

STAFFING

- 1. REASON FOR ISSUE:** To revise the Department of Veterans Affairs (VA) qualification standard for the appointment of Diagnostic Radiologic Technologist, GS-647, in VA.
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES:** This handbook contains mandatory procedures on staffing. The pages in this handbook replace the existing Diagnostic Radiologic Technologist Qualification Standard in VA Handbook 5005, Appendix G25, in its entirety. The new standards are effective on the date of issuance of this handbook. These changes will be incorporated into the electronic version of VA Handbook 5005, Staffing, that is maintained on the [Office of Human Resources Management Web site](#). Significant changes include:
 - a. Adds advanced American Registry of Radiologic Technology (ARRT) certification requirements.
 - b. Adds all schools accredited by ARRT as acceptable education.
 - c. Adds new assignment descriptions.
 - d. Eliminates GS-7 and GS-8 Lead and Supervisory assignments.
- 3. RESPONSIBLE OFFICE:** The Recruitment and Placement Policy Service (059), Office of the Deputy Assistant Secretary for Human Resources Management.
- 4. RELATED DIRECTIVE:** VA Directive 5005
- 5. RESCISSIONS:** VA Handbook 5005/15, Part II, Appendix G25, dated March 17, 2006

CERTIFIED BY:

**BY DIRECTION OF THE SECRETARY
OF VETERANS AFFAIRS**

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[APPENDIX G25. DIAGNOSTIC RADIOLOGIC TECHNOLOGIST
QUALIFICATION STANDARD
GS-647
Veterans Health Administration

1. COVERAGE. The following are the requirements for appointment as a Diagnostic Radiologic Technologist (DRT) in the Veterans Health Administration (VHA). These requirements apply to all VHA DRTs in the GS-647 series.

2. BASIC REQUIREMENTS

a. **Citizenship.** Citizen of the United States. (Non-citizens may be appointed when it is not possible to recruit qualified candidates in accordance with chapter 3, section A, paragraph 3g, this part.)

b. **Certification.** All applicants must be certified in general radiologic technology by the American Registry of Radiologic Technology (ARRT) (R). Advanced ARRT certification is required for Computed Tomography (CT) and Magnetic Resonance Imaging (MRI). [Advanced certification indicates that the technologist has demonstrated specific clinical competency in the appropriate specialty and taken and passed the designated examination.](#)

c. **Education.** Completion of a full-time training course of at least 24 months duration (or the equivalent) in a post-high school diagnostic radiologic technology program, evidenced by a certificate or an associate's degree, accredited by the Joint Review Committee on Education in Radiologic Technology (JRCERT) or from schools accredited by the ARRT and certification by the ARRT in radiology.

(1) **Credentialing Standards.** Public Law 97-35, the Consumer-Patient Radiation Health and Safety Act of 1981, requires that persons who administer radiologic procedures meet the credentialing standards in 42 CFR Part 75, Standards for the Accreditation of Educational Programs and the Credentialing of Radiographic Personnel. Essentially, they must have successfully completed an educational program that meets or exceeds the standards described in that regulation, and is accredited by an organization recognized by the Department of Education, and be certified as radiographers in their field.

(2) **Exception for Non-Certified, Entry Level Candidates.** Non certified DRTs who otherwise meet the eligibility requirements for ARRT (R) certification may be given a temporary appointment as a graduate DRT under the authority of 38 U.S.C. § 7405(c)(2)(B). The appointing official may waive the requirement of certification for a period not to exceed 2 years for a DRT that provides care under the supervision of a certified DRT at or above the full performance level. This exception only applies at the GS-5 entry level. For grade levels above the entry level, the candidate must be certified. Temporary appointments of non-certified DRTs may not be extended beyond 2 years, or converted to a new temporary appointment.

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(3) **Loss of Credential.** An employee in this occupation who fails to obtain certification within two years, or who fails to maintain the required certification must be removed from the occupation, which may also result in termination of employment.

d. **Grandfathering Provision.** All persons employed in VHA as a DRT on the effective date of this qualification standard are considered to have met all qualification requirements for the title, series and grade held, including positive education and certification that are part of the basic requirements of the DRT occupation. For employees who do not meet all the basic requirements in this standard, but who met the qualifications applicable to the position at the time they were appointed to it, the following provisions apply:

(1) DRTs that require a certification, may be reassigned, promoted up to and including the full performance (journeyman) level, or changed to lower grade within the occupation, but may not be promoted beyond the journey level or placed in supervisory or managerial positions.

(2) DRTs that require a certification only at higher grade levels must meet the certification requirement before they can be promoted to those higher grade levels.

(3) DRTs who are appointed on a temporary basis prior to the effective date of the qualification standard may not have their temporary appointment extended or be reappointed, on a temporary or permanent basis, until they fully meet the basic requirements of the standard.

(4) DRTs initially grandfathered into this occupation, who subsequently obtain additional education and/or certification that meet all the basic requirements of this qualification standard must maintain the required credentials as a condition of employment in the occupation.

(5) Employees who are retained as a DRT under this provision and subsequently leave the occupation lose protected status and must meet the full VA qualification standard requirements in effect at the time of reentry as a DRT. **NOTE:** *Each uncertified VHA DRT who was permanently employed on June 21, 1986, and whose competence in the safe administration of ionizing radiation was affirmed, in writing, by a VA licensed physician not later than January 1, 1987, is considered fully qualified. These employees may be promoted, changed to lower grade or reassigned within the GS-647 occupational series. Any employee initially retained in this manner who leaves this job series loses protected status and must meet the full requirements in effect at the time of reentry.*

e. **Physical Requirements.** See VA Directive and Handbook 5019.

f. **English Language Proficiency.** DRTs must be proficient in spoken and written English as required by 38 U.S.C. 7402(d), and 7407(d).

3. GRADE REQUIREMENTS**a. Creditable Experience**

(1) **Knowledge of Current Radiologic Technology Practice.** To be creditable, experience must have demonstrated possession of the knowledge, skills, abilities, and other characteristics (also referred

to as clinical competencies) associated with current radiologic technology practice. This may have been evidenced by the equivalent of 1 year of active practice, which is paid or non-paid employment as a DRT as defined by ARRT.

(2) **Quality of Experience.** Experience is only creditable if it was earned after completion of the basic certification requirements identified in paragraph 2b above. Experience as a graduate DRT is creditable provided the candidate functioned as a DRT and subsequently passed the certification examination.

(3) **Part-Time Experience.** Part-time experience as a DRT is creditable according to its relationship to the full-time workweek. For example, a DRT would receive 1 week of full-time credit for each 2 weeks of half-time work.

b. **Specialized Assignments.** Specialized areas of radiologic technology include general diagnostic radiologic technology (R), bone densitometry (BD), mammography (M), diagnostic ultrasound (S), computed tomography (CT), positron emission tomography/computed tomography (PET/CT), magnetic resonance imaging (MR), cardiovascular-interventional technology (CV), and quality management (QM).

(1) **General Radiologic Technology (R).** DRTs perform procedures and examinations in hospitals or clinics under the direction of radiologists and other medical officers. The objective of the examinations and procedures is to produce radiographic studies that are used in medical diagnosis and interpreted by medical officers to locate injuries, foreign bodies, pathological conditions, or lesions within the body. They prepare and administer contrast media and medications in accordance with State and Federal regulations. All DRTs must be knowledgeable in Computerized Radiography (CR) and Picture Archiving and Communications Systems (PACS).

(2) **Bone Densitometry (BD).** This non-invasive test measures bone mineral content to diagnose a systemic skeletal disease (osteoporosis) characterized by low bone mass and microarchitectural distortion of bone tissue, with a consequent increase in bone fragility and susceptibility to fracture.

(3) **Mammography (M).** The complex nature of breast disease involves multiple imaging modalities. This specialty involves the specific knowledge and abilities to perform complex imaging of the breast. They must be able to employ specialized mammographic image techniques such as magnification views and implant views of the breast. The mammographer is required to be completely familiar with, and adhere to, all U.S Food and Drug Administration (FDA) guidelines regulating the practice of mammography, radiation safety, and quality assurance requirements. Mammographers are subject to the Mammography Quality Standards Act of 1992 (MQSA) and regulated by the FDA.

(4) **Diagnostic Ultrasound (Sonography) (S).** Positions should be assigned to the DRT, GS-647 series, when both ultrasound and other modalities which require the delivery of ionizing radiation are performed. Positions in which ultrasound duties are performed exclusively (no other modalities are performed), should be assigned to the Medical Instrument Technician, GS-649 series, since ultrasound duties solely do not require the delivery of ionizing radiation. Diagnostic ultrasound uses high frequency sound waves and other diagnostic techniques for medical purposes. The practitioner must be competent in the production, use, recognition, and analysis of ultrasound images and patterns used for

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patient diagnosis and treatment. The sonographer is regarded as the expert source of all ultrasound imaging, and the interpreting radiologist relies heavily on the skills, knowledge, and abilities of the sonographers in providing a final interpretation. Within this specialization there is a diverse range of ultrasound imaging sub-specialties. These include: 1) diagnostic medical sonography – abdominal, neurologic, obstetrical/gynecologic, and ophthalmic; 2) cardiac sonography – adult and pediatric echocardiography; and 3) vascular technology – vascular and related organs.

(5) **Computed Tomography (CT).** This specialty modality requires specific knowledge of cross sectional human anatomy and its application in spiral, and/or, multi-slice computer tomography, inclusive of 3-D reconstruction scans, including drainages, biopsies, and peripheral vascular examinations. The technologist requires specific knowledge and training in the location, appearance, and function of the various major and minor systems susceptible to radiological illumination; to interpret the examination request accurately; to understand the functioning and inter-relationship of the various organs; to use the methods and techniques which will identify organs appearing on the digital display monitor, or on film, and the various stages of the examination to judge the acceptability of the image and/or scan for diagnostic use and to emphasize the aspects of particular interest to the physician. **This subspecialty requires advanced ARRT certification.**

(6) **Positron Emission Tomography/Computed Tomography (PET/CT).** PET/CT is part of the progression of fusion imaging, combining one specialty modality with another. This technology combines metabolic function with anatomic form. Registered technologists in diagnostic radiologic technology, nuclear medicine and/or radiation therapy may operate PET/CT when the appropriate core competencies are evidenced. Technologists performing these procedures must be competent in every aspect of the examination in order to maximize quality and minimize dose. Technologists must be knowledgeable in contrast media, power injectors, and CR systems and PACS.

(7) **Magnetic Resonance Imaging (MR).** This specialty modality requires additional knowledge of super conducting magnets, the physics of superconducting magnets, and how they relate to the human anatomy in medical imaging. The technologist must be educated in the safety factors governing a magnetic environment that patients, visitors, and equipment enter into. The practitioner must have specific specialized knowledge of cross sectional anatomy and how it relates to the soft tissues and vessels of the human body. The technologist must also have specialized knowledge in the radio-frequency surface coils required for each specific anatomical area to be imaged. The technologist requires knowledge of image acquisition in Computerized Radiography (CR) and Picture Archiving and Communication Systems (PACS). **This subspecialty requires advanced ARRT certification.**

(8) **Cardiovascular-Interventional Technology (CV).** Cardiovascular-interventional technologists (CV) use specialized equipment to perform diagnostic angiographic procedures and complex vascular and nonvascular interventional and therapeutic procedures. This specialty requires additional knowledge of vascular systems and major vessel anatomy. The technologist must be knowledgeable in the specialized equipment employed for digital subtraction systems and interventional procedures. The technologist administers contrast media under the supervision of the staff radiologist and confers with the radiologist to establish requirements with reference to contrast agents, vital signs, medications, and physiologic monitoring to perform procedures. CV technologists must be knowledgeable in CR and PACS.

(9) **Quality Management Technologist (QM).** Performs daily inspection of radiographic units to ensure proper mechanical functionality. Performs daily sensitometric and densitometer testing on all x-ray film processors. Performs monthly, quarterly, semi-annual, and annual Quality Control testing; i.e., dark room fog, sensitometer consistency, and densitometer calibrations. Ensures daily functionality of CR readers. Provides in-service training to technologists and other personnel involved in the operation and maintenance of x-ray film processors, CR readers, and other PACS type of operations maintained within the department. Coordinates all scheduling of preventative maintenance for modalities either through biomedical engineering or local contractor service. Works with physicists to ensure compliance with radiation safety program and for acceptance testing of all new installations of equipment. Maintains accurate records, as required by management, for quality assurance analysis, quality control, performance improvement, and other related purposes.

c. **Grade Determinations.** In addition to the basic requirements for appointment, the following criteria must be used when determining the appropriate grade assignment of candidates:

(1) **GS-5 DRT (Entry Level)**

(a) **Experience or Education.** None beyond the basic requirements.

(b) **Assignment.** DRTs at this level operate and monitor commonly used equipment performing routine procedures under normal supervision. The technician functions somewhat independently in carrying out these standardized procedures of limited complexity. Deviations from regular procedures, unanticipated problems, and unfamiliar situations are referred to the supervisor for a decision or help. Some assignments at this level also include developmental duties involving more complex procedures designed to prepare the technician for promotion to higher grades in a functional area. Such duties would be performed under closer supervision.

(2) **GS-6 DRT (Developmental Level)**

(a) **Experience or Education.** At least 1 year of experience equivalent to the next lower grade level or the successful completion of a 4-year baccalaureate degree program in radiography or other directly related field to diagnostic radiology/imaging.

(b) **Assignment.** Employees at this grade level serve as developmental DRTs, performing examinations which are routine and standardized in nature. They explain exams to patients in terms they can understand as well as potential hazards. They also must troubleshoot equipment used for diagnostic radiology and exercise extreme caution in the handling and safeguarding of all radiation producing equipment. DRTs must report major equipment malfunctions within a timely manner to service representatives, and assist higher graded technicians in performing more complicated examinations.

(c) **Demonstrated Knowledge, Skills, and Abilities.** In addition to the experience above, the candidate must demonstrate the following KSAs:

1. Knowledge of basic technique standards for minimum radiographic exposure;

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2. Knowledge of anatomy and positioning;
3. Knowledge of all patient safety procedures;
4. Knowledge of radiographic producing equipment; and
5. Ability to learn basic computer functions.

(3) GS-7 DRT (Advanced Developmental Level)

(a) **Experience or Education.** At least 1 year of experience equivalent to the next lower grade level that demonstrates the clinical competencies described at that level or the successful completion of 1 full academic year of graduate education leading to a degree program in radiography or other directly related field to diagnostic radiology/imaging. Education may relate to the duties of a specific position or to the occupation, but must be appropriate for the position being filled.

(b) **Assignment.** DRTs at this level perform a substantially full range of duties but receive guidance and directions regarding unfamiliar or unusual situations for more complex patient issues. Candidates at this grade level may be qualified to provide services in specialized areas of radiologic technology and/or general radiologic technology services.

(c) **Demonstrated Knowledge, Skills, and Abilities.** In addition to the experience above, the candidate must demonstrate the following KSAs:

1. Knowledge of the technical adequacy of the digital image, including the ability to adjust the image quality in the digital system;
2. Knowledge of different contrast material required for the requested study;
3. Knowledge of radiation protection standards, minimum radiographic exposure techniques, appropriate beam limitation to anatomical area, and employing lead shielding when performing standard or fluoroscopic procedures;
4. Knowledge of the function of computed radiography, Phosphor cassettes and CR readers; and
5. Knowledge of PACS, and basic computer skills;

(4) GS-8 DRT (Full Performance Level)

(a) **Experience.** At least 1 year of experience equivalent to the next lower grade level that demonstrates the clinical competencies described at that level.

(b) **Assignments.** Employees at this grade level serve as staff DRTs at the full performance level. Candidates at this grade level are to be qualified to provide services in specialized areas of radiologic technology and/or general radiologic technology services.

(c) **Demonstrated Knowledge, Skills, and Abilities.** In addition to the experience above, the candidate must demonstrate the following KSAs:

1. Ability to check system for operation and assess acceptable performance based on established guidelines;
2. Knowledge of calibration parameters and the ability to make adjustments as needed;
3. Knowledge of patient's clinical record, diagnosis, and laboratory results;
4. Ability to monitor patient's physiologic changes during the procedure and keep the radiologist informed;
5. Skill in using tact, diplomacy, and courtesy in dealings with the customer base, patients, staff, family, visitors, and volunteers; and
6. Knowledge of anatomy and physiology, and cross-sectional anatomy, recognizing unusual images, and determining proper positioning to best demonstrate areas of interest.

(5) **GS-9 DRT**

(a) **Experience.** At least 1 year of experience equivalent to the next lower grade level directly related to the position being filled that demonstrates the clinical competencies described at that level.

(b) **Assignments.** For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and be performed by the incumbent at least 25% of the time. DRTs at this grade level may be appointed to one of the following assignments:

1. **Advanced DRT.** Employees at this level are fully functional as an advanced DRT and are able to carry out their assigned tasks independently. DRTs at this level may have varying assignments including special and complex radiographic procedures. Regardless of the nature of the specific assignment, the work must be of sufficient scope and complexity to meet the knowledge, skills, and abilities to perform at this level. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Ability to balance the needs of patients and staff while still performing complex scans and procedures;

b. Skill to demonstrate appropriate techniques to gather relevant information from the medical record, significant others, and health care providers;

*c. Ability to assess factors that may contraindicate the procedure;

d. Knowledge of basic first aid and basic life support practices related to radiography;

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e. Knowledge of physical assessment, aseptic techniques, intravenous methods and techniques and universal precautions; and

f. Knowledge of pre-procedural, procedural, and post-procedural care of patients.

2. Diagnostic Radiologic Team Leader. The Lead DRT monitors and makes work assignments, provides input on performance, resolves daily workplace issues and maintains efficient workflow. Assignments at this level include, but are not limited to: assuring coverage of all areas of responsibility; conducting ongoing reviews to ensure quality of work; ensuring accurate and timely scheduling of appointments; providing guidance to staff members to include changes in policies and procedures; distributing and balancing workload; creating and maintaining employee work schedules; orienting and providing on-the-job training for new and current employees; ensuring all training requirements are met; organizing the work structure of his/her assigned areas; and acting as liaison between DRT and staff in order to resolve day to day conflicts. The candidate must demonstrate the following technical KSAs :

a. Ability to provide technical oversight and assign personnel and tasks to be accomplished in a manner that assures completion of the workload utilizing the personnel to the greatest advantage thus providing the optimal level of patient care within the workday;

b. Ability to plan, direct, and distribute work assignments to DRTs at lower grade levels;

c. Skill in instructing and training DRTs on newly acquired equipment; and

d. Ability to plan and project staffing needs.

3. Supervisory Diagnostic Radiologic Technologist. Functions as a supervisor for a group of DRTs and may include support staff. Advises employees of the performance requirements of their positions, informs them of their progress in meeting the requirements, and prepares formal evaluations of employee performance. Conducts corrective interviews with employees, referring disciplinary problems to higher levels of management; resolves informal complaints of employees; and deals with union representatives as appropriate. Supervisory DRTs plan and direct programs at medical centers and/or satellite outpatient clinics and have full supervisory responsibility. Assignments at this level include, but are not limited to: assigning and evaluating the work of subordinate staff; resolving complex problems to ensure patient services are met; evaluating new products, equipment, and systems in order to make recommendations for improved operations; identifying educational or training needs; recommending final decisions on selections; evaluating performance, and recommending disciplinary action when necessary. The employee has professional responsibility for planning and directing the DRTs activities. Responsible for extracting and analyzing data in order to provide reports in support of performance measures to senior management. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Ability to organize work, set priorities, delegate tasks and responsibilities;

b. Skill in interpersonal relationships in dealing with employees, team leaders, and managers;

*c. Skill in assessing qualifications and abilities of current and prospective employees;

*d. Ability to consult with radiologist to develop standard and non-standard treatment/exam protocols; and

e. Skill to independently perform general and specialized diagnostic radiologic procedures in advanced levels of complex treatment situations.

(6) **GS-10**

(a) **Experience.** At least 1 year of experience equivalent to the next lower grade level directly related to the position being filled that demonstrates the clinical competencies described at that level.

(b) **Assignments.** For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and be performed by the incumbent at least 25% of the time. DRTs at this grade level may be appointed to one of the following assignments:

1. **DRT.** Employees are trained to work in one or more difficult and complex modalities performing procedures related to these modalities as well as providing general diagnostic procedures in a therapeutic setting. At this grade level, it is expected that such assignments be unique, perhaps with expert specialization in complex areas of radiologic technology. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Thorough knowledge of radiation protection standards, devices and techniques including concepts of accumulated dosage and genetic changes;

*b. Skill to recognize changes in equipment and procedures that might result in increased exposures, and ability to recommend methods to prevent such exposures;

*c. Knowledge of basic physics including concepts of energy, electric power, magnetic fields, and properties of x-ray, in order to understand the operation of the equipment; and

d. Knowledge and skill in positioning of patients for a wide variety of difficult radiographic (CT, MRI, Special Procedures, Mammography, etc.) studies.

2. **Diagnostic Radiologic Team Leader.** Functions as a lead DRT for a group of DRTs. Provides a full range of general radiologic treatment procedures, has a broad knowledge of the different modalities within the diagnostic radiologic area, and is accountable to the next higher-level supervisor. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

a. Ability to provide feedback to supervisor on technical aspects of work;

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*b. Ability to resolve informal employee complaints;

*c. Ability to monitor and report on the status and progress of work, and make adjustments to accomplish the workload in accordance with established procedures; and

d. Skill to independently perform general and specialized diagnostic radiologic procedures in advanced levels of complex treatment situations.

3. Supervisory Diagnostic Radiologic Technologist. Functions as a supervisor for a group of DRTs which may include support staff. Evaluates new products and equipment, making recommendations to supervisor concerning upgrades/new purchases that would improve operations. Informs higher level management of anticipated staffing variances and informally recommends promotions, reassignments, or other personnel changes such as retention or release of probationary employees, and recommending recognition of superior performance in the diagnostic radiologic area. Directs the development and implementation of services and treatment to patients through the supervision, mentoring, and oversight of assigned clinical staff. Experience must demonstrate practice skills in a specialty area or in administration demonstrating progressively more professional competency and judgment. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Ability to analyze organizational, technical, and administrative problems and to develop and implement solutions that result in efficient section operation;

b. Skill to evaluate quality management procedures and processes;

*c. Ability to analyze and use data effectively to manage workload, quality, performance, and productivity;

*d. Skill to develop new policies and guidelines as needed; and

e. Skill in problem solving and conflict resolution.

(7) **GS-11** At least 1 year of experience equivalent to the next lower grade level directly related to the position being filled that demonstrates the clinical competencies described at that level.

(a) **Experience.** At least 1 year of experience equivalent to the next lower grade level directly related to the position being filled that demonstrates the clinical competencies needed to provide services as a quality control technologist, DRT team leader, supervisory radiologic technologist, or an assistant chief radiologic technologist.

(b) **Assignments.** For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and be performed by the incumbent at least 25% of the time. DRTs at this grade level may be appointed to one of the following assignments:

1. Quality Management Technologist (QM). Performs daily inspection of radiographic units to ensure proper mechanical functionality. Performs daily sensitometric and densitometer testing on all x-ray film processors. Performs monthly, quarterly, semi-annual, and annual QC testing; (i.e., dark room fog, sensitometer consistency, densitometer calibrations). Ensures daily functionality of CR readers. Provides in-service training to technologists and other personnel involved in the operation and maintenance of x-ray film processors, CR readers, and other PACS type of operations maintained within the department. Coordinates all scheduling of preventative maintenance for modalities either through biomedical engineering or local contractor service. Works with physicists to ensure compliance with radiation safety program and for acceptance testing of all new installations of equipment. Maintains accurate records, as required by management, for quality assurance analysis, quality control, performance improvement, and other related purposes. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Knowledge of all Joint Commission on Accreditation of Healthcare Organizations (JCAHO), Occupational Safety and Health Administration (OSHA), and VA standards regarding radiology quality assurance and other technical functions;

*b. Skill to properly train staff on quality assurance and control;

*c. Knowledge of Automated Management Information System (AMIS) preparation and fill usage reports for monthly and quarterly reporting of activity and usage data;

d. Thorough knowledge of x-ray and other image-producing machinery, film processors, and intensifying screens in order to design and operate a complete radiology quality assurance program; and

e. Knowledge of physics and chemistry to enable the incumbent to diagnose difficulties in x-ray machinery and processors.

2. Diagnostic Radiologic Technologist Team Leader. Functions as a lead technologist for a group of DRTs. Provides a full range of general radiologic treatment procedures and a broad knowledge of the different modalities within the diagnostic radiologic area, and is accountable to the next higher-level supervisor. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Skill in directing on-the-job training for employees;

*b. Ability to evaluate work performance of lower level employees and recommend performance ratings;

*c. Skill in technical planning and oversight to set and adjust work priorities, and assure that work requirements are met based on employee capabilities;

d. Knowledge and skill to provide care appropriate to the age of the patients served, including knowledge of growth and development; and

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*e. Knowledge of medical center, VHA, and government-wide human resources management regulations, policies and procedures.

3. Supervisory Diagnostic Radiologic Technologist (Chief). Employees in this assignment assume full administrative and professional responsibility for planning and directing the radiologic technology program at a medical center or independent outpatient clinic that does not meet the level of complexity described at the GS-12 level for a chief radiologic technologist and has significant supervisory responsibility for staff. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

- *a. Ability to develop and initiate new imaging services that apply current research findings;
- b. Ability to participate as an instructor in the facility's in-service clinical training findings;
- c. Skill to interview and evaluate candidates for positions in the section and recommend appointments, advancements, or, when appropriate, disciplinary actions;
- d. Ability to evaluate performance, identify continuing education and training needs, etc.; and
- *e. Ability to analyze organizational, technical, and administrative problems and to develop and implement solutions that result in efficient section operation.

4. Supervisory Diagnostic Radiologic Technologist (Assistant Chief). This assignment is restricted to employees serving as a full assistant to a GS-12 chief radiologic technologist. Individuals in this assignment share full responsibility for managing the radiologic technology section. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

- a. Knowledge of overall radiology department operations, and the ability to judge effectiveness of the operation;
- *b. Ability to monitor and evaluate subordinate supervisor's performance;
- *c. Ability to formulate plans, delegate authority, and follow-up on delegated tasks;
- d. Knowledge of new and recent developments in the field;
- *e. Skill in participating in organizational facility initiatives, workgroups, and/or committees; and
- *f. Ability to draft and/or recommend organizational policies and/or directives.

(8) GS-12

(a) **Experience.** At least 1 year of the following types of experience comparable to the next lower grade level that fully meets the KSAs at that level.

1. Experience in a supervisory capacity or as a quality control technologist, or a DRT team leader;
2. Experience in planning or assisting in the establishment of a completely integrated radiologic technology program at a medical center or comparable facility; or
3. Experience in the management or administration of a radiologic technology or closely related program.

(b) **Assignments.** For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and be performed by the incumbent at least 25% of the time. DRTs at this grade level may be appointed to one of the following assignments:

1. Supervisory DRT (Chief). Assignment to this grade level is restricted to those serving as the chief radiologic technologist at medical facilities with comprehensive and complex radiographic and imaging programs. Employees in these assignments plan and direct the radiologic technology program at active, affiliated medical centers or outpatient clinics, and have full supervisory responsibility for a large staff of nonsupervisory personnel, including GS-10 DRTs, at least 1 subordinate team leader or supervisor at the next lower grade level, and any clerical or administrative support staff. At this level, the radiologic technology program typically includes the full variety of specialties. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Ability to perform the full range of supervisory duties, including responsibility for assignment of work performed; performance evaluations; recommendations for appointments, awards, advancements, and, when appropriate, disciplinary actions; and identification of continuing education and training needs;

b. Skill to serve as a consultant to other facility personnel in evaluating and planning radiologic technology services for the most complex cases;

*c. Ability to participate in research studies and/or as a consultant to others conducting research;

*d. Ability to consult with staff and resident physicians through patient presentation, attending ward rounds, and specialty clinics and/or conferences, etc.; and

*e. Skill to assess, plan, and evaluate the delivery of radiologic technology services at the facility.

2. Radiology Administrator. Assignment to this grade level is restricted to those serving as the radiology administrator at medical facilities with comprehensive and complex radiographic and imaging programs. Employees in these assignments plan and direct the technical and administrative operations of the radiology program at active, affiliated medical centers, and have full supervisory responsibility for a large staff of nonsupervisory personnel, including GS-10 DRTs, at least 1 subordinate team leader or supervisor at the next lower level, and the clerical and administrative support personnel. At this level, the radiologic technology program typically includes the full variety of

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specialties. The candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*a. Knowledge of the fiscal matters of the radiology program, including VHA funds and several additional fund controls, and ability to administer the scarce medical specialist contracts for professional services;

*b. Skill to make short and long-term supply, equipment, and major space alteration recommendations, and prepare specifications for radiographic equipment purchases and remodeling requests;

c. Ability to recommend program effectiveness improvements to meet VHA and JCAHO accreditation standards;

*d. Ability to make and implement major managerial recommendations for the radiology program, such as organizational improvements including changes in structure and delegation; maintain realistic cost/benefit ratios; and policy and procedure changes to improve service to patients; and

*e. Ability to perform the full range of supervisory duties, including responsibility for assignment of work performed; performance evaluations; recommendations for appointments, awards, advancements, and, when appropriate, disciplinary actions; and identification of continuing education and training needs.

(9) GS-13

(a) **Experience.** At least 1 year of experience comparable to the next lower grade level that fully meets the KSAs at that level.

(b) **Assignments.** For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and be performed by the incumbent at least 25% of the time. DRTs at this level function as program specialists responsible for the management of national initiatives having a high degree of visibility and a significant impact on VHA health care delivery. Examples include national initiatives in the care and treatment of patients, educational programs, program evaluation, quality assurance, etc. These programs typically include collaboration with other Federal and State agencies, professional organizations, etc. In addition, the candidate must demonstrate the following technical KSAs and demonstrate the potential to acquire the assignment-specific KSAs designated by an asterisk (*):

*1. Knowledge of national initiatives and/or intra-agency workgroups or committees;

2. Ability to draft and/or recommend national policies and/or directives;

*3. Ability to perform VHA Central Office special projects and activities; and

4. Skill in managing resources, i.e., space, equipment, supplies, personnel at the national level.

4. DEVIATIONS

a. The appointing official may, under unusual circumstances, approve reasonable deviations to the grade determination requirements for DRTs in VHA whose composite record of accomplishments, performance, and qualifications, as well as current assignments, warrant such action based on demonstrated competence to meet the requirements of the proposed grade.

b. Under no circumstances will the education and/or ARRT certification/registration (e.g., ARRT(R), and/or Advanced ARRT certification) be waived.

c. The placement of individuals in grade levels or assignments not described in this standard must be approved by the Under Secretary for Health, or designee, in VHA Central Office.

Authority: 38 U.S.C. §§ 7402, 7403.]