

Roadmap for Advancing Clinical Technologist Careers





Clinical Technologists are key members of the healthcare workforce, contributing to a diverse range of services that are fundamental in delivering high quality care.



Technologists deliver services that meet the regulatory, ethical and legal requirements of their profession. They possess a unique body of scientific knowledge related to patient care and the use of technology, to deliver safe and effective healthcare. This is blended with personal and interpersonal skills and attributes that enable practitioners to deliver high quality patient-centred care in complex, demanding and changing healthcare environments. They are competent to practise to a high standard and may work in a wide variety of health and care settings, delivering services from before birth to after death.



Clinical Technologists working in medical physics and clinical engineering are registered by the Register of Clinical Technologists (RCT) or Academy for Healthcare Science (AHCS) in defined scopes of practice:

- ▶ Medical Engineering
- ▶ Nuclear Medicine
- ▶ Radiation Engineering
- ▶ Radiation Physics
- ▶ Radiotherapy Physics
- ▶ Rehabilitation Engineering
- ▶ Bone Densitometry



IPEM believes

- 1. Technologists are a separate professional group to Clinical Scientists**
- 2. Technologists deserve and require professional recognition**
- 3. Enhanced, advanced and consultant level technical practice can, and should, exist**
- 4. Usage of advanced practice technologists would enable greater flexibility within a stretched workforce**

5. In order to support this IPEM is:

- ▶ Making our position on professional recognition clear
- ▶ Pushing for statutory regulation
- ▶ Making our position on advanced practice clear
- ▶ Expanding IPEM's Technologist Training Scheme
- ▶ Developing a career and education framework
- ▶ Making example job roles and descriptions available
- ▶ Submitting requests to the Jobs Evaluation Group to evaluate example role description so that appropriate National Job Profiles are created
- ▶ Creating a network to support advancing practice and advanced practitioners
- ▶ Supporting Clinical Technologist career progression to become Advanced Technologists through CPD and volunteering opportunities



It is IPEM's view that the profession of **Clinical Technologist** is a separate entity, with defined skills that are complementary to those of a Clinical Scientist. The technologist role is not merely an alternative starting point on the pathway to Clinical Scientist, but the starting point of a career in clinical technology, transitioning across enhanced, advanced and consultant practice.



IPEM has noted with concern that there is not universal recognition of advancing practice for technologists, with employers not recognising the skills and benefits that an advanced practitioner can bring. There is concern that this lack of career opportunity and development is creating a barrier to both retention and recruitment. This has potential to cause individual professionals and employers to miss out on opportunities to develop their professional practice and, through that, the service that offer to patients and colleagues.

As the delivery model of healthcare changes with practice development, influenced and led by technological advances, the technologist workforce must evolve too. It is timely to introduce a formally recognised framework, providing an education & training pathway to advance careers.



At present, registration is not statutory.

However, as a professional body, IPEM strongly promotes registration and continuing professional development as a highly desirable recognition of professionalism, public and patient protection, and demonstration of commitment to lifelong learning.

IPEM also believes that statutory registration of Clinical Technologists is essential to safeguard the professional standing of these highly skilled practitioners and underpin public confidence in patient safety.

Across the UK, practice and roles vary significantly, and aspects of clinical practice that are considered advanced in one location may not be in others. This document sets out IPEM's intentions to create a universal description and create a career and education framework to support technologist careers.

There is currently no formal recognition or designation indicating practice at any level above initial registration in Clinical Technology. This is in contrast to other related professionals such as Clinical Scientists or Radiographers. This independent recognition of advanced practice would enable service managers to create roles to optimally mix skills within their unique workplace and effectively use the advanced skills of experienced technologists.



In many locations, technologists have developed their roles working at an advanced practice level organically as the service has required. A standardised and quality assured training route and framework is therefore required. **IPEM proposes the road map below.**



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