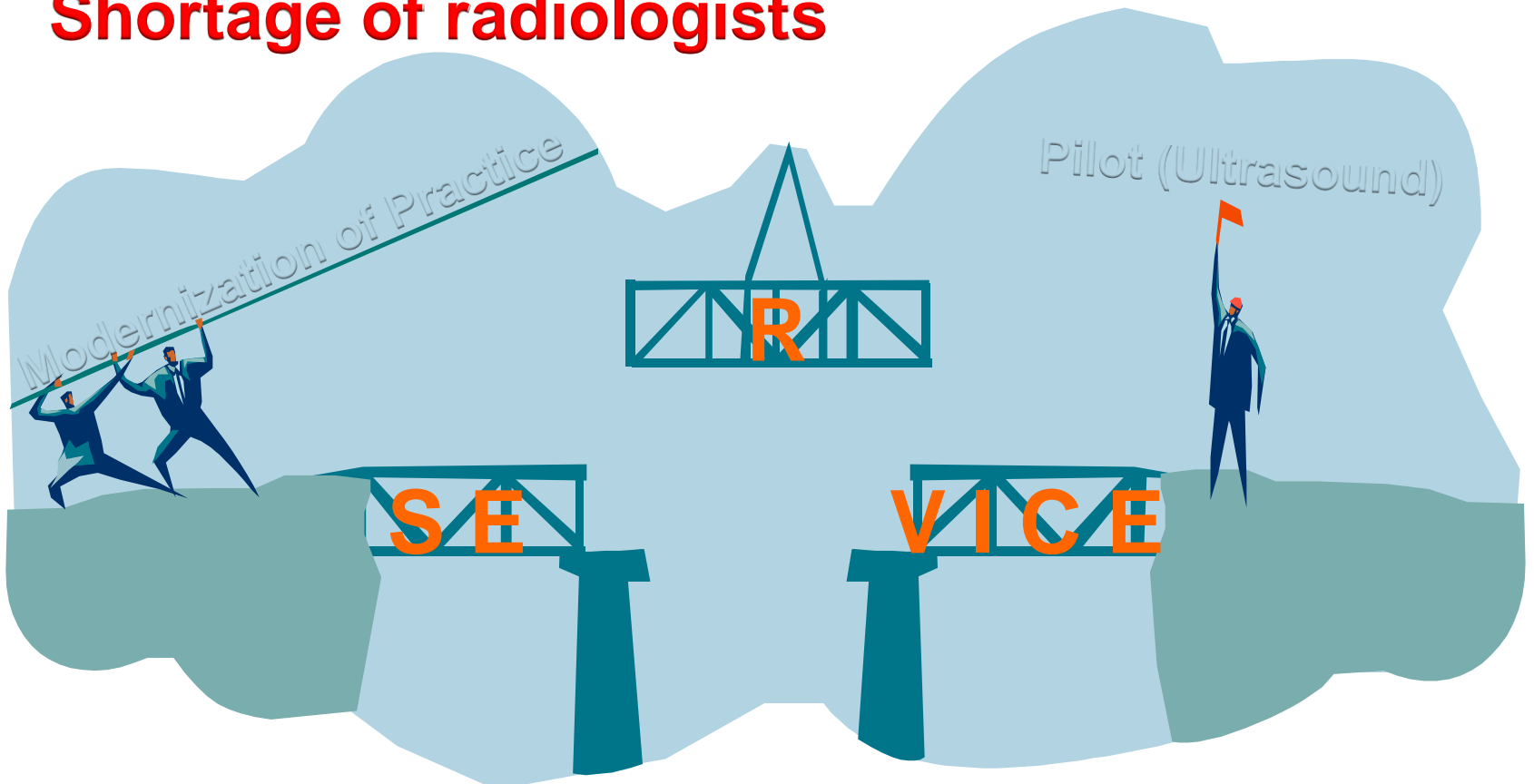


The Roles and Challenges of Consultant Radiographer in Hong Kong

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Background

**Increasing demand for imaging service +
Shortage of radiologists**





Career Progression Model (CPM)

Rank	Credentials (U/S)	Roles & Responsibilities
Consultant Radiographer	≥ 3	Deliver expert practice in ≥ 3 subspecialties with supervisory, consultancy and training roles in the specialty
Advanced Practicing Radiographer	≥ 2	Deliver exam independently in ≥ 2 subspecialties with supervisory and mentoring role in daily service
Specialty Radiographer	≥ 1	Deliver STAR independently in one subspecialty



Expert Clinical Practice

- Deliver expert STAR practice in at least 3 U/S subspecialties

- STAR (Standard of Practice)



Scanning of patients

Taking quality sonograms

Abnormality detection & image interpretation

Report drafting

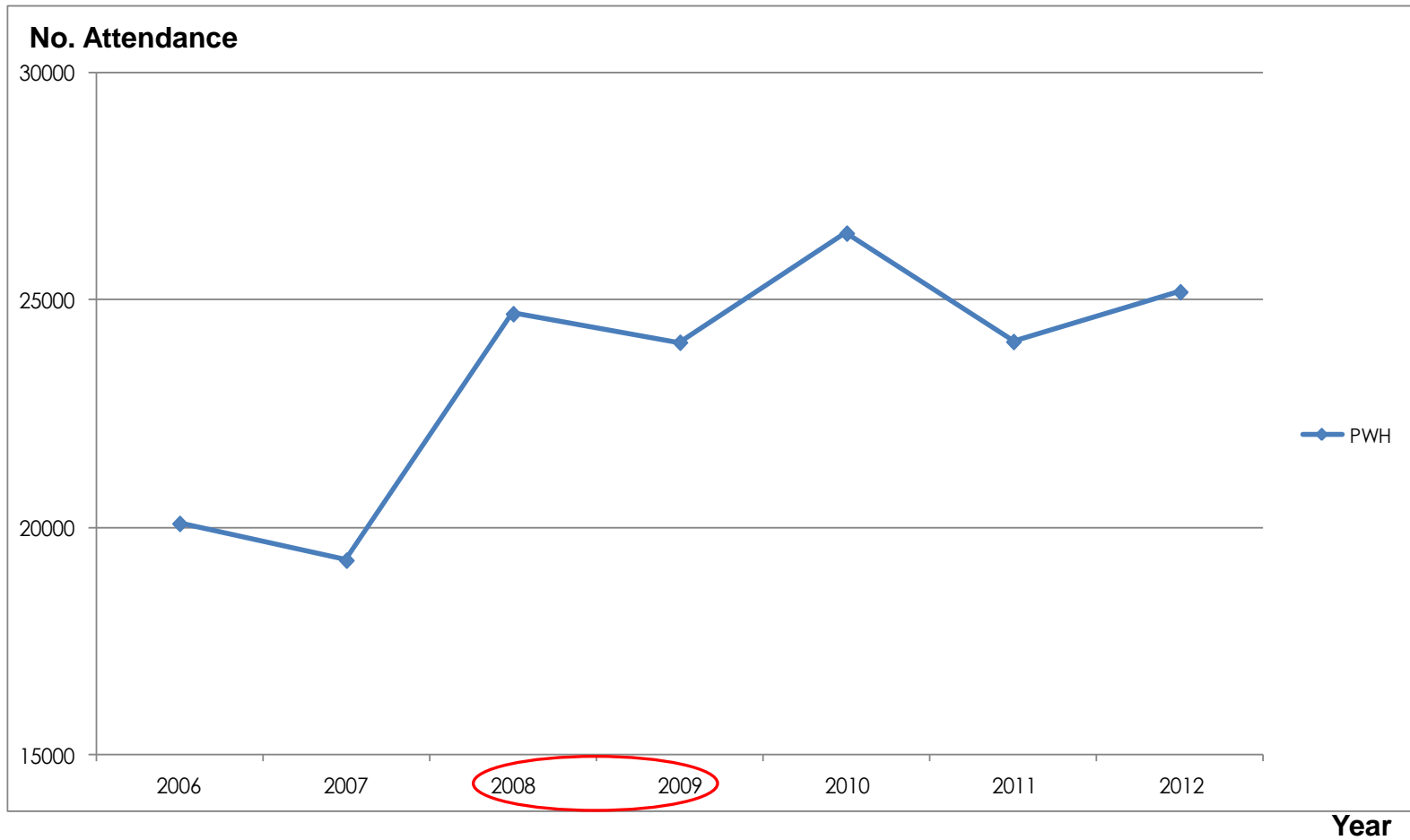


Expert Clinical Practice

- Supervise and train the juniors in complex and difficult cases
- Facilitate one radiologist to oversee parallel U/S sessions by sharing responsibilities
- Spare the radiologists to more complex imaging tasks or procedures
- Improve the imaging service throughput



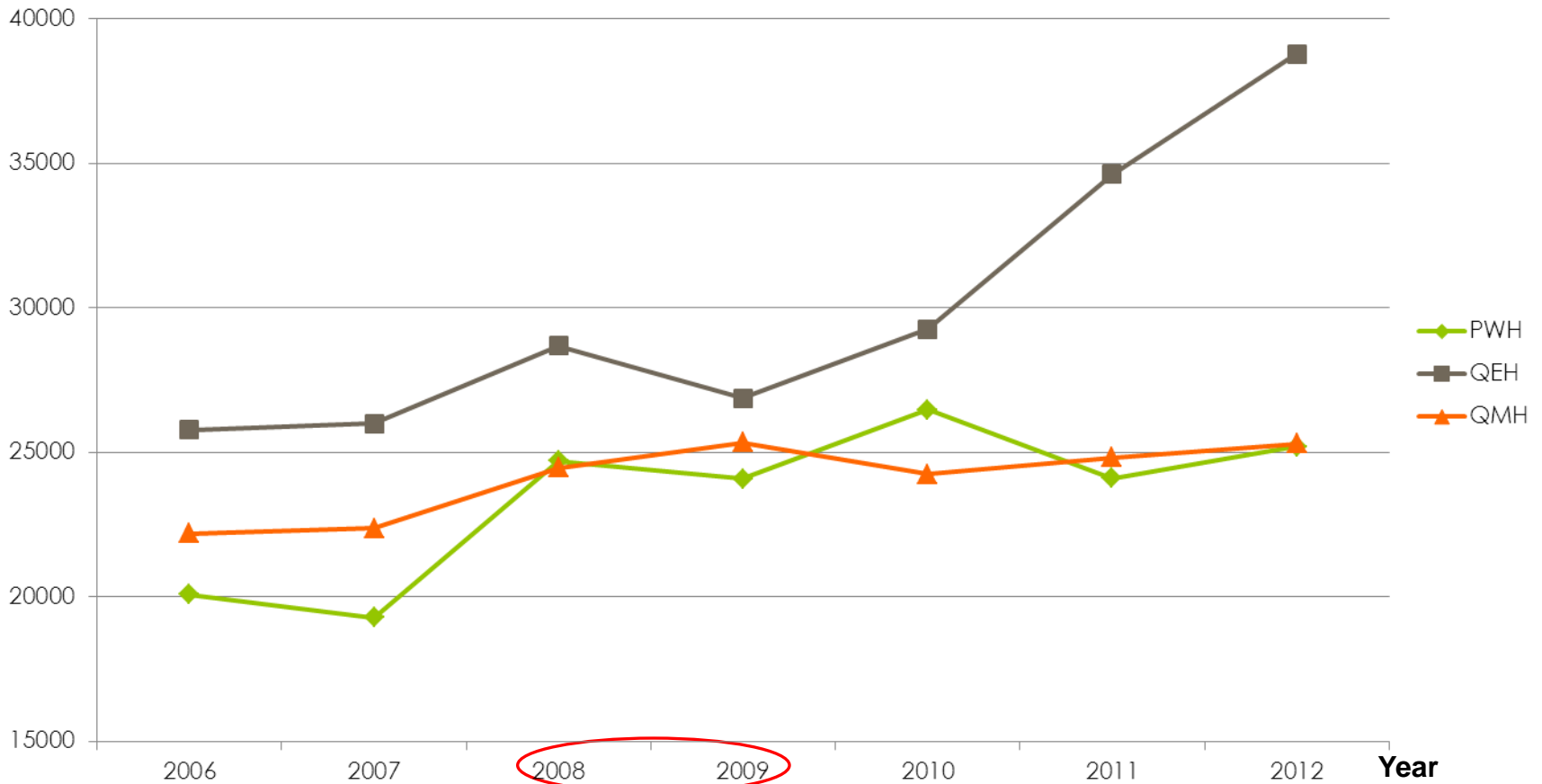
U/S Workload Statistics (PWH)



U/S Workload Statistics

(Major Regional Hospitals)

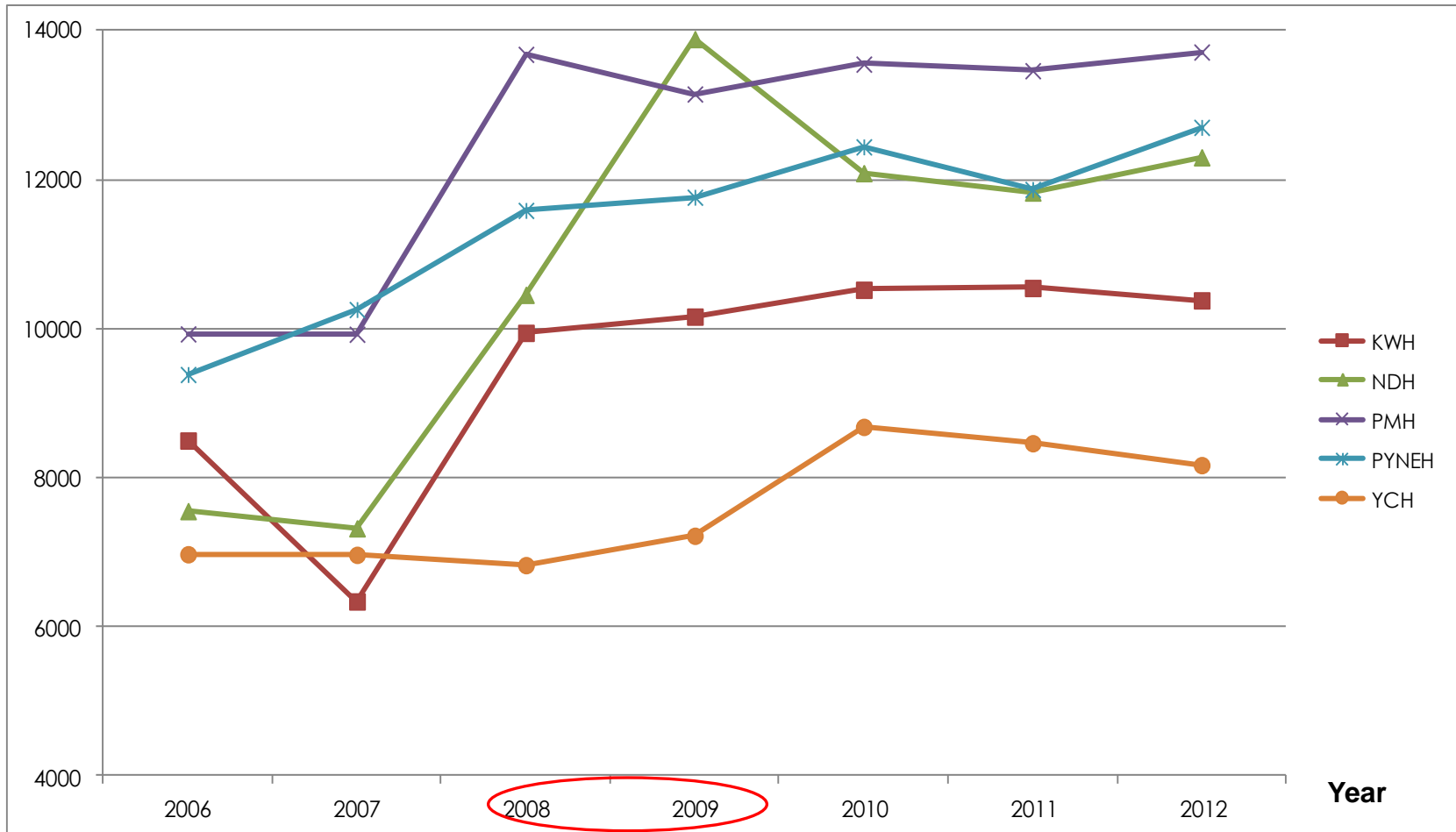
No. Attendance



U/S Workload Statistics

(Medium-sized Hospitals)

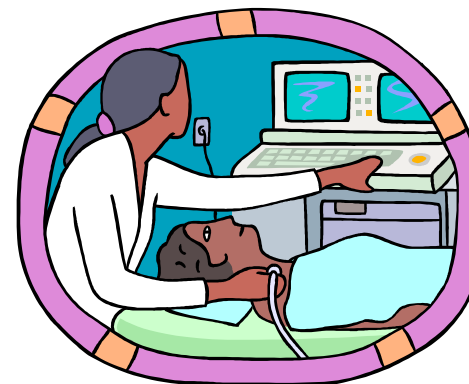
No. Attendance



Enhanced Roles of Consultant Radiographer



- Expert clinical practice
- Profession leadership and consultancy
- Practice and service development
- Education , training and development
- Research and evaluation



Traditional Roles of Senior Radiographer



- Mainly administrative ± clinical





Practice and Service Development

- Regularly review guidelines and update U/S scanning protocols
- Actively participated in the planning and implementation of CPM (U/S)
- Successfully promoted STAR as standard practice for ultrasonographers (compliance: 80%)
Before CPM (5 hospitals); After CPM (12 hospitals)
- Contributed to credentialing of ultrasonographers





Credentialing of Ultrasonographers

- Define the entry requirements for ultrasonographers
- Monitor their CME/CPD and practicing activities annually
- Maintain an updated register of the practice and qualifications of ultrasonographers





Education and Training

- Initiated to organize and provide training for our ultrasonographers
 - U/S workshop for report drafting in Feb 2009
 - U/S seminar in Sept 2009
 - Advanced Specialty Programme (2010 – 2011)
 - U/S seminar in Sept 2012
 - U/S seminar in Sept 2013
- Support radiologists' training in NTEC and HK College of Radiologists
- Actively participated in MSc (U/S) (CUHK) as programme committee member, module coordinator and speaker





Research

- Important for advancement of clinical practice
- Currently she is conducting two clinical researches in Gynecology using ultrasound contrast agent and elastography





Evaluation

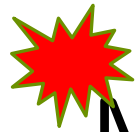
- Initiated to conduct two HA-wide satisfaction surveys on patients and radiologists in Jun 2009
 - Patient satisfaction >95%
 - Radiologists satisfaction ~90%
- Initiated to conduct two HA-wide audits on the accuracy of report drafting by ultrasonographers in Oct 2009 and Jul 2012
 - Accuracy >99% (both audits)





Challenges of CDR

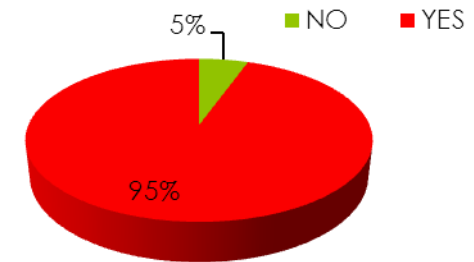
- Tension between administrative, training and clinical and research roles
- Manpower Constraint
 - Training (long training period)
 - Service (high demand)
 - Musculoskeletal problems of ultrasonographers



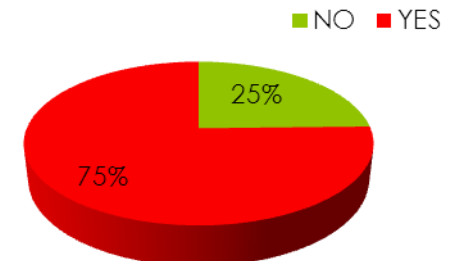
MSK Problem of Ultrasonographers

- 2010 survey on 73 ultrasonographers
- 69 (95%) ultrasonographers complained of MSK discomfort / pain
- 52/69 (75%) are work-related
 - average within 5 yrs as ultrasonographer

Complaint of MSK Symptoms



Symptoms Related to Work





The Way Forward



- Increase work strength of ultrasonographers
- Attain 100% compliance of STAR practice in ultrasonographers
- Establish conversion process for existing ultrasonographers to advanced practitioner and consultants
- Advise similar CPM in other imaging specialties





Thank You for the Past and Present
Contribution of Our Fellow
Ultrasonographers