

Understanding and Implementing Enhanced Level Practice in Radiography

Achieving Excellence in Radiography Education and Research 2024:

Workshop Session

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Aims

- Enhanced level practice is nothing new in Radiography, as a community we have been developing roles, building on expertise and positively impacting the patient pathway and experience for many decades.
- Recent developments in Education and Training have seen the publication of the Enhanced Level Practice Schema for Diagnostic and Therapeutic Radiography. This provides the opportunity for programme and module development to meet the requirements of the profession whilst aligning with the wider AHP family.
- To ensure positive implementation, there are several challenges to overcome, but many opportunities to inform workforce transformation in Radiography. This session socialises enhance level practice and allows further exploration of those challenges and opportunities through collaboration.

Survey





College of Radiographers Education and Career Framework Wheel

 Simply click on the pin associated with the level of practice/role you wish to view.

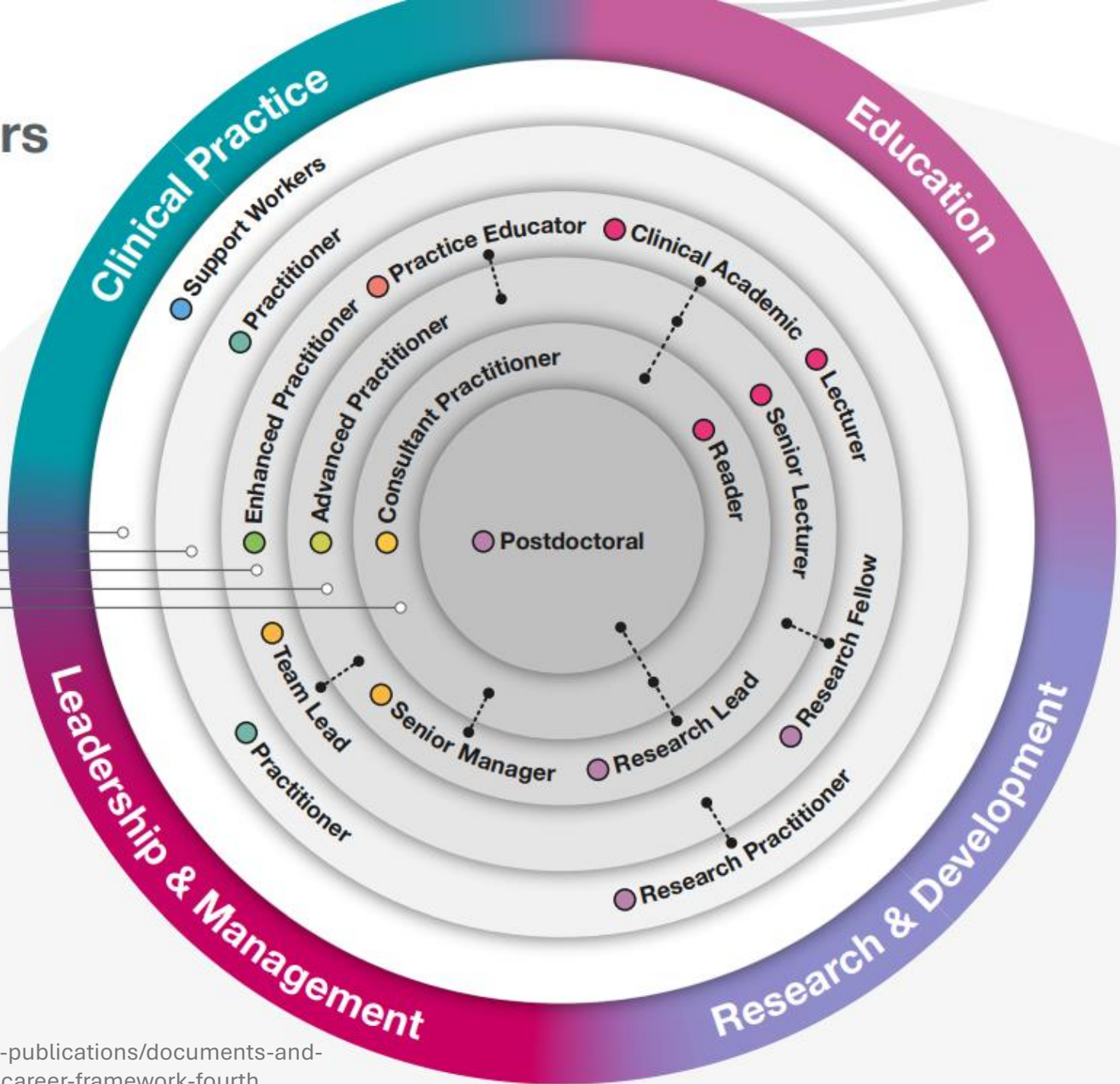
- Clinical Support Worker/Senior Support – FHEQ Level 2/3
- Mammography Associate – FHEQ Level 4/SCQF Level 7
- Assistant Practitioner – FHEQ Level 5/SCQF Level 8

- BSc (Hons) degree, BSc (Hons) degree apprenticeship:
FHEQ Level 6/ SCQF Level 10
- MSc (Pre-Reg): FHEQ Level 7/SCQF Level 11

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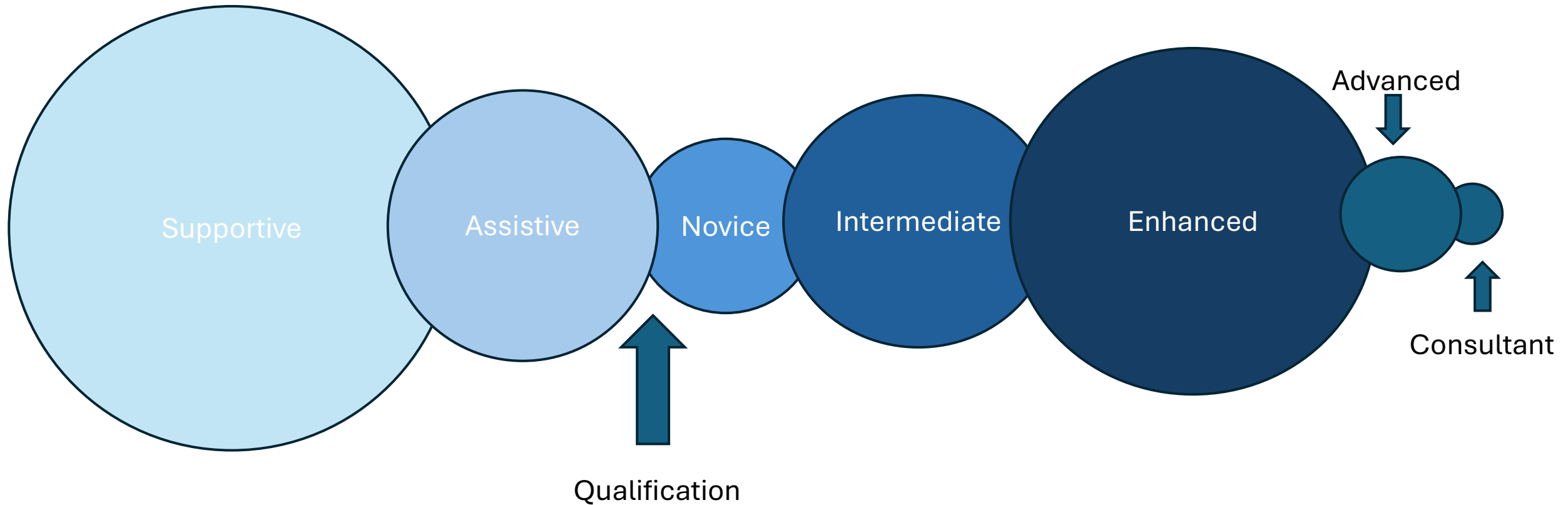
- Doctorate: FHEQ Level 8/SCQF Level 12



The four pillars of practice



National estimates of workforce



What is enhanced level practice?

- Enhanced-level practice is a specialised healthcare role where practitioners apply advanced skills and knowledge within a specific area. They operate with greater autonomy and responsibility than general practitioners but within a more defined scope than advanced or consultant roles. This level of practice enables practitioners to manage cases independently, enhancing team efficiency and improving patient outcomes.

Governance

In relation to governance, employers and practitioners must adhere to the following :

- **Clear Lines of Reporting and Accountability:** Practitioners should have well-defined reporting structures and accountability measures to ensure responsibility and transparency in their role.
- **Defined Job Description and Scope of Practice:** Each role should have a specific job description that outlines the responsibilities and boundaries of practice, ensuring clarity in expectations.
- **Appropriate Education and Training:** Practitioners must complete relevant educational programs and training that equip them with the necessary knowledge and skills to perform their duties competently.
- **Portfolio of Evidence:** Practitioners should develop and maintain a portfolio of evidence documenting their achievements, skills development, and contributions to their field. This portfolio supports ongoing professional growth and accountability within the governance structure.

Schemas

**Allied Health Professions
Enhanced Level Practice
Schemas with Model Curricula**

(10 professions)



Capabilities in practice (CiPs)

- Capabilities in practice (CiPs) are high level learning outcomes that combine the knowledge, skills, behaviours, and values that those working at an enhanced level of practice will bring to their role.
- The descriptors are intended to guide trainee advanced practitioners and supervisors about the range of clinical contexts which will support the achievement of the capabilities in practice, however, they are not intended to be prescriptive and do not provide an exhaustive list.
- Capabilities in practice for those working at this level are divided into three groups: generic, profession-specific, and pathway-specific CiPs.

Generic capabilities in practice

To be demonstrated by ALL RADIOGRAPHERS working at an enhanced level:

1. Be an accountable, autonomous professional acting in the best interest of people, to provide practice that is evidence-based, safe, and compassionate within a defined scope of Enhanced Practice.
2. Use an effective level of communication in challenging environments and situations, applying negotiating and influencing skills.
3. Ethically lead and manage unpredictable and challenging situations, mitigating and managing risk, across the multi-professional team.
4. Foster a culture of lifelong learning through role-modelling to impact the practice of others.
5. Apply and undertake service development, audit, and research to influence, improve, and innovate patient care and service delivery at an enhanced level of practice.

Profession specific capabilities in practice



Diagnostic radiography

- 6. Use professional judgement and evidence-based practice to inform decision-making when reviewing referrals into the diagnostic pathway.
- 7. Act autonomously in image acquisition, undertaking complex decision-making and problem-solving using a holistic and safe approach within the patient pathway.
- 8. Promote a culture of quality improvement and excellence within the imaging service, driving innovative practice and undertaking evaluation within the individual's enhanced scope of practice and across the wider team.
- 9. Champion, advocate, and be involved in service development, audit, and research to influence imaging service delivery.
- 10. Foster a positive learning culture to improve the quality of care delivered before, during, and after imaging, across the wider multidisciplinary team.

Therapeutic radiography

- 6. Use professional judgment and evidence-based practice to inform decision-making across the radiotherapy pathway.
- 7. Use knowledge, skills, and expertise to independently undertake professional decision-making, using a holistic and safe approach acknowledging the whole oncology patient pathway.
- 8. Promote and maintain a culture of quality improvement, excellence and innovation within the radiotherapy service within the individual's enhanced scope of practice and across the wider team.
- 9. Champion, advocate, and be involved in research to influence strategic service development in radiotherapy and continuous improvement across the service.
- 10. Foster a positive learning culture to improve the quality of care delivered before, during, and after radiotherapy, across the wider multidisciplinary team.
- 11. Utilise national radiotherapy and oncology policy to influence local policy on quality and governance.

Pathway specific capabilities in practice- Diagnostic

11. **Core pathway in the clinical pillar (image acquisition):** Act autonomously, within a defined enhanced scope of practice, applying specialist knowledge to undertake complex image acquisition, using professional judgement, decision-making, collaboration and co-production, and meeting quality standards.
12. **Core pathway in the clinical pillar (image reporting):** Apply specialist knowledge, skills, and expertise to interpret and report diagnostic images.
13. **Core pathway in the clinical pillar (imaging and/or interventional procedures):** Apply knowledge, expertise, and skills to perform a specific or enhanced range of imaging procedures and/or interventions, using professional judgement, decision-making, and meeting quality standards.
14. **Core pathway in the clinical pillar (medicines management):** Apply knowledge, expertise, and skills to safely administer and manage medicines using professional judgement, decision-making, and meeting quality standards.
15. **Core pathway in the clinical pillar (patient pathway):** Apply enhanced knowledge, skills, and expertise in imaging and wider diagnostics to support pathways of care in a specialised area of service delivery, using professional judgement, decision-making, and meeting quality standards.
16. **Core pathway in the education pillar:** Develop, deliver, and evaluate diagnostic imaging education and/or associated training opportunities for learners within their own enhanced scope of practice.
17. **Core pathway in the leadership pillar:** Provide transformational and inclusive leadership, meeting the imaging service goals within a defined enhanced scope of practice.
18. **Core pathway in the research pillar:** Lead, innovate, and develop a research and innovation culture, role-modelling the impact of research and driving service and people development in imaging services.

Pathway specific capabilities in practice- Therapeutic

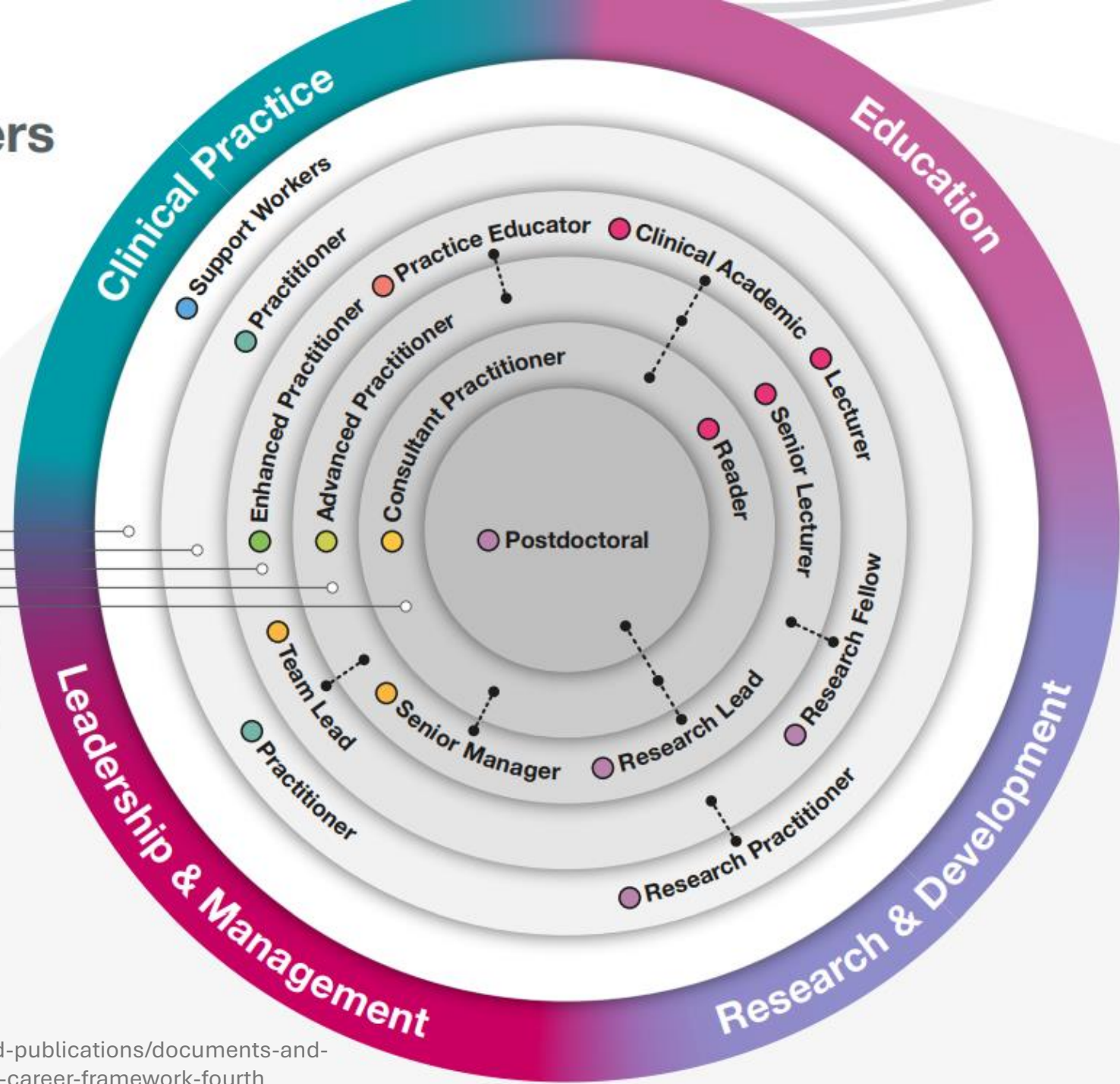
12. **Core pathway in the clinical pillar (planning prior to radiotherapy treatment):** Act autonomously, within a defined enhanced scope of practice, to localise and plan radiotherapy treatment safely and effectively, using professional judgement, decision-making, collaboration and co-production, and meeting quality standards.
13. **Core pathway in the clinical pillar (during radiotherapy treatment):** Act autonomously, within a defined enhanced scope of practice, to deliver, monitor, adapt, and evaluate the impact of radiotherapy treatment, using enhanced decision-making, collaboration and co-production in the radiotherapy pathway, and meeting quality standards.
14. **Core pathway in the clinical pillar (post radiotherapy treatment):** Act autonomously, within a defined enhanced scope of practice, to evaluate the impact of oncology treatment and provide effective care, including consideration of the self-management of the oncology patient.
15. **Core pathway in the education pillar:** Develop, deliver, and evaluate radiotherapy education and training opportunities for learners within own enhanced scope of practice.
16. **Core pathway in the leadership pillar:** Provide transformational and inclusive leadership, meeting the radiotherapy and oncology service goals within a defined enhanced scope of practice.
17. **Core pathway in the research pillar:** Lead, innovate, and develop a research culture, role-modelling the impact of research and driving service and people development in oncology services.

Programme considerations

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Apprenticeship

ENHANCED CLINICAL PRACTITIONER

Turn glossary off

Overview of the role


Provide a high standard of health care using judgment, skills, and knowledge.

Details of standard

Occupation summary

This occupation is found in the health and care sector. Enhanced Clinical Practitioners are qualified health and social care professionals who are working at an enhanced level of practice with specific knowledge and skills in a field of expertise. They manage a discrete aspect of a patient's care within their current level of practice, which will be particular to a specific context, be it a client group, a skill set or an organisational context. This is in contrast to Advanced Clinical Practitioners who have developed their knowledge and skills to an advanced level of practice and would manage the whole episode of a patient's clinical care, from the time they first present, through to the end of the episode.

Enhanced Clinical Practitioners work as part of a multi-disciplinary clinical team across a wide range of settings, including hospitals, community clinics, individual's homes and in dental and general practices. Specific examples of settings in which Enhanced Clinical Practitioners work include critical care units providing complex interventions to critically ill patients, GP premises providing specialist services for patients in the community and Children and Families Services units within a local council providing therapeutic interventions to children, young people and their families.

Status: Approved for delivery 

Level: **6**

Degree: non-degree qualification

Reference: ST0895

Version: 1.1

Date updated: 25/05/2023

Approved for delivery: 27 May 2021

Route: Health and science

Typical duration to gateway: 18 months (this does not include EPA period)


Maximum funding: £7000

LARS Code: 631

EQA Provider: [Ofqual](#)

Example progression routes

[Advanced clinical practitioner \(integrated degree\)](#)

 Enhanced clinical practitioner

EPA and award

Assessment method 1: Quality improvement proposal report with question-and-answer session

The independent assessor assesses and marks a 5000-word quality improvement proposal report and then clarifies what they have assessed with the apprentice during a question-and-answer session. The independent assessor will ask a minimum of 5 questions in relation to KSBs to gain a deeper insight of the demonstrated KSBs. The independent assessor will then assign a single assessment grade of pass or fail to the quality improvement proposal report with question-and-answer session.

Assessment method 2: Professional discussion underpinned by a portfolio of evidence

The independent assessor will conduct and assess the professional discussion underpinned by a portfolio of evidence.

- The EPA is not integrated!!!!
- Award costs will be in addition to the apprenticeship standard levy

Distinguishing between academic level and level of practice

- It is essential to acknowledge that ‘level of practice’ and ‘academic level’ are two separate entities when considering recognition of prior learning (RPE/L). Academic level indicates the level of ‘difficulty’ of the qualification; with an increasing academic level, the more difficult the qualification is (What qualification levels mean: Overview - GOV.UK (www.gov.uk)). Qualifications at the same academic level however can cover different levels of practice.
- An example:
- PgCert in Enhanced Practice and MSc in Advanced practice can both be studied at academic level 7, but the level of practice, across all 4 pillars, can be studied at a different depth and applied in differing contexts within practice.
 - <https://learninghub.nhs.uk/catalogue/ahpenhancedpractice>

National projects

NHSE funded SCoR Projects

Championing **E**nhanc**E**d practice in **R**adiography (CHEERs)

- National survey
- Resource development
- HEI Workshop
- Enhanced practice champions

Workforce and **E**ducation needs- **S**coping the **E**nhanced, **A**dvanced and **R**adiography **C**onsultant **c**Hallenges and opportunities (WE-SEARCH)

- Clinical interviews
- Education scoping
- Education interviews
- HEI Workshop

Enhanced Practice Champions

The CHEERs project aims to widen expertise through the development of ‘expert’ champions to raise awareness and understanding of enhanced practice across the radiography community in the United Kingdom.

To promote, demystify and socialise enhanced practice across the radiography profession.

To support practice in the implementation of enhanced prac



Enhanced Practice Higher Education Institute (HEI) Workshop

Time- Tuesday 26th November 2024, 10am-4.30pm

Location: City Campus, Sheffield Hallam University.

Agenda

10am Networking and Coffee

10.30am- Overview of the day and background to the projects (MC/ BS)

11am- Overview of current provision from the scoping review + questions (JH/KH)

11.30am- Review of the enhanced level practice -BREAKOUT GROUPS - For HEIs to review current post graduate provision in relation to enhanced practice

1pm-Networking lunch

1.30pm- Review of national frameworks and accreditation-BREAKOUT GROUPS- For HEIs to review current post graduate provision in relation to advanced practice

3pm- Coffee

3.05pm- Discussion around consultant level practice

3.20pm- BREAKOUT GROUPS -Action points how we will be collaborating to develop sustainable programmes.

4.30pm Closed

HEI Enhanced Practice Workshop

<https://www.eventbrite.co.uk/e/radiography-enhanced-practice-higher-education-institute-hei-workshop-tickets-1048816437197?aff=oddtator>

Undergraduate resource

- What would be helpful to include?



Survey



Thank you

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