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Strengthening radiography practice: Workforce mobilization strategies to socialise enhanced practice.

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Abstract

Enhanced practice is a term growing in momentum to describe a level of practice within healthcare. The term describes a level of practice rather than a role or task, where radiographers can build upon their expertise to increase their responsibility and autonomy within a defined area of practice.¹ This level of practice is between practitioner and advanced practitioner supporting the development of experienced radiographers. Historically, radiographers have been at the forefront of professional development, therefore enhanced level practice in essence is nothing new, but the term requires socialisation across the radiography community.² A commissioned project as part of a programme of work led by the Society of Radiographers aimed to socialise enhanced practice across the community to mobilise the workforce to engage positively with enhanced level practice.

Enhanced practice champions were recruited from across the UK to undertake a two-day online training programme to expand their knowledge and skills around enhanced practice. In addition, they were also up-skilled in career planning and coaching to enable them to be empowered to discuss their learning and influence practice.

Key findings.

Throughout the training, it was evident that there was confusion about the different levels of practice and the governance and educational requirements needed. These discussions will continue into the community of practice where the champions can discuss and enable each other.

Conclusions.

By being a 'positive disturber', the champions are now in a community of practice to further collaborate in socialising enhanced level practice.

Implications for Practice.

All of the champions are keen to share their new knowledge locally and nationally, with submissions to national conferences for posters and proffered sessions.

References

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