

August 2017 Proposal to develop a new apprenticeship standard

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Q1. Please confirm that you have read the "How to" guide for Trailblazers on gov.uk (see link here), that you are content that this proposal meets all the criteria for final approval set out within it and that you have discussed the proposal with a relevant Route Relationship Manager within the Institute (Please specify who).

I have read the 'how to' guide for Trailblazers on gov.uk? yes

Name of my Relationship Manager

Bhavena Patel

Q2. Name of proposed trailblazer group

Therapeutic Radiographer

Q3. Are you an existing Trailblazer Group already with approval to develop other standard(s)? If yes or partly, please provide full details.

Existing, however we are requesting a change to what was agreed at the outset of this process. The Radiotherapy Service Managers of the UK, the professional body the College of Radiographers, and HEI's are clear that a core and options model under the approved standard development for the profession of "Radiographer" will not provide adequately trained staff to be employable in either profession (Diagnostic Radiographer or Therapeutic Radiographer). It is also important to note that the Therapeutic Radiographer workforce is deemed by "The Independent Cancer Taskforce Achieving World Class Cancer Outcomes Strategy for England 2015-2020" a profession at risk due to national recruitment difficulties.

Q4. Name of proposed apprenticeship standard(s).

Degree Apprenticeship Standard for Therapeutic Radiographer

Q5. Is this a proposed core and options standard? If yes, please give the titles for each of the options.

No. This role is registered as modality of Therapeutic Radiographer on the HCPC register. There is also a Diagnostic Radiographer modality registered on the HCPC. Although the overarching title registered is Radiographer they are broken down into modalities as the HCPC acknowledges them as independent professions with differing legislative rights, for example Therapeutic radiographers are able to independently prescribe, Diagnostic radiographers are not. Please see attached Appendix 1 highlighting the entry onto the register for a Therapeutic Radiographer.

Q6. How many standards are you proposing to develop? Please be aware that commitment from at least 10 employer members for each proposed standard is required.

1

Q7. Will there be a requirement for additional new standards to be developed in the future? If so, please provide brief details of what these will be.

No

Q8. Have you submitted a proposal for an apprenticeship standard in this role(s) before? If yes, please give details below including comments from the (pre April 2017) DfE approvals panel or the Institute.

Yes Originally this EOI was submitted back in November 2016 and we were asked to merge this standard with a Diagnostic Radiographer standard. All of the 52 radiotherapy service managers in England felt this was inappropriate and would lead to staff that were not sufficiently trained to be employable as a Therapeutic Radiographer (see Appendix 3 attached). Since November 2016 we have been in regular dialogue with the IfA and in particular Bhavena Patel (our relationship manager) who in our last email dialogue was "happy to support [our] submission" for an independent standard for Therapeutic Radiographer.

Please see all the attached documentation (Appendices 1-6) that we feel justifies the development of a Therapeutic Radiographer standard, in particular the draft standard we were asked by Bhavena to submit prior to submitting this EOI (Appendix 6)

Q9. Please insert details about each proposed standard below.

	Name of occupation	Proposed level of the standard	Proposed as a degree apprenticeship?	Intended to replace/partly replace an existing apprenticeship Framework? [if so please give details]	Do you expect any age restrictions to apply to this standard?	Estimated annual take-up across entire relevant sector(s) (This is separate to the number of apprentices that each individual employer group member will take on)	When do you estimate this apprenticeship would be ready to deliver starts?
1	Therapeutic Radiographer	6	yes	no	18	50-80	2018
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-

Q10. <https://www.gov.uk/government/publications/apprenticeship-standards-in-development> Please provide any relevant information below regarding potential overlap with other Trailblazer standards published or in development. It is important that you review your proposal against all other apprenticeships published and in development to confirm there is no significant overlap, in overall occupation or in the content of potential skills/knowledge/behaviours. Where there is potential of any overlap, we ask that you contact the existing Trailblazer(s) before submitting a new proposal to discuss whether the existing standards would cover your needs (or email apprenticeship.trailblazers@education.gov.uk). Please then provide below full details of any possible overlap identified, interaction with relevant Trailblazers, and any relevant further detail explaining why this occupational role is sufficiently unique to still justify separate apprenticeship standard. The existing list of standards in development, is here [The list of existing published standards and Trailblazer contact details, is here](#)

Radiographer is a statutorily regulated occupation and individuals are required to register with the Health and Care Professions Council. Radiographer is a designated title protected by law (Article 39 of the Order). Anyone who uses one of these titles must be on the HCPC Register. Although the title 'Radiographer' is the protected title it is important to understand the HCPC register does acknowledge Therapeutic and Diagnostic Radiographers as distinct professions in the 'modalities' category - we have attached an excerpt from the register to demonstrate this (appendix 1). It is also important to explain the distinct differences, the summary of this is;

Therapeutic Radiographers play a vital role in the delivery of cancer treatment within radiotherapy services. They are the only healthcare professionals qualified to both plan and deliver radiotherapy . Diagnostic Radiographers employ a range of different imaging techniques and sophisticated equipment to produce high quality images of an injury or disease.

Please also see attached documentation that describes why the trailblazer group believes that two independent standards are required as opposed to a single standard with a core and options model, and the supporting professional and regulatory body support as well as employer support for this request (Appendix 2, 3, 4, and 5).

The core of the duties and responsibilities of a Therapeutic Radiographer and a Diagnostic Radiographer are so vastly different that it is not possible to train an apprentice to the required standard with a core and options apprenticeship standard. Professional registration would require significant further detailed training after the completion of an apprenticeship in order to render the apprentice employable in either profession.

The attached DRAFT apprenticeship standard for Therapeutic Radiographer (Appendix 6) details the professional skills and knowledge required for the Therapeutic Radiography workforce. We would hope this gives enough clarity on the requisite skills, knowledge and behaviours of a Therapeutic radiographer. It would be disingenuous to suggest some of the skills, behaviours, and knowledge of a Therapeutic Radiographer and a Diagnostic Radiographer do not overlap. There are areas of overlap but no more so than with any other Allied Healthcare Professions (AHP). It is reasonable to suggest for example that all AHP's should have listed 'to be able to demonstrate patient centred care' as one of the requisite skills and behaviours. We firmly believe Therapeutic and Diagnostic Radiographers are as distinct in their skills, knowledge, and behaviours as Occupational therapists and Physiotherapists are - who are currently in the process of developing their independent standards.

Q11. Please provide a full description below of what the occupational role involved (or roles in the case of a proposed core and options standard). The information you provide here is crucial to our assessment of whether the occupational role is suitable for an apprenticeship, so please be as comprehensive as possible, and always refer to the criteria and guidance set out in the "How to" guide for Trailblazers. In particular, the information should include: Main duties and responsibilities - please set out clearly what someone in this occupation will actually be doing; the range of environments/sectors/industries in which someone in this occupation could work; a summary of key competencies/skills etc required for full occupational competence; how the occupational role typically fits within the wider work hierarchy; who would they be working with, and what is the usual relationship between the roles.

Therapeutic Radiographer provides the highest standard of technical practice and patient care to treat and support adults and children receiving radiotherapy treatment, who will predominantly have cancer, and as an autonomous practitioner, they are responsible for the entire patient journey from the referral for radiotherapy by a cancer specialist. They coordinate and manage the radiotherapy treatment course, are a first point of contact for the patients, carry out and interpret scans to plan the delivery of the radiotherapy (e.g. the dose and number of treatments), work with other professionals to verify the treatment plan, carry out pre-treatment scanning to confirm accuracy of treatment, deliver the radiotherapy, and undertake patient review and assessment during treatment.

A Therapeutic Radiographer works closely with other health professionals and may supervise the work of

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assistants to support the patient and their family throughout this journey. They never work unassisted, and are always one of 2 appropriately trained staff present when delivering Radiotherapy treatment. They will demonstrate confident and effective judgement, be responsible and accountable for their decisions, use evidence to inform and evaluate practice to continually improve outcomes for patients. They will be responsible for ensuring their own knowledge and skills are current through Continuing Professional Development (CPD), and support the development of others. They will be compassionate and caring.

Roles and Responsibilities of the Occupation

Technical

1. To be responsible for maintaining the highest standards of technical practice and patient care while treating and supporting patients.
2. To be responsible for the checking / calculation of doses and prescriptions in accordance with local departmental procedures.
3. To ensure that own clinical decision making falls within departmental protocols, referring any decisions falling outside of protocol to a more senior colleague.
4. To be responsible for keeping up to date with technical practice and offering support, guidance and encouragement to others, to do the same.
5. To be responsible for ensuring all equipment is used appropriately and safely, including administrative and management systems, monitoring equipment performance and reporting faults.
6. To take an active role in audit, development and research (on an occasional basis).
7. To be responsible for the review of verification images and clinical decisions resulting thereof.

Management

1. To be responsible for assisting with quality assurance procedures & assisting in organisation on the unit.
 2. To be responsible for ensuring that clinical and technical information, and all information relating to each treatment course undertaken on the unit, is accurately and fully recorded and reported.
 3. To participate in clinical training and supervision of students, return to practice staff, assistants and any other learners on the unit.
 4. To assist in managing the allotted workload ensuring efficient, effective and safe working practices are maintained, prioritizing as appropriate.
- atient care
1. To be responsible for the care of the patient whilst undergoing treatment. Monitor patient care needs and organise care including referral to practitioners.
 2. To assist with developing specific care plans / pathways (with other disciplines) by providing clinical advice for routine treatments.
 3. To provide appropriate advice and information to patients and carers at all stages of radiotherapy, referring complex/unusual issues to senior staff as appropriate.

General

1. Actively participate in and support activities in promoting and recruiting to the profession.
2. To work flexibly as required by the service need.

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3. Carrying out additional duties as requested by the Head of Radiotherapy, management team or team manager, commensurate with the grade of the post.

Other Responsibilities

1. To Comply with statutory Ionizing Radiations (Medical Exposures) Regulations –IR(ME)R and Local Rules (Ionising Radiations Regulations - IRR) and departmental radiotherapy incident reporting procedures,.

2. To be responsible for prompt reporting of radiation incidents, equipment, patient and safety related incidents in accordance with local departmental / Trust procedures. Also identifying and reporting any areas of perceived risk

Q12. Please provide an overview of the knowledge, skills and behaviours required for these roles.

For detailed information on the knowledge, skills, and behaviours required for the role of a Therapeutic radiographer please refer to the DRAFT standard (Appendix 6)

A Therapeutic Radiographer will be able to;

- Act in the best interest of patients at all times
- Recognise and respond appropriately to situations where it is necessary to share information to safeguard Radiotherapy patients or the wider public
- Practise safely and effectively within the regulated scope of Therapeutic Radiography practice
- Practise within the legal and ethical boundaries of a Therapeutic Radiographer
- Practise in a non-discriminatory manner that respects and maintains human rights
- Act as an advocate for patients and their families within the Oncology Multi-Disciplinary Team setting
- Participate in training, supervision, and mentoring of self and other health care professionals, such as Therapeutic Radiography students, including giving and acting upon feedback
- Empower patients to participate in the decision making process related to their Radiotherapy treatment
- Use research, clinical reasoning and problem solving to support treatment planning and delivery
- Take professional accountability for own practice, and follow departmental policies relevant to the role of a Therapeutic Radiographer, such as adherence to relevant clinical protocols
- Participate in research and development activities, such as the treatment of patients in Oncology clinical trials, including concurrent chemo/radiotherapy trials
- Work in partnership with patients, other professionals, support staff, and others, i.e. looking at on treatment images alongside doctors and physicists to review and modify patient's treatment, to ensure accuracy of Radiotherapy delivery
- Commit to team working, create excellent interpersonal relationships that facilitates 2 way discussion, learning, and development, recognise the potential for conflict in relationships seeking to minimise this, use leadership qualities to lead and manage colleagues
- Comply with statutory, local, departmental Radiotherapy incident reporting procedures and local patient complaint procedures
- Make reasoned decisions to initiate, continue, modify or cease Radiotherapy treatment and record the decision appropriately
- Keep accurate, comprehensive, and comprehensible records in accordance with applicable legislation, protocols, and guidelines
- Assure the quality of your practice by engaging in evidence based practice, and participating in clinical and other audit procedures, such as Patient and Public Involvement initiatives and Friends & Family Test
- Deliver Radiotherapy treatment in the context of a multi-modality pathway, ensuring your decision making takes into account the influence of other treatments (such as chemotherapy, surgery etc.) on the radiotherapy dose prescription, the timing of radiotherapy treatment, and post treatment complications
- Demonstrate dexterity and highly developed coordination and sensory skills, in order to swiftly and accurately manipulate equipment with a high degree of precision, as well as finely manipulating the

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patient's body to align the anatomy with the radiation beam.

- Meet the physical demands required to constantly manoeuvre patients and equipment, taking into account postural constraints due to limitations in work design.
- Concentrate at a consistently high level in order to; Undertake patient assessment and review in an Oncology setting; View, assess, and correct patient setups for scans in 2D, 3D, and 4D (taking account of patient motion such as breathing);
- Demonstrate spatial awareness and psychomotor skills to accurately position patients to within a tolerance of 1mm; Accurately calculate and check patient prescriptions and data
- Safeguard confidential information relating to service users at all times
- Obtain consent for a variety of Radiotherapy procedures, up to and including daily radiotherapy treatment
- Demonstrate effective and appropriate verbal and non-verbal skills in communicating and receiving complex and sensitive information to/from cancer patients in an empathetic, reassuring, and professional manner
- Assess potential communication barriers and demonstrate where necessary persuasive, motivational and negotiating skills, referring to senior staff where appropriate
- Modify your communication to ensure inclusivity and form relationships and rapport with all patients
- Recognise and appropriately act upon the emotional and psychological needs of patients and their carers', including the terminally ill; Deal empathetically with cancer patients, families, and carers with challenging behaviour caused by either the physical and/or emotional effects of their disease/other comorbidities;
- Deal with a diverse range of patients both children and adults, and carers of varying physical states, including anaesthetised and unconscious patients; Recognise and appropriately act upon the emotional and psychological needs of patients, colleagues, team, and oneself due to the frequent exposure to distressing and emotional circumstances

Q13. How will the apprenticeship allow the individual to develop transferable skills to perform the role in a business of any size or relevant sector?

On completion the apprentice is eligible to apply to become a registered professional with the HCPC as a Therapeutic Radiographer. This enables them to apply to work in any sector within a Therapeutic Radiography workforce. As the qualification is at degree level it includes transferable skills and a depth of knowledge and understanding which can be applied in other sectors and roles e.g. leadership, research based practice etc. We are committed to ensuring that the standards we design provide sufficiently transferable skills to enable a successful apprentice to perform this role in an employer of any size and in any relevant sector. We are collectively representative of our sector(s) and are willing to work with other employers who come forward with an interest in this occupation and with colleagues from other sectors where our standards are closely related.

Q14. Will the occupation require rigorous and substantial training of at least 12 months prior to the end-point assessment to achieve full competence, with off-the-job training accounting for at least 20% of the apprenticeship? Please provide detail of what this will include.

This degree apprenticeship will require rigorous and substantial education and clinical training in the workplace. The apprentice will develop the underpinning knowledge, skills and behaviours defined by the apprenticeship standard, which will also lead to the award of an HCPC recognised BSc (Hons) in Therapeutic Radiography.

Approximately 80% of the apprentice's contracted hours will be spent developing their clinical skills, behaviours and practices in the workplace. The remaining 20% will be spent off the job acquiring the underpinning knowledge which they will need to apply in the workplace.

There is typically only 1 NHS radiotherapy centre in every major city with the exception of some additional satellite, specialist or private healthcare centres. Due to the geographical spread of radiotherapy departments across the country, it is most likely that apprentices will attend university for short academic blocks of study rather than on a day-release model, with structured learning taking place in the workplace in between university study weeks although delivery models will be determined through negotiation between the apprentice, employer and provider

Apprentices will generally be based in one radiotherapy department for the duration of their

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apprenticeship but may be required to rotate across a number of different work based contexts to ensure they achieve competence across a full range of knowledge, skills and behaviours. The employers would be responsible, with the support of the academic team, for ensuring the training and clinical practice elements enable the apprentice to apply the requisite theoretical knowledge and to master the required practice skills in the workplace but will decide how the apprentice will develop their clinical practice in collaboration with other departments or teams.

Q15. What will the duration of the apprenticeship be?

Typically 36 months

Q16. Please provide details below of all the employers who make up the proposed Trailblazer Group and who are committed to be actively involved in the development of the standard [please note you must have at least 10 employers on the group and all of them should provide projected starts for the standard]. The group should include both large and small to medium sized employers.

Q18. Please provide details below of any professional body recognition of this standard. This should include information on what this will be.

This is a regulated role. To become a Therapeutic Radiographer apprentices need to take a BSc (Hons) degree, accredited by Health and Care Professions Council. The HCPC Standards of Proficiency set the registration requirements for the occupation and the title of Radiographer are protected by law. Anyone who uses these titles must be on the HCPC Register. A person who is not registered and who misuses a designated title is breaking the law and may be prosecuted.

The College of Radiographers is the professional body for the occupation and will be represented on the trailblazer group by Charlotte Beardmore, Director of Professional Policy.

Q19. We are committed to ensuring that the standard we design provides sufficiently transferable skills to enable a successful apprentice to perform this role in an employer of any size and in any relevant sector. We are collectively representative of our sector(s) and are willing to work with other employers who come forward with an interest in this occupation and with colleagues from other sectors where our standards are closely related. We will develop the apprenticeship standard and assessment plan in line with the latest edition of the Institute's "How to" Guide for Trailblazers, will aim to complete this process within a year and are committed to working with relevant sector organisations to promote the use of the resulting standard once it is ready for delivery.

Yes

Q21. I am happy for my organisation to be publicly named as the lead employer and the companies listed above are happy to be named as working together to deliver this is the standard is approved for development

Name of lead organisation 1. Leeds Cancer Centre