



Implementing our Strategy: the clinical radiology annual plan 2018–2019



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Context for the plan

The College *Strategy 2017–20* was published in January 2017.

The *Strategy* is underpinned by an Annual Plan for each Faculty which sets out the agreed priorities for achieving the objectives under the five themes of the *Strategy*. This Annual Plan for Clinical Radiology will run to September 2019 although some priorities will continue for much longer. A separate plan has been produced for the Faculty of Clinical Oncology although there is strong commonality between the two.

Priorities



Increasing and supporting the workforce in clinical radiology and clinical oncology for the benefit of patients

1.1 Strongly continuing to lobby to increase the numbers in training.

Priority 1: Use long- and shorter-term means to build the workforce

- Utilise any funding made available for the NHS
- Develop and deliver the 'Earn, learn and return' scheme with Health Education England (HEE)
- Take advantage of any enhanced medical training initiative scheme
- Develop specialty and associate specialist (SAS) roles including non-HEE/non-centrally directed training programmes

Priority 2: Develop exposure of undergraduates to radiology, focusing on additional materials for undergraduates and educators

Priority 3: Take forward through the Interventional Radiology Committee ways to increase the numbers of and retain doctors who train in the subspecialty

1.2 Exploring alternative funding and support for postgraduate training programmes.

Priority 1: Develop training opportunities by:

- Supporting all radiology training academies to maximise throughput of trainees
- Extending training programme capacity (for example, through district general hospital [DGHs]) as much as possible
- Equipping trainers to make the best use of study leave funding and annual review of competence progression (ARCP) processes



Ensuring the continuing quality of training and practice in both specialties and improving service delivery

2.1 Ensuring national bodies are aware of the dangers to patient care and treatment targets of failing to maintain quality.

Priority 1: Develop and promote to policy makers a vision of radiologists as drivers of the diagnostic pathway with a strong the clinical interface and value to the patient

Priority 2: Develop and promote to policy makers the need to fund rolling programmes of equipment replacement to improve interconnectivity, reduce failures and utilise dose-reduction software

Priority 3: Support quality of practice through:

- Advice on duty of candour, the impact of human factors (stress and burnout) and the role of reflective practice including *Radiology Events and Learning – REAL*
- Working with initiatives such as *Getting it right first time, Choosing Wisely, Realistic Medicine, Prudent Medicine* and *RightCare*
- Contributing effectively to the NHS England Tariff review focusing on pathways and outcomes
- Integrating RCR work on quality improvement to support the redeveloped Imaging Services Accreditation Scheme

Priority 4: Develop services to patients by:

- Developing credentials for mechanical stroke thrombectomy and for breast clinicians
- Working with the Society and College of Radiographers (SCoR) and HEE on roles for and regulation of sonographers, standards for training in sonography and national educational standards for reporting radiographers

2.2 Conducting a thorough review of the training curricula for both specialties.

Priority 1: Complete work on the curriculum meeting General Medical Council requirements including supporting resources for trainers and trainees

2.4 Focusing professional guidance on where we can make a difference: maintaining and improving the quality of practice.

Priority 1: Introduce a quality-assured process for developing new or reviewing existing professional guidance

Priority 2: Improve knowledge of, use of and feedback on guidance documents among the membership

Priority 3: Develop a long-term, sustainable model for updating the *iRefer* guidelines including delivery in clinical decision support systems worldwide

2.3 Improving access to FRCR examinations for overseas candidates.

Priority 1: Minimise the risks as to reputation, challenge and sustainability of the Final 2B examination by:

- Completing the planned work from 2014 and 2017 on standardisation to improve its structure, blueprinting and standard setting and to ensure it meets General Medical Council requirements
- Significantly increasing examiner numbers, with associated changes to the training and assessment of examiners, to enable more rapid development of proficiency
- Increasing candidate capacity, either at existing sittings or by introducing new sittings



Increasing awareness of the value of the specialties for the benefit of patients

3.1 Redoubling efforts to improve public and patient understanding of the work of the specialties.

Priority 1: Develop a suite of public education resources focusing on sectors of the public of greatest importance to the work of the specialties

3.2 Making use of the skills and experience of College lay members to promote the specialties and the College's work.

Priority 1: Use the contacts and networks of lay members to raise the public profile of the specialties



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Improving the value of College membership through life-long professional learning and engagement for the benefit of patients

4.1 Providing professional learning in formats and locations that ensure the widest accessibility and offer value for money.

Priority 1: Develop further the value of RCR Learning to Fellows and members through courses on management, leadership and quality improvement

Priority 2: Lead on setting the standards for creation, operation and interconnectivity of image archives being established for the UK

4.2 Providing a high-quality and sustainable annual, major educational event.

Priority 1: Develop and deliver an annual RCR conference for 2019, 2020 and 2021 that offers distinctive and value-added learning for all participants

4.4 Attracting and retaining younger Fellows and members to work with the College.

Priority 1: Assess the future needs of the College as a membership body and a charity through the governance review

4.3 Delivering targeted, meaningful value to all Fellows and members at all stages in their careers.

Priority 1: Develop and deliver on an action plan drawing on the results of the 2018 membership engagement survey

Priority 2: Continue to develop and deliver value added membership for overseas Fellows and members

Priority 3: Review Advisory Appointments Committee processes, the continuing professional development (CPD) scheme and service review and support processes identifying and implementing improvements

Priority 4: Review and strengthen the relationship with special interest groups (SIGs) including their contribution to the RCR's annual conference

Priority 5: Continue to engage with clinical directors to identify how the College can best support them in effective service delivery



Developing research and technologies for our two specialties

5.1 Supporting research in our specialties to help shape future diagnosis and treatment techniques and to increase the academic standing of the specialties.

Priority 1: Support the research community through the plans developed by and agreed with the Clinical Radiology Academic Committee

5.2 Working with industry to ensure that our specialties profit from the best new technology to benefit patients and that this technology is rapidly adopted into clinical practice.

Priority 1: Develop College activity on artificial intelligence including training and professional development, the framework for regulation and quality assurance and through continued engagement and partnership working



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