

Education and CPD: The new and evolving landscape

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Who's here?

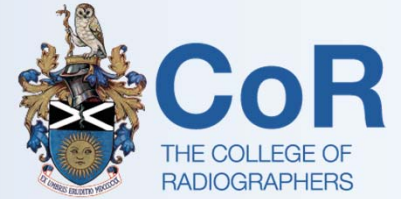


Diagnostic Radiographers
Practice Educators
Others Managers
Advanced Practitioner
HEE HCPC
Assistant Practitioner
Consultant Practitioners

Consultant Practitioners
Assistant Practitioner



Broad title, just as well!



Impactors, drivers and challenges in education

Pre-registration: Now and in the near future

Preceptorship

Retaining and motivating radiographers through learning



Impactors

No commissioned students

Placement capacity

Service level agreements

Direct entry ultrasound
And others?

No bursary
Recruitment?

Placement-El relationships

Apprenticeships

Brexit!


Placement commissions

Practice educators

New entrants to the market

CPD/post-reg funding

Opportunities for evolution: Apprenticeships



Advanced
(FHEQ 4)

- Healthcare assistants
- Associate mammographer

Higher
(FHEQ 5)

- Assistant Practitioners

Degree
(FHEQ 6+)

- Practitioners
- Advanced practitioners
- Consultant practitioners

Apprenticeships: Pre-registration

Integrated BSc
(Hons) or MSc

Practice to
University
ratio
80:20?

End point
assessment

Apprenticeships
(England only)

How many
apprentices?

Education &
Training Tariff

Attendance at
university



Placements: Economics 101 – competition

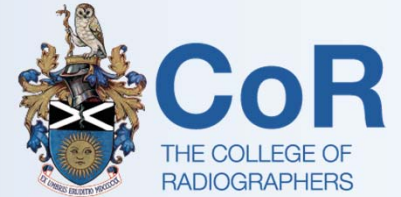
Monopolies are bad for the consumer, but good for the student

Competition leads to innovation, and innovative radiographers

Laws of supply and demand – are you flexing your muscle?

Goods of ostentation – are you ostentatious?

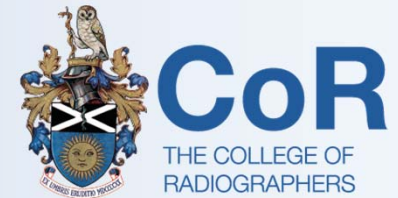
New radiographers and preceptorship



What does the Society of Radiographers have to say about preceptorship?



Preceptorship, SoR says...



The philosophy of preceptorship is to enable the newly qualified radiographer practitioner to consolidate knowledge, to be inducted into the policies and procedures of the workplace and to reflect on their practice, especially on challenging experiences. At the end of the preceptorship period radiographers should feel confident about engaging with regular clinical supervision throughout their careers, and with mentorship from time to time as appropriate. The aim of the preceptorship period is to introduce and promote independence and confirm good clinical practice in a variety of situations and settings.

During the period of preceptorship it is expected that radiographers will work with their preceptor for a specific period of time during the working week. The period of preceptorship is not time limited but is the subject of a learning agreement that sets out mutually agreed goals in relation to decision making and knowledge in the context of departmental protocols for clinical imaging/treatment delivery and patient care. Preceptorship will end when preceptor, registered practitioner and manager agree that goals have been attained. This whole process is incorporated into the staff development already in place within departments.



In other words...

Consolidate
knowledge

Induction

Confidence

Mentorship &
clinical
supervision

Independence

Goals

Department's
staff development
plan

What sort of preceptorship
“thing” would be useful?



@LouiseC_SoR
#SoRpreceptorship



Learners now and in the very near future

Students (traditional)

Students (apprenticeship)

CPs not doing the 4 core functions

Specialist practitioners

Associate practitioners

Consultant practitioners

clinical
Advanced[^]practitioners

Practitioners

Assistant practitioners

Radiographic assistants

Bringing it all together - Joint professional bodies and some trade unions' document: *Principles of CPD*

Lifelong learning

CPD

Qualifications

Benefit
service user

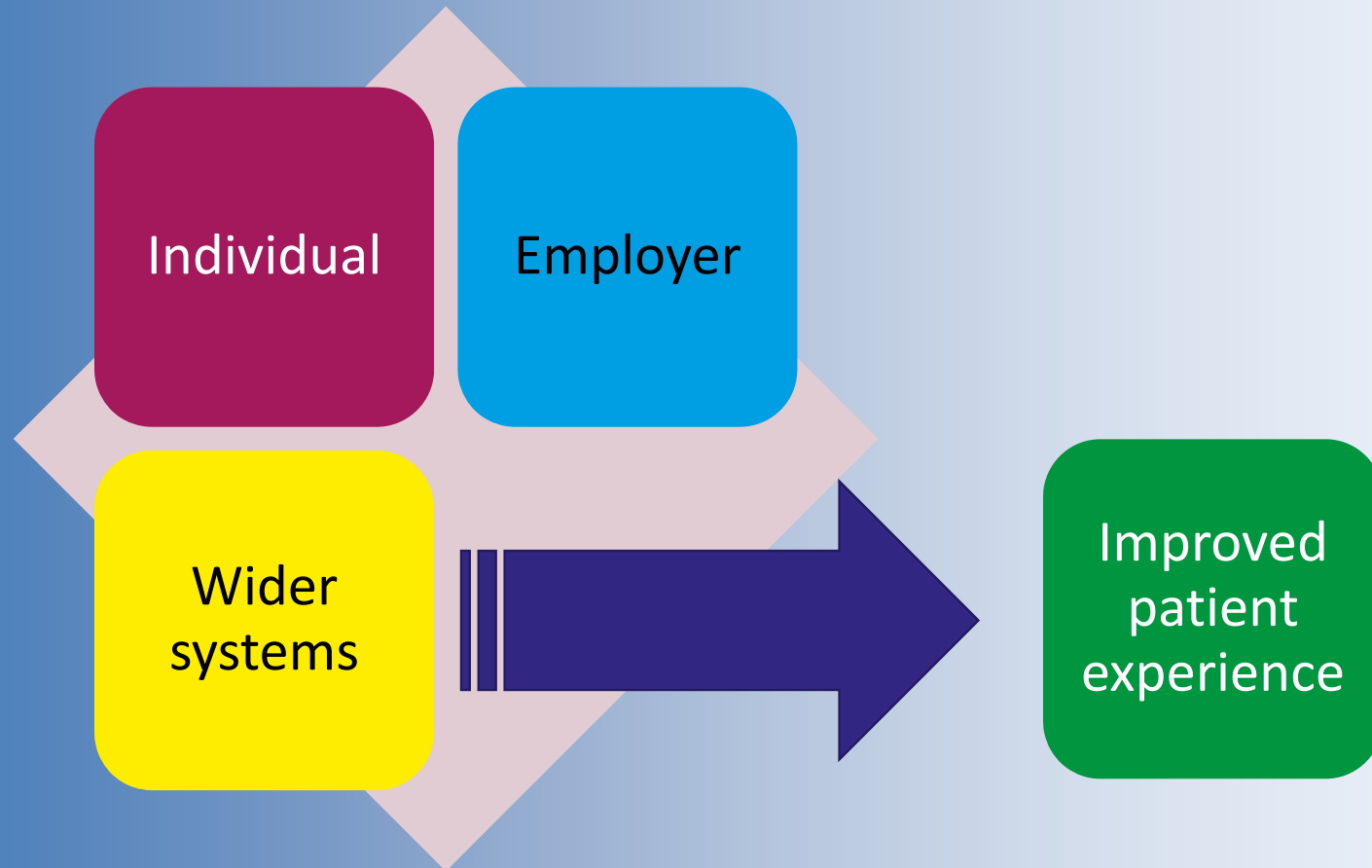
Owned by
individual,
supported by
employer

Improve
Quality of
service

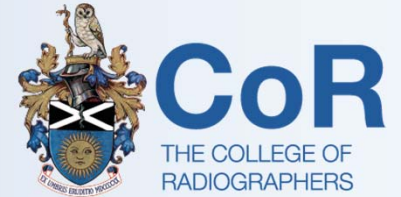
Balanced and
relevant

Recorded,
reflected &
impactful

Joint professional bodies and some trade unions' document: *Principles of CPD*



Summary



Impactors drive evolution

Doing different can be a good thing

Strong foundations are essential

CPD and lifelong learning drive improved patient care and experience

