



Nordic Recommendation for Continuous Professional Development (CPD) for Radiographers

How to incorporate/implement lifelong learning in radiography and radiotherapy departments

Introduction

Throughout working life, radiographers need to maintain, develop and acquire further knowledge, skills and competences relevant to their scope of practice. Radiographer has an ongoing responsibility to engage in personal and professional skills development (EFRS Code of Ethics, 2010).

The profession, the role of radiographer and quality of patient care within medical imaging, nuclear medicine and radiotherapy has changed over the past number of decades. This is due to significant technological and professional development and increasing demands in our profession. Radiography remains subject to constant change. It is important to facilitate CPD in the Nordic countries to ensure free movement of radiographers within the region. Furthermore, it will improve safety culture and evidence-based practice for the benefit of patients, personnel and the public.

The Nordic Society of Radiographers (NSR) recommendation on CPD for radiographers follows the EU Council Directive 2013/59/Euratom, which states that “*member states shall ensure that continuing education and training after qualification is provided*”, and statements from the European Federation of Radiographer Societies (EFRS) and the International Society for Radiographers and Radiological Technologists (ISRRT).

Institutions and radiographers who provide health services must ensure that they are provided with training, further education, and continuing education, necessary for the individual to be able to perform their work professionally, today and in the future.

Background

CPD Definition

NSR endorses the EFRS definition of CPD being ‘the continuous learning process required to maintain, develop and improve one’s knowledge, skills and competences to work effectively and safely’. CPD scheme supports this continual process of skill development and its maintenance. Considerable variation exists in both interpretation and its application. Terminology such as: ‘continuing education’ and ‘lifelong learning’ are often used interchangeably with CPD in the published literature.

NSR recommendations on CPD credits

The definition of a CPD credit is the time spent for the radiographer to be in active learning. Active learning is defined as actual time spent obtaining knowledge related to CPD. CPD must contain learning objectives, be recorded/documented and available for audit purposes. One CPD credit is equivalent to 45 minutes of learning activities, which is a minimum of duration. Institutions providing health services produced by radiographers, should ensure that they obtain continuing professional knowledge for a recommended minimum of 50 CPD credits per year.

Safety issues

Radiographers should have annual training and update on relevant safety issues in relation to professional responsibilities and tasks* and/or to meet national legislation requirements. All radiographers and radiation therapists should have annually update on precautions against infectious diseases and training in use of Personal Protective Equipment.

*: X-ray, Computed Tomography, Fluoroscopy, Nuclear medicine, Sonography, Interventional Radiology, Radiotherapy, Magnetic Resonance Imaging.

Structure of the CPD training

Continuing professional development after graduation can be seen as lifelong learning and is an accepted concept as an ongoing process (EFRS, 2018). The overall goal of CPD is providing a systematically and well-structured professional and personal development for the radiographer, adapted to the competency needs in the clinical setting. It is recommended that all radiographers, within the scope of their profession, have an individual plan for competence development, documented and regularly updated. CPD is a shared obligation between the employer and employee.

CPD activities

A CPD activity would normally be conducted in addition to normal clinical practice.

Examples of CPD activities, but not limited to:

Courses

- Study days
- User meetings with focus on modalities
- E-learning
- Independent studies
- Workshops / seminars

Study circles

- Journal club
- Literature search
- Review of current research

Study visits

- Radiology and radiotherapy departments
- Industrial companies
- Organisations

Lecture / Presentation

- Local
- National
- International

Research and Quality Assurance

- Developing project
- Clinical audit
- Developing and updating of procedures
- Managing and/or participating in research
- Reviewing of article

Publication

- Conference abstract
- Poster
- Popular science journal
- Scientific journal
- Review article

References

EFRS Code of Ethics, 2010; <https://efrs.eu/publications>

EU Council Directive 2013/59/Euratom; <https://eur-lex.europa.eu/eli/dir/2013/59/oj>

EFRS Statement on CPD; <https://efrs.eu/publications>

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EU, Lifelong learning – open learning opportunities: https://ec.europa.eu/education/ects/users-guide/lifelong-learning-open-learning-opportunities_en.htm

References on MR-safety

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Safety in Magnetic Resonance Imaging, Published on Society of radiographers (<http://www.sor.org>)march 2013: <https://www.sor.org/learning/document-library/safety-magnetic-resonance-imaging-1>