
Diagnostic Services – Department of Radiology – Diagnostic Division

SUBJECT/TITLE: CAREER DEVELOPMENT FOR IMAGING TECHNOLOGIST

PURPOSE: The Department of Radiology provides an opportunity for staff to be recognized and rewarded for advancing their clinical competency through reclassification. Advancement is linked to the development of clinical competence and credentials and not necessarily to administrative/organizational proficiency or years of service.

DEFINITION: **IMAGING TECHNOLOGIST**

The Imaging Technologist is considered to be the entry level for new graduates or primary level for technologists who have exhibited satisfactory performance. The specific qualifications for the staff position in each of the disciplines can be obtained by reviewing the job descriptions.

SENIOR IMAGING TECHNOLOGIST

The Senior Imaging Technologist classification is reserved for those staff who have demonstrated clinical expertise, teaching abilities, departmental leadership and personal traits which are conducive to a positive work environment. These are the individuals who have advanced beyond an entry level both in terms of clinical competency and efficiency and have completed advanced certification (when applicable). This level of competency and efficiency usually requires three to five years of experience within an imaging modality.

PROCEDURE:

Senior Imaging Technologist reclassification criteria:

The Imaging Technologist will have shown exemplary adherence to established standards of practice to be considered for reclassification to Senior Imaging Technologist. In your descriptions of your adherence to practice standards, include information or examples of cooperation as a team member to achieve departmental goals, ability to influence positive change, ability to serve as a positive role model and professional and effective communication skills.

The Imaging Technologist will have demonstrated the following characteristics:

- I. The technologist will have possessed and applied advanced clinical knowledge in general practice or specialty area and be recognized by peers as a resource for their knowledge.

This may be demonstrated through the following activities:

- A. Advanced clinical competence by working independently and consistently providing high quality imaging and treatment in a manner that assures patient safety and assists in diagnosis and treatment of the patient.
- B. Preparation and/or delivery of presentations to students, peers, health care workers, or others in the form of in-service or other educational programs.
- C. Designing and implementing new imaging protocols and procedures or improving existing ones.
- D. Acting as a resource person for others in chosen area of expertise.
- E. Receiving positive feedback from performance appraisal about experience and skill.

- II. The staff will have exhibited divisional and/or departmental leadership.

This may be demonstrated through the following activities:

- A. Displaying innovative problem solving abilities at divisional and/or departmental levels.
- B. Displaying administrative skills and/or the ability to assist divisional managers and/or coordinating work distribution.
- C. Providing quality training and orientation of new staff.
- D. Showing the ability to set and accomplish goals within the division and/or department.
- E. Interacts and serves as liaison with other departments in a manner that is cooperative, professional and promotes service to patients and referring clinics.
- F. Demonstrating definable plans for future development as an individual.
- G. If applicable to area, applying, supporting and/or participating in clinical research at the division or departmental level.
- H. If applicable to area, collaborating in special project(s) in the area of process improvement, education and/or research.

- III. The staff will have participated in providing quality clinical education.

This may be demonstrated through the following activities:

- A. Encouraging development of students during their clinical rotations.
- B. Actively participating in student evaluations and consistently providing students with feedback that allows them to improve their performance.
- C. Consistent evaluation (3 consecutive years) by students that demonstrate the staff has actively and positively participated in student education.

RECLASSIFICATION RECOMMENDATIONS:

1. Staff members considering reclassification to a Senior Imaging technologist should first consult with their Clinical Chief. This meeting will provide guidance on how to proceed with a reclassification request.
2. When the plan of action has been completed and the reclassification criteria met, the staff member will submit the application to the Technical Director. Request for consideration must be written documentation that discusses how objectives above were met.