

## **End-Point Assessment Plan**

### **Apprenticeship for ST0583 Mammography Associate at Level 4**

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## Introduction

This end-point assessment (EPA) plan is designed to accompany the occupational standard for Mammography Associate at Level 4. Mammography Associates work within the breast imaging workforce undertaking routine two-view mammography (x-ray images of breasts).

The apprenticeship will be delivered by training providers listed on the Register of Apprentice Training Providers (RoATP) and the EPA delivered by an end-point assessment organisation (EPAO) on the Register of End Point Assessment Organisations (RoEPAO). The apprenticeship will combine on-programme academic and work based learning and assessment, together with an EPA that provides synoptic assessment of the achievement of knowledge, skills and behaviours outlined in the occupational standard.

This EPA plan details EPA requirements of the apprenticeship and will be of interest to apprentices, employers, training providers, EPAOs and breast imaging service users.

## Gateway to End-Point Assessment

The apprentice must meet the criteria shown in Table 1 (below) in order to progress to the End-point assessment.

### Criteria for progression to EPA

**Table 1: Gateway Criteria for the Apprenticeship**

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| <ul style="list-style-type: none"> <li>• Mammography Associates must have completed a minimum of 500 mammograms unassisted meeting the NHS Breast Screening Programme standards.</li> <li>• The apprentice's employer, in consultation with the training provider, will confirm that the apprentice is eligible to progress to the EPA.</li> <li>• Apprentices without level 2 English and maths will need to achieve this level prior to taking the end-point assessment. For those with an education, health and care plan, or a legacy statement, the apprenticeships English and maths minimum requirement is Entry Level 3. A British Sign Language qualification is an alternative to English qualifications for whom this is their primary language.</li> </ul> |
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### End-Point Assessment

The EPA will provide independent synoptic assessment of the knowledge, skills and behaviours of the occupational standard. The EPA Organisation (EPAO) must uphold all requirements for independent assessment in the EPA as identified in this EPA plan.

The EPA will be completed in a typical three-month period. The three-month period begins once the apprentice passes the gateway and includes the time needed for the apprentice to prepare for, and undertake, the EPA.

## End Point Assessment Organisation: Roles and Responsibilities

The EPA will be delivered by the EPAO in accordance with this end-point assessment plan.

An independent assessor who has had no involvement with the apprentice's on-programme learning and assessment must be appointed to conduct the EPA. Table 2 (below) outlines the roles and responsibilities of individuals and organisations involved in preparing for, and conducting, the independent end-point assessment.

### Roles and responsibilities

| Role       | Responsibility   |
|------------|--|
| Apprentice | <p>As a minimum, apprentices should:</p> <ul style="list-style-type: none"> <li>participate in and complete on-programme training to meet the KSBs as outlined in the occupational standard for a minimum of 12 months</li> <li>undertake 20% off-the-job training as arranged by the employer and EPAO</li> <li>understand the purpose and importance of EPA</li> <li>undertake the EPA including meeting all gateway requirements</li> </ul>   |
| Employer   | <p>As a minimum, employers should:</p> <ul style="list-style-type: none"> <li>work with the training provider (where applicable) to support the apprentice in the workplace to provide the opportunities for the apprentice to develop the KSBs</li> <li>arrange and support a minimum of 20% off-the-job training to be undertaken by the apprentice</li> <li>decide when the apprentice is working at or above the occupational standard and so is ready for EPA</li> <li>select the EPAO</li> <li>ensure that all supporting evidence required at the gateway is submitted in accordance with this EPA plan</li> <li>remain independent from the delivery of the EPA</li> <li>confirm arrangements with the EPAO for the EPA (who, when, where) in a timely manner (including providing access to any employer specific documentations as required, for example company policies)</li> <li>ensure that the EPA is scheduled with the EPAO for a date and time which allow appropriate opportunity for the KSBs to be met</li> <li>ensure the apprentice is well prepared for the EPA</li> <li>ensure the apprentice is given sufficient time away from regular duties to prepare for and complete all post-gateway elements of the EPA, and that any</li> </ul> |

|      |  |
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|      | <p>required supervision during this time (as stated within this EPA plan) is in place</p> <ul style="list-style-type: none"> <li>• where the apprentice is assessed in the workplace, ensure that the apprentice has access to the resources used on a daily basis</li> </ul>  |
| EPAO | <p>As a minimum, EPAOs should:</p> <ul style="list-style-type: none"> <li>• make all necessary contractual arrangements, including agreeing the price of the EPA</li> <li>• understand the occupational standard</li> <li>• appoint administrators (and invigilators where required) to administer the EPA as appropriate</li> <li>• provide training for independent assessors in terms of good assessment practice, operating the assessment tools and grading</li> <li>• provide adequate information, advice and guidance documentation to enable apprentices, employers and training providers to prepare for the EPA</li> <li>• arrange for the EPA to take place, in consultation with the employer</li> <li>• conform to the requirements of this EPA plan and deliver its requirements in a timely manner</li> <li>• develop and provide appropriate assessment recording documentation to ensure a clear and auditable process is in place for providing assessment decisions and feedback to all relevant stakeholders</li> <li>• have no direct connection with the apprentice, their employer or training provider. In all instances including when the EPAO is the training provider (i.e. HEI) there must be no conflict of interest</li> <li>• have policies and procedures for internal quality assurance (IQA), and maintain records of regular and robust IQA activity and moderation for external quality assurance (EQA) purposes</li> <li>• conform to the requirements of the nominated external quality assurance provider (EQAP)</li> <li>• conform to the requirements of the Register of End-Point Assessment Organisations (RoEPAO)</li> <li>• deliver induction training for independent assessors, and for invigilators and markers where used</li> <li>• undertake standardisation activity on this apprenticeship standard for all independent assessors before they conduct an EPA for the first time, if the EPA is updated and periodically as appropriate (a minimum of annually)</li> <li>• manage invigilation of apprentices in order to maintain security of the assessment in line with their malpractice policy</li> <li>• verify the identity of the apprentice being assessed</li> </ul> |

|                      |   |
|----------------------|---|
|                      | <ul style="list-style-type: none"> <li>• use language in the development and delivery of the EPA that is appropriate to the level of the occupational standard</li> <li>• request certification via the Apprenticeship Service upon successful achievement of the EPA</li> <li>• develop and produce assessment materials including specifications and marking materials (for example mark schemes, practice materials, training material)</li> <li>• appoint suitably qualified and competent independent assessors</li> <li>• provide details of the independent assessor's name and contact details to the employer</li> <li>• have and apply appropriately an EPA appeals process</li> </ul>  |
| Independent assessor | <p>As a minimum, an independent assessor should:</p> <ul style="list-style-type: none"> <li>• have the competence to assess the apprentice at this level and hold any required qualifications and experience in line with the requirements of the independent assessor as detailed in the IQA section of this EPA plan</li> <li>• understand the occupational standard and the requirements of this EPA</li> <li>• have, maintain and be able to evidence up to date knowledge and expertise of the subject matter</li> <li>• deliver the end-point assessment in-line with the EPA plan</li> <li>• comply with the IQA requirements of the EPAO</li> <li>• have no direct connection or conflict of interest with the apprentice, their employer or training provider; in all instances including when the EPAO is the training provider (i.e. HEI)</li> <li>• attend induction training</li> <li>• attend standardisation events when they begin working for the EPAO, before they conduct an EPA for the first time and a minimum of annually on this apprenticeship standard</li> <li>• assess each assessment method, as determined by the EPA plan, and without extending the EPA unnecessarily</li> <li>• assess against the KSBs assigned to each assessment method, as shown in the mapping of assessment methods and as determined by the EPAO, and without extending the EPA unnecessarily</li> <li>• make all grading decisions</li> <li>• record and report all assessment outcome decisions, for each apprentice, following instructions and using assessment recording documentation provided by the EPAO, in a timely manner</li> </ul> |

|                   |  |
|-------------------|--|
|                   | <ul style="list-style-type: none"> <li>• use language in the development and delivery of the EPA that is appropriate to the level of the occupational standard</li> </ul>  |
| Training provider | <p>As a minimum, the training provider should:</p> <ul style="list-style-type: none"> <li>• work with the employer and support the apprentice during the off-the-job training to provide the opportunities to develop the knowledge, skills and behaviours as listed in the occupational standard</li> <li>• conduct training covering any knowledge, skill or behaviour requirement agreed as part of the Commitment Statement (often known as the Individual Learning Plan).</li> <li>• monitor the apprentice's progress during any training provider led on-programme learning</li> <li>• advise the employer, upon request, on the apprentice's readiness for EPA</li> <li>• remain independent from delivery of the EPA. Where the training provider is the EPA (i.e. a HEI) there must be procedures in place to mitigate against any conflict of interest</li> </ul> |
| Marker            | <p>As a minimum, the marker should:</p> <ul style="list-style-type: none"> <li>• attend induction training</li> <li>• have no direct connection or conflict of interest with the apprentice, their employer or training provider in all instances including when the EPAO is the training provider (i.e. HEI)</li> <li>• mark multiple-choice test answers accurately according to the EPAO's mark scheme and procedures</li> </ul>  |
| Invigilators      | <p>As a minimum, invigilators should:</p> <ul style="list-style-type: none"> <li>• attend induction training as directed by the EPAO</li> <li>• have no direct connection or conflict of interest with the apprentice, their employer or training provider; in all instances, including when the EPAO is the training provider (i.e. HEI)</li> <li>• invigilate and supervise apprentices during tests and in breaks during assessment methods to prevent malpractice in accordance with the EPAO's invigilation procedures</li> </ul>   |

## End-Point Assessment Methods

The EPAO must implement the following EPA methods:

- Examination paper
- Clinical practice observation and discussion

The examination paper will consist of multiple choice questions. The clinical practice observation and discussion will be carried out by an independent assessor in the apprentice's workplace and also form the synoptic component of the overall assessment. This means that in addition to the skills and behaviours, there is also applied knowledge and understanding that will be assessed.

Table 3 provides an overview of the EPA assessment methods. Both methods have equal weighting for the final grading.

| <b>Table 3: Overview of end-point assessment methods</b> |   |                 |                           |                             |
|--|---|-----------------|---------------------------|-----------------------------|
| <b>Method</b>  | <b>Area Assessed</b>  | <b>Duration</b> | <b>Assessed by</b>        | <b>Grading</b>              |
| Examination paper  | Knowledge of: <ul style="list-style-type: none"> <li>• Clinical Mammography</li> <li>• Mammography Science</li> <li>• Quality Assurance</li> </ul> As specified in the apprenticeship standard (see Annex A, Table A1). | 1 hour          | EPAO Independent Assessor | Distinction<br>Pass<br>Fail |
| Clinical practice observation and discussion             | Knowledge, skills and behaviours of all domains in the apprenticeship standard (see Annex A, Table A2).   | 3 hours         | EPAO Independent Assessor | Distinction<br>Pass<br>Fail |

### **Examination paper**

Apprentices will sit an examination paper of 1 hour under invigilated examination conditions. The examination will assess the knowledge and understanding for Mammography Associates identified for assessment in Annex A (Table A1). The exam will consist of 60 questions and must be passed prior to taking the clinical practice observation and discussion.

The examination may be online or paper based. The results of online exams will be delivered immediately. The results of paper based exams will be returned to the apprentice within two weeks.

The detailed requirements of the examination paper are as follows:

- The exam paper must have a total of 60 multiple choice questions.
- Each question must present the apprentice with 4 options from which the apprentice must select one option.

- The exam paper must include 5 diagram based questions.
- Each question answered correctly must be assigned 1 mark, any incorrect or missing answers must be assigned 0 marks.
- Apprentices must have 1 hour to complete the exam paper.
- The exam paper must be closed book i.e. the apprentice cannot refer to reference books or materials.
- Apprentices must complete the exam paper in the presence of an EPAO invigilator.
- The exam must be delivered and invigilated in controlled conditions.
- The exam paper can be paper-based or delivered electronically. In both cases apprentices must sit the exam in invigilated conditions.
- Specialised (proctor) software must be used if the exam is being delivered electronically
- Exam papers must be marked by EPAO administrators/examiners following a marking guide produced by the EPAO. Electronic marking is also permissible.
- The following grading boundaries must be used for the examinations:
  - > Distinction (48 or more correct answers)
  - > Pass (30 – 47 correct answers)
  - > Fail (29 and below correct answers)
- Apprentices must pass the exam paper to progress to the next stage of the EPA i.e. the observation of clinical practice and discussion. Passing the exam paper will indicate the apprentice has the necessary underpinning knowledge for clinical practice.
- It is recommended that EPAOs develop exam questions by working with representative employers and experts in the field.
- EPAOs must ensure the examination is available for apprentices within the typical three month EPA time period, allowing for marking and observation of clinical practice
- EPAOs must develop 'question banks' of sufficient size to prevent predictability and review them regularly to ensure they are fit for purpose
- EPAOs must ensure that apprentices have different questions in the case of re-sits or re-takes.

The EPAO is responsible for setting and marking the examination paper and construction of the answer marking guide. It is recommended that EPAOs develop these exams by working with representative employers. The examination paper will be marked using the answer marking guide for the examination. Prior to administering the examination, the examination paper and answer guide must be reviewed by an external examiner appointed to the EPAO in order to assure external benchmarking and consistency.

The examination must assess apprentices against the occupational standard knowledge and understanding as shown in Annex A (Table A1). The exams should have a good distribution of questions across the domains of the occupational standard as shown in Table 4 (below). It is accepted that some questions may link to two or more domains therefore these figures are approximate. EPAOs must seek to achieve this distribution of questions in each exam paper.

| <b>Table 4: Number of exam questions per domain</b>   |   |
|---|---|
| <b>Occupational apprenticeship standard - domains</b> | <b>Approximate number of questions per exam paper</b> |
| Clinical mammography                                  | 40 MCQs (1 mark each, includes 2 diagram questions)   |
| Mammography science                                   | 15 MCQs (1 mark each, includes 1 diagram question)    |
| Quality Assurance                                     | 5 MCQs (1 mark each, includes 2 diagram questions)    |
| Total:  | 60 MCQs   |

## Observation of Clinical Practice and Discussion

The observation of clinical practice and discussion is undertaken by the independent assessor. The observation and discussion will take place in the apprentice's workplace. It must last for three hours (plus or minus 10%) at the discretion of the independent assessor and to provide scope for an apprentice to demonstrate their full abilities. The apprentice will be observed providing mammography to a succession of individuals. The focus of the discussion will be to ensure that the apprentice has the opportunity to explain knowledge, skills and behaviours that did not occur naturally during the observation.

It is likely that the apprentice will provide mammography to one individual every 15 minutes. There is likely to be 5 minutes of discussion with the independent assessor at the end of each appointment at the independent assessor's discretion. At the end of the overall observation period there will also be a 20 minute discussion with the independent assessor which will focus on any areas from the occupational standard mapped to this assessment method that did not occur naturally during the observation and the final grading. A three hour observation and discussion period should allow the apprentice to provide mammography to around 8 individuals in total.

The observation must be terminated if at any time during the assessment the independent assessor observes unsafe practice. In these circumstances, the apprentice will be awarded a fail grade. In addition, should an unexpected event occur during the observation e.g. client fainted, taken unwell, the observation will be paused and may be resumed from a point deemed suitable by the independent assessor.

The observation of clinical practice and discussion must provide evidence of the apprentice demonstrating skills, knowledge and behaviours from the occupational standard as shown in Annex A (Table A2).

The detailed requirements of the observation of clinical practice and discussion are as follows:

- The required knowledge, skills and behaviours must be observed by the independent assessor.
- The answers to questions during discussions must also be documented by the independent assessor.
- Observations must be conducted in a real work situation under normal conditions. It is anticipated that end-point assessment organisations will use the apprentice's normal work environment to carry out the observation.
- Observations must be determined and standardised by end-point assessment organisations.

## **Re-sits and re-takes**

Apprentices who fail one or more assessment method will be offered the opportunity to take a re-sit or a re-take. A re-sit does not require further learning, whereas a re-take does.

An apprentice who fails one or more assessment methods, and therefore the EPA in the first instance, will be required to re-sit or re-take the failed assessment method(s) only.

Apprentices should have a supportive action plan to prepare for the re-sit or a re-take. The apprentice's employer will need to agree that either a re-sit or re-take is an appropriate course of action.

The timescales for a re-sit/re-take is agreed between the employer and EPAO. A re-sit is typically taken within two months of the EPA outcome notification. The timescale for a re-

take is dependent on how much re-training is required and is typically taken within four months of the EPA outcome notification.

All assessment methods must be taken within a six-month period, otherwise the entire EPA will need to be re-sat/re-taken, unless in the opinion of the EPAO exceptional circumstances apply outside the control of the apprentice or their employer.

Re-sits and re-takes are not offered to apprentices wishing to move from pass to distinction.

Where any assessment method must be re-sat or re-taken, the apprentice will be awarded a maximum EPA grade of pass unless the EPAO determines there are exceptional circumstances requiring a re-sit or re-take.

## Grading

Both assessment methods will be graded as fail, pass, or distinction. Both assessment methods have equal weighting (see Table 6).

## Knowledge Test

| <b>Assessment method</b>                  | <b>Distinction</b>    | <b>Pass</b>           | <b>Fail</b>                |
|---|-----------------------|-----------------------|----------------------------|
| Examination paper (60 questions in total) | 48-60 correct answers | 30-47 correct answers | 29 or less correct answers |

## Observation in Clinical Practice and Discussion

### Fail

The apprentice fails to meet the pass criteria outlined below and/or the independent assessor has to stop the observation because they have observed unsafe practice.

### Pass

The apprentice meets all of the core skills and behaviour requirements in Annex A (A2) by:

1. Positively identifying individuals and preparing the equipment, environment and individuals for the mammography examination while treating them and their accompanying companions with dignity and demonstrating discretion (S1 – 3, S20, S22, S28 – 29, K22 – 23, K26, K33, BV1 – 2, BV5)
2. Operating mammography equipment safely and effectively to position and immobilise individuals, adapting technique when necessary, to achieve images of high quality, referring to an appropriate member of the team where required (S4 – 6, S11 – 12, S14, S17, S21, S24, S27)
3. Assessing the technical quality of images produced, recognising normal breast anatomy, physiology and pathology, and observing any external abnormalities that need to be recorded (S7)
4. Processing and storing images using the dedicated IT systems ensuring comprehensive and accurate records are maintained and advising individuals of the results and processing any further images or treatment that has already been scheduled (S8 – 10, S13)
5. Participating in mammography equipment quality control (S15 – 16)
6. Practising safely within relevant frameworks and protocols and working independently and collaboratively to deliver person centred care (S17 – 18, S23, K20 – 21, K24 – 25)
7. Managing work effectively and adapting to changing service needs (S19, BV4)
8. Demonstrating through evidence the use of reflective practice, engagement in CPD and the courage to challenge areas of concern (S25, BV3)
9. Explaining the principles of audit and research (K29)
10. Explaining the importance of breast care and health promotion to clients (S26, K27 – 28)
11. Describing their role and function of the multidisciplinary team and the effectiveness of team working (S27, K30 – 31)
12. Safeguarding individuals in accordance with legal and organisational requirements and maintaining health and safety in the workplace (S30, K32, K34)

## Distinction

The apprentice meets all of the knowledge, skills, values and behaviours in Annex A (A2) as for a pass, and in addition, they can:

1. Demonstrate or discuss an occasion when they have utilised different modes and levels of communication with a difficult individual that resulted in a positive outcome (S1 – 3, S20, S22, S27 – 28, K22 – 24, K26, K33, BV1 – 2, BV5)
2. Demonstrate or discuss how to identify and correct issues of technical image quality (S7, K1, K3, K5, K8)
3. Provide an example of good/poor record keeping that they have encountered and what improvements were made from this (S8 – 10, S13)
4. Evaluate the importance of individual quality control tests and their impact and relevance to clinical context (S15 – 16, K18 – 19)
5. Explain how their practice has changed as a consequence of reflection (S25, BV3)

Based on the results of the individual assessment methods the overall apprenticeship grade will be established as shown in the Table 6 below.

| <b>Examination paper</b> | <b>Observation of clinical activity</b> | <b>Apprenticeship grade</b> |
|--------------------------|---|-----------------------------|
| Distinction              | Distinction                             | Distinction                 |
| Pass                     | Distinction                             | Pass                        |
| Distinction              | Pass                                    | Pass                        |
| Pass                     | Pass                                    | Pass                        |
| Distinction              | Fail                                    | Fail                        |
| Pass                     | Fail                                    | Fail                        |
| Fail                     | Pass                                    | Fail                        |
| Fail                     | Distinction                             | Fail                        |
| Fail                     | Fail                                    | Fail                        |

## End Point Assessment Organisation – Internal Quality Assurance

End point assessment organisations must ensure robust internal quality assurance processes in line with the requirements of this end-point assessment plan.

**Table 6: Internal Quality Assurance  
Roles and Responsibilities of the EPAO**

The EPAO must:

- publish EPA guidance to apprentices, employers and training providers in relation to the requirements of the examination paper and observation of clinical activity as set out in this end-point assessment plan
- ensure that there is consistency and comparability in terms of the breadth and depth of each assessment, to ensure assessments are reliable, robust and valid
- it is recommended that a bank of examination questions is developed and maintained in consultation with employers
- publish assessment guidance and tools for the examination paper and observation of clinical activity using Annex A
- appoint and approve independent assessors to conduct marking and grading of the EPA
- ensure independent assessors are:
  - HCPC Registered radiographers currently practicing in mammography
  - currently working in the NHS Breast Screening Programme
- provide training for independent assessors in the requirements for the operation, marking and initial grading of the examination and observation
- provide training for independent assessors to enable them to undertake fair and impartial assessment, making judgements about the application of knowledge, skills and behaviours in the workplace setting
- ensure internal moderators and external examiners are trained in EPA assessment and assurance processes and undertake regular continuing professional development
- develop compensatory assessment for learners with special requirements to allow reasonable adjustments to be made to assess the knowledge, skills and behaviours of the apprentice
- provide guidance in relation to the EPA i.e. making reasonable adjustment, eligibility to enter EPA and conflict of interest.
- consider evidence in relation to reasons for failing an EPA and confirm re-sits, where the learner may have failed due to extenuating circumstances
- develop and manage a complaints and appeals procedure
- hold bi annual meetings for independent assessors to ensure consistent application of the guidance
- monitor and evaluate the attendance of independent assessors at bi annual meetings (assessors should attend at least one meeting per year)
- prepare an annual evaluation report for the relevant training providers and employers, acting on recommendations for improvement

## **Affordability**

The approach presented offers an affordable solution to assessment for this apprenticeship standard. The approach is robust and will ensure the end-point assessment will meet the needs of all employers including those from public and private sectors.

It is believed that the approach is manageable and feasible as the necessary expertise already exists within the sector. Utilising existing expertise will ensure a sufficiency of qualified assessors with a good geographical spread.

## **Reasonable adjustments**

The EPAO must have in place clear and fair arrangements for making reasonable adjustments to the assessment methods for the EPA for this apprenticeship standard. This should include how an apprentice qualifies for reasonable adjustment and what reasonable adjustments will be made. The adjustments must maintain the validity, reliability and integrity of the assessment methods outlined in this end-point assessment plan.

## Annex A: Knowledge, skills and behaviours attributed to End-Point Assessment for the Mammography Associates

### 1) Examination paper

The EPAO will provide 60 questions from its question bank that enable the apprentice to demonstrate their knowledge and understanding of clinical mammography, mammography science and quality assurance. The grading of this component of the EPA is described on page 11 of this document.

In preparing for the exam, apprentices should be guided by the knowledge and understanding in Table A1.

**Table A1: Mammography Associates – knowledge requirements (for examination paper)**

| Domain               | You will know and understand:  |
|----------------------|--|
| Clinical Mammography | K1 Normal breast anatomy, physiology and pathology<br>K2 Principles of informed consent and the actions to take if consent is withdrawn<br>K3 NHSBSP standards and quality assurance process<br>K4 The role of other imaging and treatment modalities<br>K5 The types of external abnormalities of the breasts that need to be observed and recorded<br>K6 Effective positioning and immobilisation<br>K7 Adaptation of technique to optimise image quality<br>K8 Standards for assessing the technical quality of images<br>K9 When it is necessary to refer to an appropriate member of the multi-disciplinary breast care team, including the supervisory radiographer<br>K10 How to advise individuals of the results process and give additional information within the scope of your responsibility<br>K11 Systems for image processing, storage and retrieval |
| Mammography Science  | K12 How radiation is produced and its interaction with matter<br>K13 The radiobiological effects of radiation - short and long term risks<br>K14 Radiation protection of self and others<br>K15 The relationship between anatomy, pathophysiology and the imaging process<br>K16 The application of ionising radiation regulations<br>K17 The basic design, function and operation of mammography image acquisition and display equipment  |
| Quality Assurance    | K18 The principles and methods of quality control and quality assurance in mammography<br>K19 The relevant national standards and local guidelines for quality assurance   |

## 2) Observation of Clinical Practice and Discussion

The observation of clinical practice and discussion will assess knowledge, skills and behaviours across all of the domains within the occupational apprenticeship standard. The grading of this component of the EPA is described on page 11 of this document.

In preparing for the observation of clinical activity, apprentices should pay particular attention to the knowledge, skills and behaviours outlined in Table A2.

**Table A2: Mammography Associates – knowledge, skills and behaviours (for observation of clinical practice and discussion)**

| Domain               | You will be able to:   |
|----------------------|--|
| Clinical mammography | S1 Positively identify individuals attending for mammography<br>S2 Prepare equipment and environments appropriately for mammography<br>S3 Prepare individuals appropriately for mammography<br>S4 Employ effective positioning and immobilisation to achieve images of high quality<br>S5 Operate mammography equipment safely and effectively within protocol<br>S6 Refer to an appropriate member of the multi-disciplinary breast care team where required<br>S7 Assess the technical quality of images produced<br>S8 Process and store images<br>S9 Advise individuals of the results process and give any necessary additional information within the scope of your responsibility<br>S10 Maintain comprehensive and accurate records of the procedure |
| Mammography science  | S11 Maintain the radiation safety of all individuals in the working environment in line with current legislation<br>S12 Work in accordance with ionising radiation regulations<br>S13 Use information management systems effectively<br>S14 Safely operate mammography equipment   |
| Quality Assurance    | S15 Participate in mammography quality control<br>S16 Adhere to NHSBSP standards of performance  |

|                       |   |
|-----------------------|---|
| Professional Practice | <p>S17 Practise safely within relevant legal, ethical, professional and local frameworks and protocols</p> <p>S18 Work individually, collaboratively and in partnership to deliver person-centred care</p> <p>S19 Manage self and own work effectively</p> <p>S20 Apply effective interpersonal and communication skills to engage with individuals</p> <p>S21 Demonstrate accountability, recognising and responding appropriately to strengths and limitations in own knowledge, skills and attributes</p> <p>S22 Ensure own actions promote equality and diversity</p> <p>S23 Comply with legal, professional and local requirements for the delivery of clinical mammography</p> <p>S24 Make use of supervision and pastoral care</p> <p>S25 Make use of reflective practice to engage in continuing professional development</p> <p>S26 Engage in effective health promotion</p> |
| Team Working          | <p>S27 Work effectively within the multi-disciplinary breast care team</p> <p>S28 Promote a positive, safe and effective working environment</p>  |
| Health and Safety     | <p>S29 Demonstrate proficiency in basic life-support techniques, infection control, safe moving and handling and other mandatory training requirements</p> <p>S30 Safeguard individuals in accordance with legal and organisational requirements</p>  |
| Domain                | You will know and understand:   |
| Professional Practice | <p>K20 The relevant legal, ethical, professional and local frameworks and protocols in the mammography context</p> <p>K21 Principles of person-centred care</p> <p>K22 How to meet the care needs of individuals and their accompanying companions with sensitivity and respect</p> <p>K23 Principles of effective interpersonal and communication skills</p> <p>K24 How to exercise personal responsibility and work within defined parameters of practice, legislation and local policies</p> <p>K25 How to operate within your own scope of practice</p> <p>K26 The responsibilities and professional values of a mammography practitioner</p> <p>K27 The importance of personal health, resilience and wellbeing</p> <p>K28 The value of appropriately-timed health promotion interventions</p> <p>K29 Principles of audit and research</p>                                       |
| Team working          | <p>K30 The role and function of the multi-disciplinary breast care team</p> <p>K31 Principles of effective team-working</p>   |
| Health and Safety     | <p>K32 Basic life support techniques</p> <p>K33 Principles of infection control, safe moving and handling, and other mandatory training requirements</p> <p>K34 How to maintain health and safety in the workplace</p>  |

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| Behaviours and values | BV1 Treat individuals with dignity, respecting their beliefs, culture, values and preferences<br>BV2 Adopt an empathic approach and demonstrate discretion<br>BV3 Demonstrate courage to challenge areas of concern<br>BV4 Be adaptable and responsive to changing service needs<br>BV5 Be caring and compassionate, honest, conscientious and committed to delivering a high quality experience to individuals attending for mammography |
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