCoR Council.
- To confirm achievement of targets, the group will monitor the progress of on-going work to ensure it remains within time frames and produce a work plan log for each meeting.
- Accountability of the group is to UK council via the Chair.

### **ANTICIPATED COSTS:**

Approximate costs for the work of the group are:

CRAG members x 2 meetings a year  
Additional work/small group meetings  
Supporting member attendance at events

In addition funding may be required to produce promotional materials and publications.

### **BENEFITS:**

- Increasing the profile and contribution of the Society in terms of consultant radiographer practice across the profession and across the broader healthcare team.
- Enabling practitioners to engage with and benefit from the career progression framework (formerly known as the four-tier structure) and accreditation of practice.
- Ensuring that services and practitioners benefit from the Society's expertise in clinical and education matters.
- Maintaining and increasing consultant practitioner membership of SoR; providing a communication link and advice resource for members.