



SoR **100**
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Radiotherapy Radiographic Workforce UK Census

2023

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The Society of Radiographers (SoR) conducted a comprehensive census of the radiotherapy radiographic workforce in the UK on 1 November 2023. This census specifically targeted radiotherapy providers in the NHS and other healthcare sectors across England, Northern Ireland, Scotland and Wales.

The main objectives of the census were to determine the workforce's size, structure, nature and vacancy rate. This report presents a detailed analysis of the census results and offers a comparison with previous annual surveys conducted between 2012 and 2022 (see [References](#) section of this report).

We wish to thank the service leads at the 57 NHS radiotherapy providers who responded to the online questionnaire. This is a response rate of 92%. The data they supplied can provide important evidence to workforce planners, clinical boards, government departments, educators, commissioners and radiotherapy providers.

President, Society and College of Radiographers
Dave Pilborough



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Executive Summary

The following bullet points highlight the main findings from this census.

NHS provider findings:

- The total NHS radiotherapy radiographic workforce is 3750.8 whole-time equivalent (WTE) staff, comprising 3611.4 WTE therapeutic radiographers and 139.4 WTE assistant practitioners (APs), trainee assistant practitioners (TAPs) and clinical support workers.
- The NHS radiotherapy radiographic workforce grew by 30.2% between 2013 and 2023.
- The current vacancy rate for the NHS radiotherapy radiographic workforce is 8.43%, with 316.32 WTE radiotherapy radiographic positions vacant. This is the first time we have seen the vacancy rate decrease since we began collecting data in this format in 2012. The percentage rate has decreased by 3.8% between 2022 and 2023.
- The current vacancy rate for NHS therapeutic radiographers is 8.3% and for APs, TAPs and clinical support workers it is 11.6%.
- The NHS current vacancy rate varies by UK country: England 8.9%, Northern Ireland 5.8%, Scotland 6.3% and Wales 6.6%.
- The North West and South West London/Surrey network has the highest current vacancy rate of the English NHS radiotherapy network partnerships at 15.03%.
- The three-month vacancy rate for the NHS radiotherapy radiographic workforce is 5.6%. This is a 9.7% percentage rate decrease from the 2022 census three-month vacancy rate, which was 6.2%.
- 84% of the NHS radiotherapy radiographic workforce are employed in Agenda for Change (AfC) bands 5 to 7.

Findings including both NHS and non-NHS radiotherapy providers:

- The average ratio of the number of staff in post WTE to the number of staff headcount is 0.89 in the NHS. This ratio gives an indication of the numbers of staff who do not work full-time, which can help in workforce planning.
- There are 290 job titles in use by UK radiotherapy providers for the radiotherapy radiographic workforce.
- The percentage of the radiotherapy radiographic workforce (headcount) on long-term leave is 3.5%. This is made up of: 0.2% on a career break; 1.7% on long-term sickness absence; 0.1% on Covid-19-related long-term sickness absence; 1.2% on parental leave; and 0.3% on an active secondment.
- 1.2% of the radiotherapy radiographic workforce are due to retire in the coming year, 0.9% in the subsequent year and 5.0% in the following three years.
- The majority of the radiotherapy radiographic workforce are in Agenda for Change (AfC) or equivalent bands 5, 6 and 7. The annual turnover as a percentage of the establishment (headcount) is 15.1% for band 5, 10.8% for band 6 and 6.42% at band 7. A high turnover puts indirect pressure on resources by increasing the need for recruitment activities and induction training.
- Respondents to the census have recruited 2.4% of their headcount internationally over the past year and intend to recruit a further 1.6% internationally in the coming year.
- Of the 59 respondents to a question on staff returning to practice, 12 (20.3%) had supported a return to practice radiographer in the year up to the census date.
- 24 (41%) of the 59 respondents reported having staff in apprenticeship posts in the year up to the census date. The data shows the AfC bands with the highest percentage (27%) of apprenticeships roles are band 3 and band 4.
- As of the census date, 41% of respondents were using agency therapeutic radiographers. This compares with 40% in the 2022 census and 33% in 2021.
- There are 83.3 therapeutic radiographers (headcount) working in dosimetry in the 59 providers that responded to our specific question on how many were employed in a dosimetry role in their organisation. This number represents those working under the budgetary control of the radiotherapy service manager. In addition, 388.01 therapeutic radiographers are reported to work in cancer services (such as research) outside the budgetary control of the radiotherapy service manager (and are therefore unlikely to be included in data elsewhere in this report).

The SoR 2023 workforce census captures data about the UK radiotherapy radiographic workforce at the census date of 1 November 2023. Data collection was performed between November 2023 and January 2024, ending in January 2024, by means of an Alchemer® online questionnaire distributed to radiotherapy service managers. The census asked for the total numbers of therapeutic radiographers, assistant practitioners (APs), trainee assistant practitioners (TAPs) and clinical support workers delivering radiotherapy (together referred to as the 'radiotherapy radiographic workforce' in this report) within the budgetary control of the radiotherapy service manager. Radiotherapy helpers and administration staff are not included in these numbers. Notably, starting from 2021, the census has been expanded to include clinical support workers in its data collection.

Respondents were asked about:

- Their contact details and job title
- The name of the radiotherapy provider on whose behalf they were responding
- Number of treatment machines and total daily number of clinical hours
- Establishment numbers by AfC band – WTE
- Numbers of staff in post by AfC band – WTE
- Number of staff in post by AfC band – headcount

- Number of staff in an apprenticeship role by AfC band – headcount
- Vacancy WTE numbers by AfC band – current and three-month and job titles
- WTE establishment by site and career progression level
- Long-term absence headcount numbers by AfC band – career break, long-term sickness absence and parental leave
- Headcount predicted to retire in the coming year, subsequent year and further three years by AfC band
- Headcount of leavers in the previous year by AfC band and reasons for leaving
- Job titles in use
- Recent and planned international recruitment by AfC band
- Support of return to practice radiographers and students
- Use of agency therapeutic radiographers
- Therapeutic radiographers employed in dosimetry and other cancer services not within the budgetary control of the radiotherapy service manager

The 2021 edition of the census introduced questions relating to the number of commissioned radiotherapy treatment machines and daily hours of external beam radiotherapy. These queries have now been extended to encompass data collection on linear accelerators (linacs), planning magnetic resonance imaging (MRI) and planning

computed tomography (CT) machines. This report assumes that numbers reported in AfC band 3 refer to clinical support workers delivering radiotherapy or TAPs, numbers reported in AfC band 4 refer to APs and numbers reported in AfC band 5 and above refer to therapeutic radiographers. The report excludes the physics and engineering radiotherapy workforce and clinical oncologists. Enquiries about the physics and engineering workforce in radiotherapy should be directed to the Institute of Physics and Engineering in Medicine. Enquiries about the clinical oncology workforce should be directed to the Royal College of Radiologists. Links to the full set of questions for the 2023 census and a spreadsheet with a breakdown of the principal data by radiotherapy provider can be found in the [Downloads](#) section of this report.

3

Profile of respondent workforce size

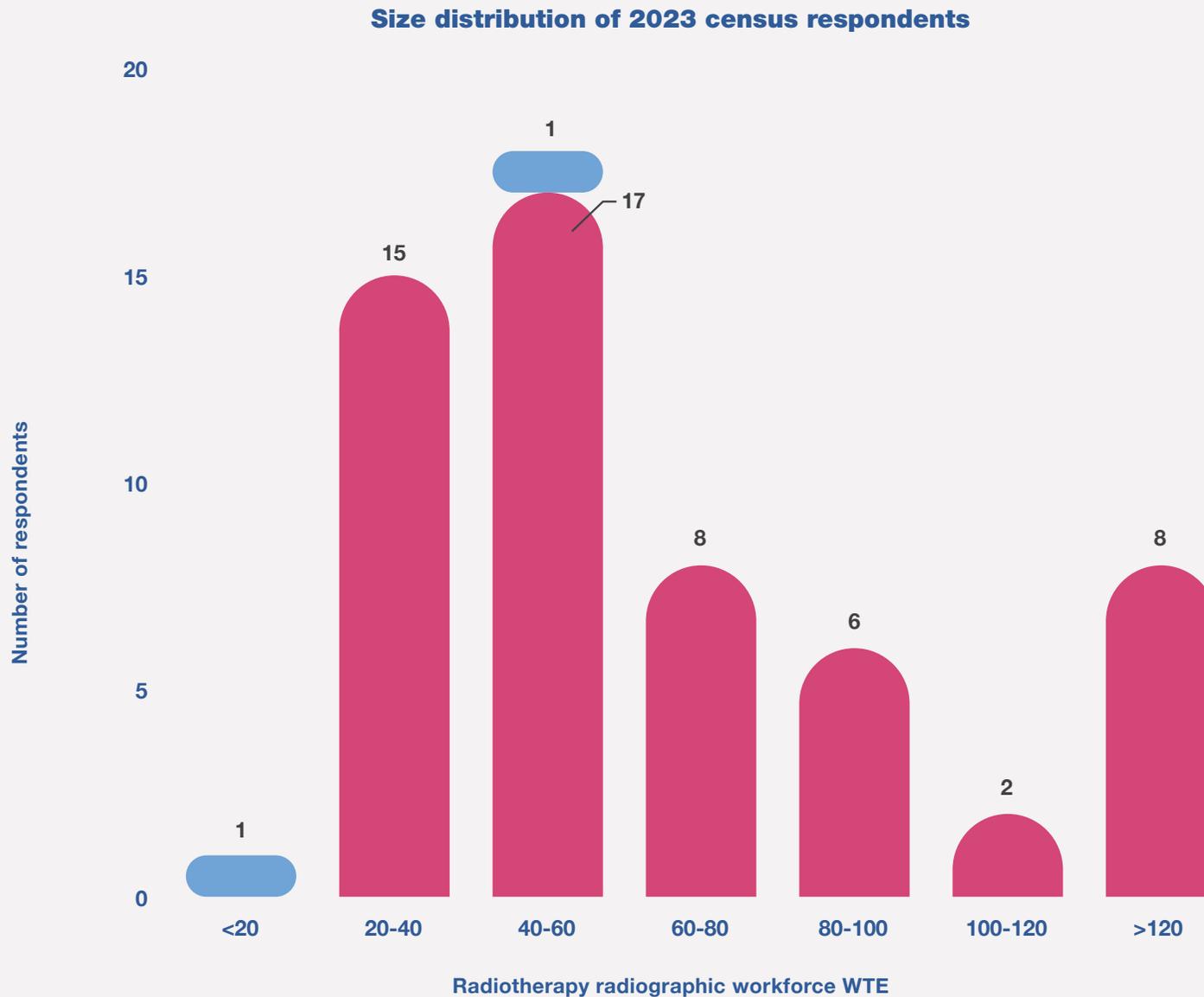


Figure 1

Figure 1 shows the distribution of the 59 respondents to the 2023 census in terms of the size of their radiotherapy radiographic workforce WTE. 68% of the NHS respondents to the census have fewer than 80 radiotherapy radiographic workers WTE. Both of the non-NHS respondents have fewer than 60 radiotherapy radiographic workers WTE.

Figure 1: Radiotherapy radiographic workforce WTE size distribution of 2023 census respondents (n=59)

NHS █ Non-NHS █

4

NHS establishment and vacancies

4.1

NHS establishment and vacancies by UK country

Country	Workforce	Establishment WTE	Vacant WTE	Vacancy rate
NHS England	Therapeutic radiographers	2949.7	258.31	8.8%
	AfC bands 3 and 4	136.5	16.11	11.8%
	Total	3086.2	274.42	8.89%
NHS Northern Ireland	Therapeutic radiographers	135.9	7.9	5.8%
	AfC bands 3 and 4	1	0	0%
	Total	136.9	7.9	5.8%
NHS Scotland	Therapeutic radiographers	301	19.12	6.3%
	AfC bands 3 and 4	1.9	0	0%
	Total	302.9	19.12	6.3%
NHS Wales	Therapeutic radiographers	224.7	14.84	6.6%
	AfC bands 3 and 4	0	0	0
	Total	224.7	14.84	6.6%
NHS UK	Therapeutic radiographers	3611.45	300.21	8.3%
	AfC bands 3 and 4	139.35	16.11	11.6%
	Total	3750.8	316.32	8.43%

Table 1

Table 1 shows the total NHS WTE of 3750.8 broken down by country, inclusive of vacancies and vacancy rates.

Table 1: NHS radiotherapy radiographic workforce establishment WTE, vacant WTE and vacancy rate by UK country (n=57)

4.2

NHS in England by radiotherapy network partnership

There are eleven operational delivery networks set up by NHS England to provide specialised radiotherapy services across a region. Each network partnership includes at least two NHS radiotherapy providers and is aligned to at least one cancer alliance. Table 2 shows the workforce situation in England by radiotherapy network partnership region. The North West and South West London/Surrey Radiotherapy Operational Delivery Network has the highest current vacancy rate at 15.03%.

Table 2: NHS radiotherapy radiographic workforce establishment WTE, vacant WTE and vacancy rate by English radiotherapy network partnership region (n=57)

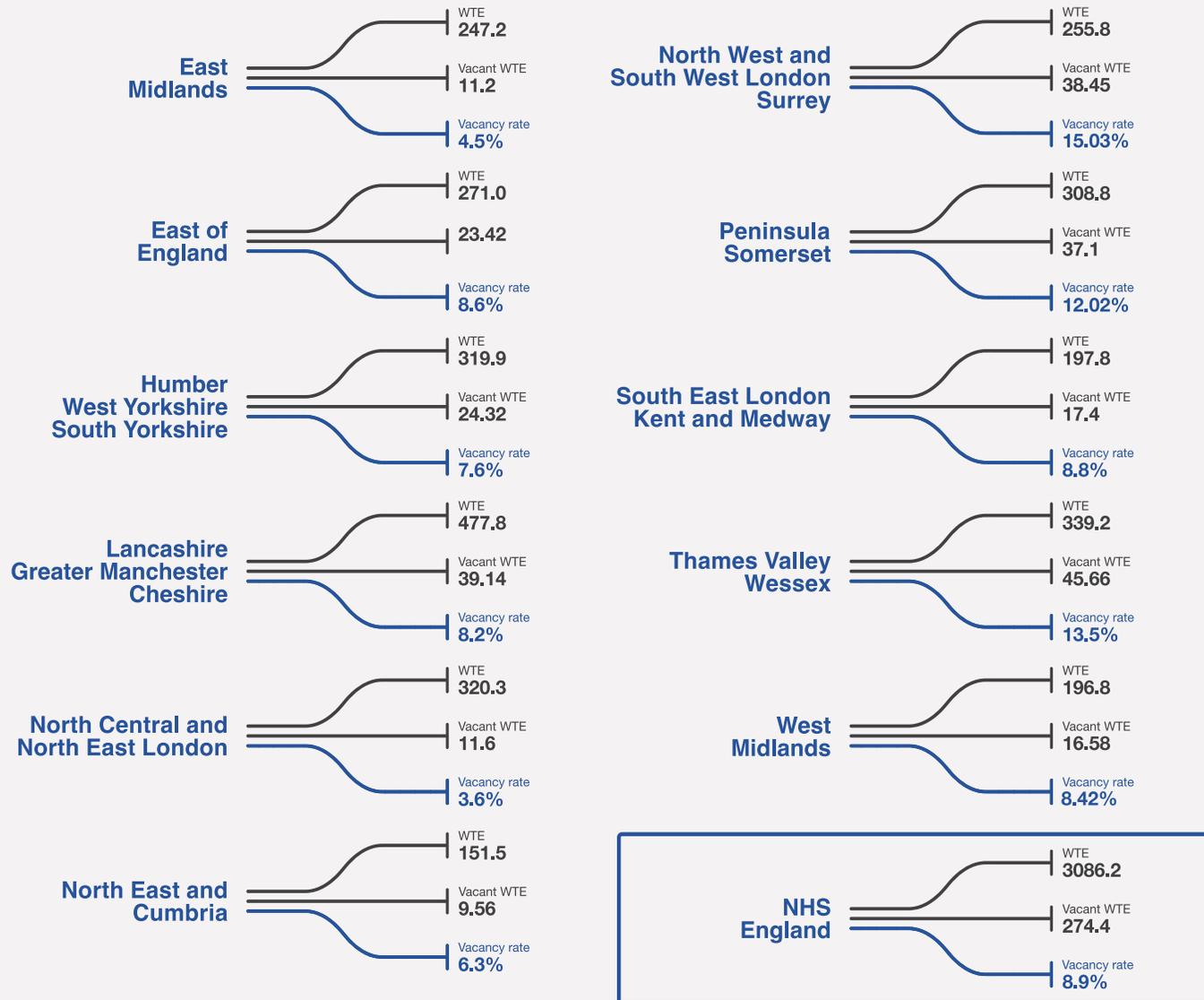


Table 2

Size of NHS radiotherapy radiographic workforce 2013 to 2023

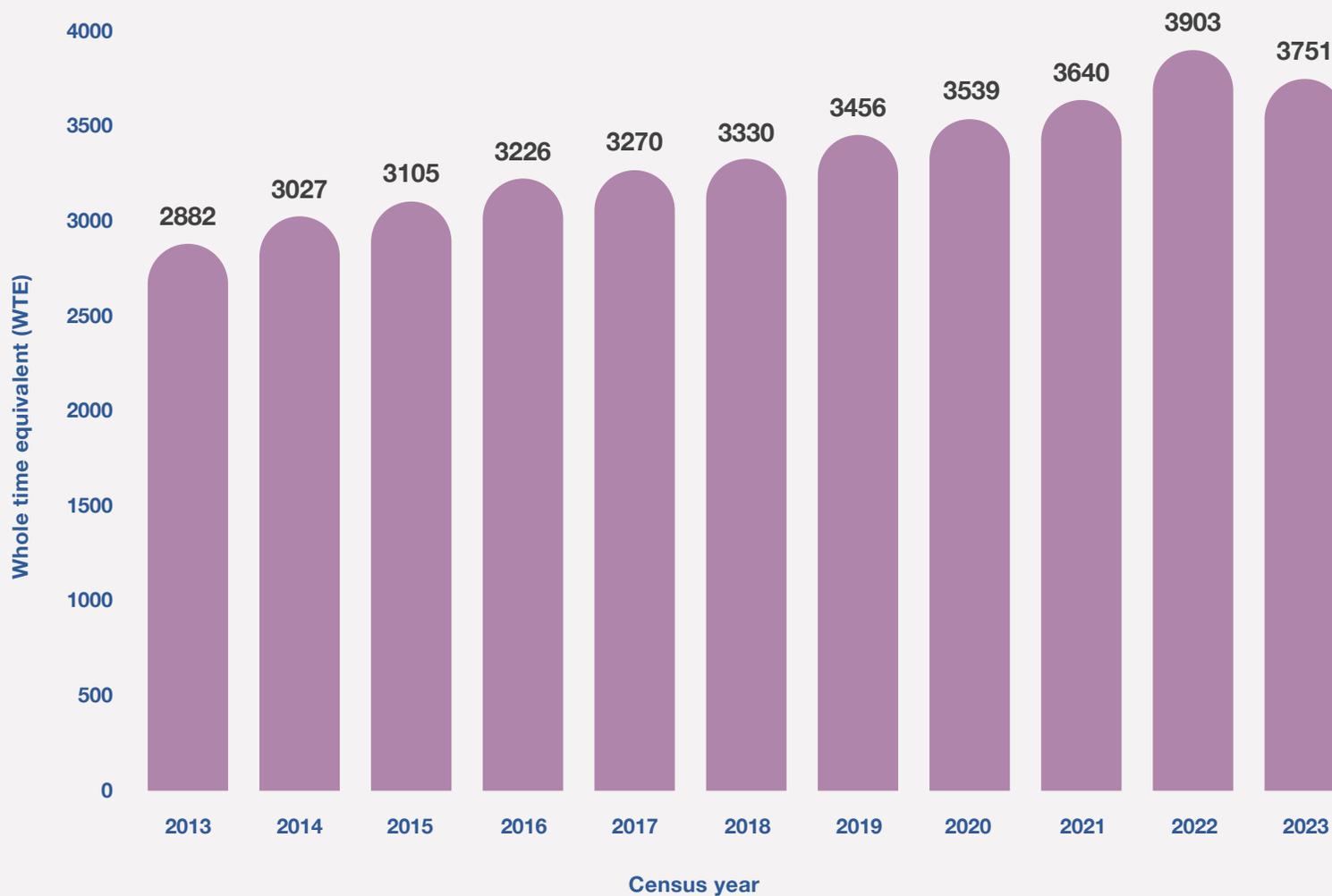


Figure 2

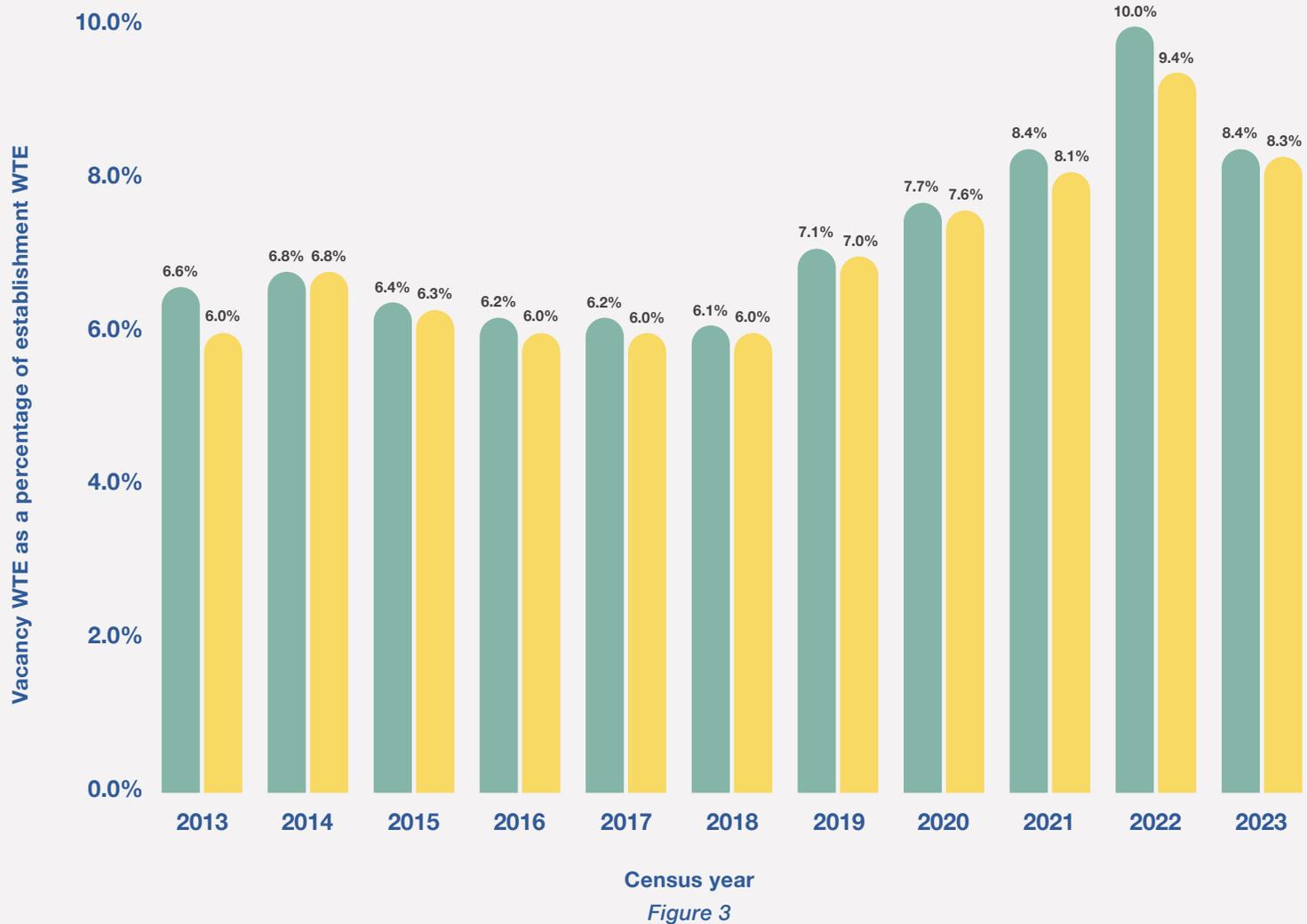
4.3

NHS workforce size trend

The 2023 SoR census found that overall the NHS radiotherapy radiographic workforce grew by 869 WTE (30.2%) between 2013 and 2023, as shown in Figure 2. However, the NHS radiotherapy radiographic workforce has seen a decrease by 152 WTE (3.8%) since the previous year's census in 2022.

Figure 2: Size of the UK NHS radiotherapy radiographic workforce WTE, 2013 to 2023 (n=57)

Current vacancy rate of NHS radiotherapy radiographic workforce 2013 to 2023



4.4

NHS vacancy rate trend

The current vacancy rate for the NHS radiotherapy radiographic workforce as a whole currently stands at 8.4%, as depicted in Figure 3. This signifies a decrease by 3.8% from the previous census year (2022), during which the vacancy rate was documented at 10%, marking the highest recorded vacancy rate since we began collecting data in this format in 2012. Figure 3 also shows the specific vacancy rate among NHS therapeutic radiographers only.

Figure 3: Current vacancy rate of NHS radiotherapy radiographic workforce, 2013 to 2023 (n=57)

- NHS (AfC Band 3 and upwards)
- NHS therapeutic radiographers only (AfC Bands 5 and upwards)

Three-month vacancy rate of NHS radiotherapy radiographic workforce 2013 to 2023

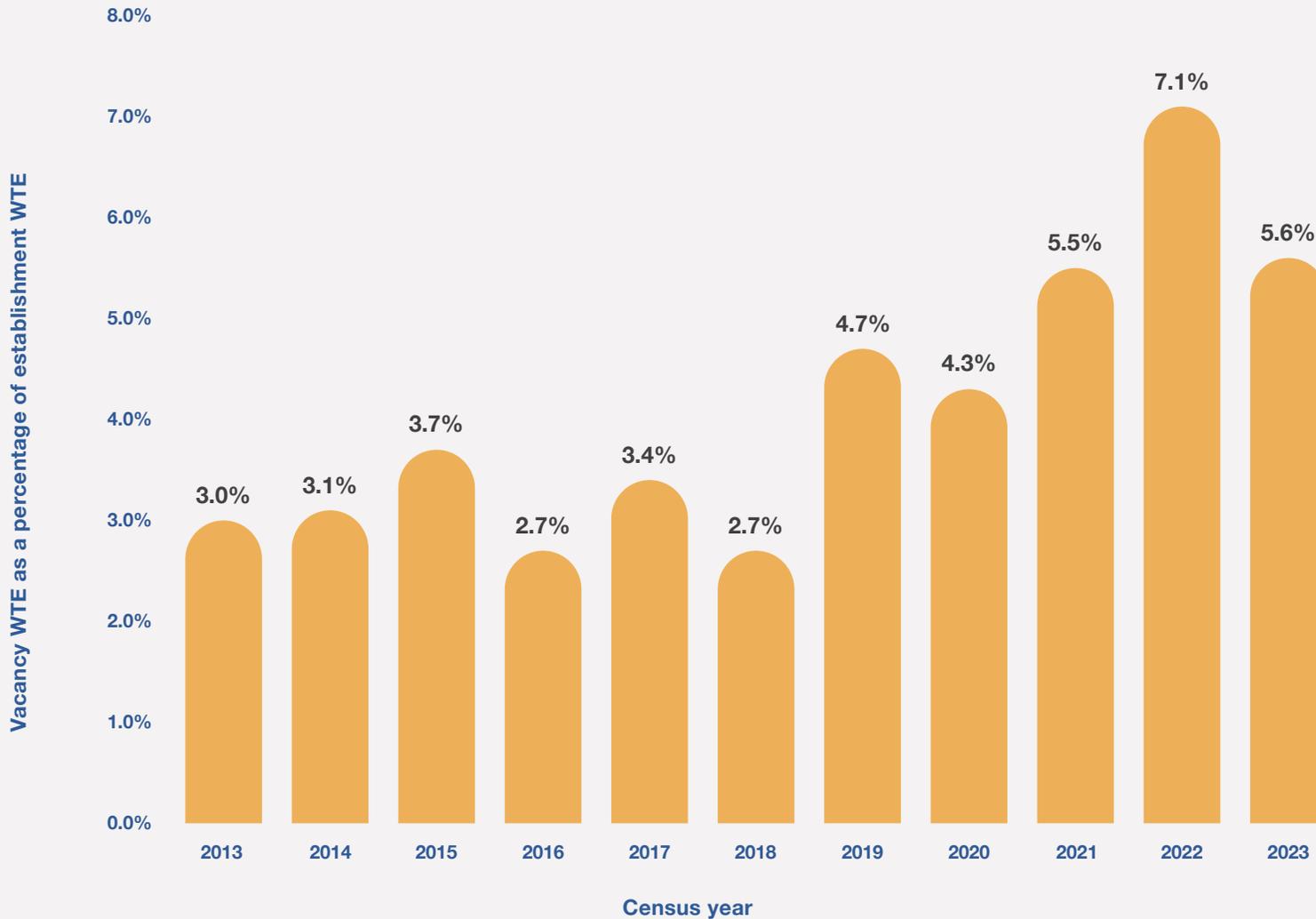


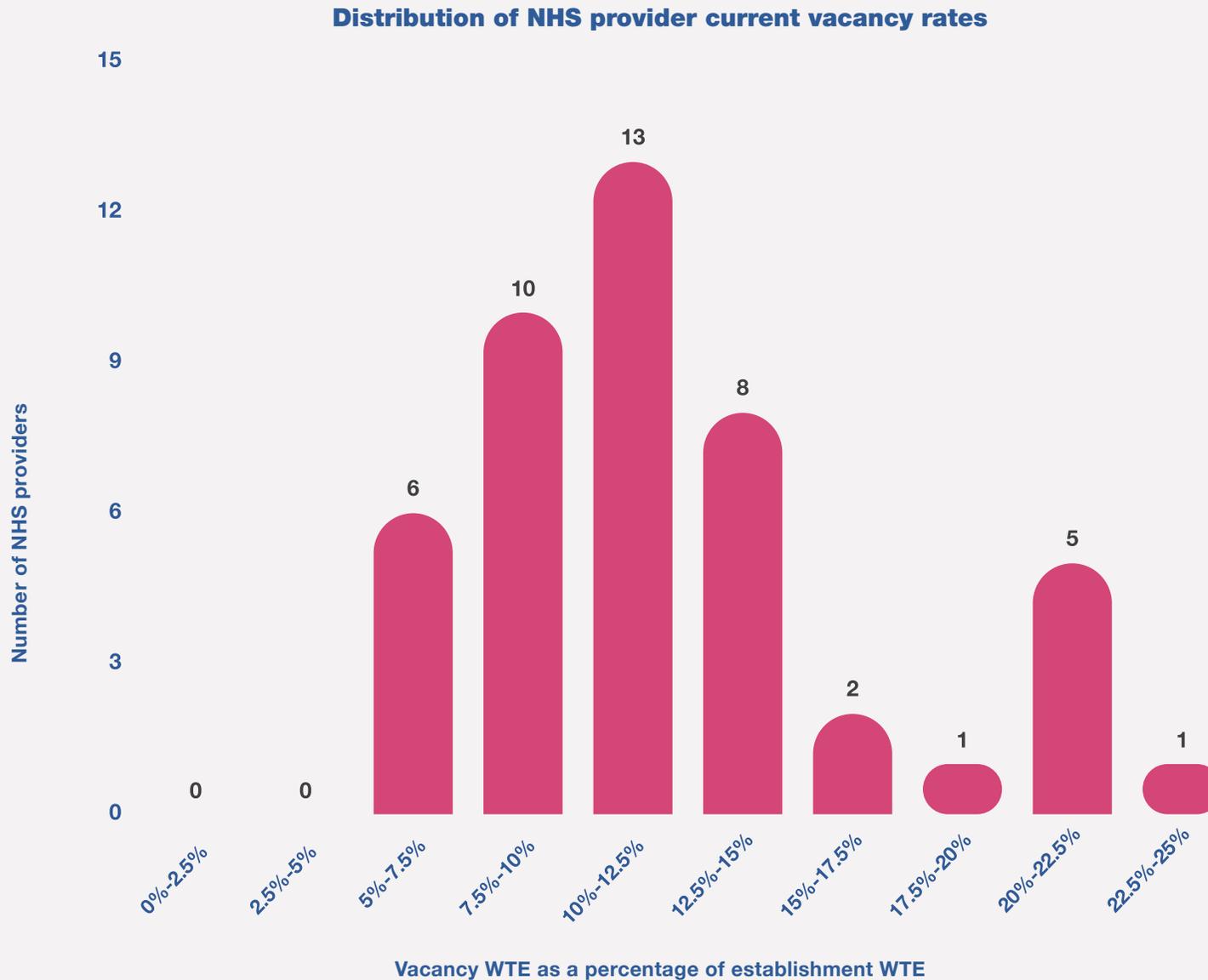
Figure 4

Respondents to the census also reported the number of posts that had been vacant for three months. The results illustrated in Figure 4 show a three-month average vacancy rate of 5.6% for the NHS radiotherapy radiographic workforce. This is a decrease from the 2022 census three-month vacancy rate of 7.1%.

Figure 4: Three-month vacancy rate of NHS radiotherapy radiographic workforce, 2013 to 2023 (n=57)

4.5

NHS provider vacancy rate distribution



Vacancy WTE as a percentage of establishment WTE

Figure 5

Figure 5 shows the distribution of NHS provider current vacancy rates. Six NHS providers have current vacancy rates above 20%.

Figure 5: Distribution of NHS provider current vacancy rates (n=57)

AfC band	3	4	5	6	7	8a	8b	8c	8d	9	N/A	Total
WTE	100.9	38.4	875	1279	992	326	108	29	3	0	0.6	3750.8

Table 3

Average radiotherapy radiographic workforce WTE per provider by Agenda for Change band (NHS)

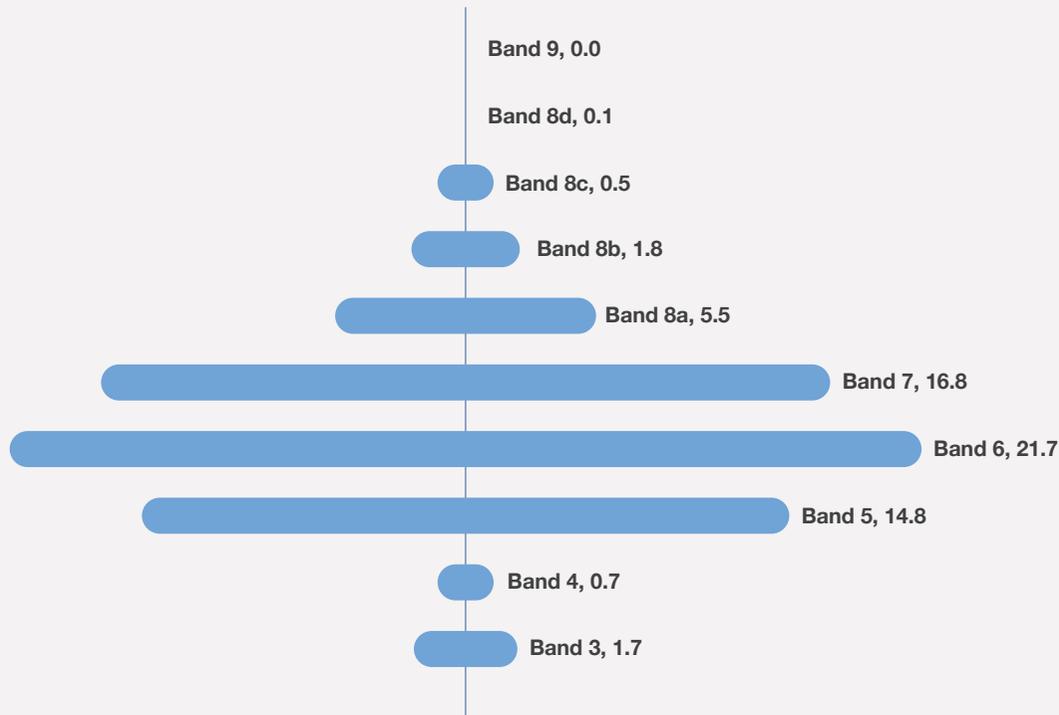


Figure 6

4.6

NHS workforce by Agenda for Change (AfC) band

According to the 2023 census, 84% of the NHS radiotherapy radiographic workforce are in AfC bands 5 to 7, as shown in Table 3 and Figure 6.

Table 3: NHS radiotherapy radiographic workforce WTE by AfC band (n=57)

Figure 6: Average radiotherapy radiographic workforce establishment WTE per NHS provider by AfC band (n=57)

5

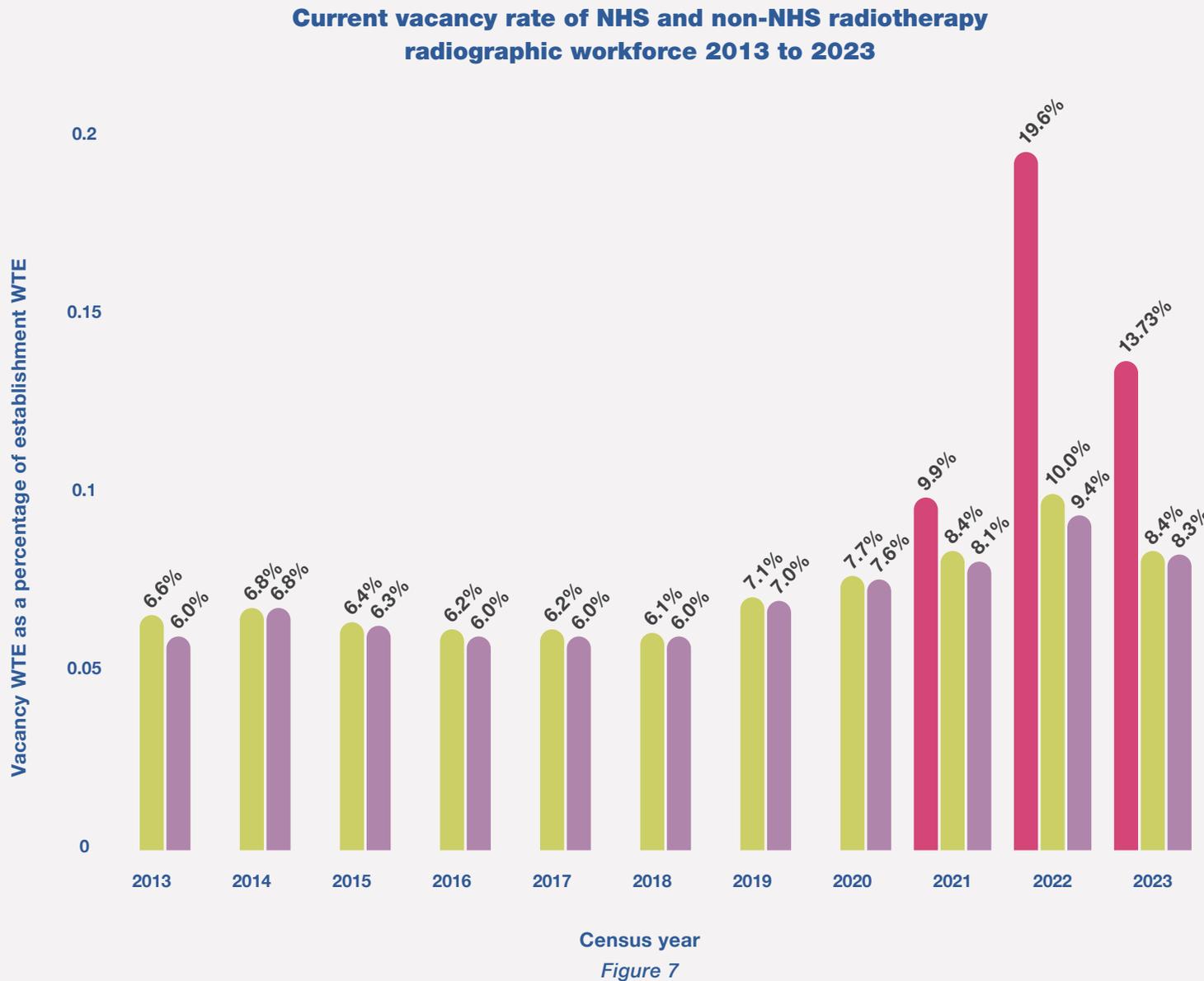
Radiotherapy radiographic workforce in non-NHS radiotherapy providers

Two of the ten non-NHS radiotherapy providers in the UK submitted data to the 2023 SoR census. Responses were received from both HCA Healthcare UK and Aspen Healthcare.

This means a total of two out of a possible ten responses were received, and due to the missing eight responses we have made no attempt to provide an overall picture of the radiotherapy radiographic workforce in the non-NHS sector in 2023. The establishment (WTE and headcount) and vacancy (WTE) data provided by the two non-NHS respondents is given in the data spreadsheet that accompanies this report.

From this point onwards, the analysis in our report incorporates the data from both NHS and non-NHS respondents, including current vacancy rates, as shown in Figure 7.

Figure 7: Current vacancy rate of NHS and non-NHS radiotherapy radiographic workforce, 2013 to 2023 (n=59)



- █ non-NHS
- █ NHS (AfC Band 3 and upwards)
- █ NHS therapeutic radiographers only (AfC Bands 5 and upwards)

6

Staff in post

Sector and Country	Workforce	Average staff in post WTE	Average staff in post headcount	Ratio
NHS England	Therapeutic radiographers	59.03	66.3	0.89
	AfC bands 3 and 4	2.9	3.3	0.88
	Overall	61.9	69.6	0.89
NHS Northern Ireland	Therapeutic radiographers	64.9	73	0.89
	AfC bands 3 and 4	0.5	0.5	1.0
	Overall	65.4	73.5	0.89
NHS Scotland	Therapeutic radiographers	56.9	63.0	0.90
	AfC bands 3 and 4	0.4	0.4	1.0
	Overall	57.3	63.4	0.90
NHS Wales	Therapeutic radiographers	69.5	79.0	0.88
	AfC bands 3 and 4	0	0	0
	Overall	69.5	79.0	0.88
NHS UK	Therapeutic radiographers	59.6	66.9	0.89
	AfC bands 3 and 4	2.4	2.8	0.86
	Overall	62.03	69.7	0.89
Non-NHS UK	Therapeutic radiographers	22.5	23.0	0.98
	AfC bands 3 and 4	0	0	0
	Overall	22.5	23.0	0.98

Table 4

The average ratio of the number of staff in post WTE to the number of staff headcount is 0.89 in the NHS, based on results illustrated in Table 4. This ratio gives an indication of the number of staff in the radiotherapy radiographic workforce as a whole who do not work full-time, which can help in workforce planning.

Table 4: Radiotherapy radiographic workforce average staff in post by provider – WTE and headcount (n=59)

7

Job titles

7.1

Job title establishment and vacancy frequency

Our 2023 census found there are 290 job titles in use by radiotherapy providers in the UK for members of the radiotherapy radiographic workforce. Respondents were asked to confirm, from a given list, what title(s) are used in their centre. Table 5 shows the job titles used by two or more providers. Additional job titles collected in free text space on the census questionnaire are provided separately.

Table 5: Job titles used by two or more providers

Job title and frequency
Advanced clinical practitioner (11)
Advanced practitioner (22)
Advanced therapeutic practitioner (9)
Consultant radiographer (16)
Consultant therapeutic radiographer (30)
Dosimetrist (18)
Planning radiographer (8)
Pre-treatment radiographer (30)
Radiographer (22)
Review radiographer (30)
Therapeutic radiographer (54)
Therapy radiographer (15)
Trainee advanced clinical practitioner (11)
Treatment radiographer (14)

Table 5

Additional job titles The following additional job titles have been captured from the free text field section of the census so appear only once, for data collection purposes:

Consultant therapeutic radiographer; specialist therapeutic radiographer; radiotherapy helper.

AfC Band	Job titles (number of providers reporting current vacancies in brackets by AfC bands)
3	Apprentice assistant practitioner (1), apprentice therapeutic radiographer (4), clinical support worker (2), radiotherapy apprentice (1), radiotherapy care assistant (1), radiotherapy clinical assistant (1), radiotherapy scheduler and support secretary (1), radiotherapy support worker (1), senior radiotherapy assistant (1), therapeutic radiographer apprentice (1)
4	Apprentice therapy radiographer (1), assistant practitioner (4), radiotherapy apprentice (1), radiotherapy assistant practitioner (2), radiotherapy support worker (1)
5	Apprentice therapy radiographer (1), apprentice therapeutic radiographer (1), band 5 radiographer (2), band 5 therapeutic radiographer (3), Macmillan therapy radiographer (1), practitioner (1), radiographer (7), radiotherapy practitioners (1), therapeutic radiographer (34), therapy radiographer (4)
6	Band 6 radiographer (1), band 6 therapeutic radiographer (4), dosimetrist (1), Macmillan senior therapy radiographer (1), pre-treatment senior radiographer (1), radiographer (1), radiotherapy senior practitioner (1), radiotherapy team leader (1), senior II radiographer (1), senior radiographer (8), senior therapeutic radiographer (19), senior therapy radiographer (3), senior treatment radiographer (1), specialist practitioner radiographer (1), specialist radiographer (1), team leader (1), therapeutic radiographer (4), therapeutic radiographer – team leader (2)
7	Advanced clinical practitioner (1), advanced practice therapeutic radiographer (1), advanced practitioner (5), advanced practitioner – section lead (1), band 7 radiographer (1), band 7 therapeutic radiographer (4), brachytherapy team lead radiographer (1), clinical specialist therapeutic radiographer (1), enhanced practitioner (3), gynae radiographer (1), Imaged guided radiotherapy (IGRT) radiographer (1), lead radiographer (1), Macmillan review radiographer (1), Macmillan treatment review radiographer (1), Macmillan treatment team leader (1), pre-treatment specialist radiographer (1), Quality assurance (QA) lead radiographer (1), radiotherapy advanced practitioners of [site] (1), radiotherapy delivery advanced practitioner (1), radiotherapy review specialist (1), research and development lead radiographer (1), review radiographer (2), section lead (CT lead, QA lead) (1), senior dosimetrist (1), senior i radiographer (1), senior radiographer (2), site specialist radiographer (2), specialist radiographer (1), specialist therapeutic radiographer (2), superintendent radiographer (1), team lead (13), team lead radiographer (1), team lead therapeutic radiographer (6), team leader – treatment (1), team leader therapy radiographer (1), therapeutic radiographer (3), therapeutic radiographer – team leader or other as appropriate to the role (1), therapeutic radiographer advanced practice (1), therapeutic radiographer advanced practitioner (2), treatment floor specialist (1), treatment specialist (1)
8a	Advanced clinical practitioner (1), advanced practice radiographer (1), advanced practitioner (3), brachytherapy lead radiographer (1), clinical co-ordinator (1), clinical site specialist radiographer (1), consultant head and neck radiographer (1), consultant therapeutic radiographer (1), deputy operations manager (1), deputy radiotherapy service manager (1), expert practitioner (1), lead research radiographer (1), managerial operations lead (1), pre-treatment clinical lead (1), pre-treatment lead (1), pre-treatment manager (1), principal radiographer (3), radiotherapy operational manager (1), radiotherapy ops manager (1), research principal radiographer (1), section lead (brachy lead, treatment lead) (1), section lead therapeutic radiographer (e.g. treatment, pre-treatment, satellite lead) (1), specialist practitioner (1), superintendent radiographer (1), superintendent therapeutic radiographer (1), technical lead (1), technical operations lead (1), therapeutic radiographer (3), therapeutic radiographer – section lead (1), trainee consultant radiographer (3), trainee consultant therapeutic radiographer (1), treatment clinical lead (1), treatment section manager (1), treatment superintendent (1)

Table 6

Tables 6 and 7 show the job titles captured by the 2023 census by AfC band and how many providers had current vacancies and three-month vacancies in these posts.

Table 6: Job titles (number of providers reporting current vacancies in brackets by AfC band) (n=59)

AfC Band	Job titles (number of providers reporting current vacancies in brackets by AfC bands)
8b	Consultant radiographer (7), consultant therapeutic radiographer (2), consultant therapeutic radiographer (1), deputy radiotherapy manager (1), deputy radiotherapy service manager (1), head of radiotherapy (1), head of therapeutic radiography (1), head of therapeutic radiography services (1), lead superintendent therapeutic radiographer (1), operational lead therapeutic radiographer (1), operational manager (1), planning and pre-treatment manager (1), radiotherapy manager (1), radiotherapy service manager (14), therapeutic radiographer (1)
8c	Clinical oncology services and medical physics manager (1), head of profession for therapeutic radiography (1), radiotherapy lead manager (1), radiotherapy service manager (4), lead therapeutic radiographer (1), services manager (1)

Table 6 cont.

AfC Band	Job titles (number of providers reporting three-month vacancies in brackets)
3	Apprentice therapeutic radiographer (1), clinical support worker (1), radiotherapy apprentice (1), senior radiotherapy assistant (1)
4	Apprentice therapy radiographer (1), assistant practitioner (1), radiotherapy assistant practitioner (1), radiotherapy navigator (1)
5	Apprentice therapeutic radiographer (1), band 5 radiographer (1), band 5 therapeutic radiographer (1), Macmillan therapy radiographer (1), radiographer (2), therapeutic radiographer (19), therapy radiographer (3)
6	Band 6 radiographer (1), band 6 therapeutic radiographer (1), Macmillan senior therapy radiographer (1), senior radiographer (not specified as therapeutic) (1), senior therapeutic radiographer (16), senior therapy radiographer (1), specialist practitioner radiographer (1), specialist therapeutic radiographer (1), team lead (1), therapeutic radiographer (8)
7	Therapeutic radiographer advanced practice (1), advanced practice therapeutic radiographer (1), advanced practitioner/team lead radiographer (1), advanced practitioner/team lead radiographer (1), band 7 Image-guided radiotherapy radiographer (1), band 7 practice educator (1), band 7 Quality assurance radiographer (1), band 7 radiographer (1), band 7 review radiographer (1), band 7 Stereotactic ablative radiotherapy radiographer (1), band 7 technical superintendent radiographer (1), brachytherapy team lead radiographer (1), enhanced/advanced practitioner (1), Macmillan treatment team leader (1), specialist therapeutic radiographer (1), team lead radiographer (1), team lead therapeutic radiographer (1), team leader therapeutic radiographer (1), therapeutic radiographer (4)

Table 7

Table 7: Job titles (number of providers reporting three-month vacancies in brackets) (n=59)

7.2

Job title trends

Census respondents were also asked whether they used specific job titles. These selected job titles have been tracked across the previous five years of census editions, from 2019 to 2023, for trends in how frequently they are used by providers, as illustrated in Figure 8. They include the two protected titles within the radiotherapy radiographic workforce, which are 'therapeutic radiographer' and 'radiographer'. (See the [Health and Care Professions Council website](#) for more information about protected titles.)

8: Frequency of use of selected job titles in the UK radiotherapy radiographic workforce (n=59)

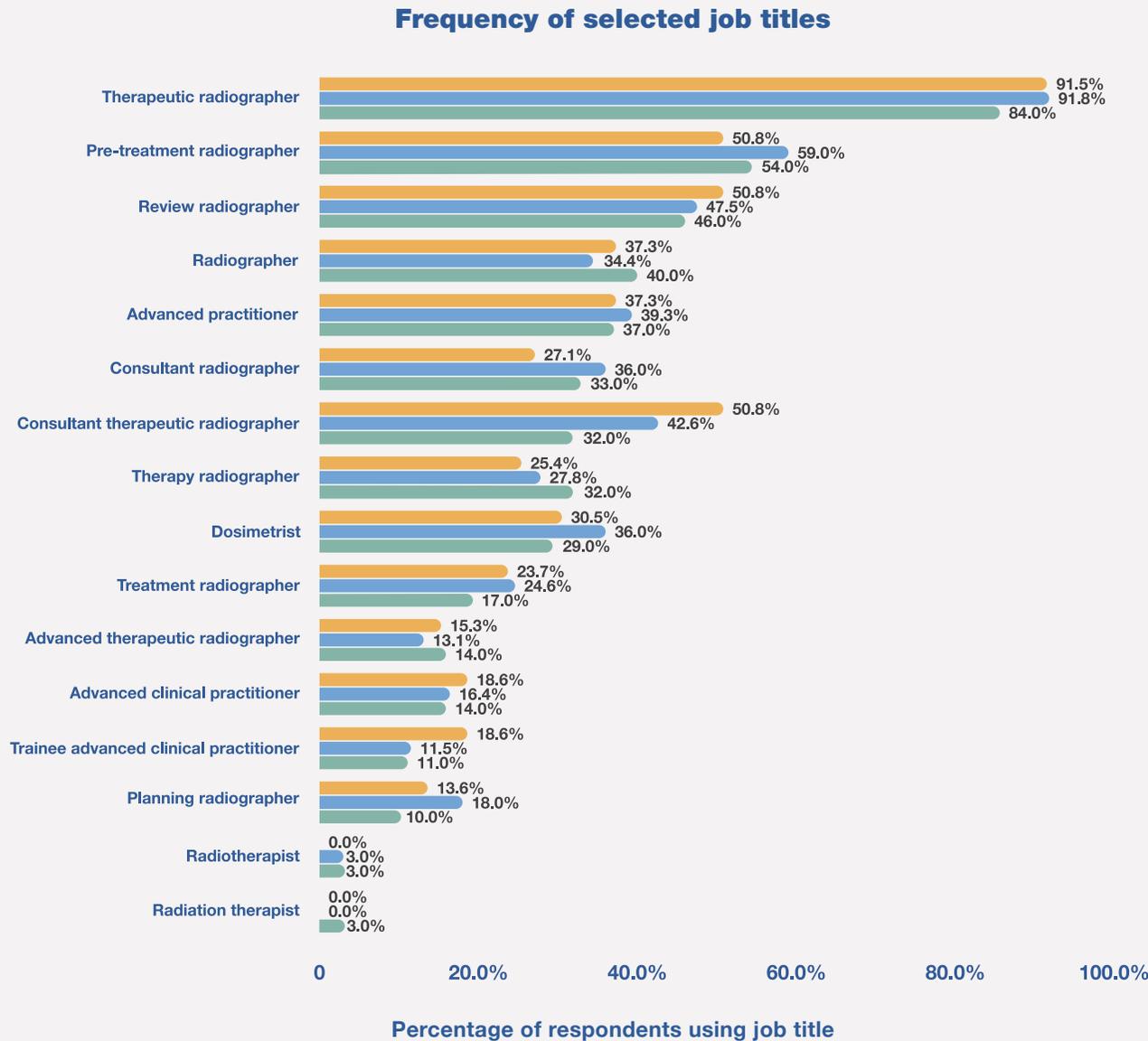
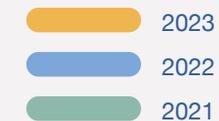


Figure 8

8

Establishment by site/speciality

Enhanced, advanced and consultant practitioner establishment WTE by site / speciality - total of all respondents

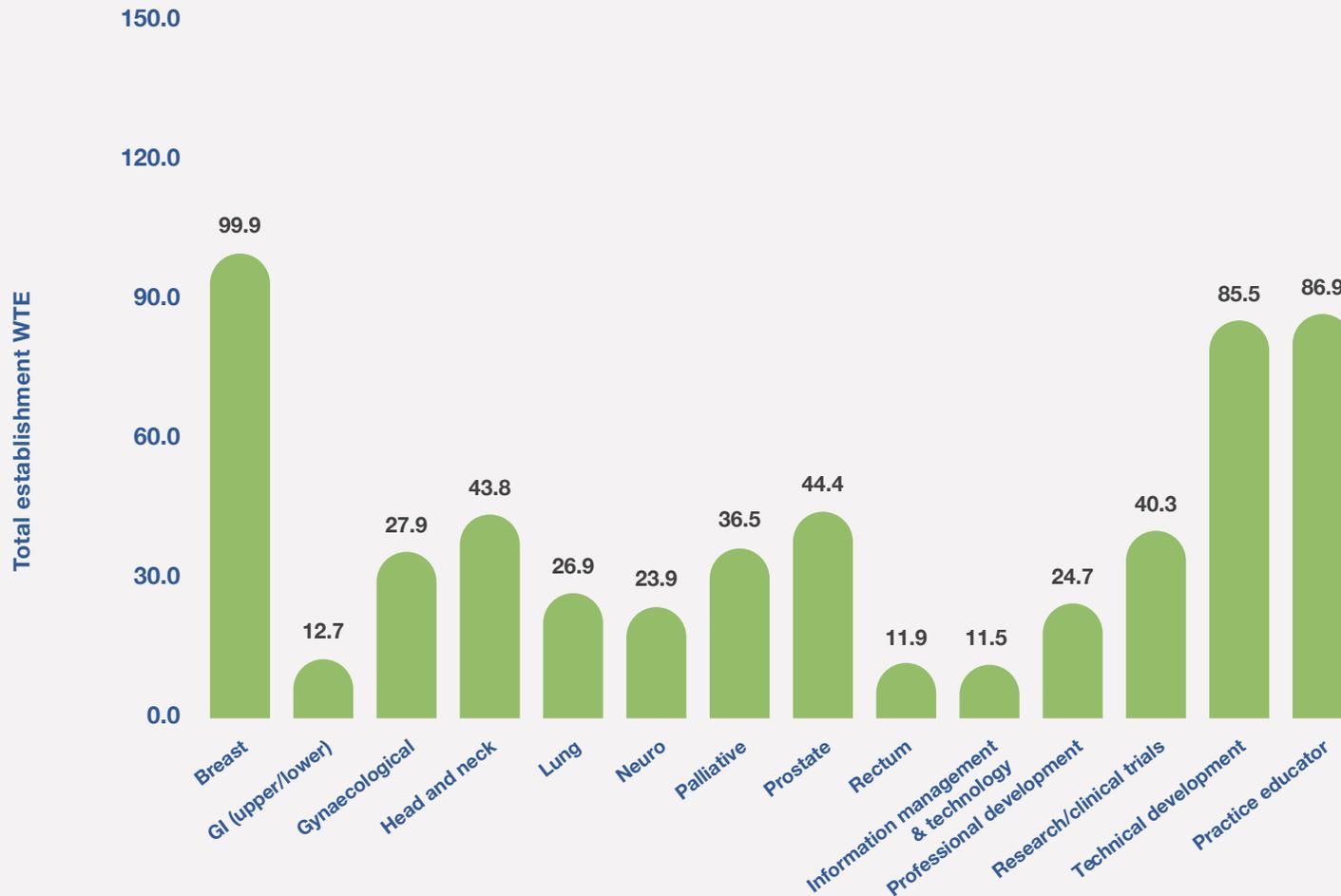


Figure 9

Respondents were asked to specify the number of radiotherapy radiographic practitioners by clinical site at different career progression/qualification levels. This allows the amount of practitioners for each site/speciality to be calculated and compared, as shown in Figure 9. The five sites/specialities with the largest number of enhanced, advanced or consultant practitioners are, in descending order: breast; practice educator; technical development; prostate; and head and neck.

Figure 9: Total enhanced, advanced and consultant practitioner establishment WTE by site (n=59)

Enhanced, advanced and consultant practitioner establishment WTE by site and career progression / qualification level

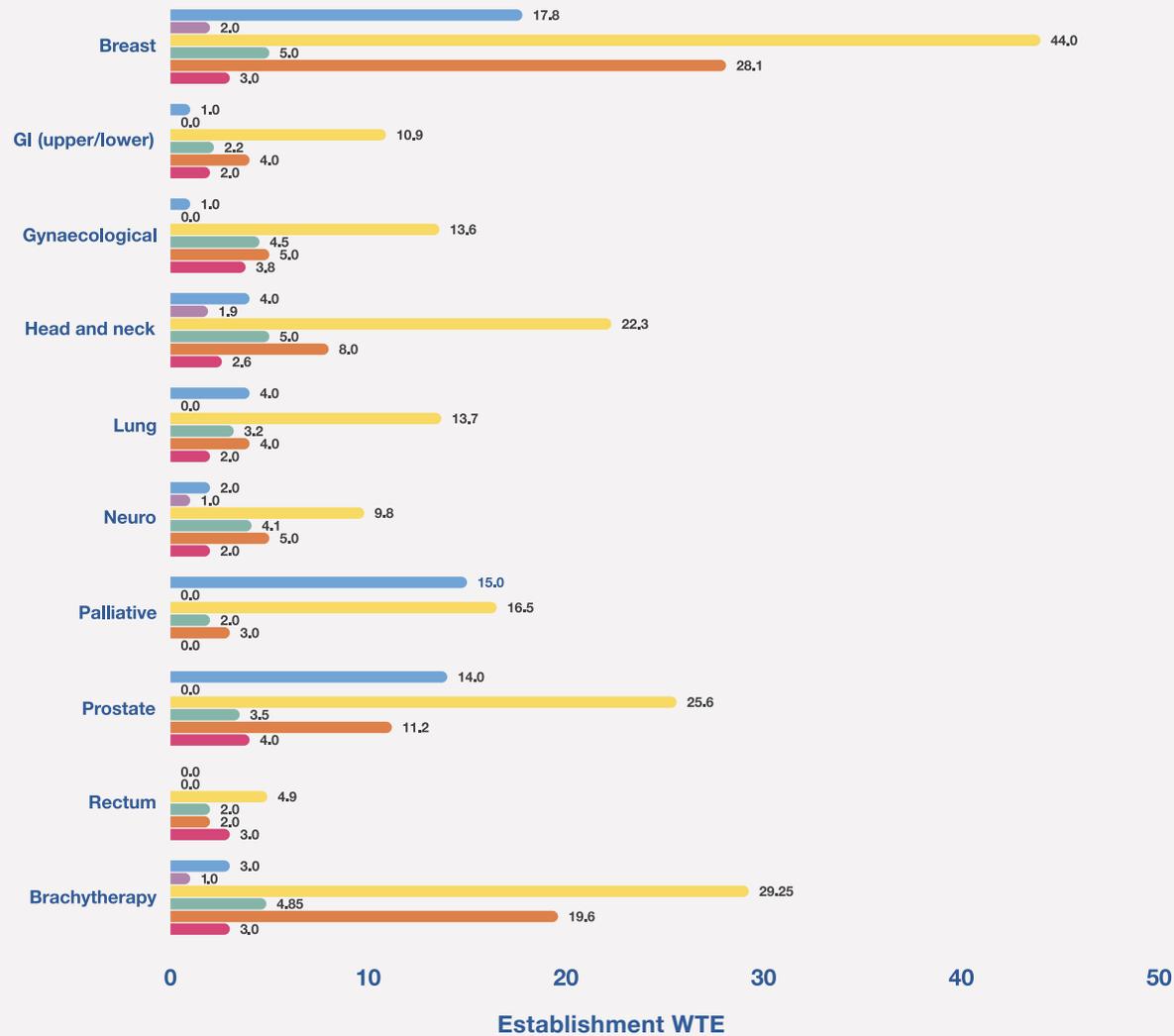


Figure 10

Figures 10 and 11 show the data from Figure 9 broken down by career progression/qualification level. The sites/specialities with the most consultant practitioners are, in descending order: breast; palliative; and prostate. For advanced practitioners, the most prevalent sites/specialities are: technical development; breast; brachytherapy; practice educator; prostate; and head and neck. The sites/specialities with the largest contingent of enhanced practitioners are: practice educator; technical development; breast; brachytherapy; and prostate.

The data shows 77% of enhanced practitioners and 82% of advanced practitioners have a master's level (M-level) qualification.

Figure 10: Enhanced, advanced and consultant practitioner establishment WTE by site and career progression/qualification level (n=59)

- Consultant practitioners WITHOUT Doctoral level qualification
- Consultant practitioners WITH Doctoral level qualification
- Advanced clinical practitioners WITH ANY M-level qualification
- Advanced clinical practitioners WITHOUT M-level qualification
- Enhanced practitioners WITH ANY M-level qualification
- Enhanced practitioners WITHOUT M-level qualification

Enhanced, advanced and consultant practitioner establishment WTE by speciality and career progression / qualification level

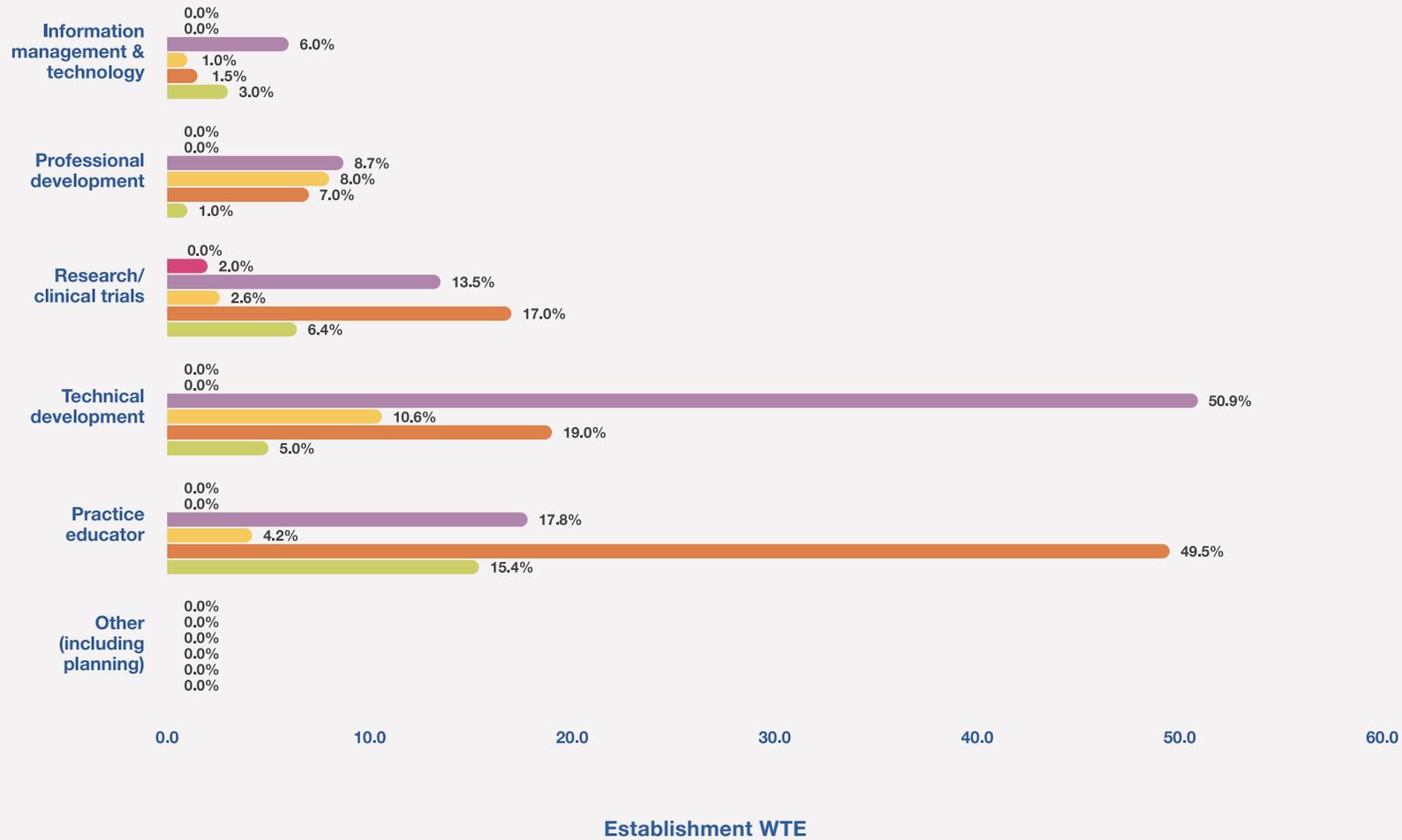


Figure 11: Enhanced, advanced and consultant practitioner establishment WTE by speciality and career progression/qualification level (n=59)

- Consultant practitioners WITHOUT Doctoral level qualification
- Consultant practitioners WITH Doctoral level qualification
- Advanced clinical practitioners WITH ANY M-level qualification
- Advanced clinical practitioners WITHOUT M-level qualification
- Enhanced practitioners WITH ANY M-level qualification
- Enhanced practitioners WITHOUT M-level qualification

Establishment WTE
Figure 11

9

Long-term absence rate

The census asked about reasons for long-term absence. It found 28.6 postholders, by headcount, are on a career break (0.2%), 129.4 are on long-term sickness absence not related to Covid-19 (1.7%), 12.86 are on Covid-19-related long-term sickness absence (0.1%) and 131.5 are on parental leave (1.2%), while 31.1 are on an active secondment (0.3%). In total, an average of 3.5% of postholders, by headcount, are absent long-term due to career break, sickness absence, parental leave or an active secondment. Reasons for absence are illustrated in Figure 12, broken down by AfC job band.

Figure 12: Long-term absence rate by AfC band (n=59)

- Postholder on career break
- Postholder on Covid-19-related long-term sickness absence
- Postholder on active secondment
- Postholder on long-term sickness absence
- Postholder on parental leave

Long-term absence by Agenda for Change band

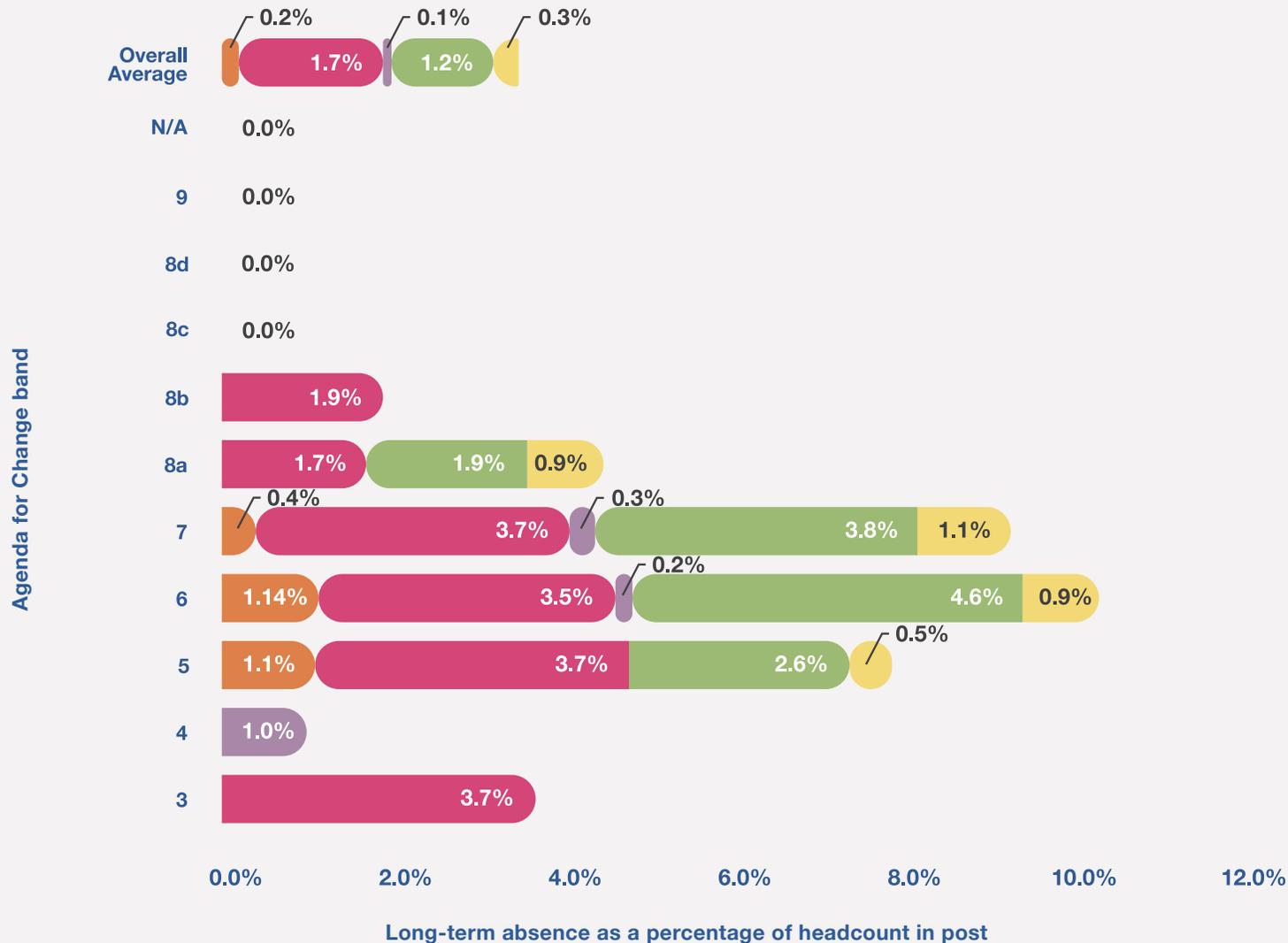
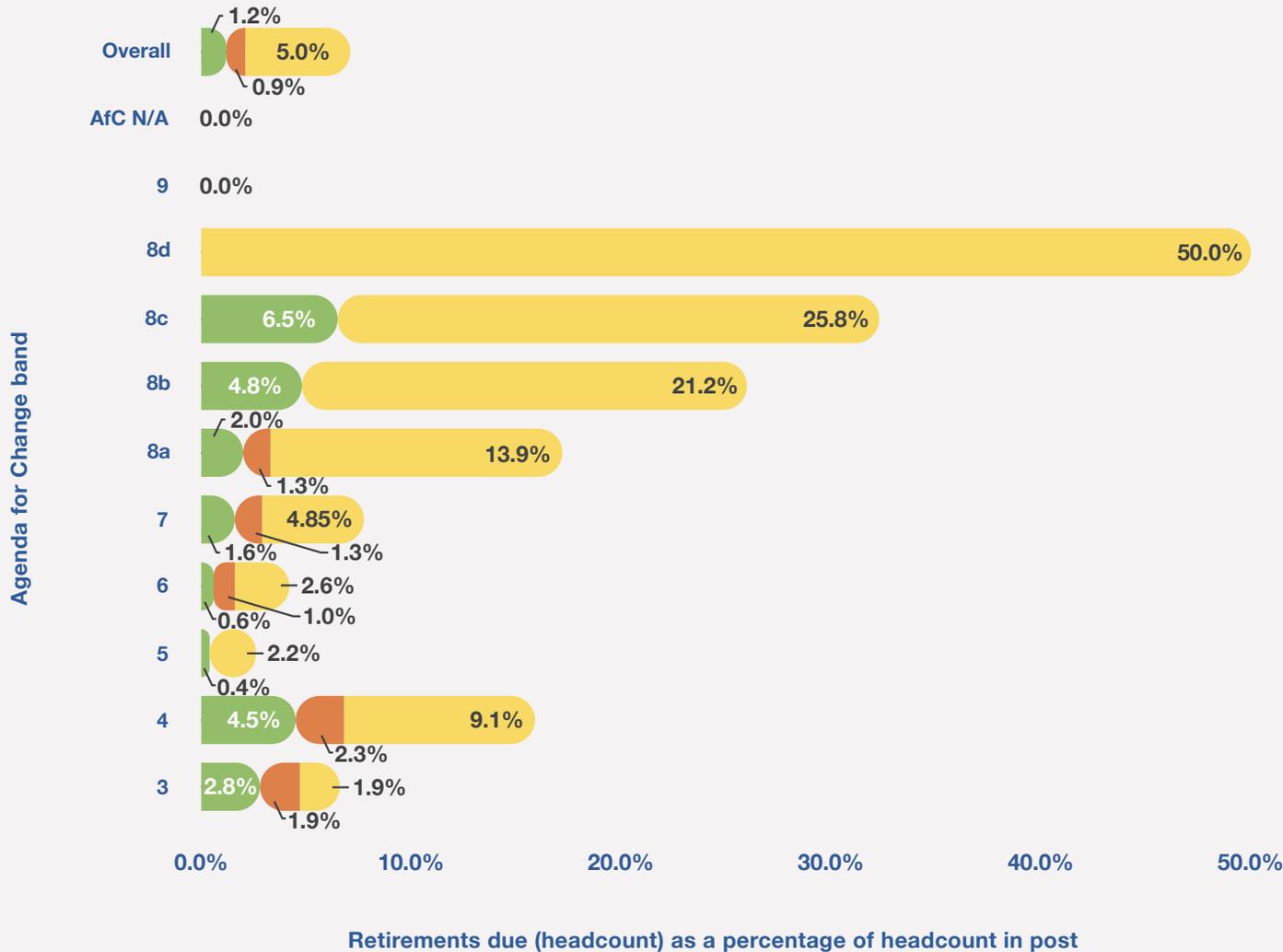


Figure 12

Retirements due by Agenda for Change band



Retirements due (headcount) as a percentage of headcount in post

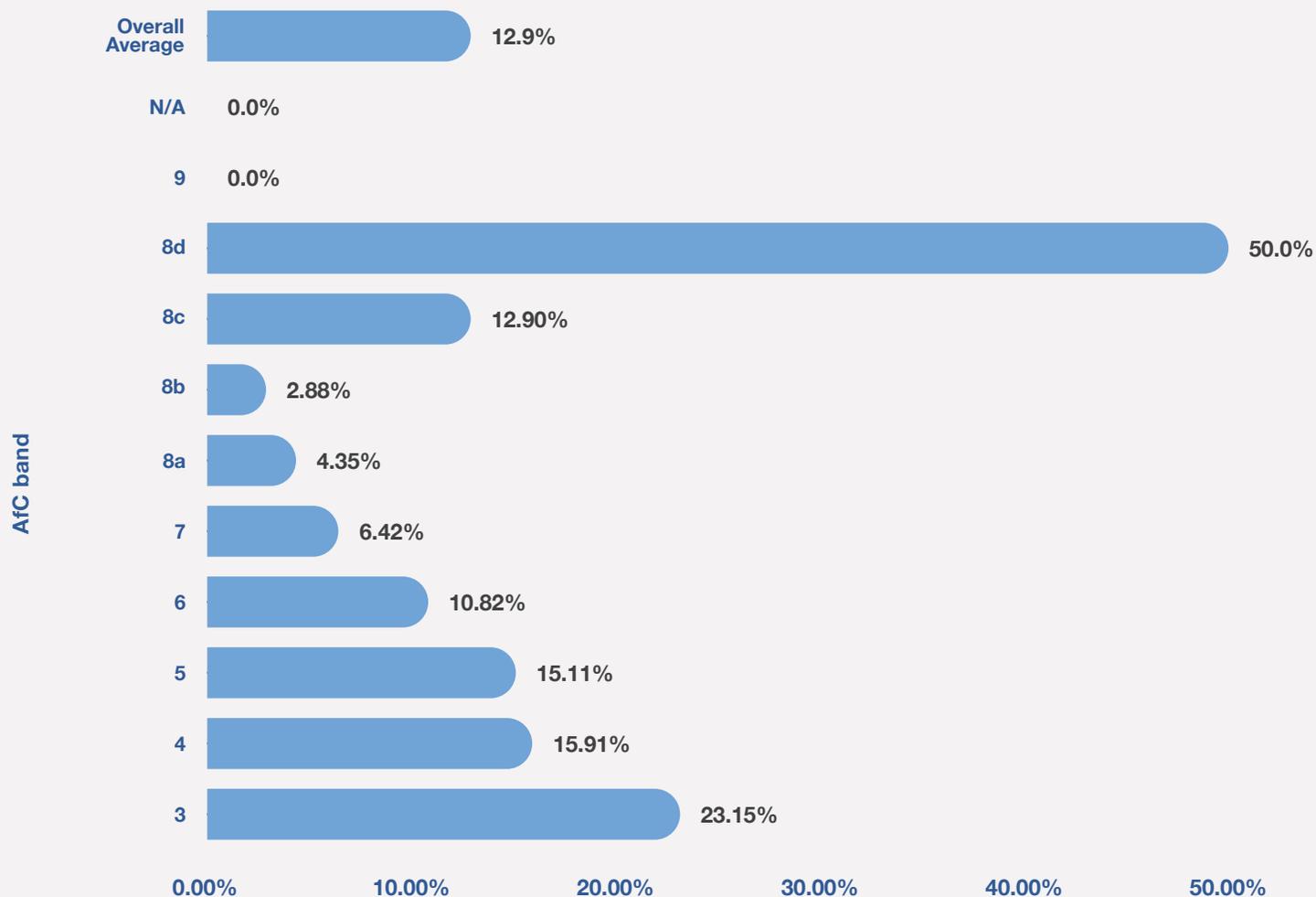
Figure 13

Respondents were asked about the number of radiotherapy radiographic workforce posts in their organisation where the postholder was due to retire in the coming year (November 2023 to October 2024), subsequent year and the following three years. Figure 13 presents the results stratified by AfC band. The 59 respondents to this question reported that 1.2% of their radiotherapy radiographic workforce by headcount were due to retire in the coming year, 0.9% in the subsequent year and 5% in the following three years. This gives an average retirement due rate in the next five years of 7.1%.

Figure 13: Retirements due by AfC band (n=59)

- Retire between 1 November 2023 and 31 October 2024 (headcount)
- Retire between 1 November 2024 and 31 October 2025 (headcount)
- Retire between 1 November 2025 and 31 October 2028 (headcount)

Radiotherapy radiographic workforce turnover by Agenda for Change band



Number of leavers in 12-month period as a percentage of headcount in post

Figure 14

Respondents were asked for the number of radiotherapy radiographic workforce posts where the postholder had left since the last census date (1 November 2022).

These responses have been used to calculate percentage turnover, defined as:

$$\text{Turnover} = (100 \times \text{Number of leavers in previous 12 month period} / \text{Headcount in post}) / \text{Headcount in post}$$

Workforce turnover puts indirect pressure on resources by increasing the need for recruitment activities and induction training. The average turnover for the 59 respondents to this question is 12.9%. Figure 14 breaks this down by AfC band, where the annual turnover as a percentage of the establishment (headcount) is 15.1% for band 5, 10.8% for band 6 and 6.4% for band 7.

Figure 14: Workforce turnover by AfC band (n=59)

Reasons for therapeutic radiographers leaving their post

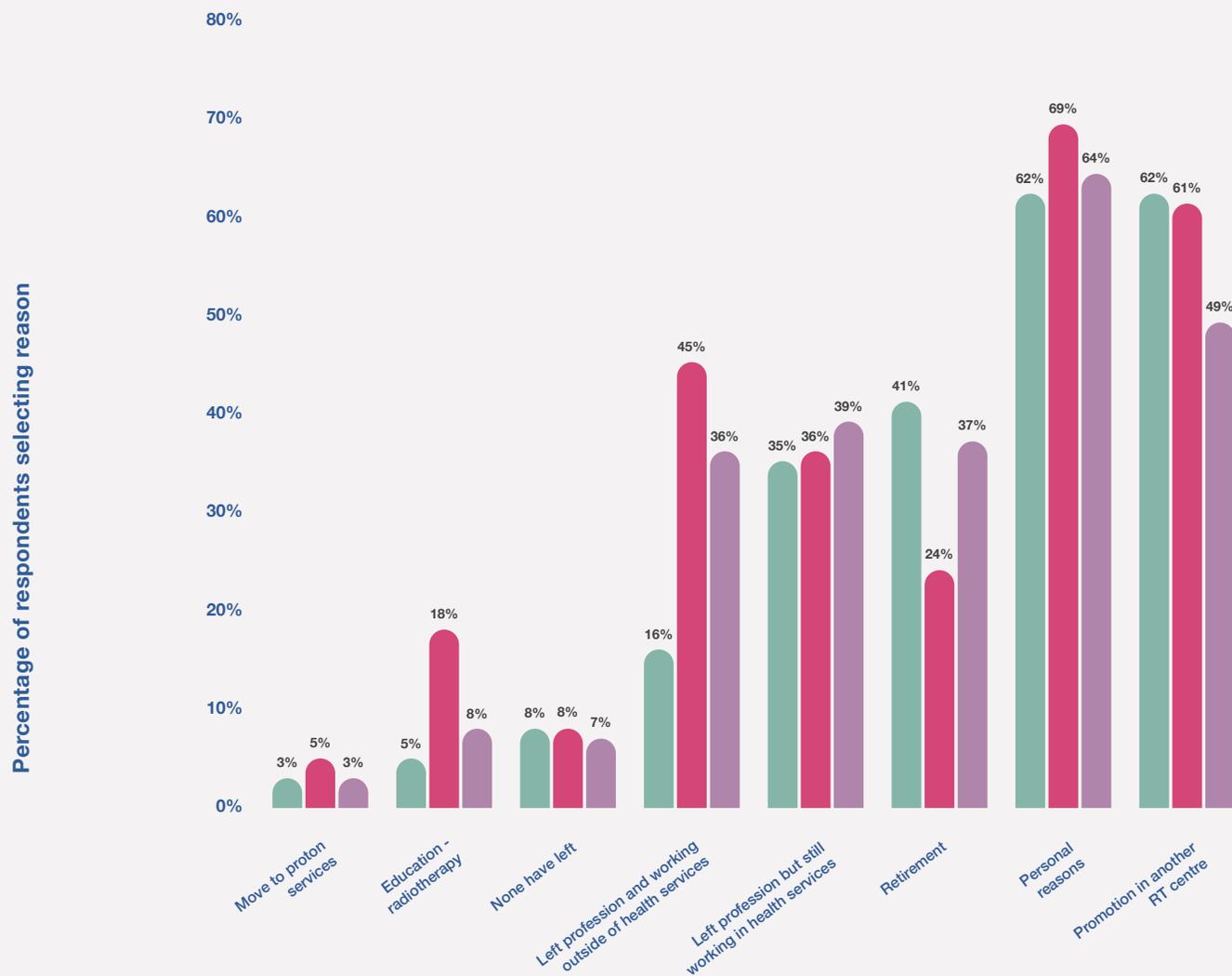


Figure 15

The most common reasons radiotherapy providers gave on the census questionnaire for therapeutic radiographers leaving their post are still personal reasons and promotion opportunities in another radiotherapy centre, as they were in the 2022 and 2021 censuses. This is illustrated in Figure 15.

Figure 15: Reasons for therapeutic radiographers leaving their post (n=59)



12 Recruitment

12.1

International recruitment

Respondents were asked the number of radiotherapy radiographic workforce posts that have been, or are planned to be, recruited internationally. Overall, respondents had recruited 2.4% of their headcount internationally over the past year (to 1 November 2023) and intended to recruit a further 1.6% internationally in the coming year. As shown in Figure 16, the international recruitment drive is largely centred on AfC band 5. By headcount, 7.8% of band 5 staff were recruited internationally over the past year.

Figure 16: International recruitment during previous year and planned for coming year by AfC band (n=59)

- Planned international recruitment between 1 November 2023 and 31st October 2024 (headcount)
- International recruitment between 1 November 2022 and 31st October 2023 (headcount)

International recruitment during previous year and planned for coming year

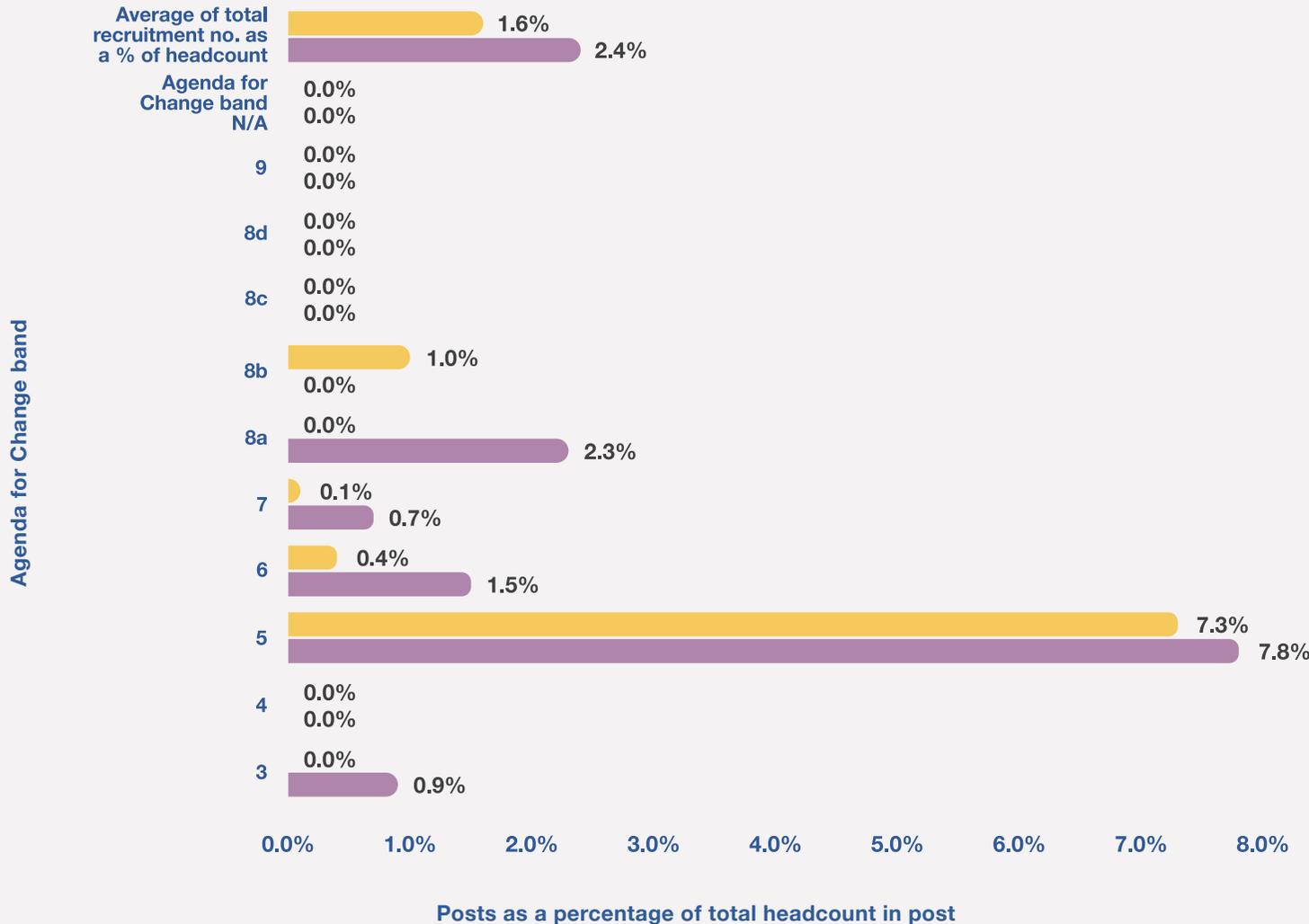


Figure 16

Agenda for Change band

12.2

Return to practice

Twelve (20.3%) of the 59 respondents to the return to practice census question had supported a radiographer who was returning to practice in the year up to the census date.

12.3

Apprenticeships

Of the 59 census respondents, 24 (41%) reported having staff in an apprenticeship opportunity in the year up to the census date. The data shows the AfC bands with the highest percentage (27%) of apprenticeships roles are band 3 and band 4.

12.4

Students

All but one of the 59 census respondents (from both NHS and non-NHS providers) who answered the student-related question said they provided support to at least two students in the year leading up to the census date. An average of 22 students were supported at each provider: 7.8 in the first year, 6.9 in the second year of study, 7.1 in the third year and 2.4 in the fourth year.

Use of agency therapeutic radiographers

Reasons for using agency staff

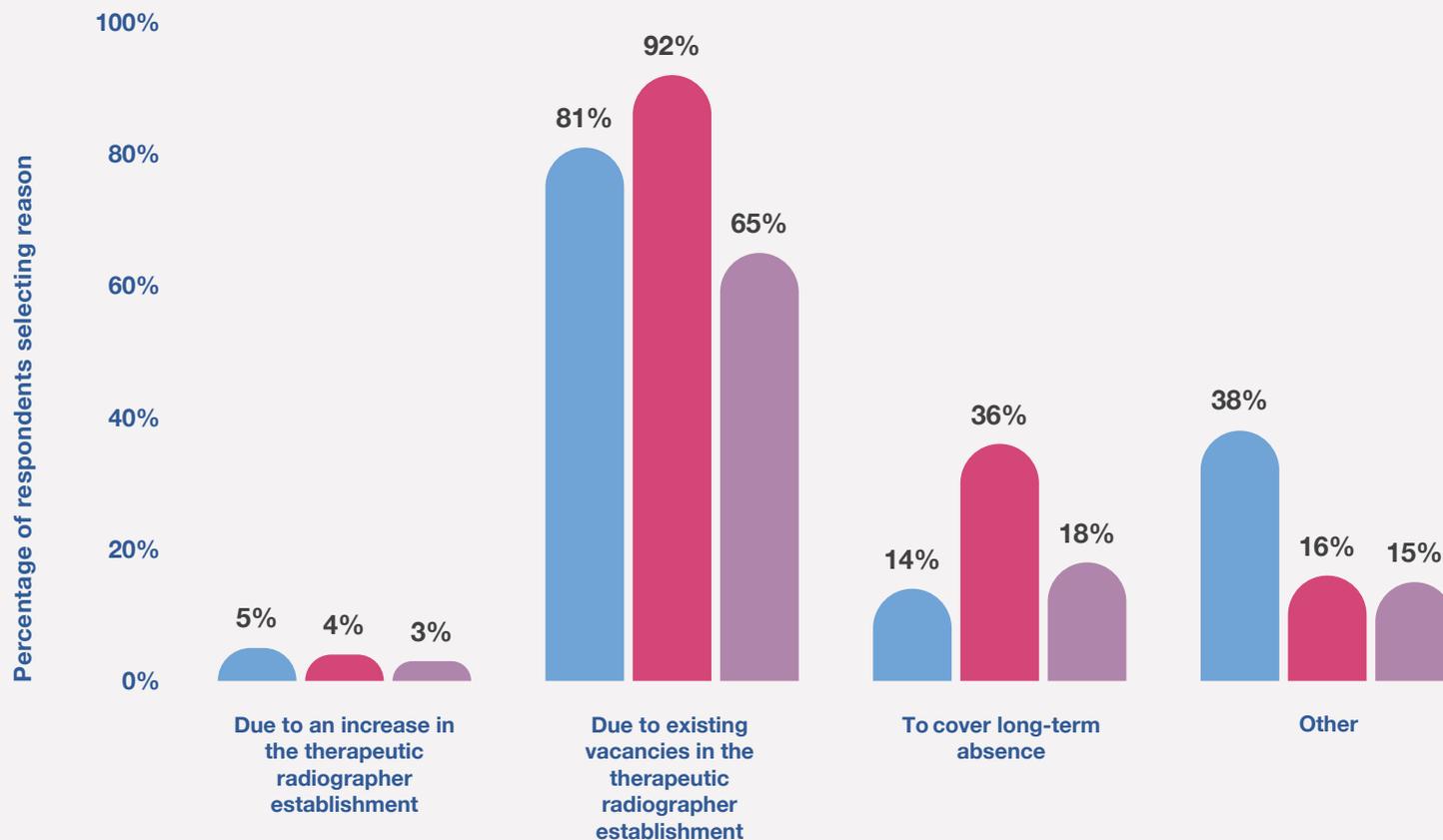


Figure 17

As of the census date, 41% of respondents were using agency therapeutic radiographers. This compares with 40% in the 2022 census and 33% in 2021. Respondents' reasons for using agency therapeutic radiographers are given in Figure 17. The most frequently selected reason for using agency staff is existing vacancies in the therapeutic radiographer establishment.

Under 'other', the reasons reported included:

- "To allow increased operational capacity" (one respondent)
- "Practice educator funding from NHSE" (one respondent)
- "Brachytherapy demand" (one respondent)
- "To cover maternity leave" (two respondents).

Figure 17: Reasons for using agency staff (n=24)

2021 2022 2023

Average number of agency therapeutic radiographers per respondent

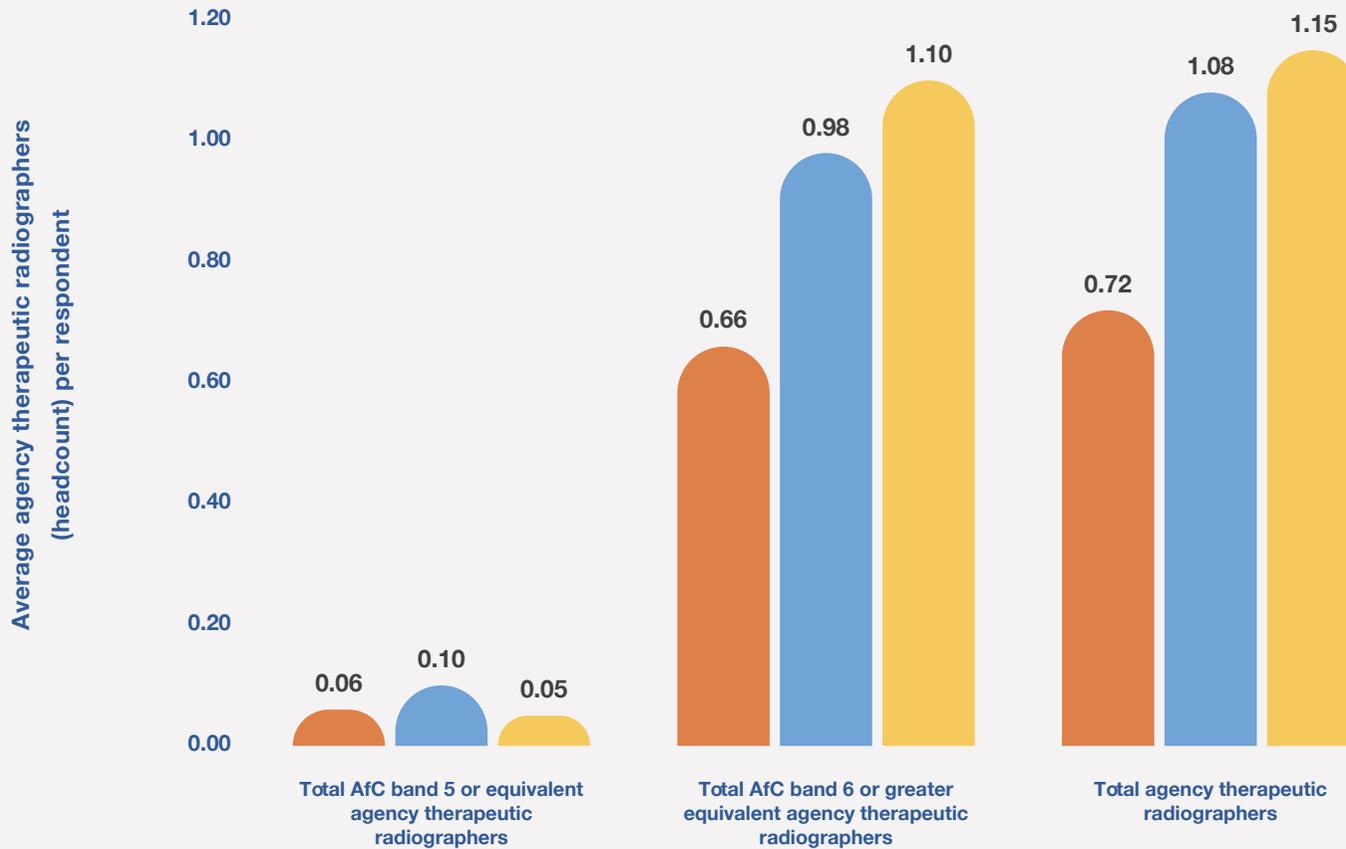


Figure 18

Figure 18 shows that most agency therapeutic radiographers are the equivalent of AfC band 6 or higher. It also illustrates an upward trend in the number of agency therapeutic radiographers used since 2021. Overall, 72% of agency therapeutic radiographers are trained in the UK.

Figure 18: Average number (headcount) of agency therapeutic radiographers used (n=24)

- 2021
- 2022
- 2023

The following related documents can be accessed from:

<https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys?searchTerm=radiotherapy&sort=Newest>

- 2023 SoR radiotherapy radiographic workforce UK census questionnaire (PDF)
- 2023 SoR radiotherapy radiographic workforce UK census spreadsheet (Excel)

The Society and College of Radiographers (SCoR) and Institute of Physics and Engineering in Medicine (IPEM) (2013). *Report on the Census of the Radiotherapy Workforce in the UK 2012*, Available at: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/report-on-the-census-of-the-radiotherapy-workforce> [Accessed July 24, 2023].

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The Society and College of Radiographers (2015). *Census of the Radiotherapy Radiographic Workforce in the UK 2014*, Available at: [https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/census-of-the-radiotherapy-radiographic-workfo-\(2\)](https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/census-of-the-radiotherapy-radiographic-workfo-(2)) [Accessed July 24, 2023].

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The Society and College of Radiographers (2018). *Census of the UK Radiotherapy Radiographic Workforce 2017*, Available at: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/radiotherapy-radiographic-workforce-census-2017> [Accessed July 24, 2023].

The College of Radiographers (2019). *Radiotherapy Radiographic Workforce UK Census 2018*, Available at: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/radiotherapy-radiographic-workforce-uk-census-2018> [Accessed July 24, 2023].

The College of Radiographers (2020). *Radiotherapy Radiographic Workforce UK Census 2019*, Available at: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/radiotherapy-radiographic-workforce-uk-census-2019> [Accessed July 24, 2023].

The College of Radiographers (2021). *Radiotherapy Radiographic Workforce UK Census 2020*, Available at: [https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/radiotherapy-radiographic-workforce-uk-census-\(1\)](https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/radiotherapy-radiographic-workforce-uk-census-(1)) [Accessed July 24, 2023].

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Radiotherapy Radiographic Workforce UK Census

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