

STAFFING

- 1. REASON FOR ISSUE:** To revise the Department of Veterans Affairs (VA) qualification standard for Registered Radiologist Assistant General Schedule (GS) 0601, appointed under 38 U.S.C. § 7401(3), Appointments in Veterans Health Administration and 38 U.S.C. § 7405(a)(1)(B), Temporary full-time appointments, part-time appointments and without-compensation appointments.
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES:** This revised qualification standard updates the Registered Radiologist Assistant qualification requirements under VA's title 38 hybrid excepted service employment system in accordance with the authority established under P.L. 111-163, Caregivers and Veterans Omnibus Health Services Act of 2010. VA Secretary has authority under 38 U.S.C. § 7402, Qualifications of appointees, to prescribe qualifications for occupations identified in or established under 38 U.S.C. § 7401(3), Appointments in Veterans Health Administration, and 38 U.S.C. § 7405(a)(1)(B) Temporary full-time appointments, part-time appointments, and without-compensation appointments. The revised standard is effective on the date of this publication. This qualification standard is maintained on the [Office of the Chief Human Capital Officer](#) website and [Office of the Chief Human Capital Officer \(OCHCO\) \(va.gov\)](#). Significant changes include defining various levels of supervision, updating the title at the entry level of the occupation (GS-07) and including requirements to document competencies and level of supervision for each assignment.
- 3. RESPONSIBLE OFFICE:** Office of Human Resources and Administration/ Operations, Security, and Preparedness (HRA/OSP) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Recruitment and Placement Policy Service (059).
- 4. RELATED DIRECTIVE:** [VA Directive 5005, Staffing, April 15, 2002.](#)
- 5. RELATED HANDBOOK:** VA Handbook 5005, Staffing, Part II, Appendix G17.
- 6. RESCISSIONS:** VA Handbook 5005, Part II, Appendix G54, Registered Radiologist Assistant Qualification Standard, May 21, 2019.

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

/s/
Cassandra M. Law
Assistant Secretary for
Human Resources and Administration/
Operations, Security, and Preparedness

**REGISTERED RADIOLOGIST ASSISTANT
QUALIFICATION STANDARD
GS-0601
Veterans Health Administration**

1. **COVERAGE.** The following are the requirements for appointment as a Registered Radiologist Assistant (RRA) in the Veterans Health Administration (VHA). These requirements apply to all VHA RRAs in the General Schedule (GS)-0601 series.
2. **AUTHORITIES.**
 - a. [P.L. 111-163, Caregivers and Veterans Omnibus Health Services Act of 2010.](#)
 - b. [38 U.S.C. § 7401, Appointments in Veterans Health Administration.](#)
 - c. [38 U.S.C § 7402, Qualifications of appointees.](#)
 - d. [38 U.S.C § 7403, Period of appointments; promotions.](#)
 - e. [38 U.S.C § 7405, Temporary full-time appointments, part-time appointments, and without-compensation appointments.](#)
 - f. [38 U.S.C § 7407, Administrative provisions for §§ 7505 and 7406 appointments.](#)
3. **DEFINITIONS.**
 - a. **Appointing Official.** The Human Resources (HR) Officer is delegated the appointing authority to process and authenticate notifications of personnel actions, and authority to effect management-approved employment actions on behalf of officials, employees, and facilities for which service is provided.
 - b. **Approving Official.** The Veterans Integrated Service Network (VISN) Director, Facility Director or designee is the approving official and will determine whether to approve or disapprove the appointment of employees in hybrid occupations.
 - c. **Experience.**
 - (1) To be creditable experience, the incumbent must have demonstrated possession of the knowledge, skills, abilities, and other characteristics (also referred to as clinical competencies) associated with current radiologist assistant practices. The experience may have been evidenced by the equivalent of one year of active practice, which is paid or non-paid employment as an RRA, as defined by the American Registry of Radiologic Technologists (ARRT).
 - (2) **Part-Time Experience.** Part-time experience is creditable according to its relationship to a full-time workweek. For example, an individual

employed 20 hours per week, or on a half time basis, would receive one full-time work week of credit for each two weeks of service.

- (3) **Quality of Experience.** Qualifying experience must be at a level comparable to Registered Radiologist Assistant experience at the next lower grade level of the position being filled. Experience is only creditable if it was earned after completing an ARRT approved radiologist assistant program with a minimum of a bachelor's degree. The experience can be acquired under a temporary appointment while seeking ARRT RRA certification as an Entry Level RA. For all assignments above the full performance level, the higher-level duties must consist of significant scope, administrative independence, complexity and range of variety as described in this standard at the specified grade level and be performed by the incumbent at least 25% of the time.
- d. **Journey Level.** The full performance level for this qualification standard is the GS-09 grade level.
 - e. **Levels of Supervision.** In this document supervision is described at three levels for the Radiologist Assistant (RA) or RRA:
 - (1) **General Supervision.** General supervision means the procedure is performed under the physician's overall direction and control, but the supervising physician's presence is not required during the performance of the procedure. Under general supervision, the training or confirmation of sufficient prior training of the nonphysician personnel who actually perform the diagnostic procedure and the maintenance of the necessary equipment and supplies are the continuing responsibility of the physician.
 - (2) **Direct Supervision.** Direct supervision means the supervising physician must be present in proximity to the procedure area to be immediately available if needed to furnish assistance and direction throughout the performance of the procedure. It does not mean that the physician must be present in the room when the procedure is performed.
 - (3) **Personal Supervision.** Personal supervision means a supervising physician must be in attendance in the room during the performance of the procedure.
4. **BASIC REQUIREMENTS.** To qualify for appointment to this position, all applicants must possess the following:
- a. **Citizenship.** Be a citizen of the United States. Non-citizens may be appointed when it is not possible to recruit qualified citizens in accordance with 38 U.S.C. § 7407(a).

- b. **Education.** Completion of an American Registry of Radiologic Technologists (ARRT) approved Radiologist Assistant program with a minimum of a bachelor's degree.
- c. **Certification.**
 - (1) **Credentialing Standards.** P.L. 97-35, the Consumer-Patient Radiation Health and Safety Act of 1981, requires that educational and accreditation standards be created for persons who administer radiologic procedures. These were implemented in 42 C.F.R. Part 75, Standards for the Accreditation of Educational Programs and the Credentialing of Radiographic Personnel. Applicants 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 radiographer (RT). Except as noted below, applicants must also have passed the ARRT exam and obtained RRA certification.
 - (2) **Exception for Non-Certified, Entry Level Candidates.**
 - (a) Non-certified applicants who otherwise meet the eligibility requirements for ARRT Radiologist Assistant, may be given a temporary appointment as a graduate RA under the authority of 38 U.S.C. § 7405(c)(2).
 - (b) Non-certified individuals shall only provide care under the supervision of a physician (i.e., Radiologist or similarly privileged physician).
 - (c) Non-certified individuals may only be appointed at the entry level grade, GS-07, and may not be promoted/converted until certification is obtained.
 - (d) Temporary appointments of non-certified RA may not be extended beyond two years from initial appointment date or converted to a new temporary appointment.
 - (3) **Failure to Obtain Certification.** In all cases, RAs must actively pursue meeting requirements for certification starting from the date of their appointment. At the time of appointment, the RA supervisor will provide the RA with the written requirements for certification, including the time by which the certification must be obtained and the consequences for not becoming certified by the deadline. Failure to obtain certification during this time period may result in termination of employment.
 - (4) **Loss of Credential.** Management officials, in collaboration with HR Office staff must immediately relieve employees of the duties and responsibilities associated with this occupation who fail to maintain the

required certification which may also result in separation from employment.

- (5) HR office staff must appoint RRAs in accordance with the provisions in VA Handbook, Part II, Chapter 3, Section B, paragraph 16, who have, or have ever had, their RRA certifications revoked, suspended, denied, restricted, limited or issued/placed in a probationary status.
- d. **Grandfathering Provision.** Employees in VHA in this occupation, under a permanent, appropriate, and legal placement on the effective date of the qualification standard, are considered to have met all qualification requirements for the grade and/or assignment held, including positive education and certification. For employees who do not meet all the basic requirements required 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) Employees may be reassigned, promoted up to and including the full performance (journey) level or changed to lower grade within the occupation, but may not be promoted beyond the journeyman level or placed in supervisory or managerial positions.
 - (2) If an assignment above the full performance level requires an additional certification over and above the basic requirements, employees must meet the assignment specific requirement before they can be promoted.
 - (3) Employees 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) Employees retained in this occupation under this provision who subsequently leave the occupation lose protected status and must meet the full VA qualification standard requirements in effect at the time of re-entry to the occupation.
 - (5) Employees 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.
- NOTE:** This provision is not intended to regularize appointments/placements.
- e. **Foreign Education.** To be creditable, the completed foreign education curriculum must meet the minimum standard to qualify the employee to pursue ARRT Certification. Education completed outside the U.S. must be deemed at least equivalent to that gained in a conventional U.S. program by a private organization specializing in the interpretation of foreign educational credentials.

f. **Physical Requirements.** See [VA Directive and Handbook 5019, Employee Occupational Health Service](#) for requirements.

g. **English Language Proficiency.** RRA (and RA) candidates must be proficient in spoken and written English in accordance with 38 U.S.C. § 7403(f).

5. OFFICIAL POSITION TITLES. All official documents relating to a position (e.g., functional statements and personnel actions) must include the approved official title and grade level as described below. For recruitment purposes, HR Offices will use the organizational title in the job opportunity announcement. See VA Handbook 5003, Part I for information on the use of official titles and organizational titles.

a. Registered Radiologist Assistant or Radiologist Assistant, GS-07.

b. Registered Radiologist Assistant, GS-09.

c. Registered Radiologist Assistant, GS-11.

d. Lead Registered Radiologist Assistant, GS-11.

e. Supervisory, Registered Radiologist Assistant, GS-11.

f. Supervisory, Registered Radiologist Assistant, GS-12.

6. GRADE DETERMINATIONS. In addition to the basic requirements for employment, candidates must meet the following grade determining criteria for appointments at grade levels specified.

a. **Specialized Assignments.** Specialized areas of RRA duties include: patient assessment and management following electronic health record (EHR) review and documentation; selected Interventional Radiology procedures (invasive and non-invasive) using fluoroscopy; Computed Tomography (CT); Ultrasound; and Cardiovascular (CV) Interventional Technology procedures; and Quality Management (QM). These specialized assignments are done under the general, direct or personal supervision of a Radiologist or similarly privileged physician who is qualified to supervise the RRA.

(1) **Patient Assessment and Management.** The RRA performs procedures and examinations in hospitals and/or clinics under the varied levels of supervision by a Radiologist and/or other physician. The RRA reviews the patients EHR and may directly question the patient to achieve the knowledge for determining the procedure and/or exam which best obtains a medical diagnosis for the clinician. This is achieved following the American College of Radiology (ACR) and other established standards for ordering exams. The RRA may perform and document a radiology-focused physical examination, including the analysis of available data (history, signs and symptoms, laboratory values, vital signs) to report to the Radiologist, to ensure the patient

meets the criteria to safely have the clinically indicated procedure. The RRA provides pre- and post-care instructions to the patient and may document the pre-procedure, procedural and post-procedure evaluations in the EHR. Patient procedure notes, and admission and/or discharge summaries are reviewed and co-signed by the Radiologist or other supervising physician.

- (2) **Fluoroscopy.** Following VA and federal requirements, the RRA uses Fluoroscopy to visualize and image the anatomy while conducting fluoroscopy for routine exams under the direct supervision of the Radiologist or other supervising physician. This modality is also used by the RRA during interventional procedures under the direct supervision of the Radiologist or other supervising physician who is privileged in fluoroscopy.
- (3) **Diagnostic Ultrasound (Sonography).** The RRA must be competent in the use, recognition and analysis of ultrasound images for patient diagnosis and treatment, as they pertain to the performance of invasive procedures. Procedures performed within this modality utilizing an RRA will require direct or personal supervision by a Radiologist or other supervising physician who has privileges to perform the supervised procedure(s).
- (4) **Computed Tomography (CT).** This specialty modality requires specific knowledge of cross-sectional human anatomy and its application in computed tomography, inclusive of 3-D reconstruction scans. The RRA requires specific knowledge and training to understand the functioning and inter-relationship of the various imaged organs; to use the methods and techniques which will identify organs appearing on the digital display monitor; and the various stages of the examination to judge the acceptability of the image and/or scan for diagnostic use. CT may be utilized for drainages, biopsies, peripheral vascular and other image-guided procedures, complex and non-complex, under the direct or personal supervision of the Radiologist or other supervising physician. Performance of and assistance with CT-guided procedures may be accomplished by RRAs without advanced modality certification; however, independent operation of the CT scanner requires Advanced ARRT certification in CT.
- (5) **Vascular-Interventional Radiology.** RRAs performing and/or assisting with complex vascular and non-vascular interventional and therapeutic procedures use highly specialized equipment. This specialty requires additional knowledge of the vascular system anatomy and other general anatomy. Procedures performed within this modality utilizing an RRA will require direct or personal supervision by a Radiologist or other supervising physician who has privileges to perform the supervised procedure(s).

- (6) **Quality Management.** The RRA must have the skills and knowledge to evaluate images for completeness and diagnostic quality and be competent to recommend additional images as appropriate, for the procedure and/or diagnosis. The RRA must participate and contribute to quality improvement activities/projects in the Radiology Service.

7. GRADE REQUIREMENTS. In addition to the basic requirements for employment, candidates must meet the following grade requirements criteria for appointments at grade levels specified.

a. Registered Radiologist Assistant, GS-07.

- (1) **Experience.** None beyond the basic requirements.
- (2) **Assignment.** Employees at this grade level serve in a RRA entry level developmental position. It is expected that they receive guidance from more experienced staff members and require daily direct supervision. RRAs at this level operate and monitor equipment, such as Fluoroscopy, Ultrasound and CT, to perform procedures under close supervision as limited by modality specific advanced certification (see paragraph 6). The RRA functions under the direct supervision of a Radiologist or similarly privileged physician qualified to supervise the RRA in carrying out these standardized procedures of various complexities. Deviations from regular procedures, unanticipated problems and unfamiliar situations are referred to the Radiologist or supervising physician for review. Some assignments at this level also include duties involving more complex procedures, such as biopsies, aspirations and/or Peripherally Inserted Central Catheter (PICC) line placements, which are designed to prepare the RRA for promotion to higher grades in a functional area. Such duties are performed under personal supervision. Each assignment will have documentation of competency and an expected level of supervision as determined by the direct supervisor and the section chief or Radiology Service Chief. This RRA's competency assessment is reviewed and documented on at least an annual basis.
NOTE: If the candidate is non-certified, the appropriate title is RA.

b. Registered Radiologist Assistant, GS-09.

- (1) **Experience.** One year of creditable experience equivalent to the next lower grade.

OR

- (2) **Education.** Master's degree related to the duties of a specific position or to the occupation must be appropriate for the position being filled.

- (3) **Knowledge, Skills, and Abilities (KSAs).** In addition to the experience or education above, the candidate must demonstrate the following KSAs:
- (a) Knowledge of imaging techniques following as low as reasonably achievable radiation exposure principles in various modalities.
 - (b) Knowledge of anatomy and physiology, as well as indications for appropriate and safe use of oral and intravenous iodinated contrast . Familiarity with routine peri-procedural medications prescribed by the Radiologist or supervising physician.
 - (c) Ability to perform various diagnostic procedures, including fluoroscopy, and evaluation of images for completeness and diagnostic quality.
 - (d) Ability to perform all routine approved invasive procedures under the direct or personal supervision of the Radiologist or supervising physician, including vascular procedures with image guidance, contrast administration, needle, and/or catheter placement.
 - (e) Ability to assess a patient's clinical record, diagnosis, laboratory results to be able to perform a radiology-focused physical exam on the patient and documenting the EHR.
- (4) **Assignment.** This the full performance level. In addition to assignments at the entry level, RRAs at this level operate and monitor equipment, such as Fluoroscopy, Ultrasound and CT, to perform procedures under direct or personal supervision and may be limited by modality specific advanced certification, see paragraph 6 above. The RRA functions independently in carrying out these standardized procedures of various complexities. In addition to the entry level duties, RRAs at this level perform complex invasive and non-invasive procedures utilizing the various modalities in Imaging. These are performed under the direct or personal supervision of the Radiologist or other supervising physician. The full performance level RRA is skilled in assessing patient vital signs, responding to emergent situations and entering documentation into the EHR. Each assignment has documentation of competency and an expected level of supervision as determined by the direct supervisor and the Radiology Service Chief. The RRA's competency assessment is reviewed and documented on at least an annual basis.

c. **Advanced Registered Radiologist Assistant, GS-11.**

- (1) **Experience.** One year of creditable experience equivalent to the next lower grade level that demonstrates the clinical competencies described at that level.

- (2) **Knowledge, Skills, and Abilities (KSAs).** In addition to the experience above, the candidate must demonstrate the following KSAs:
- (a) Knowledge to prioritize exams and procedures.
 - (b) Skill to maintain image quality in multiple sections of a radiology department or program.
 - (c) Ability to assist with complex invasive procedures under the direct or personal supervision of the Radiologist or other supervising physician.
 - (d) Ability to function with initiative and progressively independent judgment within the RRA's sphere of responsibility.
- (3) **Assignment.** This is the advanced level. For all assignments above the full performance level, the higher-level duties must be of significant scope, administrative independence, greater complexity (difficulty) under direct or personal supervision, and range of variety as described in this standard at the specified grade level and be performed by the incumbent at least 25% of the time. At the advanced level, the RRAs perform and/or assist with invasive procedures of greater complexity and receive direct or personal supervision from the Radiologist or other supervising physician. They may be assigned to provide specialty service in the Interventional Section. Each assignment has documentation of competency and an expected level of supervision as determined by the direct supervisor and the Radiology Service Chief. The RRA's competency assessment is reviewed and documented on at least an annual basis.

d. **Lead Registered Radiologist Assistant, GS-11.**

- (1) **Experience.** One year of experience comparable to the next lower level which demonstrates the knowledge, skills, and abilities related to the duties of the position to be filled. At least one year of experience equivalent to the GS-09 level demonstrating the clinical competencies at that level.
- (2) **Knowledge, Skills, and Abilities (KSAs).** In addition to meeting the experience requirements for this grade level, the candidate must fully demonstrate the following KSAs:
- (a) Knowledge of prioritizing exams and procedures.
 - (b) Knowledge of local and national policies related to radiology.
 - (c) Ability to make decisions leading RRAs and Diagnostic Radiologic Technicians/Technologists (DRTs) to optimize patient outcomes.

- (d) Ability to manage the working staff and ensuring adherence to the policies and procedures developed by the service and the medical center.
 - (e) Ability to resolve complex problems relating to the imaging and therapeutic process.
 - (f) Ability to communicate orally and in writing with a variety of people from different backgrounds.
- (3) **Assignment.** This assignment is generally found in facilities where there are no Supervisory RRA positions. 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 leading positions at the full performance level (FPL) identified above. At this level, Lead RRAs demonstrate advanced competency in their field performing duties of a full performance level or advanced RRA. They are proficient in assessing, evaluating, and planning the patient care in their area. This is achieved by determining the necessary staff and materials needed to coordinate the Imaging Service and the other involved services for the best patient outcomes in a procedure. Duties include the daily assignments of staff; managing inventory and resources, recommendations to the supervisor for awards; training personnel, resolving simple informal complaints; and providing input to the supervisor on performance and quality. Each assignment has documentation of competency and an expected level of supervision as determined by the direct supervisor and the Radiology Service Chief. The RRA's competency assessment is reviewed and documented on at least an annual basis. Lead RRAs must perform a combination of at least three of the following duties: prepare work schedules and assign tasks to ensure timely completion of duties; ensure resources are in optimal working condition and address workflow needs; provide guidance and support of the work unit in supervisory absence; determine training needs of employees; adjust work assignments due to absences, emergencies or changes in priorities; resolve simple informal complaints of employees and patients, refer more difficult problems to the supervisor; and/or recommend approval and/or disapproval of leave requests.

e. **Supervisory Registered Radiologist Assistant, GS-11.**

- (1) **Experience.** One year of experience comparable to the next lower level which demonstrates the knowledge, skills, and abilities related to the duties of the position to be filled. At least one year of experience equivalent to the GS-09 level demonstrating the clinical competencies at

that level. The candidate possesses team leadership skills acquired through experience.

- (2) **Knowledge, Skills, and Abilities (KSAs).** In addition to meeting the experience requirements for this grade level, the candidate must fully demonstrate the following KSAs:
- (a) Knowledge of Federal and State laws, regulations, and accrediting/regulatory requirements to develop plans and procedures.
 - (b) Knowledge of radiology quality management procedures and principles to provide education and/or training to fully functioning non-supervisory and/or junior supervisory staff.
 - (c) Knowledge of general concepts, principles, and methods of radiologic technology and operations.
 - (d) Knowledge of maintaining records for review by internal and external regulatory agencies and of local and national policies related to radiology.
 - (e) Skill to interview and evaluate candidates for positions in the section and recommend appointments, advancements, or, when appropriate, disciplinary actions.
 - (f) Ability to perform the full range of supervisory duties that include responsibility for assignment of work, performance evaluations, selection of staff, recommendation of awards, advancements, and disciplinary actions.
 - (g) Ability to analyze organizational, technical, and administrative problems, including equipment needs, and to develop and implement solutions that result in efficient section operation.
- (3) **Assignment.** This assignment is generally found in less complex facilities where there are no DRT Supervisory positions and no Advanced or Lead RRA positions. For all supervisory assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety. The incumbent must spend 25% or more of their time providing administrative and technical supervision over staff who are at the full performance grade level or below. The RRA performs the full range of supervisory duties over staff at or below the GS-11 grade level, including assignment of work, development, and completion of performance standards and recommendations for advancement, appointment, awards, and disciplinary actions. RRAs at this level maintain regulatory compliance and contribute to budget planning. The RRA performs equipment planning and research to maintain overall

quality and effective patient healthcare delivery in Radiology. Each assignment has documentation of competency and an expected level of supervision as determined by the direct supervisor and the Radiology Service Chief. The RRA's competency assessment is reviewed and documented on at least an annual basis.

f. **Supervisory Registered Radiologist Assistant, GS-12.**

- (1) **Experience.** One year of experience comparable to the next lower level which demonstrates the knowledge, skills, and abilities related to the duties of the position to be filled. Must possess at least one year of experience equivalent to the GS-11 level demonstrating the clinical competencies at that level.
- (2) **Knowledge, Skills, and Abilities (KSAs).** In addition to meeting the experience requirements for this grade level, the candidate must fully demonstrate the following KSAs:
 - (a) Knowledge of Federal and State laws, regulations, and accrediting/regulatory requirements to develop plans and procedures for a radiology department or program.
 - (b) Knowledge of radiology quality management procedures and principles sufficient to lead a radiology quality management program and/or education and training of supervised staff.
 - (c) Knowledge of concepts, principles, and methods of radiologic technology and operations.
 - (d) Skill in interpersonal relations and conflict resolution, to effectively interact with employees internal and external to a radiology department or program.
 - (e) Ability to perform the full range of supervisory duties, that include responsibility for assignment of work, performance evaluations, selection of staff, recommendations for awards, advancements, and disciplinary actions.
 - (f) Ability to plan, organize, set short and/or long-term goals, and conduct studies on technical and administrative problems, including personnel shortages, organizational structure, equipment upgrades, and new equipment purchasing.
 - (g) Ability to maintain records for review by an outside regulatory agency and of local and national policies related to radiology.
- (3) **Assignment.** This assignment is generally found in facilities where supervisory duties might also include oversight of DRTs, regardless of

facility complexity. For all assignments above the full performance level, the higher-level duties must consist of significant scope, complexity (difficulty), and range of variety, and supervisory assignments must be performed by the incumbent at least 25% of the time over staff at the GS-11 grade level. Supervisory RRAs at this level demonstrate advanced competency in their field performing duties above the Advanced RRA level. They perform the full range of supervisory duties over staff at the FPL or below the GS-12 level including assignment of work, development, and completion of performance standards, recommendations for advancement, appointment, awards, and disciplinary actions; and identifying continuing education and training needs. RRAs at this level maintain regulatory compliance and contribute to budget planning. They perform equipment planning and research is performed to maintain overall quality and effective patient health care delivery in radiology. Each assignment has documentation of competency and an expected level of supervision as determined by the direct supervisor and the Radiology Service Chief. The RRA's competency assessment is reviewed and documented on at least an annual basis.

8. DEVIATIONS.

- a. The establishment of a position and subsequent placement of an individual in a grade or assignment not described in the hybrid title 38 qualification standard must be approved by the Under Secretary for Health or designee prior to placement.
- b. Under no circumstance will educational requirements necessary to meet basic qualifications or assignment specific educational requirements be waived.
- c. Under no circumstance will the credential (i.e., license, certification, and/or registration) requirements to meet basic qualifications or assignment specific credentials be waived unless an exception provision is provided in the qualification standard.
- d. In rare and unusual circumstance(s), the Under Secretary for Health or designee may approve requests for reasonable deviations to the grade determination requirements for an individual whose composite record of experience, accomplishments, performance, and qualifications warrant such action based on demonstrated competence to meet the requirements of the grade and/or assignment.

RESPONSIBLE OFFICE: Human Resources and Administration/Operations, Security and Preparedness (HRA/OSP) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Recruitment and Placement Policy Service (059)