

Consultant radiographer role evaluation tool

Each sheet is dedicated to one of the 4 pillars of the Consultant post:

- Clinical expertise
- Professional leadership
- Education, training and development
- 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:

- Original components of the business case under the 4 headings
- Relevant KSF outline
- Annual objectives

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Key function: Clinical expertise

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

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Key function: Professional leadership and Consultancy

Objective	Measures/ Demonstrated by/ examples	KSF dimension	Relevance to Policy/targets/literature	Examples
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

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Key function: Education training and development

Objective	Measures/ Demonstrated by/ examples	KSF dimension	Relevance to Policy/targets/literature	Examples
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

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Key function: Service development and research

Objective	Measures/ Demonstrated by/ examples	KSF dimension	Relevance to Policy/targets/literature	Personal examples
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