

Enhanced Practice in Radiography.

Radiography definition

*Enhanced-level practice makes a significant and essential contribution to patient care and clinical services. Enhanced Practitioners contribute to all four pillars of practice, but particular emphasis is placed on their senior expertise at a specific pillar, commonly but not exclusively in radiography, the clinical pillar of practice. Enhanced Practitioners in clinical imaging and radiotherapy therefore develop proficiency and skills that employ a higher level of knowledge, skills and attributes than those obtained for initial registration with the Health and Care Professions Council (HCPC) or its equivalent. They have developed beyond the practitioner level based on their clinical competence and/or expanded knowledge base in a specialist area. (**Education and Career Framework for the Radiography Workforce (2022), The College of Radiographers**)*

Overarching differences between each of the levels of practice.

Brief overview

Each level provides the foundation and building blocks to the next level.

Enhanced level practice (Proficient)	Advanced level practice (Advanced)	Consultant level practice (Expert)
Working and contributing across all 4 pillars of professional practice but are likely to have greatest engagement with a particular pillar. Operating with autonomy and responsibility within a defined speciality, you will make decisions in day-to-day variances to support the smooth running of the service.	Highly skilled and autonomous leaders with advanced decision-making capabilities. They integrate clinical, educational, and research knowledge to drive quality improvement, mentor others, and lead complex care processes, operating at a high level of professional competency within each of the four pillars of practice.	Leaders who operate at the highest level of expertise and autonomy across the four pillars. Their role encompasses strategic influence, expert clinical practice, impactful research, and significant contributions to education, positioning them as key drivers of innovation and excellence in healthcare systems regionally and nationally.

Detailed overview

Each level provides the foundation and building blocks to the next level- (***Education and Career Framework for the Radiography Workforce (2022), The College of Radiographers***)

Enhanced level practice (Proficient)	Advanced level practice (Advanced)	Consultant level practice (Expert)
<p>Enhanced-level practice makes a significant and essential contribution to patient care and clinical services. Enhanced Practitioners contribute to all four pillars of practice, but particular emphasis is placed on their senior expertise at a specific pillar, commonly but not exclusively in radiography, the clinical pillar of practice. Enhanced Practitioners in clinical imaging and radiotherapy therefore develop proficiency and skills that employ a higher level of knowledge, skills and attributes than those obtained for initial registration with the Health and Care Professions Council (HCPC) or its equivalent. They have developed beyond the practitioner level based on their clinical competence and/or expanded knowledge base in a specialist area.</p>	<p>Advanced practitioners will have developed advanced clinical competence in their specialist area or across a broad range of practice. They will display a high degree of autonomy and complex decision-making skills that are underpinned by a wider foundation of knowledge, skills and expertise from their previous roles to enable safe, effective and person-centred care. Possessing a full master's degree relevant to advanced clinical practice, they will meet the four pillars of advanced clinical practice (clinical practice, education, leadership and management and research and development), using critical thinking and problem-solving to research and analyse complex situations throughout their practice. Drawing on their education and training and clinical experience, and employing the available evidence base, they will have extensive clinical responsibilities and input into the education of interprofessional colleagues and service development. Advanced practitioners will demonstrate leadership</p>	<p>Consultant Practitioners demonstrate expert clinical capabilities that are built on previously developed experience and learning. They display independent decision-making in complex situations to enable service development by generating an evidence base. They are at the forefront of their field and lead development of original thinking for fundamental change to achieve service evolution. The Consultant Practitioner strategically synergises the pathway, service, organisation and system by working with service users, partners and the practice community via local, regional, national and international perspectives to improve service delivery. Consultant Practitioners build and lead teams to facilitate strategic directional change. Possessing master's degrees or the equivalent and holding or working towards a doctoral level qualification, they have the ability to research and analyse complex situations. They will have significant clinical responsibilities and will usually also hold education responsibilities in both clinical</p>

	capabilities, managing whole episodes of clinical care in their area of practice.	and academic environments. They will demonstrate extensive leadership abilities.
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The difference between the four pillars in each level of practice.

Each level provides the foundation and building blocks for the next level.

	Enhanced level practice (Proficient)	Advanced level practice (Advanced)	Consultant level practice (Expert)
Clinical Practice	<p>Enhanced Knowledge and Clinical Capabilities: Apply enhanced knowledge and clinical skills in a focused practice area, working independently within a defined scope.</p> <p>Responsibility and Autonomy in Specialist Practice: Operate with responsibility and autonomy in an extended scope of practice, allowing them to make informed clinical decisions and exercise judgment within their expertise. However, their practice may still be contextually limited and involves supervision based on scope requirements. They know the boundaries of their scope of practice and will refer safely and effectively when required.</p>	<p>Broader Scope and Advanced Capabilities: Possess an expert knowledge base and clinical capabilities that allow them to operate collaboratively with a range of multi-agency and inter-professionals, applying professional judgment and critical reflection to their decision-making. They know the boundaries of their scope of practice and will refer safely and effectively when required.</p> <p>Advanced Clinical Decision-Making: Apply advanced clinical knowledge and skills to make complex decisions. They are responsible for managing their workload and working autonomously.</p>	<p>Expert-Level Knowledge and Clinical Capabilities: Bring an extensive expert knowledge base and a high degree of autonomy to their practice, allowing them to deliver expert-level care and make complex clinical decisions with considerable autonomy.</p> <p>Pioneers in Clinical Innovation: They serve as experts in clinical practice, often introducing innovative approaches and influencing practices within their speciality, driving advancements in healthcare quality, service delivery and outcomes. supervision includes guidance and support around clinical decision-making when needed They know the boundaries of their scope of practice and will refer safely and effectively when required.</p>

	Enhanced level practice (Proficient)	Advanced level practice (Advanced)	Consultant level practice (Expert)
Leadership and Management	<p>Initiating and Leading Processes: They proactively manage tasks within their scope, ensuring responsibility for their own and others' practice, with a focus on patient-centred leadership, considering the day-to-day variances that can occur.</p> <p>Taking Responsibility for Others: They supervise radiographers and support staff, setting high standards and fostering a supportive environment.</p> <p>Role Modelling: Acts as an <i>exemplar</i> for peers and junior colleagues, demonstrating proficiency within their practice, adhering to standards of care, teamwork and effective communication, promoting inclusivity within their practice and within the immediate team. Their sphere of influence is limited to their direct colleagues or immediate practice environment.</p>	<p>Initiating and Leading Complex Processes: They exercise autonomy and professional judgment, providing patient or operational leadership through evidence-based, collaborative approaches to care and service improvement.</p> <p>Evaluate own and others' practice: Acts as an educator, supervisor and mentor inclusive of peer review to support the development of themselves and others across the MDT. Acting on feedback they are prepared to constructively challenge others to manage and mitigate risk and uphold safety.</p> <p>Role Modelling: Exhibits leadership in decision-making and evidence-based practice through multi-professional collaboration influencing practice across teams. Their sphere of influence extends beyond their immediate team to broader organisational settings.</p>	<p>Strategic Influence and Policy Development: They are pivotal in shaping healthcare policy and practice at a strategic level, both within their organisations and on a broader national scale. Their leadership extends to influencing agendas and driving innovation in healthcare systems, nationally.</p> <p>Service Planning and Delivery: Working collaboratively in the planning, development, and implementation of services, ensuring that clinical care aligns with organisational goals and meeting needs effectively.</p> <p>Role Modelling: Serves as a <i>transformational leader</i>, driving innovation and excellence in clinical practice through strategic thinking and collaboration. They navigate complex systems, inspire change, and motivate teams to achieve shared goals. As role models of professional governance, they influence peers, senior stakeholders, and policymakers at organisational, regional, and national levels, shaping the future of healthcare.</p>

	Enhanced level practice (Proficient)	Advanced level practice (Advanced)	Consultant level practice (Expert)
Education	<p>Critical Understanding of Theory and Practice: They possess a theoretical and practical knowledge base within their defined scope, enabling them to teach and mentor others in enhanced aspects of practice, sharing insights and building capacity within their teams.</p> <p>Continuous Learning and Knowledge Enhancement: They engage in ongoing professional development to refine their expertise, ensuring they remain current with new approaches, techniques, and technologies relevant to their field.</p> <p>Development of Enhanced Knowledge Base: Their continuous educational efforts ensure they build and sustain an enhanced knowledge base, applying this expertise to improve their own and others' practice.</p> <p>Education expectation: Postgraduate certificate/ diploma. FHEQ level 7.</p>	<p>Integration of Clinical, Educational, and Research Knowledge: They incorporate findings from clinical practice, education, and research into their work, ensuring a holistic and evidence-based approach to patient care and practice development.</p> <p>Mentorship and Knowledge Sharing: Mentors others across the MDT, using advanced knowledge to educate and develop skills of pre-reg /post-reg learners and education providers. They also provide supervision across all those in the team – such as support workers, assistant practitioners, practitioners and those working at an enhanced level.</p> <p>Commitment to Lifelong Learning: They are committed to ongoing professional development to maintain a high-level skill set, staying current with advances in healthcare and</p>	<p>Mentorship and Expertise Sharing: They play a critical role in educating and mentoring healthcare professionals, sharing their expert knowledge to develop future leaders and enhance overall clinical expertise across the wider healthcare workforce.</p> <p>Bridging Clinical Practice, Education, and Research: They integrate clinical expertise, educational initiatives, and research findings to ensure that mentorship and training are grounded in the latest evidence and best practices.</p> <p>Educational Impact: Their influence extends beyond direct teaching, impacting education curricula, training programs, and policy, thus shaping the future standards of clinical practice. They also provide supervision across all those in the MDT team.</p> <p>Education expectation: Doctoral. FHEQ level 8</p>

		ensuring their practice is both competent and innovative. Education expectation: Masters. FHEQ level 7.	
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Research	<p>Using Research to Inform Practice: They integrate research findings into their daily extended decision-making, ensuring that patient care is evidence-based and reflects the latest advancements in their specialities.</p> <p>Critical Analysis and Interpretation: They have the skills to critically analyse and interpret complex information, which is essential for making informed decisions and adapting research insights to practical applications.</p> <p>Evidence Development and Contribution to Knowledge: By engaging with and possibly contributing to research, they help develop a body of evidence in their field, further developing specialist knowledge and informing broader clinical practice.</p>	<p>Design and Management of Research: They have the expertise to evaluate and improve service delivery and techniques, utilising relevant approaches including research methods. They will usually focus on areas relevant to their speciality building a strong evidence base to guide decision-making.</p> <p>Critical Analysis and Complex Evaluation: They critically analyse, interpret, and evaluate complex information, integrating research findings into practice to continuously improve patient care.</p> <p>Contribution to Knowledge and Evidence-Based Practice: They contribute to the advancement of knowledge within their field, strengthening by engaging in research, evidence-based</p>	<p>Research Leadership and Innovation: They are leaders in research, capable of initiating, designing, and conducting original research that contributes to substantial advancements in their field. Their work often results in impactful changes in practice and healthcare delivery.</p> <p>Critical Analysis and Interpretation of Complex Data: With a high level of expertise in evaluating research, they critically analyse and synthesise complex information to make evidence-informed decisions, contributing to the knowledge base and best practices of their specialty with national and international relevance.</p> <p>Driving Evidence-Based Practice and Service Development: By integrating research findings into their practice, consultant practitioners lead the way in evidence-based improvements and service innovations, continually</p>

		practice and promoting a culture of inquiry.	enhancing standards.	healthcare	delivery
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