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Australian Institute of Radiography
Professional Accreditation and Education Board

Competency Based Assessment for the Accredited Practitioner

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Glossary of Terms

Accredited Programme

An accredited programme is a university programme or course that has been reviewed and accepted by the Professional Accreditation & Education Board (PAEB).

Programmes in Australia may be of the following structure:

- 3 year, 6 semester undergraduate programme which may lead to Provisional Accreditation (Graduate Practitioner)
- Graduate-entry Masters programme which may lead to Provisional Accreditation (Graduate Practitioner)
- 4 year, 8 semester undergraduate programme which may lead to a Validated Statement of Accreditation (Accredited Practitioner)
- Graduate-entry Masters programme which may lead to a Validated Statement of Accreditation (Accredited Practitioner)

An accredited programme may also include an overseas programme (Accredited Practitioner)

Accredited Practitioner

An Accredited Practitioner is a practitioner who has achieved a level of competence commensurate with the Competency Based Standards for the Accredited Practitioner to enable them to accept the responsibilities of practicing independently and be capable of performing the expected role of a practitioner in a sole practitioner situation. An accredited practitioner has either successfully completed the National Professional Development Programme and received the Validated Statement of Accreditation, graduated from an AIR accredited programme which satisfies the requirement for the issuing of a Validated Statement of Accreditation, or in the case of an overseas qualified practitioner, has been assessed by the AIR as being equivalent to an AIR accredited practitioner.

Australian Department of Education, Science and Training (DEST)

The Commonwealth of Australia Government Department responsible for Education, Science and Training.

Australian Institute of Radiography (AIR)

The Australian Institute of Radiography (AIR) is the professional association representing the Medical Radiation Science profession (Radiation Therapists, Radiographers and Sonographers) in Australia.

Candidate

Candidate is the person who has applied for, and been accepted by the AIR, to undertake a CBA.

Clinical Centre

A clinical centre is a Radiation Therapy or Medical Imaging centre where the clinical placement is undertaken by the CBA candidate. This centre is one approved by PAEB and has an accredited Internal CBA Assessor.

Competency Based Assessment (CBA)

CBA describes the minimum assessment levels to achieve the Competency Based Standards (CBS).

Competency Based Assessor The Competency Based Assessor is a person accredited and trained by the PAEB to perform Competency Based Assessments. An external assessor is a Competency Based Assessor external to or not employed at the clinical centre where the CBA is being undertaken. An internal assessor is a Competency Based Assessor employed at the clinical centre where the CBA is being undertaken.

Competency Based Standards (CBS)

CBS describe the performance benchmarks for Radiation Therapists/Radiographers.

Graduate Practitioner

A Graduate Practitioner is a graduate from an AIR accredited Medical Radiation Science programme whom, upon completion of such a programme, would receive the Provisional Statement of Accreditation of the AIR. The graduate practitioner is required to successfully complete the National Professional Development Programme (formerly the Professional Development Year) of the AIR to gain recognition as an accredited practitioner.

Medical Radiation Science (MRS)

Medical Radiation Science is the collective term that includes the practice of Nuclear Medicine Technology, Radiation Therapy, Radiography/Medical Imaging and Sonography. For the purposes of this document the term MRS shall only include Radiation Therapy and Radiography.

National Office of Overseas Skills Recognition (AEI-NOOSR)

This body forms part of the Australian Government International Education Network (AEI) and its function is the development of Australian policy on issues of overseas skills recognition.

National Professional Development Programme (NPDP)

The National Professional Development Programme provides a mechanism for Australian medical imaging and radiation therapy graduates to attain recognition as an Accredited Practitioner by the AIR. The NPDP facilitates the consolidation of the skills, knowledge and professional attributes described in the AIR Competency Based Standards for the Accredited Practitioner by providing a national structured framework for graduates to undergo professional peer assessment of their ability in a supervised clinical environment.

Objective Structured Clinical Examination (OSCE)

A simulated problem-based clinical examination requiring demonstration of competent clinical skills and understanding of all elements of clinical procedures.

Overseas Qualifications Assessment Panel (OQAP)

The AIR panel that is responsible for assessing the level of overseas Radiation Therapy and Radiography qualifications and experience involved in the process of gaining a Validated Statement of Accreditation for practice within Australia.

Professional Accreditation & Education Board (PAEB)

The Professional Accreditation & Education Board was established to advise the AIR on matters related to undergraduate, graduate entry and postgraduate education and development of the Medical Radiation Science profession.

Professional Accreditation & Education Board Representative

The PAEB Representative is a member of the PAEB from that state of Australia where the CBA is being undertaken.

Professional Development Year (PDY)

The PDY is a mediated entry to the profession, allowing the development of clinical proficiency based on skills and knowledge acquired during the undergraduate programme. The PDY must be undertaken during employment or attachment to an accredited clinical centre, on a full time, part time or locum basis and will commence on the first day of employment or attachment. The PDY is 48 weeks full time equivalent, and must be completed within 3 years of graduation. However under extenuating circumstances approval may be sought from the PAEB for an extension. In the state of Victoria, the Intern Model Programme (IMP) is completed in lieu of the PDY. New enrolments to the PDY ceased on 31 October 2010.

Radiation Therapy

In the clinical context, Radiation Therapy is the treatment of malignant and benign disease using ionising radiation. This may be done to cure disease, to palliate the symptoms and signs of disease, as a primary treatment modality, in combination with other treatment modalities, to improve the quality of life or for research.

Radiation Therapist (RT)

Radiation Therapists are health care professionals primarily concerned with the design and implementation of radiation treatment and issues of care and wellbeing of people diagnosed with cancer and other conditions. The term “Radiation Therapist” used within this document refers to those professionals that may have been referred to in the past both within Australia and internationally, as Therapeutic Radiographer, Radiation Therapy Technologist, Medical Radiation Science Professional, and Therapy Radiographer.

Radiographer (R)

Radiographers are health care professionals who provide a range of medical imaging procedures for diagnosis and management of medical conditions, and provide an informed opinion regarding those procedures. Radiographers are responsible for optimising diagnostic quality whilst maintaining radiation safety. The term “Radiographer” used within this document refers to those professionals that may be called within Australia and internationally, Radiographer, Diagnostic Radiographer, Medical Imaging Technologist, Medical Radiation Science Professional and Medical Imaging Scientist.

Radiography / Medical Imaging

In the clinical context, Radiography / Medical Imaging is the professional practice of providing a range of imaging examinations using ionising or non-ionising radiation. This may be done to produce an image to confirm or exclude a clinical diagnosis; to assist and monitor treatment processes; for screening programmes or for research.

Resumption of Professional Practice (RPP)

Resumption of Professional Practice is the AIR policy that defines the process of re-entry into the professions of Radiation Therapy and Radiography.

Scope of Practice (SOP)

Scope of Practice defines the major areas of responsibility and application of knowledge, judgement, functions and skills within the profession.

Executive Summary

The Australian Institute of Radiography (AIR) approved new Competency Based Standards (CBS) for the Medical Radiation Science profession in August 2005. These standards apply to the Accredited Practitioner in Radiation Therapy and Medical Imaging on attainment of the AIR Validated Statement of Accreditation. As indicated in that document, performance indicators and assessment methods would be developed as the next phase of this process so that the various elements of the standards may be appropriately assessed.

The Competency Based Assessment (CBA) for Radiation Therapy and Medical Imaging provides these performance indicators and assessment methods. This document should be read in conjunction with the Competency Based Standards document.

As with the CBS, the Competency Based Assessment process has been developed following consultation with a wide range of stakeholders throughout Australia.

Overview

During the period June to October 2005, the AIR reviewed the existing Competency Based Assessment process which was implemented in 1995. This review process was fundamental in developing a Competency Based Assessment process for Radiation Therapists and Radiographers for a five-year period.

Steering Committee

The PAEB was appointed as the steering committee responsible for the review and development of this process.

Development, Consultation & Review Phase

The steering committee reviewed the previous CBA documents and found that a new assessment process was required to measure the competence of the candidate against the new CBS. The philosophy underpinning this document is the development of a series of assessment tools based on the performance indicators in the CBS.

Following the development of the new draft assessment process, consultation was sought from:

- Radiation Therapists and Radiographers representing State Branches of the AIR,
- Specialist Panels of the AIR,
- Academic Institutions *and*,
- Regulatory bodies.

Information gathered from this consultation was used to further develop the document. Membership of this consultation group of Radiation Therapists, Radiographers and Academics are described in Appendix 1.

Periodic Review

The document should be modified and updated periodically by the PAEB to incorporate and reflect advances and developments in the MRS profession. This is part of routine quality assurance to ensure that this professional document meets the requirements of the time. The first significant review of the CBA and associated documentation occurred in September 2008.

Ownership

The Competency Based Standards and Assessment documents belong exclusively to the AIR. No part of the content may be reproduced without express permission of the AIR.

Introduction

The Competency Based Assessment is the process used to evaluate the performance indicators contained in the Competency Based Standards for the Accredited Practitioner in Radiation Therapy and Medical Imaging.

The CBS provides a framework for professional and community expectations. The standards aim to integrate the skills, knowledge and understanding that underpin the professions of Radiation Therapy and Medical Imaging with the unique attributes and attitudes of these disciplines.

The CBA is a two-stage process that uses a range of academic and clinical assessment methods to evaluate performance and understanding against the CBS. Supporting documentation guides the assessor and the candidate in progressing through each stage of the CBA process.

The CBA has several purposes:

- To measure suitability of overseas graduates intending to practice in Radiation Therapy or Radiography in Australia. Successful completion of the CBA contributes to the process of the Overseas Qualifications Assessment Panel (OQAP) in determining eligibility for the award of a Validated Statement of Accreditation.
- To provide the assessment tool used during the Resumption of Professional Practice process for those wishing to return to practice after an extended period of absence.
- To support registration and licensing issues.

The CBA measures performance at the level of the Accredited Practitioner as the minimum standard required for independent professional practice in Australia.

The CBA assessment process is outlined in Figure 1 below.

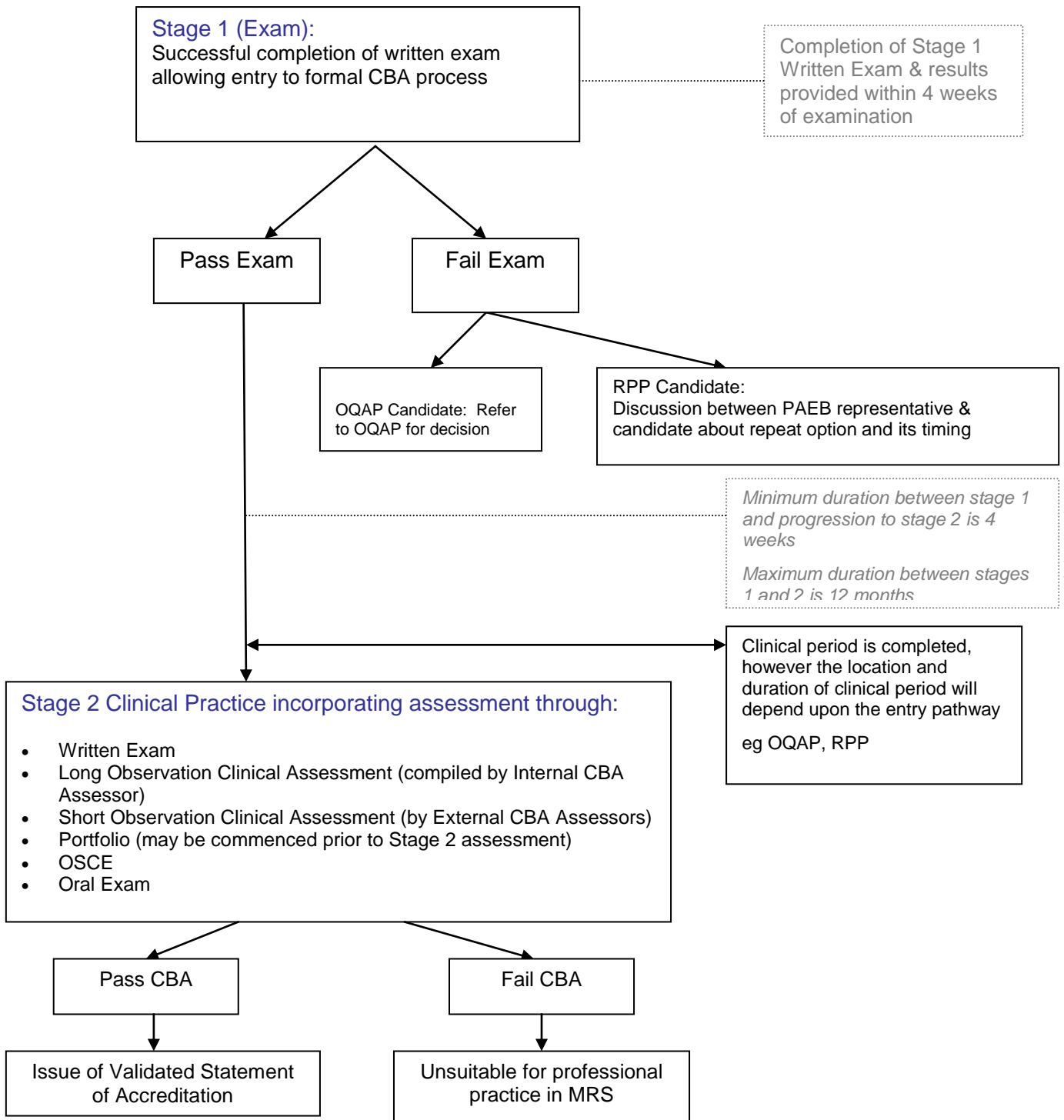


Figure 1

Overview of the CBA Stages

This overview should be read in conjunction with Figure 1 and Tables 1, 2 and 3.

Preliminary resources

The candidate will be provided with an information package that contains the following:

1. Description of procedure for proceeding with CBA
2. Formal CBA Agreement including details of the Stage 1 CBA examination and Stage 1 and 2 fees with payment options
3. Contact details for the AIR and website address for accessing policy documents
4. Reading list incorporating recommended text books, relevant journals and websites
5. Application for Provisional Statement of Accreditation and website links to relevant information regarding registration or licensing and, as available, other documentation according to state and healthcare service guidelines

The candidate is responsible for arranging adequate workcover/personal injury insurance cover. Documented evidence must be provided to the Internal Competency Based Assessor at the commencement of the Stage 2 CBA. Failure to provide this evidence will lead to immediate cessation of the CBA.

Stage 1

Written Examination

The purpose of the Stage 1 written examination is to act as a process to assess the candidate's breadth of knowledge and understanding of the principles and practice of MRS. This will enable the AIR to ascertain the candidate's suitability to proceed to Stage 2 of the CBA. In the event of failure the candidate will be notified and may be given the opportunity to re-sit the examination.

Examination Content

The content of the Stage 1 examination reflects the knowledge elements outlined in the Competency Based Standards for the Accredited Practitioner (2005) and includes:

- Physical Sciences
 - Physics underpinning practice in MRS
 - Instrumentation
 - Radiobiology
- Medical Sciences
 - Anatomy
 - Physiology
 - Pathology
- Science of Radiation Therapy/Radiography
 - Technique & practice
- Humanities
 - Patient care
 - Communication
 - Ethics & medico-legal aspects of practice
 - Professional practice

Examination Structure

- Multiple choice questions
- Short answer questions

Examination Conduct

- The duration of the examination will be two hours
- The location and time of the examination will be arranged and conducted by the PAEB representative or their delegate
- The examination will be marked independently by two PAEB approved representatives.
- The examination results will be forwarded to the AIR who will notify the candidate and the PAEB of the outcome.

Stage 2

Following payment of Stage 2 fees, the candidate will be sent a CBA package containing the following:

- Details of clinical centre to undertake the clinical placement (including location, contact staff and dates)
- Details of Stage 2 CBA (including date, time and location of Written Examination, OSCE and Oral Examination)
- Guidelines for the Portfolio, which may be commenced prior to the Stage 2 CBA

The purpose of this stage of the CBA is to ascertain the candidate's competence to practice as a Radiation Therapist or Radiographer in Australia.

Examination Content

The content of the Stage 2 examinations reflect the knowledge elements outlined in the Competency Based Standards for the Accredited Practitioner (2005) and includes:

- Physical Sciences
 - Physics underpinning practice in MRS
 - Instrumentation
 - Radiobiology
- Medical Sciences
 - Anatomy
 - Physiology
 - Pathology
- Science of Radiation Therapy/Radiography
 - Technique & practice
- Humanities
 - Patient care
 - Communication
 - Ethics & medico-legal aspects of practice
 - Professional practice
- Research
 - Understanding of significance of research in contemporary practice

Written Examination

The written examination is designed to assess the candidate's depth of knowledge and ability to apply the principles of MRS to clinical practice.

Examination Structure

- Short answer questions
- Long answer questions

Examination Conduct

- The duration of the examination will be two hours, conducted on day 12.
- The Internal CBA Assessor will coordinate the examination
- The examination will be marked independently by the Internal and External CBA Assessors

Portfolio

This forms the basis of a professional portfolio and allows the candidate to provide evidence of previous experience, current learning, engagement in lifelong learning and reflective practice.

The portfolio document will be provided to the candidate when they commit to the Stage 2 process, and the candidate may commence collation at this time. The portfolio will be made available to the External CBA Assessor on day 13 to allow time for review. The content of the portfolio provides an indication of the candidate's range of experience and their understanding. In this way, the content of the portfolio may influence selection of the specific topics covered in the objective structured clinical examination (OSCE) and the oral examination.

Long Observation Clinical Assessment

This evaluation assesses the candidate's clinical skills and practice, specifically the degree to which the candidate demonstrates a broad and thorough knowledge of the scope of practice underpinning radiography or radiation therapy. The Competency Based Standards for the Accredited Practitioner (2005) further describe the scope of practice and related knowledge elements. The Long Observation Clinical Assessment represents continuous assessment over a 15 day period where the candidate may work in a variety of areas relevant to their scope of practice.

The Long Observation Clinical Assessment report is completed by the Internal CBA Assessor based upon feedback from clinical staff during the 15 days of clinical placement. It is finalised at completion of the clinical placement and provided to the External CBA Assessor at the completion of the CBA.

Short Observation Clinical Assessment

This evaluation assesses the candidate's clinical skills and practice, specifically the degree to which the candidate demonstrates a broad and thorough knowledge of the scope of practice underpinning radiography or radiation therapy. The Competency Based Standards for the Accredited Practitioner (2005) further describe the scope of practice and related knowledge elements.

The Short Observation Clinical Assessment report is completed by the External CBA Assessor. The External CBA Assessor is able to provide an independent observation of the candidate's performance. The assessment will take place over days 13, 14 and 15 of the clinical placement.

Oral Examination

This will take place on day 14 of the fifteen day CBA placement.

Examination Structure

This will include questions designed to assess the ability of the candidate to critically analyse practice, problem solve and interpret information presented in various formats.

The content will be selected from a range of predetermined questions based on the placement experience of the candidate thus far.

The candidate will have a ten minute period prior to the start of the oral examination to view the questions.

Examination Conduct

- The duration of the oral examination will be 1 hour
- The location and time of the oral examination will be coordinated by the Internal CBA Assessor.
- The oral examination will be assessed by the Internal and External CBA Assessors.

OSCE

This will take place on the morning of day 15 of the fifteen day clinical placement.

OSCE Structure

Scenario-based questions allow the candidate to demonstrate problem solving skills and ability to apply theoretic knowledge to clinical practice. This will include questions designed to assess the ability of the candidate to critically analyse practice, problem solve and interpret information presented in various formats.

The content will be selected from a range of predetermined scenarios based on the placement experience of the candidate thus far and from the candidate's portfolio. The OSCE will have scenarios which may require the candidate to simulate patient positioning using a person acting as the patient.

OSCE Conduct

- The duration of the OSCE will be two hours
- The location and time of the OSCE will be arranged and conducted at the clinical centre.
- The OSCE will be marked by the Internal and External CBA Assessors.

Outcome of the CBA

At the conclusion of day 15 the External CBA assessor will gather all relevant CBA documentation:

- Portfolio (this will be returned to the candidate at a later date)
- Long Observation Clinical Assessment report
- Short Observation Clinical Assessment report
- Written Examination
- Oral examination report
- OSCE report

In consultation with the Internal CBA Assessor, the External CBA Assessor will complete a report, formalising the results of the CBA and forward to the AIR Secretariat. This may include further referral depending upon the entry pathway of the candidate, e.g. overseas qualified candidates will be referred back to OQAP.

It is not the role of either assessors or staff at the clinical centre to provide outcomes of the CBA. Following conclusion of the clinical placement, the candidate may not contact either the assessors or the clinical centre regarding the CBA.

An example schedule for the second stage of the CBA assessment is detailed in Table 1. Internal and External CBA Assessors may adjust the schedule as required, ensuring the candidate is advised.

Table 1: Example Stage 2 CBA Schedule

Clinical Days	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AM	Clinical placement starts Clinical Observation throughout placement by Internal CBA assessor												Clinical Observation by External CBA assessor	Oral Examination	OSCE Long Observation Clinical Assessment report finalised by Internal CBA assessor
PM												External assessments start – Written Examination	Clinical Observation	Clinical Observation	Short Observation Clinical Assessment Report completed by External CBA assessor

Candidates will receive an orientation to the clinical centre and relevant departmental information (protocols etc.) on their first day of placement. This information would normally be provided to the candidates by the Internal CBA Assessor or their delegate. For any queries, the candidate should refer to the Internal CBA Assessor.

The clinical centre in which the fifteen day clinical period and assessment will be undertaken will be unfamiliar to the candidate whether their entry pathway is via OQAP or RPP. It would be expected that the candidate would make contact with the centre prior to the commencement date of the Stage 2 of the CBA. It would be in the candidate’s best interest to arrange a visit so that they become familiar with the location of the clinical centre and have met the Internal CBA Assessor.

It is not the role of the assessor or any other clinical centre staff member to educate the candidate about the principles underlying practice during this period. Nevertheless, the candidate will receive assistance in overcoming the idiosyncrasies of working in an unfamiliar clinical environment.

Pass Requirements

The candidate must demonstrate satisfactory competency in each of the modules of the Competency based Assessment.

Stage 1: A 60% pass is required.

Stage 2: Mandatory completion of portfolio. Mandatory completion of all other assessment methods which in total provide an overall pass.

Relevant assessment criteria and schedules are attached at Appendix 2.

Cessation of the CBA

If during the clinical period, the Internal CBA Assessor believes that the candidate is practising in an unsafe manner or in a manner that contravenes the Guidelines for Professional Conduct for Radiographers, Radiation Therapists and Sonographers (2007) the External CBA Assessor will be immediately contacted so that an independent assessment of the candidate may be undertaken. The Internal CBA Assessor may opt to suspend the CBA pending consultation with the External CBA Assessor. On agreement of both the Internal and External CBA Assessors that the candidate is practising in an unsafe or inappropriate manner, the clinical period may be terminated. Full documentation must accompany the report to the AIR Secretariat.

In the event of cessation of the CBA both assessors will provide an explanation to the candidate

Candidate Notification of Assessment Result

Candidates will be notified in writing of the results of their CBA from the relevant panel of the AIR.

Methods of Appeal

If the candidate wishes to appeal the findings of a CBA, a request in writing should be lodged within one month of receipt of the result.

The appeal should clearly state the grounds upon which the appeal is based. The grounds must relate to issues that occurred during the assessment period, the methods of assessment undertaken during the period or the way assessors conducted the assessment.

Appeals should be lodged with:

Executive Officer
Australian Institute of Radiography
P.O. Box 16234
Collins Street West
Vic 8007

The possible outcomes of an appeal are as follows:

- Grant recognition on the evidence presented
- Gather further evidence by re-assessing the candidate*
- Change CBA assessors*
- Reject appeal

*In these circumstances, the candidate may be requested to undertake an additional CBA at another CBA centre conducted by different assessors. The costs incurred in the re-assessment will be at the AIR's expense.

The Board of Directors of the AIR will act as the Appeal Panel and will advise the relevant panel/committee and the candidate of the outcome. The final decision on appeals will rest with Board of Directors of the AIR.

All correspondence during the appeals stage shall be directed to the AIR Secretariat.

**Table 2: Responsibilities of Parties to the CBA Process
(Overseas Entry Pathway)**

Overseas Entry Candidate	AIR Secretariat	PAEB	External CB Assessor	Internal CB Assessor
CBA recommended by OQAP following assessment				
	Send preliminary information package to candidate.			
		Liaison with candidate regarding Stage 1 examination. Send formal CBA Agreement to candidate		
Candidate commits to CBA process by returning the completed , Stage 1 examination date and formal CBA Agreement, pays required Stage 1 fee to AIR Secretariat				
	Notify PAEB of pending CBA.	Commence preparations for allocation of clinical centre, external assessor and organise Stage 1 examination location		
	Distribute Stage 1 written examination to PAEB rep.			
Sit Stage 1 written examination		PAEB rep conducts Stage 1 written examination		

Overseas Entry Candidate	AIR Secretariat	PAEB	External CB Assessor	Internal CB Assessor
		Stage 1 Examination marked independently by two PAEB reps		
		Examination results forwarded to AIR Secretariat –pass – proceed to Stage 2 –fail – referral to OQAP		
	Notify candidate of result in event of pass (OQAP if failure). Notify candidate of process for Stage 2 and fees payable.			
Pay Stage 2 fees to AIR Secretariat	On receipt of fees, advise PAEB rep of progress to Stage 2 and send CBA package to candidate			
		Confirm clinical placement details with site and external assessor.		
		Provide relevant sections of CBA package to clinical assessor prior to commencement of Stage 2.		
CBA Stage 2 commences				Provide information to staff regarding CBA Clinical Report (Long Observation Clinical Assessment)

Overseas Entry Candidate	AIR Secretariat	PAEB	External CB Assessor	Internal CB Assessor
Undertake Stage 2 written examination				Conduct Stage 2 written examination
Undertake Clinical Assessment and submit completed Portfolio			Short Observation Clinical Assessment occurs. Stage 2 written examination is marked independently	Stage 2 written examination is marked independently
Undertake OSCE and Oral Examinations			Completed Portfolio is reviewed. Remaining Stage 2 assessments occur	
CBA Stage 2 concludes			Short Observation Clinical Assessment report completed	Long Observation Clinical Assessment report completed and provided to External Assessor
			Reports, assessment results, recommendation and CBA package returned to AIR Secretariat	
	Forward CBA outcomes to OQAP for review			
	Notify candidate of outcome			

**Table 3: Responsibilities of Parties to the CBA Process
(Resumption of Professional Practice Pathway)**

RPP Candidate	AIR Secretariat	PAEB	External CB Assessor	Internal CB Assessor
CBA required as part of RPP programme (see RPP Policy document)				
	Send preliminary information package to candidate. Liaison with candidate regarding Stage 1 written examination dates.			
		Liaison with candidate regarding Stage 1 examination. Send formal CBA Agreement to candidate		
Candidate commits to CBA process by returning the completed , Stage 1 examination date and formal CBA Agreement, pays required Stage 1 fee to AIR Secretariat				
	Notify PAEB of pending CBA.	Commence preparations for allocation of clinical centre, external assessor and organise Stage 1 examination location		
	Distribute Stage 1 written examination to PAEB rep.			
Sit Stage 1 written examination		PAEB rep conducts Stage 1 written examination		
		Stage 1 Examination marked independently by two PAEB reps		
		Examination results forwarded to AIR Secretariat –pass – proceed to Stage 2 –fail – opportunity to sit Stage 1 examination again *		

RPP Candidate	AIR Secretariat	PAEB	External CB Assessor	Internal CB Assessor
	Notify candidate of result. Notify candidate of process for Stage 2 and fees payable.			
Pay Stage 2 fees to AIR Secretariat	On receipt of fees, advise PAEB rep of progress to Stage 2 and send CBA package to candidate.			
		Confirm clinical placement details with site and external assessor.		
		Provide relevant sections of CBA package to clinical assessor prior to commencement of Stage 2.		
CBA Stage 2 commences				Provide information to staff regarding CBA Clinical Report (Long Observation Clinical Assessment)
Undertake Stage 2 written examination				Conduct Stage 2 written examination
Undertake Clinical Assessment and submit completed Portfolio			Short Observation Clinical Assessment occurs. Stage 2 written examination is marked independently	Stage 2 written examination is marked independently
Undertake OSCE and Oral Examinations			Completed Portfolio is reviewed. Remaining Stage 2 assessments occur	
CBA Stage 2 concludes			Short Observation Clinical Assessment report completed	Long Observation Clinical Assessment report completed and provided to External Assessor
			Reports, assessment results, recommendation and CBA package returned to AIR Secretariat	
	Notify candidate of outcome.			

*** The candidate is eligible to sit the Stage 1 written examination twice. Failure after the second attempt results in cessation of the current CBA process (see RPP Policy)**

Scope of Practice for Radiation Therapist - Accredited Practitioner Level

Radiation Therapists are health care professionals primarily concerned with the design and implementation of radiation treatment and issues of care and wellbeing of people diagnosed with cancer and other conditions undergoing radiation therapy.

The scope of practice of the Radiation Therapist (Accredited Practitioner level) shall include:

- Patient assessment including psychosocial issues,
- Patient positioning and immobilisation,
- Manufacture/construction of ancillary equipment,
- Simulation, including tumour localisation, treatment planning and dosimetry,
- Treatment by superficial to megavoltage external beams and verification,
- Imaging for planning and treatment verification purposes,
- Mentoring, clinical reasoning and research.

Whilst the Accredited Practitioner has the theoretical knowledge, they do not specifically possess the advanced/specialist level competence to practice independently in the following:

- Brachytherapy treatment,
- Intensity Modulated Medical Radiation Science,
- Stereotactic Radiotherapy/Radiosurgery,
- Information Systems Administration.

These specialty areas are within the scope of practice of the Advanced/Specialist Practitioner.

Scope of Practice for Radiographer - Accredited Practitioner Level

Radiographers are health care professionals who provide a range of medical imaging procedures for diagnosis and management of medical conditions, and provide an informed opinion regarding those procedures. Radiographers are responsible for optimising diagnostic quality whilst maintaining radiation safety.

The scope of practice of the Radiographer (Accredited Practitioner level) shall include:

- Patient and clinical assessment,
- Application of the science of medical imaging to include
 - general radiography incorporating plain film and digital radiography,
 - fluoroscopy,
 - operating theatre imaging,
 - emergency imaging and,
 - routine applications in Computed Tomography (CT).
- Image acquisition, processing, manipulation and storage,
- Quality management and diagnostic efficacy,
- Image interpretation,
- Mentoring, clinical reasoning and research.

Whilst the Accredited Practitioner has the theoretical knowledge, they do not specifically possess the advanced/specialist competency level to practice independently in the following:

- MRI,
- Mammography,
- Advanced applications in CT scanning,
- Ultrasound,
- Interventional imaging and advanced angiographic applications,
- Information Systems Administration
- Bone Mineral Densitometry (DEXA).

These specialty areas are within the scope of practice of the Advanced/Specialist Practitioner.

Competency Based Assessment Performance Indicators & Assessment Methods

**Radiation
Therapy**

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiation Therapy	1.1 Key Knowledge Concepts <i>Demonstrate a broad and thorough knowledge/ understanding of the key theoretical concepts underpinning Radiation Therapy</i>	Outcome 1.1.1 Demonstrate a broad and thorough knowledge of the science of Radiation Therapy	1.1.1.1 Demonstrate knowledge of the philosophy underpinning the development of the profession and the practice of radiation therapy	Written (Stage1) Long Obs.
			1.1.1.2 Demonstrate knowledge of simulation, planning and treatment of malignant and benign disease as defined in the scope of practice for Radiation Therapists (AIR Competency Based Standards)	Written (Stage1) Long Obs.
			1.1.1.3 Demonstrate knowledge of the risk benefit philosophy and principles involved in the practice of radiation therapy	Written (Stage1) Long Obs.
			1.1.1.4 Demonstrate knowledge of the use of medical terminology as it relates to radiation therapy	Written (Stage1)
			1.1.1.5 Demonstrate knowledge of the current legislation, regulations and standards as they relate to radiation therapy	Written (Stage2)
			1.1.1.6 Demonstrate knowledge of associated professions that may interact with or impact upon radiation therapy	Portfolio
		Outcome 1.1.2 Demonstrate a broad and thorough knowledge of physical sciences as it relates to Radiation Therapy	1.1.2.1 Demonstrate knowledge of the physical principles and mathematical processes of radiation generation and interaction with matter	Written (Stage1) Exam SA (2)
			1.1.2.2 Demonstrate knowledge of mathematical processes involved in radiation dose calculations and distribution	Written (Stage1) Exam SA (2)
			1.1.2.3 Demonstrate knowledge of equipment and instrumentation and their principles, applications and limitations as defined in the scope of practice for Radiation Therapists (AIR Competency Based Standards)	Written (Stage1) Exam SA (2)
		Outcome 1.1.3 Demonstrate a broad and thorough knowledge of biological sciences as it relates to Radiation Therapy	1.1.3.1 Demonstrate knowledge of anatomy and physiology of the human body, with particular emphasis on regional and cross sectional anatomy, histology, haematology, and the lymphatic and immune systems	Written (Stage1) OSCE Exam SA (2)
			1.1.3.2 Demonstrate knowledge of the pathophysiology of solid and systemic malignancies, epidemiology, aetiology and the management and impact of cancer	Written (Stage1) OSCE Exam SA (2)
			1.1.3.3 Demonstrate a knowledge of concurrent and common pathologies and mechanisms of spread of disease	Written (Stage1) Exam SA (2)
			1.1.3.4 Demonstrate knowledge of the scientific principle of the differential cell killing ability of ionising radiation	Written (Stage1)
			1.1.3.5 Demonstrate knowledge of pharmacology of contrast agents, cytotoxic drugs and drugs used in the relief of symptoms encountered frequently within the oncology setting	Written (Stage1)
			1.1.3.6 Demonstrate knowledge of the methods of administration of contrast agents and drugs and protocols for adverse reactions.	Written (Stage1) Exam SA(2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiation Therapy	1.1 Key Knowledge Concepts <i>Demonstrate a broad and thorough knowledge/ understanding of the key theoretical concepts underpinning Radiation Therapy</i>	Outcome 1.1.4 Demonstrate a broad and thorough knowledge of humanities and behavioural sciences as it relates to Radiation Therapy	1.1.4.1 Demonstrate knowledge of sociological and psychological aspects of care for people undergoing examinations and treatments, their families and carers	Written (Stage 1) Long Obs.
			1.1.4.2 Demonstrate knowledge of behavioural and communication sciences, and in depth understanding of their relevance and application to the care of people with cancer and undergoing radiation therapy	Written (Stage 1) Long Obs.
			1.1.4.3 Demonstrate knowledge of the values, customs, spiritual beliefs and practices of individuals	Written (Stage 1) Long Obs.
			1.1.4.4 Demonstrate knowledge of end of life issues and coping strategies and how they may impact on the treatment of patients	Written (Stage 1) Long Obs.
			1.1.4.5 Demonstrate knowledge of preparing the patient both physically and psychologically, in order to carry out an effective clinical procedure	Written (Stage 1) Long Obs.
			1.1.4.6 Demonstrate knowledge of the behaviour of people undergoing examinations and treatments within the oncology setting	Written (Stage 1) Long Obs.
			1.1.4.7 Demonstrate knowledge of risk-benefit philosophy and principles involved in the practice of radiation therapy	Written (Stage 1) Long Obs.
			1.1.4.8 Demonstrate knowledge of legal and ethical responsibilities of the radiation therapist	Written (Stage 1) Long Obs.
		Outcome 1.1.5 Demonstrate a broad and current knowledge of Information Technology as it relates to Radiation Therapy	1.1.5.1 Demonstrate knowledge of information technology associated with radiation therapy, in particular image registration, data processing and transfer between treatment planning and delivery, verification and hospital information systems	Exam SA (2) Long Obs.
			1.1.5.2 Demonstrate knowledge of information technology to select, analyse, present and communicate radiographic information	Exam SA (2) Long Obs.
			1.1.5.3 Demonstrate knowledge of data processing, storage, retrieval and manipulation in radiation therapy	Exam SA (2) Long Obs.
		Outcome 1.1.6 Demonstrate a knowledge of research as it relates to Radiation Therapy	1.1.6.1 Demonstrate a knowledge of ethical foundation of research	Portfolio Written (Stage 1)
			1.1.6.2 Demonstrate a knowledge of principles of evidence based practice	Portfolio
			1.1.6.3 Demonstrate a knowledge of systematic review of scientific literature	Portfolio
			1.1.6.4 Demonstrate a knowledge of qualitative and quantitative research design and methods	Portfolio
			1.1.6.5 Demonstrate a knowledge of data collection and analysis methods	Portfolio

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiation Therapy	1.2 Clinical Skills and Practice <i>Demonstrate a broad and thorough knowledge of the SOP underpinning Radiation Therapy.</i>	Outcome 1.2.1 Demonstrate a thorough knowledge of the principles of Radiation Therapy and their clinical application	1.2.1.1 Demonstrate a knowledge of patient assessment, positioning, immobilisation and construction of ancillary equipment	OSCE
			1.2.1.2 Demonstrate a thorough knowledge of simulation, including tumour localisation, treatment planning.	OSCE
			1.2.1.3 Demonstrate a thorough knowledge of the rationale for selection of treatment modality	OSCE
			1.2.1.4 Demonstrate a knowledge of the principles of the imaging process for planning and treatment verification purposes	OSCE
			1.2.1.5 Demonstrate a knowledge of the operation of equipment within known limitations and in a manner appropriate for its function	OSCE Long Obs.
			1.2.1.6 Demonstrate a knowledge of simulation and treatment delivery quality assurance procedures	OSCE
			1.2.1.7 Demonstrate a knowledge of monitoring and care of the patient	OSCE
			1.2.1.8 Demonstrate a knowledge of the principles of patient management including adjuvant and concomitant therapy	OSCE
			1.2.1.9 Demonstrate a knowledge of the principles of brachytherapy, stereotactic radiosurgery, intensity modulated radiation therapy, paediatrics, total body irradiation and information systems management	OSCE
		Outcome 1.2.2 Demonstrate a thorough knowledge of Radiation Therapy procedures and their application to patient welfare	1.2.2.1 Demonstrate a knowledge of a safe work environment within the context of radiation safety and protection policies	Written (Stage 1) Long Obs.
			1.2.2.2 Demonstrate a thorough knowledge of the physical safety of all individuals in the work environment	Written (Stage1) Long Obs.
			1.2.2.3 Demonstrate a thorough knowledge of the risks and benefits of different imaging techniques and radiation treatments	Written (Stage1)
			1.2.2.4 Demonstrate a thorough knowledge of critical organ doses	Written (Stage1)
			1.2.2.5 Demonstrate a thorough knowledge of psychosocial impact of radiation therapy procedures	Written (Stage1)
		Outcome 1.2.3 Demonstrate a thorough knowledge/understanding of radiation oncology procedures to participate with other members of the health care team in decision-making	1.2.3.1 Demonstrate a thorough knowledge/understanding of the multidisciplinary team in the care of the patient	OSCE
			1.2.3.2 Demonstrate a thorough knowledge/understanding of referral information and the range of professional judgements available	OSCE
			1.2.3.3 Demonstrate a thorough knowledge/understanding of adapting working practices to meet the needs of individual patients and situations	OSCE

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods		
	1.2 Clinical Skills and Practice (cont.) <i>Demonstrate a broad and thorough knowledge of the SOP underpinning Radiation Therapy.</i>	Outcome 1.2.4 Demonstrate a thorough knowledge of information management and confidentiality	1.2.4.1 Demonstrate a thorough knowledge of organisational and management structure	Portfolio		
			1.2.4.2 Demonstrate a thorough knowledge of information technology associated with radiation therapy	Portfolio Exam SA (2)		
			1.2.4.3 Demonstrate a thorough knowledge of confidentiality responsibilities related to information management	Portfolio		
		Outcome 1.2.5 Demonstrate knowledge of the SOP of the multidisciplinary team and the role of the Radiation Therapist within the team	1.2.5.1 Demonstrate a knowledge of ancillary staff that may interact with or impact upon the radiation therapy patient	Written (Stage 1)		
			1.2.5.2 Demonstrate a knowledge of the membership, role and functions of other health care professionals	Written (Stage 1)		
			1.2.5.3 Demonstrate a knowledge of lines of authority and responsibility within the health care facility	Portfolio Written LA (2)		
			1.2.5.4 Demonstrate a knowledge of efficient and integrated patient care	OSCE		
		Standard 2. Critical Thinking & Evaluation <i>This standard defines the essential qualities of the Radiation Therapist to think critically, creatively and reflectively.</i>	2.1 Formulation and Delivery <i>Assess clinical situations, determines the key issues and deliver a timely and quality outcome</i>	Outcome 2.1.1 Apply critical thinking and problem solving skills to formulate appropriate clinical decisions	2.1.1.1 Evaluate the correctness of the radiation prescription and interpret it in such a way that radiation therapy is delivered accurately and reproducibly	OSCE Short Obs. Long Obs.
					2.1.1.2 Patient needs are acted upon with due regard to patient's general condition	Short Obs. Long Obs.
				Outcome 2.1.2 Apply critical thinking skills to time management and resource utilisation.	2.1.2.1 Work practices are consistent with minimal wastage of resources while standards are maintained	OSCE Long Obs
2.1.2.2 Manage time effectively, including prioritisation of work load whilst delivering high standards of care	Short Obs. Long Obs.					
2.1.2.3 Work safely and accurately within time management constraints	Short Obs. Long Obs.					
Outcome 2.1.3 Evaluation of the appropriateness of patient and clinical information	2.1.3.1 Evaluate the appropriateness of patient data			OSCE Written LA (2) Short Obs. Long Obs.		
	2.1.3.2 Evaluate the appropriateness of radiographic images produced			Long Obs. Oral Exam		
2.2 Clinical Skills <i>Analyse and respond to problems related to patient treatment and care</i>	Outcome 2.2.1 Identify problems as they arise in clinical practice			2.2.1.1 Reflect upon clinical practice to recognise potential problems as they arise	Portfolio	
				Outcome 2.2.2 Apply knowledge and experience to solve problems and ensure care is delivered to achieve best practice	2.2.2.1 Contribute to quality assurance procedures	Portfolio
	Outcome 2.2.3 Apply reasoning and problem solving skills to determine appropriate clinical decisions			2.2.2.2 Evaluate the appropriateness of the radiation prescription and interpret it in such a way that radiation therapy is delivered accurately and reproducibly	OSCE Written LA (2) Short Obs. Long Obs.	
		2.2.3.1 Manage complex and unpredictable situations, for example the adaptation of treatment plans, radiation incidents, prioritisation of workload and use of resources.	OSCE Written LA (2) Long Obs.			
	Outcome 2.2.4 Reflect upon decisions to modify future practices	2.2.3.2 Respond effectively to emergent needs	Short Obs. Long Obs.			
		2.2.4.1 Adopt a questioning approach	Portfolio			
	2.2.4.2 Reflect upon practice modifications and their impact	Portfolio				

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 2. Critical Thinking & Evaluation <i>This standard defines the essential qualities of the Radiation Therapist to think critically, creatively and reflectively.</i>	2.3 Analyse, Synthesise, Prioritise Analyse and respond to problems of operation and management	Outcome 2.3.1 Identify situations requiring problem solving and apply a systematic and logical approach	2.3.1.1 Identify the problems encountered at the patient radiation technology interface and find appropriate solutions to such problems	OSCE Short Obs. Long Obs.
			2.3.1.2 Assessment of the patient clinical status and position reproducibility with respect to the proposed technique is undertaken	OSCE Short Obs. Long Obs.
			2.3.1.3 The simulation, planning and treatment data are interpreted, optimised and critiqued	Oral Exam OSCE Written LA (2) Short Obs. Long Obs.
			2.3.1.4 Variations in the treatment delivery are detected, evaluated and documented	Oral Exam OSCE Written LA (2) Short Obs. Long Obs.
		Outcome 2.3.2 Initiate resolution of problems to ensure prescribed protocols are maintained	2.3.2.1 Analyse and process information and data accurately in order to conduct radiation treatments efficiently and effectively	OSCE Short Obs. Long Obs.
		Outcome 2.3.3 Prioritise issues for management of time and resources	2.3.3.1 Work practices are consistent with minimal wastage of resources while standards are maintained	Short Obs. Long Obs.
	2.4 Research & Innovation Initiate and evaluate research outcomes and incorporate into evidence based practice where relevant	Outcome 2.4.1 Evaluate the appropriateness of research findings to practice	2.4.1.1 Analytical approach to research developed and used	Portfolio
			2.4.1.2 Newly gained knowledge is considered in the context of its application to clinical practice	Portfolio
			2.4.1.3 Distinguish between ethical and non-ethical research	Portfolio
		Outcome 2.4.2 Apply research and evaluation findings to evidence based practice	2.4.2.1 Newly gained knowledge is applied in the clinical environment	Portfolio
	2.4.2.2 Analytical approach to research developed and used		Portfolio	
	2.5 Evaluation and Quality Assurance Evaluate and implement processes and procedures for ensuring quality outcomes	Outcome 2.5.1 Ensure all services and interventions are provided in accordance with definitive protocols and standards of practice	2.5.1.1 The operation of equipment is used within its known limitations and in a manner appropriate for its function	Long Obs.
			2.5.1.2 Work practices are consistent with minimal wastage of resources while standards are maintained	Long Obs.
			2.5.1.3 Occupational health and safety policies, within the context of the procedure being executed, are observed	Written LA (2) Long Obs.
		Outcome 2.5.2 Evaluate practice in an ongoing basis	2.5.2.1 Evaluate the collection, interrogation, and interpretation of data from a range of sources as part of clinical practice	OSCE Written LA (2) Short Obs. Long Obs.
		Outcome 2.5.3 Analyse and document issues related to reportable incidents, with recommendations for future corrective actions	2.5.3.1 Incidents involving staff, patients and the public are reported, analysed, documented and actioned promptly	Written LA (2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiation Therapist.</i>	3.1 Autonomy & Accountability <i>Operate effectively as an autonomous and responsible practitioner</i>	Outcome 3.1.1 Assume responsibility for own actions	3.1.1.1 Professional opinion of medically significant findings reported to the medical personnel responsible for the patient's management when considered necessary or requested.	OSCE Short Obs. Long Obs. Oral Exam
			3.1.1.2 Acts according to requirements of Professional Codes of Conduct	Short Obs. Long Obs.
			3.1.1.3 Adheres to occupational health and safety procedures	Long Obs.
			3.1.1.4 Assumes responsibility for simulating, planning or treating patients as required in clinical practice	Short Obs. Long Obs.
			3.1.1.5 Professional responsibilities recognised, displayed and accountability demonstrated	Short Obs. Long Obs.
		Outcome 3.1.2 Make independent professional decisions within their SOP	3.1.2.1 Ability to use communication and liaison with patient, relatives and other health care staff in professional decision making	Short Obs. Long Obs.
			3.1.2.2 Identify, interpret, assess and action physical, psychological and cultural needs/events encountered in clinical practice	Oral Exam Short Obs. Long Obs.
		Outcome 3.1.3 Respond to and recognise own abilities and level of professional competence	3.1.3.1 Recognise and work within the limitations of his/her own personal and professional skills.	OSCE
			3.1.3.2 Seeks assistance, consults colleagues or refers on when appropriate	OSCE
		Outcome 3.1.4 Maintain effective communication	3.1.4.1 Ability to elicit patient cooperation and establish rapport	Short Obs. Long Obs.
			3.1.4.2 Uses both formal and informal networks that allow for effective communication with patients, colleagues and others	Short Obs. Long Obs.
		Outcome 3.1.5 Ensure documentation is accurate and maintains confidentiality	3.1.5.1 Accurately complete all documentation within appropriate timeframes	Short Obs. Long Obs.
			3.1.5.2 Appropriate identification of all medical records and medical images	Short Obs. Long Obs.
			3.1.5.3 Maintain patient and professional confidentiality at all times	Short Obs. Long Obs.
		3.2 Scope of Practice <i>Guided in action by their own and others' Scope of Practice</i>	Outcome 3.2.1 Recognise and operate within own SOP	3.2.1.1 Demonstrate an ability to understand, recognise and work within the limitations of his/her own personal and professional skills.
	Outcome 3.2.2 Consult with an experienced practitioner when expertise is required beyond own SOP		3.2.2.1 Seek assistance, consult colleagues or refer on when appropriate	Short Obs. Long Obs.
			Outcome 3.2.3 Recognise the limitations of SOP for student and graduate practitioner	3.2.3.1 Recognise the limitations of SOP for students, graduate practitioners and other personnel;
	3.2.3.2 Instruct and supervise students, graduate practitioners and others as appropriate			Oral Exam
	Outcome 3.2.4 Consult with other health care professionals when issues are beyond own SOP		3.2.4.1 Develop and sustain professional working relationships with other health care professionals	Short Obs. Long Obs.
			3.2.4.2 Recognise the appropriate time to seek assistance, consult colleagues or refer issues that are beyond own SOP	Short Obs. Long Obs.

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods	
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiation Therapist.</i>	3.3 Professional Relationships <i>Establish and maintain appropriate collaborative relationships with colleagues and members of the multidisciplinary team.</i>	Outcome 3.3.1 Ability to work effectively within the organisation	3.3.1.1 Identify and use effective networks that allow for communication between colleagues and peers	Short Obs. Long Obs.	
			3.3.1.2 Recognise and support the role and function of other health care professionals and ancillary staff	Oral Exam Long Obs.	
			3.3.1.3 Understand and recognise organisational structure, responsibility within the health care facility, awareness of other services available and inter-professional approaches to oncology management	Short Obs. Long Obs.	
			Outcome 3.3.2 Advise members of the multidisciplinary team about individual patient needs and know when to make appropriate referrals	3.3.2.1 Demonstrate an ability to communicate patient requirements of other adjuvant and concomitant therapy to members of the multidisciplinary team and apply appropriate referral procedures when necessary	Oral Exam Short Obs. Long Obs.
				3.3.3.1 Productive working relationships and team communication is established by the ability to recognise the role and function of other members of the multidisciplinary team	Long Obs.
			Outcome 3.3.4 Participate with other members of the health care team in decision making	3.3.4.1 Participate in team approach to simulation, planning and treatment delivery	Short Obs. Long Obs.
	3.3.4.2 Demonstrate the effective use of networks that allow for communication between health care team members			Short Obs. Long Obs.	
	3.4 Patient Advocacy <i>Act to ensure that patient welfare and rights are appropriately respected</i>	Outcome 3.4.1 Practice in accordance with the AIR Guidelines of Professional Conduct	3.4.1.1 Demonstrate an ability to comply with the AIR Guidelines of Professional Conduct	Written LA (2) Long Obs.	
			3.4.2.1 Practice within legislative requirements and understand the implications of non-compliance within professional, legal and ethical constraints	Written LA (2)	
		Outcome 3.4.3 Engage effectively in ethical decision making	3.4.2.2 Implement an ethical approach to patient treatment	Long Obs.	
			3.4.3.1 Demonstrate an ability to make informed, sensitive and ethically sound professional judgments and to evaluate the outcome of each part of the radiation therapy process, as well as each treatment incident within the AIR's Guidelines for Professional Conduct and other legislative requirements	Short Obs. Long Obs.	
			3.4.3.2 The ability to identify, assess and act upon physical, psychological and cultural needs/events in the assessment of a radiation response that may require a course of treatment to be modified.	Short Obs. Long Obs.	

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiation Therapist.</i>	3.4 Patient Advocacy (cont.) <i>Act to ensure that patient welfare and rights are appropriately respected</i>	Outcome 3.4.4 Ensure confidentiality of information entrusted to them	3.4.4.1 Demonstrate that privacy and confidentiality policies of the institution are upheld at all times	Short Obs. Long Obs.
		Outcome 3.4.5 Implement procedures relating to legislation in Radiation Therapy	3.4.5.1 Demonstrate the application of knowledge relating to legislation in radiation therapy	Written LA (2)
			3.4.5.2 Implications of non-compliance within professional, legal and ethical constraints are known	Written LA (2)
			3.4.5.3 Demonstrate the importance of patient knowledge of, and informed consent for, treatment	Written LA (2)
		Outcome 3.4.6 Act to ensure the rights of individuals are not compromised	3.4.6.1 Demonstrate practice that recognises, respects and upholds the rights of individuals	Short Obs. Long Obs.
	3.5 Legal Framework <i>Act to preserve the safety of individuals and groups at all times</i>	Outcome 3.5.1 Demonstrate a thorough knowledge of radiation safety to a level that supports safe practice in Radiation Therapy	3.5.1.1 Demonstrate a thorough knowledge and adherence to radiation safety and protection policies and legislation that supports safe practice	Written LA (2)
			3.5.1.2 Ability to recognise a potential radiation hazard and take appropriate action	Written LA (2)
		Outcome 3.5.2 Act to minimise risk of infection	3.5.2.1 Ability to recognise potential for spread of infection and minimise hazard through the application of universal precautions	OSCE Short Obs. Long Obs.
			Outcome 3.5.3 Practice within the framework of accepted policies and procedures	3.5.3.1 Demonstrate safe practice within the framework of current legislation that governs the use of ionising radiation for medical purposes
		3.5.3.2 Demonstrate a knowledge and understanding of occupational health and safety measures		Short Obs. Long Obs.
		Outcome 3.5.4 Reporting of incidents	3.5.4.1 Recognise incidents involving staff, patients and the public, ensuring correct and timely documentation and reporting through appropriate channels	Written LA (2)
	3.6 Quality Management <i>Management of quality issues relating to effective practice</i>	Outcome 3.6.1 Evaluate the quality of practice in the clinical setting.	3.6.1.1 Rationalise evidence-based clinical practice through participation in Quality Assurance and evaluate the outcomes to achieve best practice	OSCE Portfolio Oral Exam
		Outcome 3.6.2 Ability to audit, reflect upon and review practice	3.6.2.1 Ability to audit practice by reflecting on, and reviewing quality and efficacy	OSCE Portfolio Oral Exam
			Outcome 3.6.3 Make reasoned decisions to initiate, continue, modify or cease treatment or the use of techniques or procedures, and communicate the decisions and reasoning appropriately	3.6.3.1 Ability to make and act upon informed, sensitive and ethically sound professional judgments based on evidence-based practice
		3.6.3.2 Ability to evaluate and act upon the outcome of each part of the radiation therapy process and communicate the decisions and reasoning appropriately		Portfolio Written LA (2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods	
Standard 4. Care and Clinical Management <i>This standard defines the role of the Radiation Therapist to the care, welfare and clinical management of others</i>	4.1 Patient Welfare <i>Fulfil the duty of care in clinical practice</i>	Outcome 4.1.1 Act to ensure the rights of individuals are not compromised	4.1.1.1 Ensure a safe working environment for patients and others	OSCE Short Obs.	
			4.1.1.2 Patient confidentiality, dignity and privacy are assured at all times	Short Obs. Long Obs.	
			4.1.1.3 Professional responsibilities recognised, displayed and accountability demonstrated	Short Obs. Long Obs.	
			4.1.1.4 Recognise, monitor and respond to the care and information needs of patients and others	Short Obs. Long Obs.	
		Outcome 4.1.2 Demonstrate duty of care in patient management	4.1.2.1 Professional responsibilities with respect to duty of care recognised, displayed and accountability demonstrated	Long Obs.	
	4.2 Empathy <i>Establish and maintain effective interpersonal relationships with patients and others</i>	Outcome 4.2.1 Show empathy towards individuals, their carers and colleagues	4.2.1.1 Demonstrate an empathetic approach to patients and others with due regard for human dignity and rights		Short Obs. Long Obs.
			Outcome 4.2.2 Apply strategies to promote individual or group self esteem	4.2.2.1 Recognise the need to provide support and information to patients and others in a timely, appropriate and sensitive manner	Short Obs. Long Obs.
		Outcome 4.2.3 Act to maintain the dignity and integrity of individuals or groups	4.2.3.1 The confidentiality, dignity and privacy of patients and others are assured		Short Obs. Long Obs.
			4.2.3.2 Collaborate with other professions within the team for the provision of continuing care		Portfolio Written LA (2)
	4.3 Cultural Sensitivity <i>Respond appropriately in culturally sensitive situations</i>	Outcome 4.3.1 Act in ways that demonstrate respect for the values, customs, spiritual beliefs and practices of individuals	4.3.1.1 Identify, assess and accommodate physical, psychological and cultural needs and how they may impact on the delivery of a course of treatment		Written LA (2) Short Obs. Long Obs.
	4.4 Clinical Management <i>Demonstrate effective clinical management of individuals</i>	Outcome 4.4.1 Identify individual patient's health issues and refer to appropriate professional groups within the multidisciplinary team	4.4.1.1 Collaborate with other professions within the team for the provision of continuing care		Short Obs. Long Obs.
			4.4.1.2 Identify, assess and accommodate physical, psychological and cultural needs and how they may impact on the delivery of a course of treatment		Short Obs. Long Obs.
		Outcome 4.4.2 Develop and document clinical procedures	4.4.2.1 Ability to prepare and accurately document clinical procedures		Portfolio Short Obs. Long Obs.

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods		
	4.4 Clinical Management (cont.) Demonstrate effective clinical management of individuals	Outcome 4.4.3 Participate in individual care in consultation with the team	4.4.3.1 Recognition of the patients progress through the management of their disease in the context of the multidisciplinary team	Short Obs. Long Obs.		
			4.4.3.2 Act as a patient advocate	Short Obs. Long Obs.		
			4.4.3.3 Evaluates each clinical situation and the range of available and appropriate interventions that may be required in a timely fashion	OSCE Short Obs. Long Obs		
			4.4.3.4 Make judgments from the verbal and physical presentation of a patient and information from referring practitioners	Short Obs. Long Obs		
		Outcome 4.4.4 Assess the individual's condition and appropriateness for the prescribed procedure	4.4.4.1 Evaluates each clinical situation and the range of available and appropriate interventions that may be required in a timely fashion	Short Obs. Long Obs. OSCE		
			4.4.4.2 Make judgments from the verbal and physical presentation of a patient and information from referring practitioners	Short Obs. Long Obs.		
		Standard 5. Lifelong Learning <i>This standard defines the lifelong learning attributes of the Radiation Therapist</i>	5.1 Professional Development Demonstrate commitment to ongoing professional development	Outcome 5.1.1 Use professional standards of practice to assess own performances	5.1.1.1 Demonstrate a knowledge of the AIR Guidelines for Professional Conduct for Radiographers, Radiation Therapists and Sonographers	Oral Exam Portfolio
					5.1.1.2 Practice according to the above stated Guidelines	Portfolio
					5.1.1.3 Reflect on the potential and limitations of professional knowledge	Portfolio
				Outcome 5.1.2 Participate regularly in continuing professional development and self-directed learning	5.1.2.1 Engage in and reflect upon professional development to reach self determined goals	Portfolio
5.1.2.2 Demonstrate an understanding of developments and trends in radiation therapy and other cancer management and therapies	Portfolio					
5.1.2.3 Undertake independent and self-directed study and learning	Portfolio					
Outcome 5.1.3 Participate in training programs related to the introduction of new technologies and procedures	5.1.3.1 Demonstrate that knowledge and skills are updated commensurate with developing technology within the clinical environment			Oral Exam Portfolio		

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 5. Lifelong Learning <i>This standard defines the lifelong learning attributes of the Radiation Therapist</i>	5.2 Mentoring / Teaching Participate in guiding the learning of others	Outcome 5.2.1 Participate in education of students and graduates undertaking supervised clinical practice	5.2.1.1 Engage in provision of appropriate clinical practice for students and graduates relevant to their stage of education	OSCE
		Outcome 5.2.2 Contribute to learning experiences and professional development of others	5.2.2.1 Participate in communication that will educate other health care staff, patients and wider community	Portfolio
			5.2.2.2 Participate in formal and informal education opportunities involving colleagues and peers	Portfolio
	5.3 Research Participation in research	Outcome 5.2.3 Evaluate progress towards expected training outcomes	5.2.3.1 Demonstrate the ability to evaluate and action formal and informal feedback arising from training provided	Portfolio
		Outcome 5.3.1 Demonstrate an understanding of the significance of research in contemporary practice	5.3.1.1 Demonstrate an understanding of the relevant research methodologies to the practice of radiation therapy	Oral Exam
			5.3.1.2 Recognise the value of research in the development of the science and the practice of radiation therapy	Portfolio
			5.3.1.3 Recognise the impact of research on contemporary practice	Portfolio
		Outcome 5.3.2 Participate in and contribute towards research, reasoning and problem solving	5.3.2.1 Participate in developments in the science and practice of radiation therapy	Portfolio
			5.3.2.2 Demonstrate an innovative and analytical approach to research development and its use	Oral Exam
			5.3.2.3 Demonstrate reasoning and problem solving skills in daily practice	Oral Exam Portfolio

**Competency Based Assessment
Performance Indicators
& Assessment Methods**

Radiography

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiography	1.1 Key Knowledge Concepts <i>Demonstrate a broad and thorough knowledge/ understanding of the key theoretical concepts underpinning Radiography</i>	Outcome 1.1.1 Demonstrate a broad and thorough knowledge of the science of Radiography	1.1.1.1 Demonstrate knowledge of the philosophy underpinning the development of the profession and the practice of radiography	Written (Stage1) Long Obs.
			1.1.1.2 Demonstrate knowledge of the production and interpretation of the range of radiographs and medical images as defined in the scope of practice for Radiographers (AIR Competency Based Standards)	Written (Stage1) Long Obs.
			1.1.1.3 Demonstrate knowledge of the risk benefit philosophy and principles involved in the practice of radiography	Written (Stage1) Long Obs.
			1.1.1.4 Demonstrate knowledge of the use of medical terminology as it relates to radiography	Written (Stage1)
			1.1.1.5 Demonstrate knowledge of the current legislation, regulations and standards as they relate to radiography	Written (Stage2)
			1.1.1.6 Demonstrate knowledge of associated professions that may interact with or impact upon radiography	Portfolio
		Outcome 1.1.2 Demonstrate a broad and thorough knowledge of physical sciences as it relates to Radiography	1.1.2.1 Demonstrate knowledge of the physical principles and mathematical processes of radiation generation and interaction with matter	Written (Stage1) Exam SA (2)
			1.1.2.2 Demonstrate knowledge of mathematical processes involved in radiation dose, imaging technique and exposure factor selection	Written (Stage1) Exam SA (2)
			1.1.2.3 Demonstrate knowledge of equipment and instrumentation and their principles, applications and limitations as defined in the scope of practice for Radiographers (AIR Competency Based Standards)	Written (Stage1) Exam SA (2)
		Outcome 1.1.3 Demonstrate a broad and thorough knowledge of biological sciences as it relates to Radiography	1.1.3.1 Demonstrate knowledge of anatomy and physiology of the human body, with particular emphasis on regional, cross sectional and surface anatomy	Written (Stage1) OSCE Exam SA (2)
			1.1.3.2 Demonstrate knowledge of the pathology, mechanisms of spread of disease, fracture classifications and healing processes	Written (Stage1) OSCE Exam SA (2)
			1.1.3.3 Demonstrate a knowledge of the scientific principles of radiobiology	Written (Stage1) Exam SA (2)
			1.1.3.4 Demonstrate knowledge of the scientific principle of the pharmacology of contrast agents and associated drugs used in the radiography setting	Written (Stage1) Written SA (2)
			1.1.3.5 Demonstrate knowledge of the usage of contrast agents and drugs, including intravenous administration and protocols for adverse reactions	Written (Stage1) Written SA (2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiography	1.1 Key Knowledge Concepts <i>Demonstrate a broad and thorough knowledge/ understanding of the key theoretical concepts underpinning Radiography</i>	Outcome 1.1.4 Demonstrate a broad and thorough knowledge of humanities and behavioural sciences as it relates to Radiography	1.1.4.1 Demonstrate knowledge of sociological and psychological aspects of care for people undergoing examinations, their families and carers	Written (Stage 1) Long Obs.
			1.1.4.2 Demonstrate knowledge of behavioural and communication sciences, and in depth understanding of their relevance and application to the practice of radiography and care of the patient	Written (Stage 1) Long Obs.
			1.1.4.3 Demonstrate knowledge of the values, customs, spiritual beliefs and practices of individuals	Written (Stage 1) Long Obs.
			1.1.4.4 Demonstrate knowledge of significant life stresses/stressors and coping strategies and how they may impact on the patient	Written (Stage 1) Long Obs.
			1.1.4.5 Demonstrate knowledge of preparing the patient both physically and psychologically, in order to carry out an effective clinical procedure	Written (Stage 1) Long Obs.
			1.1.4.6 Demonstrate knowledge of the behaviour of people undergoing examinations and treatments within the radiography setting	Written (Stage 1) Long Obs.
			1.1.4.7 Demonstrate knowledge of risk-benefit philosophy and principles involved in the practice of radiography	Written (Stage 1) Long Obs.
			1.1.4.8 Demonstrate knowledge of legal and ethical responsibilities of the radiographer	Written (Stage 1) Long Obs.
		Outcome 1.1.5 Demonstrate a broad and current knowledge of Information Technology as it relates to Radiography	1.1.5.1 Demonstrate knowledge of information technology associated with radiography, in particular image registration, data processing, manipulation and storage and hospital information systems	Exam SA (2) Long Obs.
			1.1.5.2 Demonstrate knowledge of information technology to select, analyse, present, interpret and communicate radiographic information	Exam SA (2) Long Obs.
			1.1.5.3 Demonstrate knowledge of data storage, retrieval and manipulation in radiation therapy	Exam SA (2) Long Obs.
		Outcome 1.1.6 Demonstrate a knowledge of research as it relates to Radiography	1.1.6.1 Demonstrate a knowledge of ethical foundation of research	Portfolio Written (Stage 1)
			1.1.6.2 Demonstrate a knowledge of principles of evidence based practice	Portfolio Written (Stage 1)
			1.1.6.3 Demonstrate a knowledge of systematic review of scientific literature	Portfolio Written (Stage 1)
			1.1.6.4 Demonstrate a knowledge of qualitative and quantitative research design and methods	Portfolio Written (Stage 1)
			1.1.6.5 Demonstrate a knowledge of data collection and analysis methods	Portfolio Written (Stage 1)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 1. Knowledge & Understanding This standard defines the knowledge, principles and concepts that underpin Radiography	1.2 Clinical Skills and Practice <i>Demonstrate a broad and thorough knowledge of the SOP underpinning Radiography</i>	Outcome 1.2.1 Demonstrate a thorough knowledge of the principles of Radiography and their clinical application	1.2.1.1 Demonstrate a knowledge of patient and clinical assessment, positioning and immobilisation	OSCE
			1.2.1.2 Demonstrate a thorough knowledge of the principles, clinical application and performance of general radiography incorporating plain film and digital radiography	OSCE
			1.2.1.3 Demonstrate a thorough knowledge of the principles, clinical application and performance of fluoroscopy	OSCE
			1.2.1.4 Demonstrate a knowledge of the principles, clinical application and performance of operating theatre imaging	OSCE
			1.2.1.5 Demonstrate a knowledge of the principles, clinical application and performance of emergency imaging	OSCE Long Obs.
			1.2.1.6 Demonstrate a knowledge of the principles, clinical application and performance of routine Computed Tomography	OSCE
			1.2.1.7 Demonstrate a knowledge of Image processing and data recording	OSCE
			1.2.1.8 Demonstrate an appropriate knowledge of Image interpretation	OSCE
			1.2.1.9 Demonstrate a knowledge of the operation of equipment within known limitations and in a manner appropriate for its function	OSCE
			1.2.1.10 Demonstrate a knowledge of radiography quality assurance procedures and methods to maximise diagnostic efficacy	OSCE
			1.2.1.11 Demonstrate a knowledge of monitoring and care of the patient	OSCE Long Obs.
			1.2.1.12 Demonstrate a knowledge of the principles of patient management including adjustment of examination to allow for other ongoing treatments and therapies	OSCE Long Obs.
			1.2.1.13 Demonstrate a knowledge of the principles of MRI, mammography, advanced applications in CT scanning, ultrasound, interventional imaging and advanced angiographic applications and information systems administration	OSCE
		Outcome 1.2.2 Demonstrate a thorough knowledge of Radiography procedures and their application to patient welfare	1.2.2.1 Demonstrate a knowledge of a safe work environment within the context of radiation safety and protection policies	Written (Stage 1) Long Obs.
			1.2.2.2 Demonstrate a thorough knowledge of the risks and the physical safety of all individuals in the work environment	Written (Stage1) Long Obs.
			1.2.2.3 Demonstrate a thorough knowledge of the benefits of different imaging techniques and modalities	Written (Stage1)
			1.2.2.4 Demonstrate a thorough knowledge of the impact of clinical practice on radiation dose	Written (Stage1)
			1.2.2.5 Demonstrate a thorough knowledge of psychosocial impact of medical imaging procedures and the subsequent diagnosis	Written (Stage1)
		Outcome 1.2.3 Demonstrate a thorough knowledge / understanding of Radiography procedures to participate with other members of the health care team in decision-making	1.2.3.1 Demonstrate a thorough knowledge/understanding of the multidisciplinary team in the care of the patient	OSCE
			1.2.3.2 Demonstrate a thorough knowledge/understanding of referral information and the range of professional judgements available	OSCE
1.2.3.3 Demonstrate a thorough knowledge/understanding of adapting working practices to meet the needs of individual patients and situations	OSCE			

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
	1.2 Clinical Skills and Practice (cont.) <i>Demonstrate a broad and thorough knowledge of the SOP underpinning Radiation Therapy.</i>	Outcome 1.2.4 Demonstrate a thorough knowledge of information management and confidentiality	1.2.4.1 Demonstrate a thorough knowledge of organisational and management structure	Portfolio
			1.2.4.2 Demonstrate a thorough knowledge of information technology associated with radiography	Portfolio Exam SA (2)
			1.2.4.3 Demonstrate a thorough knowledge / understanding of confidentiality responsibilities related to information management	Portfolio
		Outcome 1.2.5 Demonstrate knowledge of the SOP of the multidisciplinary team and the role of the Radiographer within the team	1.2.5.1 Demonstrate a knowledge of ancillary staff that may interact with or impact upon the patient	Written (Stage 1)
			1.2.5.2 Demonstrate a knowledge of the membership, role and functions of other health care professionals	Written (Stage 1)
			1.2.5.3 Demonstrate a knowledge of lines of authority and responsibility within the health care facility	Portfolio Written LA (2)
			1.2.5.4 Demonstrate a knowledge of efficient and integrated patient care	OSCE
		Standard 2. Critical Thinking & Evaluation <i>This standard defines the essential qualities of the Radiographer to think critically, creatively and reflectively.</i>	2.1 Formulation and Delivery <i>Assess clinical situations, determines the key issues and deliver a timely and quality outcome</i>	Outcome 2.1.1 Apply critical thinking and problem solving skills to formulate appropriate clinical decisions
2.1.1.2 Patient needs are acted upon with due regard to patient's general condition	Short Obs. Long Obs.			
Outcome 2.1.2 Apply critical thinking skills to time management and resource utilisation.	2.1.2.1 Work practices are consistent with efficient use of resources while maintaining standards of clinical practice and patient care			OSCE Long Obs
	2.1.2.2 Manage time effectively, including prioritisation of work load whilst delivering high standards of care			Short Obs. Long Obs.
	2.1.2.3 Work safely and accurately within time management constraints			Short Obs. Long Obs.
Outcome 2.1.3 Evaluation of the appropriateness of patient and clinical information	2.1.3.1 Evaluate the appropriateness of patient data provided and obtained			OSCE Written LA (2) Short Obs. Long Obs.
	2.1.3.2 Evaluate the appropriateness of radiographic images produced			OSCE Long Obs. Oral Exam
	2.1.3.3 Determine the appropriateness of additional or supplementary imaging			OSCE Long Obs. Oral Exam
2.2 Clinical Skills <i>Analyse and respond to problems related to patient treatment and care</i>	Outcome 2.2.1 Identify problems as they arise in clinical practice		2.2.1.1 Reflect upon clinical practice to recognise potential problems as they arise	Portfolio
	Outcome 2.2.2 Apply knowledge and experience to solve problems and ensure care is delivered to achieve best practice		2.2.2.1 Contribute to quality assurance procedures	Portfolio
			2.2.2.2 Evaluate the appropriateness of the radiation prescription and interpret it in such a way that radiation therapy is delivered accurately and reproducibly	OSCE Written LA (2) Short Obs. Long Obs.
	Outcome 2.2.3 Apply reasoning and problem solving skills to determine appropriate clinical decisions		2.2.3.1 Manage complex and unpredictable situations, for example the adaptation of imaging techniques appropriate to clinical condition of the patient, special needs groups, incidents, prioritisation of work-load and use of resources	OSCE Written LA (2) Long Obs.
			2.2.3.2 Respond effectively to emergent needs	Short Obs. Long Obs.
	Outcome 2.2.4 Reflect upon decisions to modify future practices		2.2.4.1 Adopt a questioning approach	Portfolio
2.2.4.2 Reflect upon practice modifications and their impact		Portfolio		

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 2. Critical Thinking & Evaluation <i>This standard defines the essential qualities of the Radiographer to think critically, creatively and reflectively.</i>	2.3 Analyse, Synthesise, Prioritise Analyse and respond to problems of operation and management	Outcome 2.3.1 Identify situations requiring problem solving and apply a systematic and logical approach	2.3.1.1 Identify the problems encountered during an investigation and find appropriate solutions to such problems	OSCE Portfolio. Long Obs.
			2.3.1.2 Assessment of the patient clinical status and impact on radiographic reproducibility	OSCE Short Obs. Long Obs.
		Outcome 2.3.2 Initiate resolution of problems to ensure prescribed protocols are maintained	2.3.2.1 Analyse and process information and data accurately in order to conduct radiography efficiently and effectively	OSCE Short Obs. Long Obs.
		Outcome 2.3.3 Prioritise issues for management of time and resources	2.3.3.1 Work practices are consistent with appropriate use of resources while standards are maintained	Short Obs. Long Obs.
	2.4 Research & Innovation Initiate and evaluate research outcomes and incorporate into evidence based practice where relevant	Outcome 2.4.1 Evaluate the appropriateness of research findings to practice	2.4.1.1 Analytical approach to research developed and used	Portfolio
			2.4.1.2 Newly gained knowledge is considered in the context of its application to clinical practice	Portfolio
			2.4.1.3 Distinguish between ethical and non-ethical research	Portfolio
		Outcome 2.4.2 Apply research and evaluation findings to evidence based practice	2.4.2.1 Newly gained knowledge is applied in the clinical environment	Portfolio
	2.4.2.2 Analytical approach to research developed and used		Portfolio	
	2.5 Evaluation and Quality Assurance Evaluate and implement processes and procedures for ensuring quality outcomes	Outcome 2.5.1 Ensure all services and interventions are provided in accordance with definitive protocols and standards of practice	2.5.1.1 The operation of equipment is used within its known limitations and in a manner appropriate for its function	Long Obs.
			2.5.1.2 Work practices are consistent with minimal wastage of resources while standards are maintained	Long Obs.
			2.5.1.3 Occupational health and safety policies, within the context of the procedure being executed, are observed	Written LA (2) Long Obs.
		Outcome 2.5.2 Evaluate practice in an ongoing basis	2.5.2.1 Evaluate the collection, interrogation, and interpretation of data from a range of sources as part of clinical practice	OSCE Written LA (2) Short Obs. Long Obs.
		Outcome 2.5.3 Analyse and document issues related to reportable incidents, with recommendations for future corrective actions	2.5.3.1 Incidents involving staff, patients and the public are reported, analysed, documented and actioned promptly	Written LA (2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiographer</i>	3.1 Autonomy & Accountability <i>Operate effectively as an autonomous and responsible practitioner</i>	Outcome 3.1.1 Assume responsibility for own actions	3.1.1.1 Professional opinion of medically significant findings reported to the medical personnel responsible for the patient's management when considered necessary or requested	OSCE Short Obs. Long Obs. Oral Exam
			3.1.1.2 Acts according to requirements of Professional Codes of Conduct	Short Obs. Long Obs.
			3.1.1.3 Adheres to occupational health and safety procedures	Long Obs.
			3.1.1.4 Assumes responsibility for performance of the appropriate medical imaging	Short Obs. Long Obs.
			3.1.1.5 Professional responsibilities recognised, displayed and accountability demonstrated	Short Obs. Long Obs.
		Outcome 3.1.2 Make independent professional decisions within their SOP	3.1.2.1 Ability to use communication and liaison with patient, relatives and other health care staff in professional decision making	Short Obs. Long Obs.
			3.1.2.2 Radiography examination is conducted within the limitations of SOP relating to decision making in equipment and technique used	Oral Exam Short Obs. Long Obs.
			3.1.2.3 Identify, interpret, assess and action physical, psychological and cultural needs/events encountered in clinical practice	Oral Exam Short Obs. Long Obs.
		Outcome 3.1.3 Respond to and recognise own abilities and level of professional competence	3.1.3.1 Recognise and work within the limitations of his/her own personal and professional skills.	OSCE
			3.1.3.2 Seeks assistance, consults colleagues or refers on when appropriate	OSCE
		Outcome 3.1.4 Maintain effective communication	3.1.4.1 Ability to elicit patient cooperation and establish rapport	Short Obs. Long Obs.
			3.1.4.2 Uses both formal and informal networks that allow for effective communication with patients, colleagues and others	Short Obs. Long Obs.
			3.1.4.3 Effective communication occurs relating to pre-procedure requirements, safety, during the procedure (including attentive listening and observational skills) and aftercare information	Long Obs.
			3.1.4.4 Uses both formal and informal networks that allow for effective communication with patients, colleagues and others	Long Obs.
		Outcome 3.1.5 Ensure documentation is accurate and maintains confidentiality	3.1.5.1 Appropriate identification of all medical records and medical images	Short Obs. Long Obs.
	3.1.5.2 Accurately complete all documentation within appropriate timeframes		Short Obs. Long Obs.	
	3.1.5.3 Maintain patient and professional confidentiality at all times		Short Obs. Long Obs.	
	3.2 Scope of Practice <i>Guided in action by their own and others' Scope of Practice</i>	Outcome 3.2.1 Recognise and operate within own SOP	3.2.1.1 Demonstrate an ability to understand, recognise and work within the limitations of his/her own personal and professional skills.	Short Obs. Long Obs.
		Outcome 3.2.2 Consult with an experienced practitioner when expertise is required beyond own SOP	3.2.2.1 Seek assistance, consult colleagues or refer on when appropriate	Short Obs. Long Obs.
		Outcome 3.2.3 Recognise the limitations of SOP for student and graduate practitioner	3.2.3.1 Recognise the limitations of SOP for students, graduate practitioners and other personnel;	Oral Exam
			3.2.3.2 Instruct and supervise students, graduate practitioners and others as appropriate	Oral Exam
		Outcome 3.2.4 Consult with other health care professionals when issues are beyond own SOP	3.2.4.1 Develop and sustain professional working relationships with other health care professionals	Short Obs. Long Obs.
			3.2.4.2 Recognise the appropriate time to seek assistance, consult colleagues or refer issues that are beyond own SOP	Short Obs. Long Obs.

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods	
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiographer</i>	3.3 Professional Relationships <i>Establish and maintain appropriate collaborative relationships with colleagues and members of the multidisciplinary team.</i>	Outcome 3.3.1 Ability to work effectively within the organisation	3.3.1.1 Communication that will educate other health care staff and promote the profession is initiated and undertaken	Short Obs. Long Obs.	
			3.3.1.2 Triage principles applied as appropriate	OSCE Short Obs. Long Obs.	
			3.3.1.3 Ability to identify and use effective networks that allow for communication between colleagues and peers	Short Obs. Long Obs.	
			3.3.1.4 Ability to recognise and support the role and function of other health care professionals and ancillary staff	Oral Exam Short Obs. Long Obs.	
			3.3.1.5 Understand and recognise organisational structure, responsibility within the health care facility, awareness of other services available and inter-professional approach to medical imaging	Oral Exam Long Obs.	
		Outcome 3.3.2 Advise members of the multidisciplinary team about individual patient needs and know when to make appropriate referrals	3.3.2.1 Demonstrate an ability to communicate patient requirements of other adjuvant and concomitant therapy to members of the multidisciplinary team and apply appropriate referral procedures when necessary	Long Obs.	
		Outcome 3.3.3 Demonstrate respect for colleagues and other members of the multidisciplinary team	3.3.3.1 Productive working relationships and team communication is established by the ability to recognise the role and function of other members of the multidisciplinary team	Long Obs.	
	3.4 Patient Advocacy <i>Act to ensure that patient welfare and rights are appropriately respected</i>	Outcome 3.3.4 Participate with other members of the health care team in decision making	3.3.4.1 Participate in team approach to patient preparation, management, administration of contrast medium and other agents, imaging selection and interpretation	OSCE	
			3.3.4.2 Demonstrate the effective use of networks that allow for communication between health care team members	Short Obs. Long Obs.	
		Outcome 3.4.1 Practice in accordance with the AIR Guidelines of Professional Conduct	3.4.1.1 Demonstrate an ability to comply with the AIR Guidelines of Professional Conduct	Written LA (2) Long Obs.	
			Outcome 3.4.2 Implement procedures to meet statutory and ethical health and safety requirements	3.4.2.1 Practice within legislative requirements and understand the implications of non-compliance within professional, legal and ethical constraints	Written LA (2)
				3.4.2.2 Implement an ethical approach to patient treatment	Long Obs.
			Outcome 3.4.3 Engage effectively in ethical decision making	3.4.3.1 Demonstrate an ability to make informed, sensitive and ethically sound professional judgments and to evaluate the outcomes of clinical practice within the AIR's Guidelines for Professional Conduct and other legislative requirements	Short Obs. Long Obs.
				3.4.3.2 The ability to identify, assess and act upon physical, psychological and cultural needs and an understanding of their impact in clinical decision making	Short Obs. Long Obs.

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 3. Professional & Ethical Practice <i>This standard defines the application of professional and clinical skills and the ethical responsibilities of the Radiographer</i>	3.4 Patient Advocacy (cont.) <i>Act to ensure that patient welfare and rights are appropriately respected</i>	Outcome 3.4.4 Ensure confidentiality of information entrusted to them	3.4.4.1 Demonstrate that privacy and confidentiality principles and practices are upheld at all times	Short Obs. Long Obs.
		Outcome 3.4.5 Implement procedures relating to legislation in Radiography	3.4.5.1 Demonstrate the application of knowledge relating to legislation in radiography	Written LA (2)
			3.4.5.2 Implications of non-compliance within professional, legal and ethical constraints are known	Written LA (2)
			3.4.5.3 Demonstrate the importance of patient knowledge of, and informed consent for, treatment	Written LA (2)
	Outcome 3.4.6 Act to ensure the rights of individuals are not compromised	3.4.6.1 Demonstrate practice that recognises, respects and upholds the rights of individuals	Short Obs. Long Obs.	
	3.5 Legal Framework <i>Act to preserve the safety of individuals and groups at all times</i>	Outcome 3.5.1 Demonstrate a thorough knowledge of radiation safety to a level that supports safe practice in Radiography	3.5.1.1 Demonstrate a thorough knowledge and adherence to radiation safety and protection policies and legislation that supports safe practice	Written LA (2)
			3.5.1.2 Ability to recognise a potential radiation hazard and take appropriate action	Written LA (2)
			3.5.1.3 Safe practice is maintained according to ALARA principles	Written LA (2)
		Outcome 3.5.2 Act to minimise risk of infection	3.5.2.1 Ability to recognise potential for spread of infection and minimise hazard through the application of universal precautions	OSCE Short Obs. Long Obs.
		Outcome 3.5.3 Practice within the framework of accepted policies and procedures	3.5.3.1 Demonstrate safe practice within the framework of current legislation that governs the use of ionising radiation for medical purposes	Short Obs. Long Obs.
			3.5.3.2 Demonstrate a knowledge and understanding of occupational health and safety measures	Short Obs. Long Obs.
		Outcome 3.5.4 Reporting of incidents	3.5.4.1 Recognise incidents involving staff, patients and the public, ensuring correct and timely documentation and reporting through appropriate channels	Written LA (2)
	3.6 Quality Management <i>Management of quality issues relating to effective practice</i>	Outcome 3.6.1 Evaluate the quality of practice in the clinical setting.	3.6.1.1 Rationalise evidence-based clinical practice through participation in Quality Assurance and evaluate the outcomes to achieve best practice	OSCE Portfolio Oral Exam
		Outcome 3.6.2 Ability to audit, reflect upon and review practice	3.6.2.1 Ability to audit practice by reflecting on, and reviewing quality and efficacy	OSCE Portfolio Oral Exam
		Outcome 3.6.3 Make reasoned decisions to initiate, continue, modify or cease treatment or the use of techniques or procedures, and communicate the decisions and reasoning appropriately	3.6.3.1 Ability to make and act upon informed, sensitive and ethically sound professional judgments based on evidence-based practice	OSCE Portfolio Oral Exam
			3.6.3.2 Ability to evaluate and act upon the outcome of each part of the medical imaging process and communicate the decisions and reasoning appropriately	Portfolio Written LA (2)

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods	
Standard 4. Care and Clinical Management <i>This standard defines the role of the Radiographer to the care, welfare and clinical management of others</i>	4.1 Patient Welfare <i>Fulfil the duty of care in clinical practice</i>	Outcome 4.1.1 Act to ensure the rights of individuals are not compromised	4.1.1.1 Ensure a safe working environment for patients and others	OSCE Short Obs.	
			4.1.1.2 Patient confidentiality, dignity and privacy are assured at all times	Short Obs. Long Obs.	
			4.1.1.3 Professional responsibilities recognised, displayed and accountability demonstrated	Short Obs. Long Obs.	
			4.1.1.4 Recognise, monitor and respond to the care and information needs of patients and others	Short Obs. Long Obs.	
		Outcome 4.1.2 Demonstrate duty of care in patient management	4.1.2.1 Professional responsibilities with respect to duty of care recognised, displayed and accountability demonstrated	Long Obs.	
	4.2 Empathy <i>Establish and maintain effective interpersonal relationships with patients and others</i>	Outcome 4.2.1 Show empathy towards individuals, their carers and colleagues	4.2.1.1 Demonstrate an empathetic approach to patients and others with due regard for human dignity and rights		Short Obs. Long Obs.
		Outcome 4.2.3 Act to maintain the dignity and integrity of individuals or groups	4.2.3.1 The confidentiality, dignity and privacy of patients and others are assured	Short Obs. Long Obs.	
			4.2.3.2 Collaborate with other professions within the team for the provision of continuing care	Portfolio Written LA (2)	
	4.3 Cultural Sensitivity <i>Respond appropriately in culturally sensitive situations</i>	Outcome 4.3.1 Act in ways that demonstrate respect for the values, customs, spiritual beliefs and practices of individuals	4.3.1.1 Identify, assess and accommodate physical, psychological and cultural needs and how they may impact on the delivery of best practice in radiography	Written LA (2) Short Obs. Long Obs.	
	4.4 Clinical Management <i>Demonstrate effective clinical management of individuals</i>	Outcome 4.4.1 Identify individual patient's health issues and refer to appropriate professional groups within the multidisciplinary team	4.4.1.1 Collaborate with other professions within the team for the provision of continuing care	Short Obs. Long Obs.	
			4.4.1.2 Identify, assess and accommodate physical, psychological and cultural needs and how they may impact on the delivery of best practice in radiography	Short Obs. Long Obs.	
		Outcome 4.4.2 Develop and document clinical procedures	4.4.2.1 Ability to prepare and accurately document clinical procedures	Short Obs. Long Obs.	
			Outcome 4.4.3 Participate in individual care in consultation with the team	4.4.3.1 Recognition of the patients progress through the management of their disease in the context of the multidisciplinary team	Short Obs. Long Obs.
		4.4.3.2 Act as an advocate		Short Obs. Long Obs.	
		Outcome 4.4.4 Assess the individual's condition and appropriateness for the prescribed procedure	4.4.4.1 Evaluates each clinical situation and the range of available and appropriate interventions that may be required in a timely fashion	Short Obs. Long Obs.	
			4.4.4.2 Make judgments from the verbal and physical presentation of a patient and information from referring practitioners	Short Obs. Long Obs.	

Standard	Descriptor	Outcome	Performance Indicators	Assessment Methods
Standard 5. Lifelong Learning <i>This standard defines the lifelong learning attributes of the Radiographer</i>	5.1 Professional Development Demonstrate commitment to ongoing professional development	Outcome 5.1.1 Use professional standards of practice to assess own performances	5.1.1.1 Demonstrate a knowledge of the AIR Guidelines for Professional Conduct for Radiographers, Radiation Therapists and Sonographers	Oral Exam Portfolio
			5.1.1.2 Practice according to the above stated Guidelines	Portfolio
			5.1.1.3 Reflect on the potential and limitations of professional knowledge	Portfolio
		Outcome 5.1.2 Participate regularly in continuing professional development and self-directed learning	5.1.2.1 Engage in and reflect upon professional development to reach self determined goals	Portfolio
			5.1.2.2 Demonstrate an understanding of developments and trends in radiography	Portfolio
			5.1.2.3 Undertake independent and self-directed study and learning	Portfolio
	Outcome 5.1.3 Participate in training programs related to the introduction of new technologies and procedures	5.1.3.1 Demonstrate that knowledge and skills are updated commensurate with developing technology within the clinical environment	Oral Exam Portfolio	
		Outcome 5.2.1 Participate in education of students and graduates undertaking supervised clinical practice	5.2.1.1 Engage in provision of appropriate clinical practice for students and graduates relevant to their stage of education	OSCE
			Outcome 5.2.2 Contribute to learning experiences and professional development of others	5.2.2.1 Participate in communication that will educate other health care staff, patients and wider community
	5.2.2.2 Participate in formal and informal education opportunities involving colleagues and peers			Portfolio
	Outcome 5.2.3 Evaluate progress towards expected training outcomes	5.2.3.1 Demonstrate the ability to evaluate and action formal and informal feedback arising from training provided	Portfolio	
		Outcome 5.3.1 Demonstrate an understanding of the significance of research in contemporary practice	5.3.1.1 Demonstrate an understanding of the relevant research methodologies to the practice of radiography	Oral Exam Portfolio
			5.3.1.2 Recognise the value of research in the development of the science and the practice of radiography	Portfolio
	5.3.1.3 Recognise the impact of research on contemporary practice		Portfolio	
	5.3 Research Participation in research	Outcome 5.3.2 Participate in and contribute towards research, reasoning and problem solving	5.3.2.1 Participate in developments in the science and practice of radiography	Portfolio
			5.3.2.2 Demonstrate an innovative and analytical approach to research development and its use	Oral Exam
			5.3.2.3 Demonstrate reasoning and problem solving skills in daily practice	Oral Exam Portfolio
		Outcome 5.3.3 Conduct evidence based practice, evaluate practice systematically and participate in audit processes	5.3.3.1 Engage in an evidence based style of practice	Oral Exam
			5.3.3.2 Adopt a questioning approach in clinical practice	Oral Exam
			5.3.3.3 Contribute to risk assessment, audit and quality assurance	Oral Exam
	5.3.3.4 Identify and implement appropriate corrective actions		Oral Exam	
5.3.3.1 Engage in an evidence based style of practice	Oral Exam			
5.3.3.5 Adopt a questioning approach in clinical practice	Oral Exam			

Appendix 1 - Consultation Group Membership

2008 Review Committee

Ms Bronwyn Hilder (Chair) - RT
Mr Luke Barclay – Academic
Ms Angela Bates - R
Ms Sharon Brackenridge – RT
Mr Shane Dempsey – Academic
Ms Francesca Holloway - R
Mr Colin Hornby - RT
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