

THE SOCIETY OF
RADIOGRAPHERS



What will the Society do for me?

JOIN THE ORGANISATION DEDICATED TO REPRESENTING THE RADIOGRAPHY WORKFORCE





90%

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90%

With more than 90 per cent of the radiographic workforce already in membership, The Society of Radiographers can claim to be the only organisation that truly represents the interests of you and your colleagues.

Membership is open to anyone working in clinical imaging, radiotherapy and oncology.

There is no other organisation that represents all of the radiographic workforce - practitioners, helpers, assistant practitioners, support workers and student radiographers.

On the following pages is a summary of the advantages of being a member. We hope you will be impressed at the range and depth of benefits.

They are accessible only to Society members and many are not available from any other union or professional body.

To join:

- Go to www.sor.org
- Call 020 7740 7200
- E-mail info@sor.org



The Society has a network of more than a thousand representatives who look after your interests in the workplace.

They will advise and provide representation to Society members about:

- Pay and conditions of service
- Contracts of employment
- Grievance and disciplinary issues
- Health and safety rights
- Terms and conditions
- Career development
- Patient complaints

The Society provides support and advice if you are injured at work, or contract an employment related illness.

If appropriate, free legal assistance is provided as well as representation at employment tribunals and HPC hearings

The Society's network of trained and accredited health and safety reps are the only workplace-based trade unionists who have specific expertise relating to radiography.



ACTION REPORT

When Senior II staff were matched to Band 5 and some advanced practitioners were only in band 6, radiographers decided it was time to tell an employer that 'enough is enough'.

Seventy-four radiography staff received the Society's full backing to get this huge injustice put right.

Helen Wickham, an SoR regional officer, explains: "We looked closely at job matching and career progression at the hospital and identified a number of flaws.

"Although some members weren't directly affected at the time, all agreed to stand together in an act of solidarity. Ninety-seven per cent voted in favour of taking industrial action."

To resolve the dispute, the SoR asked the hospital to implement Annex T, move all senior II radiographers to Band 6, and appropriately reward advanced practitioners.

Thanks to the strong stand taken by Society members, the radiology department saw an overhaul of the career structure for diagnostic radiographers. All senior IIs were moved to Band 6 and advanced practitioners to Band 7. The department also saw the introduction of Annex T.

"We're very pleased with the outcome," Helen says. "It's good for the radiographers and good for the employer that they've now got a solid, modern career model. Now newly qualified radiographers can progress through Annex T, and that's a really positive thing for recruitment."



“ALL SOCIETY MEMBERS AGREE TO STAND TOGETHER IN AN ACT OF SOLIDARITY”

STRONG TEAMS GET RESULTS



**NEED TO
GET OF**

The Society of Radiographers is the lead body in the UK for education, research and other activities that support the practice and science of radiography and allied disciplines.

The SoR publishes professional guidance documents that lead opinion on a wide range of professional issues.

Frequently, the Society sets the standards that become the policies adopted and acclaimed by governments and health professionals worldwide.

In addition, the Society ensures that the profession and its practitioners are acting in the best interests of the public.

5,000,000



Professional Indemnity Insurance

Only the Society provides indemnity insurance specifically covering the entire radiography scope of practice as a benefit of membership.

The policy includes £5 million of personal cover to protect you in the event of a claim of negligence.

CPD

CPD Now is the profession's continuing professional development tool. Developed by the Society, it is available to members only through www.sor.org

Users can plan and record their own development activities. CPD Now will also produce portfolio evidence for the Health Professions Council easily and quickly as and when required.

Conferences and seminars

The Society has an extensive programme of seminars, workshops and conferences, held across the UK. Attendance at many events is either free or at substantially reduced rates.



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THANK YOU FOR ALL THE SUPPORT AS I TOOK THOSE FIRST STEPS BACK INTO THIS WONDERFUL PROFESSION!

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A practitioner who recently returned to radiography following a break, was given support and advice about what she needed to do to bring her skills up to date and to register with the Health Professions Council.

She says:

I am now registered and joining the throngs of radiographers who are gainfully employed!

I just wanted to thank you and your team at the Society for all their support as I took those first tentative steps of my journey back into this wonderful profession!

Phil (a member of the Returners Support Network)

has provided me with tremendous support as my mentor and definitely made the difference during the final preparations leading up to the submission of my application for registration with HPC.

The manager and the staff at the hospital provided me with the initial opportunities to 'get back into the saddle' so to speak and brought me into the 21st century regarding PACS and CR.

This has been an incredible journey in and of itself, but I now feel ready to continue the journey I commenced over 33 years ago!

Thanks again for your help and support.



First with the news and professional information

The profession's two leading monthly magazines, *Synergy – Imaging and Therapy Practice* and *Synergy News* are mailed direct to Society members only.

Synergy provides in-depth coverage of the latest professional and educational issues that affect the day-to-day working lives of therapeutic and diagnostic radiographers. All the diagnostic imaging and oncology disciplines are covered in full.

Synergy News is a lively news digest of what is happening in the workplace. The issues and hot topics are reported, including pay and conditions, health and safety, legislation, publications, seminars, study days and current job vacancies.

Role development

The Society lobbies at local, regional and national level to ensure that members have access to development opportunities suited to their skills and aspirations.

Society learning representatives work with employers to recognise your contribution to service delivery and reward you appropriately for your skills and responsibility.





Make your voice heard

The people who are members of the Society ARE the Society. Through a regional structure in England and national representatives in Northern Ireland, Scotland and Wales, Society members can make their views known. Each region and country elects members who make-up the UK Council of the Society, the organisation's policy making body. In addition, the Society's annual delegates' conference gives workplace representatives the chance to feedback to Council and the Society's management members' views and concerns.

Special interest groups

The Society assists with the setting up and promotion of groups that focus on specialist areas of radiography. Current SIGS include nuclear medicine, MRI, cardiac, gastro-intestinal, paediatrics, forensic, and trauma imaging.

Equality for all

The Society is committed to achieving equality for all its members in employment and in the community. Representatives and full-time officials are experienced in supporting members who feel they have been unfairly treated because of disability, race or sexuality. There are Society networks for members who have an interest in one or more of these areas.

Research opportunities

Through a unique partnership with industry, the Society is a leading sponsor of radiography research. Members can apply for grants and support from the organisation's dedicated research officer. They also have free access to the library, which is the most comprehensive collection of archived and current material about radiography.

Help!

The Society's Benevolent Fund provides thousands of pounds a year to members and their families who need financial support.

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SoR safety reps' stop sonographers using poorly designed equipment

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ACTION REPORT

Thanks to risk assessments carried out by Society health and safety reps, sonographers didn't have to put their health at risk from using unsafe equipment.

When four hospitals amalgamated, ultrasound scanners being brought in from two of the sites were shown by the Society to be either poorly designed, badly installed, or were being used for tasks for which they were not designed.

A workplace inspection by Society trained reps to make sure a safe working environment is being maintained, was followed-up with a staff questionnaire. This was tested first to ensure that it would provide useful data and allow comprehensive analysis of the issues.

The research identified key issues, including the need for an ergonomist and a physiotherapist to look at working practices, posture and to provide information on stretching and exercises. Also, staff needed more training on some machines to ensure that they were being used safely

A commitment was made by everyone involved for follow-up inspections to ensure standards did not slip. In addition, the format was extended to look at mammographers in the hospital, some of whom were developing pulling disorders





ACTION REPORT

I work in a community hospital with a low demand for radiology. There is a visiting ultrasound service and a local radiographer who performs plain film.

Until recently this radiographer has provided 24/7 single handed cover. Her arrangements have changed and she can now only provide a 9-9, 7-day week cover. The GPs are very concerned that they have been left without any imaging facility for 12 hours out of 24. Due to the geographical nature of the hospital, really ill patients have to be treated and stabilised prior to being airlifted.

Can a non-radiographer (perhaps one of the GPs themselves) have sufficient training under IR(ME)R regulations to image an acute chest or other limited area such as CSpine?

The Society gave the following advice:

Under Regulation 4 of IR(ME)R 2000 the employer is responsible for having written Employer's Procedures.

Also, the employer is responsible for entitling a person to take on the role or roles of IR(ME)R duty-holder

such as in the case of a single-handed x-ray service. It would be the roles of both the 'Operator' and 'Practitioner' - the practitioner to justify the exposure and the operator to deliver the exposure in producing the image. In both roles the person would have to have had 'adequate training'.

I would envisage that no GP would have sufficient theoretical and practical training to allow them to safely undertake either of these two pivotal roles within the Regulations.

IR(ME)R details both the theoretical and practical training required of a person to enable them to safely expose a person within the UK to ionising radiations. Ultimately, the employer decides who is 'adequately trained, but he/she must follow the Regulations which are laid out as if in criminal law.

On top of IR(ME)R are the Ionising Radiation Regulations 1999 which relate to the equipment used in an x-ray department. The person using the equipment must also be trained and must comply with these regulations also.

“ Giving professional advice ”

Join Today!

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E-mail info@sor.org



The Society is the trades union and professional body for those practicing in medical imaging and radiotherapy.

The Society of Radiographers is a company limited by guarantee
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