

## **Guidance for employers and recruiters – RCT registration**

### **About registers**

A register lists health and care professionals who meet the relevant standards for their education, training, professional skills, conduct and health. Registers are electronic, searchable and accessed via the internet and they can be statutory, accredited or voluntary:

The Register of Clinical Technologists is an accredited register. Accredited registers are a new approach to regulation recently established by government in preference to statutory registers. In 2012 the Health and Social Care Act extended the role of the Professional Standards Authority (PSA) to include accrediting registers of people working in health and care occupations not regulated by statute.

In order to obtain accreditation an organisation must show they have met the PSA's specific and demanding standards by means of a rigorous application process. The areas that the PSA standards cover relate to governance, setting standards for registrants (including education and training) and managing the register. Organisations are then re-accredited each year provided they can show they are still meeting the PSA standards.

The PSA makes sure that organisations holding accredited registers manage the registers well and follow good practice whilst the organisation holding the accredited register makes sure their registrants meet their standards and will take action if they do not.

It is not compulsory for unregulated practitioners to apply to join an accredited register. They choose to do it because it shows their commitment to their area of work and makes them part of a professional community that works to high standards and policies. Being on a professional register demonstrates a registrant's commitment to maintaining standards of professional practice by continually updating their training and education through ongoing continuing professional development (CPD). If a practitioner is struck off an accredited register they are not allowed to join another accredited register.

If you would like to know more about the types of professional register including statutory and volunteer registers please visit: [About registers](#)

If you would like to know more about accredited registers please visit:  
<https://www.professionalstandards.org.uk/what-we-do/accredited-registers>

If you are an employee who has been directed to apply to the RCT by your employer please direct them to this guidance. Applicants who receive adequate support from their employers during the application process usually find their applications are much more likely to be approved for registration with minimal delays.

- There is no legal requirement to hold professional registration to work as a sonographer in the UK, although many people working as sonographers hold professional registration under a different discipline such as radiography.
- RCT Registration demonstrates that registrants meet the standards of education, training and professional commitment but it is up to employers to determine whether an applicant is suitably qualified and experienced to undertake their role. A newly qualified

Clinical Technologist can apply for RCT registration who may not be competent to undertake advanced roles. RCT registration should therefore not be taken in isolation as a mark of employability.

- RCT Registration is not a qualification, the RCT registers applicants as Clinical Technologists. As such, in addition to their sonographic qualifications and experience, all applicants must be able to demonstrate they meet the standards to become a registered clinical technologist.
- There are two routes to apply to the RCT – Applicants who have completed a primary route qualification may apply via the primary route. All other applicants must apply via the equivalence route.
- As all CASE accredited courses are based in the UK/Ireland any applicants who trained overseas must apply via the equivalence route.
- Not all UK based sonography courses are CASE accredited – A full list of CASE accredited courses can be found at: <http://www.case-uk.org/course-directory/>
- Clinical Technologists who are not currently in employment will likely find it more difficult to gain RCT registration. This is because applicants are expected to provide two UK based employment references and if applying via the equivalence route they must be able to demonstrate adequate experience working as a clinical technologist within their scope of practice. Anyone providing a reference must know the applicant well enough to be able to be able to do this and if they have not worked with the applicant previously this may not be possible.
- Equivalence route applicants must submit a full portfolio of evidence demonstrating how they meet the requirements to be registered as a clinical technologist under their scope of practice. This should be indexed using the evidence criteria matrix – Please note that this portfolio should include evidence of both training and professional working experience and provide adequate details of how each piece of evidence provided relates to the evidence criteria. Portfolios containing collections of course certificates with no indication of how the course content relates to the evidence criteria will not pass assessment. The RCT has examples of portfolios on our website and we encourage applicants to familiarise themselves with all the guidance documents we have available to assist with putting a successful application together.
- Applicants for RCT registration must adequately demonstrate how they meet all the elements of the evidence criteria. Equivalence assessors will only approve portfolios which achieve a 100% score against the evidence criteria.
- If the equivalence assessors reject an application feedback will be provided. Applicants will have 28 days to update their portfolio and re-submit. If no re-submission is received after 28 days or if a portfolio still does not pass upon re-submission the applicant will need to wait 3 months before submitting a new application
- Equivalence applications from overseas trained applicants must include a UK ENIC (Formerly UK NARIC) statement of comparability.
- Equivalence applications from overseas trained applicants must include evidence of English Language proficiency from either IELTS or OET. Grading requirements can be found in the Equivalence FAQs at: [Equivalence FAQs](#) - Applicants who trained in country recognised as exempt by the UK home office do not need to provide evidence of English Language proficiency: <https://www.gov.uk/english-language/exemptions>

- Any degree or post graduate level certificates being presented as evidence must be verified by the applicants' referees. We require both primary and equivalence applicants to provide a **copy** of their qualification certificate signed by referees to verify they have witnessed the original certificate – Applicants do not need to get their referees to sign the original certificate document. The signatures should be provided by the same referees given on the application form.
- Applications cannot be fast tracked or prioritised over those of other applicants. This would constitute a breach of the RCT's accreditation with the Professional Standards Authority
- All RCT registrants are required to comply with the RCT CPD policy. Every year the RCT will select registrants at random to demonstrate the CPD from the previous 12 months – Any applicant who fails to demonstrate an adequate range of CPD activities will be suspended from the register.
- Applicants who are suspended from the register will remain visible on the public register and display as suspended.

### Registration for Sonographers

Sonographers were previously registered by the Public Voluntary Register of Sonographers which closed on February 28th 2021. It was agreed that the field of Sonography would benefit from being covered by an accredited register and as such Sonography was added as a scope of practice of the Register of Clinical Technologists. Since then we have received an unprecedented number of new applications from sonographers. Feedback from applicants has indicated to us that many are applying under instruction from their employers or in order to meet the requirements to apply for a job. In response the RCT has published the following guidance which we would like employers and recruiters to consider when directing an employ to apply for RCT registration or when including a requirement for professional registration on a job specification or vacancy advert.

The Register of Clinical Technologists strongly recommends that both employers and employees consider whether an applicant is likely to meet all of the required criteria for RCT registration prior to submitting an application. An application fee will be charged for assessment of every application received and this cannot be refunded if an application is deemed to not meet the required standards.

If you have any questions please contact [enquiries@therct.org.uk](mailto:enquiries@therct.org.uk) – Please note we can only discuss ongoing applications with the applicant. Employers should not enquire about specific applications on behalf of an employee.