

Encompassing a wide skillset

Meir Health's¹ technologist core competencies

- ▶ **Professional practice**
Practices competence, reliability and professionalism
- ▶ **Clinical practice**
Performs well in all clinical competencies
- ▶ **Leadership**
Demonstrates leadership abilities
- ▶ **Special projects**
Engages in department projects, initiatives
- ▶ **Development activities**
Participates in continued development, learning

Leadership requirements defined by level

Each level adds 2-5% percent pay increase

Level IV

Helps support the department leaders, supervisors, managers with interviewing, onboarding, mentorship

Level III

Encourages the personal, professional growth of others

Level II

Helps others meet their goals, supports coworkers, students in development of skills and resolve issues

Level I

Seeks ways to assist others

1) Pseudonym.

Source: Imaging Performance Partnership, *The Imaging Leader's Workforce Toolkit*, Washington, DC: Advisory Board, 2018; Oncology Roundtable interviews and analysis.



CASE EXAMPLE

Meir Health¹

- Multi-hospital non-profit system based in the South
- ▶ Created formal technologist career ladder to recognize and incentivize technologists interested in advancing their professional skills and career growth; aimed at improving long-term retention
- ▶ Four-level career ladder includes clear competencies, application process, and role transitions; each level in the ladder comes with increased professional standing and financial incentives
- ▶ Application process overseen by Radiologic Technologic Clinical Ladder Board; comprised of directors, managers, clinical coordinators, HR representatives, and technologist from each modality
- ▶ Technologists are responsible for nominating themselves for each promotion

1) Pseudonym.

Additional requirements to move up the ladder

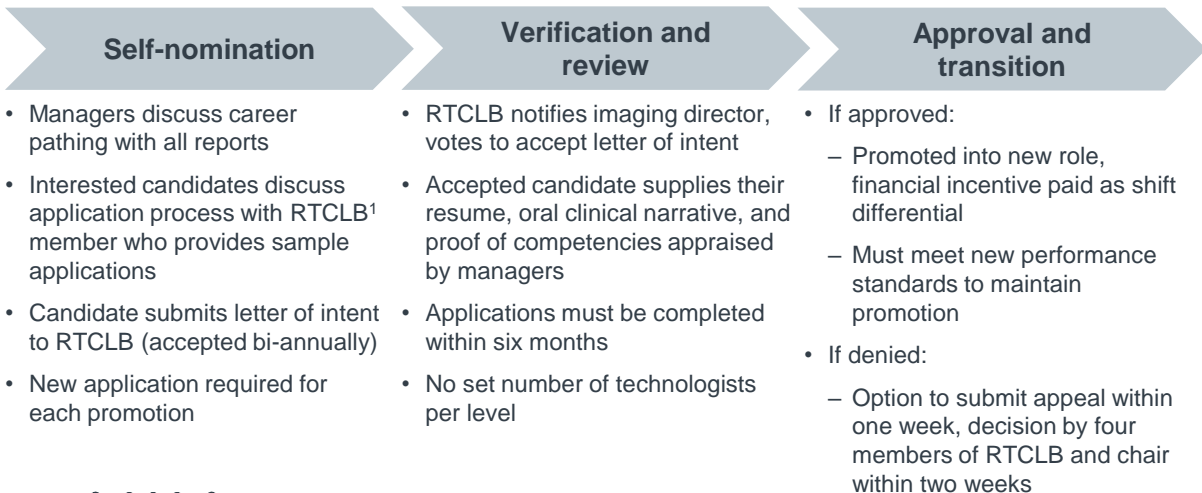
Additional requirements for career ladder progression at Meir Health¹

- Full-time employee with a minimum of 24 months tenure with the organization
- Board certified for a minimum of 24 months prior to application
- No pending disciplinary action
- High performance review scores
- Demonstrated competency in current role
- Meet self-development hour requirements

1) Pseudonym.

Rigorous promotion process driven by peer-review

Technologists must self-advocate for promotion



Overview of RTCLB

- ▶ Appointed by Director of Medical Imaging, imaging retention team
- ▶ Includes directors, managers, clinical coordinators, HR representatives, technologists from each modality
- ▶ Members serve minimum of two years; cannot vote for own progression

1) Radiologic Technologic Clinical Ladder Board.