A - Accomplishments

Total SCDP's distribution in 2010
Academic Activities

End of SCDP Graduation project (with photo gallery)
The end of SCDP project presentation is a new tool that aims to improve their
learning behaviors and theoretical knowledge beside the competency skills they
are gaining in their sections, also it will ensure the new future of qualified staff
that is able to do research.

Project details
Linked to the SCDP training plans in each section, the project aim to have
high quality SCDP's who are qualified to:

- Understand the importance of research, planning, and evaluation in productive work.
- Write a proposal.
- Conduct research using primary and secondary sources.
- Complete a project in a timely and organized manner.
- Create and collect a portfolio, including an extended self-evaluation through
  a reflective essay.
- Give an oral presentation using appropriate audio/visual aids.
- Work with others or for a client as needed and/or appropriate.
- Learn project planning and development.
- Manage their own time and work.
- Modify and adjust planning and actions to complete the project and to overcome unforeseen obstacles.
- Come up with a helpful study, research, new knowledge that will serve other
  trainees or/ the department.

Requirements
All medical imaging SCDP’s who are willing to finish their programs successfully.

Presentation criteria

- Duration of (45-60)
- Use of PowerPoint slide

Project facilitators
For each SCDP their will be an assigned facilitator who is a senior technologist who is responsible to keep things on track.

- Evaluation Committee
- Senior Technologists from the SCDP section as well as the supervisor, educational coordinator and the section facilitator.
- Minimum time of SCDP program is 6 months- maximum time is 1 two years.

Project Criteria

- Project subject has to be linked to the medical imaging field, general (e.g. patient waiting lists) or specific (related to the SCDP area of interest e.g. Ultrasound contrast agents)
- It can be selected by the evaluation committee or by the SCDP after their agreement.

Writing criteria

- Minimum of 2500 words and maximum of 3000, Times new roman format, 12 font sizes, bolded only for titles.
- Cover page, with (name, badge. no and project title), NGHA logo and department logo.
- In the 2nd quarter of 2011 we tried to improve the idea of the graduation project to be more research based, in a direction that shows the creativity of the trainee and their ability to detect problems and find applicable solutions.
- Scheduled time during the last three months of the SCDP is protected to work on the projects, have office hours with the education coordinator to follow up the work process, and with any supporting staff needed (radiologist, research center, related departments, library hours are also increases from 3 to 5 weekly.
- The scientific and clinical pure part was more focused during the training plans and continuous evaluation.
- Three SCDP’s out of six graduates carry on the project with the new above added requirement, those who started their training at the end of 2010.

Sample of graduation projects (with link)

1. Radiation safety in the OR, how safe are we?
The objectives were directly focused on our ER work flow and the factors affecting radiation safety inside the OR and what are the obstacles facing our technologists with recommendations to solve it.

2-Measuring Radiographers Perception toward Patient Care and Patient Safety (A Survey Study)
Objectives were directly focused on the patient care among our technologists in diagnostic imaging, depending on the policy and procedure of the department that
everyone should know. The method used was a survey of 20 MCQ questions; the results were presented and documented.

**Sample of the survey questions**

1. Where should a patient’s urinary bag be kept while transferring him/her from the stretcher to the x-ray table?
   - A. Resting on the patient’s legs
   - B. Below bladder level
   - C. At bladder level

2. According to the American Heart Association’s new guidelines, what is the correct order for administering basic life support (CPR)?
   - A. Circulation, airway, breathing
   - B. Airway, circulation, breathing
   - C. Airway, breathing, circulation

3. What is the first thing you should do if a patient who is standing turns pale and says he feels dizzy?
   - A. Quickly make the exposure
   - B. Take the patient’s blood pressure
   - C. Have the patient lie down
CT

1- Improving our virtual colonoscopy VC (better preparation for better results)

This was the best project presented, because it came up with a form that helps the patients to understand the instructions for VC which really will reduce the rescheduling of cases, the problem was the cause of repeating almost 30% of patients.

The project also discussed other problems affecting the procedure performance with possible solutions. The form was accepted by the department management and it will be distributed to patients by Feb 2012.
**Virtual Colonoscopy**

**الخطوات**

- قراءة النصوصيدة باللغة العربية.

**الكواكب**

- (Telegibit 50ml)

**المحتوى**

- في حال الرغبة في التصوير الأولي، يجب استخدام الماء المعدل.

**الملاحظات**

- يجب استخدام الماء المعدل بالكامل.
- قبل البدء بالتصوير، يجب تناول الماء المعدل بالكامل.

**النظام**

- يجب استخدام الماء المعدل بالكامل.

**المواعيد**

- في حال الرغبة في التصوير الأولي، يجب استخدام الماء المعدل.

**العوامل**

<table>
<thead>
<tr>
<th>السوائل المتاحة</th>
<th>الهدف</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telegibit 50ml</td>
<td>قبل البدء بالتصوير.</td>
</tr>
<tr>
<td>Telegibit 50ml</td>
<td>قبل البدء بالتصوير.</td>
</tr>
</tbody>
</table>

**الملاحظات**

- في حال الرغبة في التصوير الأولي، يجب استخدام الماء المعدل.

**النصائح**

<table>
<thead>
<tr>
<th>السؤال</th>
<th>الإجابة</th>
</tr>
</thead>
<tbody>
<tr>
<td>هل كان هناك أي استثناء عن ذلك العامل حتى كان المستشفى</td>
<td>نعم، الملاحظة رقم 123456</td>
</tr>
</tbody>
</table>
CT SCAN DEPARTMENT
Virtual Colonoscopy (Renal Failure Patient)

Dear patient, you will receive the necessary preparation for colonography procedure from the CT scan Department.

2 days before the procedure:

At 4 pm start drink 2 Liters of Colytes solution (mix 2 colytes sachet with 2 liters of water) you must finish drinking before 8 pm.

1 day before the procedure:

Follow these steps:

**Breakfast:**
- No solid food only clear fluids.
- Drink half the amount of the 1st bottle of (Telebrix 50 ml) after breakfast immediately.

**Lunch:**
- No solid food only clear fluids.
- Drink the remaining half of the 1st bottle of (Telebrix 50 ml) after lunch immediately.

At 4 pm start drink 2 Liters of Colytes solution (mix 2 colytes sachet with 2 liters of water) you must finish drinking before 8 pm.

Always maintain clear fluid intake.

**Bed time:**
- No solid foods only clear fluids.
- Drink half the amount of the 2nd bottle of (Telebrix 50 ml).
- Insert 2 suppositories.

**At the morning of the procedure day:**
- No food or drinks allowed.
- Drink the remaining half of the 2nd bottle of (Telebrix 50 ml).
- Insert 2 suppositories.

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**Low residue diet**

<table>
<thead>
<tr>
<th>Avoid</th>
<th>Can be taken</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limi or oatmeal soup</td>
<td>Clear soup</td>
<td>Milk</td>
<td>Clear soup</td>
</tr>
<tr>
<td>Vegetables</td>
<td>Boiled potato without skin</td>
<td>Creamer</td>
<td>Apple juice</td>
</tr>
<tr>
<td>Fruits either fresh or dried</td>
<td>Boiled rice</td>
<td>Red juice</td>
<td>Coffee or tea without milk or cream</td>
</tr>
<tr>
<td>Dairy products</td>
<td>Steamed fish</td>
<td>Drinks with pulp</td>
<td></td>
</tr>
<tr>
<td>Cereals</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oil/ Fatty food</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meat</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chicken</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nuts</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dates</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

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For any further questions you can call hospital no. 01801111 ext. 12319
VIRTUAL COLONOSCOPY (RENAL FAILURE PATIENTS)

النظام الأيضي للقولون (المرضى المصابين بريئة)

بـ 4 ساعات قبل الفحص:
- أخذ 2 لترات من المحلول المعيّن (Colytes) و تجربة أطعمة غنية بالكربوهيدرات.

قبل الفحص:
- في اليوم السابق، يجب تناول المحلول المعيّن في 2 أطعمة.

المحلول المعيّن:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

جهاز القياس:
- ارتدي الأقراص المهددة.

المحلول المعيّن:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

خلال الفحص:
- حاول التقليل من القليل من الماء.
- حاول الاتصال بـ 2 أطعمة في الاتصال.

المحلول المعيّن:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

المحلول المعيّن:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

التعبيرات:
-匀

الملاحظات:
- حاول الاتصال بـ 2 أطعمة في الاتصال.

الجهاز المحمول:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

الجهاز المحمول:
- أشرب نصف القارورة الأولى من المحلول المعيّن.
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- بعد ساعتين، أشرب نصف القارورة الأخرى من المحلول المعيّن.

إذا كان هناك أي استفسار يمكن الاتصال على رقم المستشفي 1111118010012310
New developed Services
Weekly follow up sheet:
Mainly to enhance the trainee centered evaluation, it also reflects the support of the facilitators or preceptors toward the training, specially that in some stages the SCDP has to be under direct supervision, it is discussed in monthly basis with each section facilitator as well as the department manager in case there is a need to. we started to use the sheet at the 2nd half of 2011 and the plan is to carry on to more 12 months and find out if the objectives are reached 100% or not, or if we will convert it to a monthly one instead of weekly.

It consists of three sections:

1. Personal information and stage of training plan.
2. Trainee evaluation for his preceptors and training program.
3. The form is still under trial and we are working to improve it, the advantage that we notice is that the trainees are satisfied by having their own evaluation, it also helps us to focus more in case we are not happy about any of the results, and it do reflect how much the training environment is comfortable for the trainees.
SCDP of the month appreciation

As kind of motivation, a selection for the best SCDP every (1-3 months) was added to the program, the appreciation is signed by training and development and our department. The selection committee is the department facilitators and the graduation project evaluation committee. Attitude and SCDP training performance is also taken in consideration.

Individual Meetings

A monthly individual meeting for each SCDP for 10-15 min is conducted with the educational coordinator, the aim is to enhance the interpersonal relation and get the trust of the trainees, about 40% of the training problems were solved through these interviews. The workload time considered, most of these interviews are conducted in the afternoon or in a time that the SCDP prefer according to a time table schedule. If the candidates feel they have nothing to raise up the meeting is cancelled for that particular month. Department manager is invited to some of those meetings as kind of support and evaluation.

Monthly Annual Meetings

A monthly meeting every 3rd Tuesday of each month is conducted for all SCDP’s, the agenda usually follow up their training plans, graduation projects, their problems and any departmental issue that they have to know as part of Medical Imaging staff. Shared ideas and suggestions, comments and problems in the training are also discussed Department manager is invited to some of those meetings as kind of support and evaluation.

Updated training plans (with link)

All SCDP training plans were updated and reformulated to be objective wise, and as I mentioned earlier this update is always under continuous improving, updating the evaluation criteria was also considered to be related directly to each learning objective.
Five years SCDP recruitment plan

The department operation administrator requested for a 5 years planning for SCDP recruitment, the plan was done and presented in the staff meeting. Below are the main items of the plan and a sample of 2011 planning

**Vision**
Create clear planning for recruiting Saudi Carrier Development Training Program (SCDP) candidates in medical Imaging Department; cooperating with other responsible departments.

**Short Goals**

1. Enhance the SCDP level of performance by having suitable number of trainees or each section.
2. Gradual building for Saudization in the department.
3. Improve the training plan curriculums for SCDP programs.
4. Increase the level of research among SCDP’s by performing well structured radiation projects that serves the department.
5. Qualify a group of facilitators for each section to be responsible of following up training in the department.

**Long term goals**

1. Have a new generation of qualified Saudi candidates
2. indicate the expected outcomes for better department planning.
3. Match the hospital new expansions
4. Organize the process of recruitment
5. To accept and adapt to the change in the field of medical Imaging
6. Build a sustainable research program within the department.

Factors affecting the SCDP recruitment Planning

<table>
<thead>
<tr>
<th>No.</th>
<th>The old process</th>
<th>The new process</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Started</td>
<td>To be renewed twice a year starting Feb 2012</td>
</tr>
<tr>
<td>2</td>
<td>frequency</td>
<td>According to a suggested schedule by our department in cooperation with T&amp;D and recruitment</td>
</tr>
<tr>
<td>3</td>
<td>Time for candidates to be interviewed</td>
<td>According to a suggested schedule by our department in cooperation with T&amp;D (three times/year)</td>
</tr>
</tbody>
</table>

**Rewards**

The idea of SCDP of the month started in 2010 and was implemented in 2011, the nominated SCDP has to have the same criteria when selecting the employee of the month within the hospital policy accept the financial reward because they are under training, so we give them a certificate with one day off that they can select when ever thy like. And we don’t select every month unless we have someone who deserve and match the selection criteria.

**The selected SCDP's were:**

- Salman AL Mutairi diagnostic section
- Bader Al jabri IVR
- Asma Aba Hussain breast US
F. Technical exam

The exam is mandatory to all hospital departments who have SCDP programs; the process is conducted under the responsibility of T&D and recruitment department; our role is to send them the questions.

The new process

<table>
<thead>
<tr>
<th>No.</th>
<th>The old process</th>
<th>The new process</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Started</td>
<td>To be renewed twice a year starting Feb 2012</td>
</tr>
<tr>
<td></td>
<td>2009 until 2011</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>frequency</td>
<td>According to a suggested schedule by our department in cooperation with T&amp;D and recruitment</td>
</tr>
<tr>
<td></td>
<td>Whenever there is a group of candidates</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Time for candidates to be interviewed</td>
<td>According to a suggested schedule by our department in cooperation with T&amp;D (three times/year)</td>
</tr>
<tr>
<td></td>
<td>Depends on the number of candidates, our available positions and need</td>
<td></td>
</tr>
</tbody>
</table>

SCDP files of applicants for 2011
<table>
<thead>
<tr>
<th>No.</th>
<th>Number of:</th>
<th>Files/candidates</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>reviewed SCDP files during 2011</td>
<td>48 files</td>
<td>Before the SCDP committee is conducted, usually with the operation administrator in a scheduled meeting, depending on the department needs and vision</td>
</tr>
<tr>
<td>2.</td>
<td>rejected files</td>
<td>20 files</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>interviewed candidate</td>
<td>28 candidates</td>
<td>After and during the SCDP committee with all members agreement</td>
</tr>
<tr>
<td>4.</td>
<td>accepted candidates</td>
<td>14 candidates</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>disapproved candidates</td>
<td>12 candidates</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>of NS candidates</td>
<td>2 candidates</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>candidates for future interviewed</td>
<td>2 candidates</td>
<td></td>
</tr>
</tbody>
</table>

![Pie chart showing 2011 SCDP's results]

- Disapproved: 21%
- Accepted: 24%
- Reviewed: 48%
- Interviewed: 3%
- NS Interview: 4%