

THE SOCIETY OF  
RADIOGRAPHERS



RADIOGRAPHY

# A Strategy for Continuing Professional Development

THE COLLEGE OF  
RADIOGRAPHERS





R A D I O G R A P H Y

# A Strategy for Continuing Professional Development

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Society of Radiographers' Responsible Officer:  
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**First edition**  
**July 2003**  
**ISBN 0 9503597 3 4**  
**£15 SCoR members**  
**£25 non-members**

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## Introduction

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This document sets out a strategy to enable the Society of Radiographers (SoR) to secure meaningful participation in continuing professional development (CPD) and lifelong learning for all its members. It sets out the obligations of the individual member, the responsibilities of the employer and the initiatives to be taken by the Society to achieve this aim.

It is recognised that the profession has advanced enormously in the last decade. The steady moves towards a new career structure, the development of Advanced and Consultant levels of practice, the establishing of a post-graduate and research base are achievements of which it can be proud. However, too many members are unable to realise their full potential because of the constraints of the workplace and a lack of support. This strategy aims to provide all members with the opportunities they need to engage in life-long learning and CPD.

The strategy also outlines a model by which the Society can accredit and monitor CPD activities undertaken by individual members. It is envisaged that this process will initially be done on a voluntary basis. It could, however, provide a template to monitor any future requirement for the individual to demonstrate competence and CPD. This development will take account of the structure set out in the College of Radiographers publication *A Curriculum Framework for Radiography* (CoR 2003) – ‘*The Curriculum Framework*’. It should also provide members with the documented evidence they might require to demonstrate the acquisition of new knowledge and skills.

## **The obligations of the SoR member**

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Members of the Society of Radiographers recognise that up to date knowledge and skills are essential if the healthcare practitioner is to remain fit to practice and, by implication, employable. Life-long learning is essential if members are to deliver the high standards of professional practice and patient care that the public expects.

The principles governing SoR members and their obligations with regard to CPD are to be found in the '*Statements for Professional Conduct*' (CoR 2002). Statement 6 requires that '...all radiographers... undertake life-long learning and... keep a record of their on-going development activities.'

The Society promotes the use of a reflective portfolio to record these activities.

Radiographers should avail themselves of every opportunity to increase their knowledge of the science and practice of their chosen discipline. They should recognise their professional obligation to undertake life-long learning and should work to secure improved learning resources for themselves and their colleagues. To this end it is essential that they support their Union Learning Representative's collaboration with their employer.

## **The responsibilities of the employer**

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Good employers recognise that the successful recruitment and retention of staff depend on employee friendly policies and that investment in staff development is a pre-requisite of a competent and well-motivated workforce.

The SoR considers it essential that all employers should provide members with a personal development plan that supports learning needs on an individual basis. Employers should have learning and development strategies in place; these should be agreed and shared with staff. Employers are encouraged to work with SoR trained and accredited Union Learning Representatives to ensure that learning opportunities are available for all on an equitable basis.

The Society is engaged in an ongoing campaign to secure protected study time for all of its members. Protected study time is a right and obligation of the professional, not a privilege. The long-term aim is to secure paid and protected study time equivalent to 10 per cent of the hours worked. It is recognised that this will be difficult to achieve in the short term, but all SoR Union Learning Representatives are encouraged to negotiate for the best provision achievable. The Society has produced a campaign pack to support this and welcomes the co-operation of the employer in implementing this valuable condition of employment.

The provision of learning resources in the workplace, together with protected study time, ensures employee access to learning opportunities. Learning resources should include the availability of current and relevant publications, workplace access to e-mail and internet and the use of an accessible and appropriately resourced post-graduate study facility.

## **The Role of the Society of Radiographers in Supporting CPD**

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As the professional body and trade union for radiographers and other practitioners in clinical imaging and radiotherapy and oncology, the Society has a key role in supporting the education, lifelong learning and personal and professional development of its members.

The Society's role in this regard can be viewed as a three-pronged approach:

- The publication of guidance and direction at national level, seeking to support members engaging in the best of CPD practice and ensuring that they will be well-placed to satisfy any future statutory requirements concerning competence and CPD.
- The provision of workplace support with life-long learning. It is clear that the life-long learning agenda is as much an employment issue as it is a professional and educational one. For this reason the provision of SoR trained and accredited Union Learning Representatives in the workplace and accessible to all members is a priority.
- The development of a mechanism to accredit individual members' CPD activities and to monitor this process.

**The publication of guidance and direction at national level** will keep members up to date with the Society's CPD policy and will provide practical advice with regard to its implementation. This will be published in the SoR's journals and on its website. It is envisaged that the website will provide the most current information for members about a range of CPD issues.

There has been much discussion of the possible future requirement of the Health Professions Council for radiographers and other healthcare professionals to demonstrate CPD as a condition of state registration. The Society will monitor these developments closely and will ensure that members are provided with appropriate support to fulfil any such future requirement. However, the Society believes that, as the professional body for radiographers and others working in clinical imaging and radiotherapy and oncology it is best placed to determine members' CPD needs. The Society will, therefore, develop and implement a system by which CPD activity can be recorded, accredited and monitored.

**Union Learning Representatives** are essential to the delivery of CPD policy in the workplace and their training and accreditation will be a priority. It is expected that Union Learning Representatives will facilitate change on a regional and national, as well as a local, basis. The Society looks to its National Councils and Regional Committees to support this process.

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**The development of a mechanism to accredit individual members' CPD activities** will involve the provision a new, web-based portfolio. All members will be able to use this to plan and record their CPD activities. This process will be informed by previous work on the 'SoR CPD Manager' (SoR 2000) and the reflective approach will be maintained. However, the new portfolio will build on the CPD Manager in that it will provide a quantification of CPD activity as well as an electronic means for individual members to submit their portfolio for accreditation by the College of Radiographers.

Individual CPD accreditation will demand a focus on the outcome and effect on practice of the learning activities recorded. This will demonstrate the value of the CPD activities undertaken to the individual, to his or her employer and - most importantly - to the patient.

The new portfolio will draw on the Curriculum Framework and will address the needs of members working at all four levels of practice. The new portfolio and individual CPD accreditation process will be in place when the licence for the SoR CPD Manager expires at the end of 2004.

The Society will monitor carefully the development of any future statutory requirement by the Health Professions Council to monitor CPD as a condition of registration and will work to ensure that the new CPD portfolio will be capable of integration with any system of monitoring CPD activity that the Health Professions Council might require.

The Society will also develop a mechanism to accredit short courses, seminars, study days and similar events for CPD purposes. Such an accreditation will ensure that the member considering attending the event should have all the information required to determine its appropriateness to his or her own CPD requirements. Again, the Curriculum Framework will inform this development.

## References

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The College of Radiographers 2002 Statements for Professional Conduct CoR, London

The College of Radiographers 2003 A Curriculum Framework for Radiography CoR, London

The Society of Radiographers 2000 The SoR CPD Manager SoR, London







**The College of Radiographers**

Limited company registration number 1287383

Registered charity number 272505

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