

Diagnostic radiography workforce 2021 UK census



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Foreword

Each year the Society and College of Radiographers (SoR, CoR) undertakes a UK-wide diagnostic radiography workforce census to gain intelligence about the clinical imaging radiography workforce.

The census collection was taken at a time during which services were reporting significant pressures and we would like to express our sincere thanks to those services who submitted their data.

As the spotlight on imaging and in particular the whole imaging workforce continues throughout the four nations of the United Kingdom this year's data collection includes data regarding the support workforce.

We have also reported where possible data submitted by region and devolved country. Data collected from independent sector providers has been separated out from NHS providers' data.

The Society of Radiographers is the professional body and trade union for the whole of the radiographic workforce, and we collect this data in order to support and advance the interests of our profession, for example as evidence to the pay review body. We collect data that allows recognition of the breadth of professional activities carried out by our workforce over and above the activities of imaging acquisition and reporting, allowing us to provide comprehensive evidence to support workforce modelling, education and training requirements across the whole of the United Kingdom.

It is of note that our report and data are accessible to all

We have made some changes to the questions this year based on feedback from our members and hope that this data can be enriched year on year and act as the source of credible information.

It is encouraging to report on the growth of apprenticeships at all levels in England and also on the emerging impact of international recruitment, however vacancy rates remain high across the UK. Respondents made reference to the challenges they face in delivering services such as recruitment, inability to release staff for training and education and managing absences, all exacerbated by the COVID 19 pandemic.

I personally would like to thank all who took the time to complete the survey and provide the data for this report. I know that the pandemic, in addition to long standing under funding and understaffing has presented and continues to present challenges to delivery of services across all four countries. I would like to thank all radiographers and those involved in the delivery of imaging services for their care, compassion, and professionalism.



Claire Donaldson

President

The Society and College of Radiographers

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1 Executive summary

Between November 2021 and January 2022, the Society of Radiographers carried out a census of the diagnostic radiography workforce in the UK. The objectives were to establish the structure, nature and vacancy rate of the workforce. Fifty-nine providers of medical imaging responded to an online questionnaire. This document presents an analysis of the census results and compares them to similar censuses carried out in 2018 [1], 2019 [2] and 2020 [3]. The following bullet points highlight the main findings:

- The average number of diagnostic radiography establishment staff by whole time equivalent (WTE) per respondent is 126.2. For NHS respondents this is 133.2 and for non-NHS respondents 81.8.
- Of the 52 respondents to the current vacancies question, 49 (94%) report vacant diagnostic radiography workforce posts.
- The average current UK vacancy rate across respondents is 12.7% at the census date of 1 November 2021.
- The average current vacancy rate varies by UK country: England 12.1%, Scotland 13.4% and Wales 7.3%. Only one response was received from Northern Ireland, so their average vacancy rate is not given. In England, the NHS regions of London, North East and Yorkshire and South East have vacancy rates greater than 12%. Note, vacancy rates were not calculated for NHS regions from which fewer than five responses were received.
- The majority of band 5 practitioners are employed in X-ray. CT, MRI, fluoroscopy and nuclear medicine grow at band 6. Most ultrasound practitioners are at band 7.
- The average percentage of post holders absent due to non-Covid-19 related long-term sickness has increased from 1.3% to 2.2% between 2018 and 2021. This is the primary factor behind the total long-term absence rate increasing from 3.6% to 4.7% over the same period. NHS respondents have a higher long-term absence rate (5.1%) than non-NHS respondents (1.8%), mainly due to differences in the non-Covid-19-related sickness absence rate (2.4% versus 0.9%) and parental leave absence rate (2.3% versus 0.8%).
- Respondents told us that the overall percentage of their workforce aged 60 years or above is 4.8%; in the NHS the percentage is 5.0% and at non-NHS providers it is 3.5%.
- The average diagnostic radiography workforce turnover reported by respondents in the last year is 11.8%. The highest turnover rates are seen at Agenda for Change (AfC) bands 5 and 8c. The main reasons respondents give for post holders leaving are career development within another NHS imaging department and retirement.
- Respondents have recruited 4.2% of their headcount internationally over the past year and intend to recruit a further 4.2% in the coming year. The international recruitment drive is largely centred on AfC band 5, linked grade and band 6. By headcount, 15.5% of band 5 staff were recruited internationally over the past year.
- On average, respondents in NHS England report that 2.8 posts are apprenticeships (by headcount). The majority of apprenticeship posts in each type of role by AfC band are: Healthcare Support Worker – band 2; Senior Healthcare Support Worker – band 3; Mammography Associate – band 4; Healthcare Assistant Practitioner – band 4; Diagnostic Radiography Integrated Degree – bands 3 and 4; Enhanced Clinical Practitioner – band 6; Advanced Clinical Practitioner – band 6; Sonographer Degree – bands 5 and 7.

- Four (25%) of the 16 respondents to the return to practice question supported a return to practice radiographer in the year up to the census date.
- Respondents report that 2.1%, by headcount, of AfC band 5 or higher clinical staff are not registered with the Health and Care Professions Council (HCPC), Nursing and Midwifery Council (NMC), Register of Clinical Technologists (RCT) or similar body. For NHS respondents this percentage is 0.8% and for non-NHS respondents 11.1%. Note these numbers are dominated by two large respondents.
- At band 7, respondents report around 30% of time is spent on supporting professional activities. This increases to around 75% at band 8c. Supporting professional activities underpin the delivery of imaging services but are not directly patient facing. They include leadership, management, PACS, quality improvement, quality management, quality standard for imaging, research, service development, training and development.
- By headcount, 4.6% of respondents' staff are in postgraduate training. All but two of the individuals in postgraduate training are in the NHS. The top six postgraduate training areas in descending order are:
 - ultrasound,
 - leadership development,
 - conventional imaging reporting,
 - postgraduate certificate (PgC), postgraduate diploma (PgD) or master of science (Masters) qualification-level courses in computed tomography (CT),
 - mammography (including reporting, biopsy etc), and
 - PgC/PgD/Masters qualification-level courses in magnetic resonance imaging (MRI).
- Respondents report that, by headcount, 22.7% of their diagnostic radiography workforce are in bands 2, 3 or 4 (referred to here as support workers). Data from the 29 NHS respondents to the headcount question shows that support workers are 22.0% of headcount compared with the 5 non-NHS respondents reporting 27.9%.
- By headcount, 10.2% of respondents' diagnostic radiography workforce are in advanced practice and 0.5% are in consultant-level practice. The 29 NHS respondents to this question report that advanced practitioners are 11.3% of headcount compared with the 5 non-NHS respondents reporting 2.9%. The non-NHS respondents have no consultant practitioners.
- As of the census date, 85% of respondents were employing some diagnostic radiography and/or sonography agency staff. This value has been steady around 80% for the past four years.

2 Methodology

The 2021 workforce census captures data about the diagnostic radiography workforce in the UK at a census date of 1 November 2021. Radiology services managers (or equivalents) were asked to answer the census on behalf of all diagnostic radiography (medical imaging) services in their hospital/workplace or organisation. They were asked to include details of all practitioners in the career framework from clinical support workers and assistant practitioners through to advanced and consultant practitioners plus apprenticeship posts (England only) and trainee assistant practitioners. Together they are referred to as the 'diagnostic radiography workforce' in this report. Excluded are clerical workers, clinical scientists, radiotherapy staff and third-party managed services where the staff are employed by the third party. Note that clinical support workers were not included in previous editions of this census.

Respondents were asked about their:

- Contact details and details of the workplaces and medical imaging modalities on behalf of which they were responding
- Establishment numbers by AfC band – WTE and headcount
- Vacancy numbers by AfC band
- Establishment numbers by modality - WTE
- Long-term absence numbers by AfC band – career break, non Covid-19 related long-term sickness, Covid-19 related long-term sickness and parental leave
- Numbers of staff aged 60 years or above
- Number of leavers since 1 November 2020 and reasons for leaving
- Number of staff who have been recruited internationally in the last year and plans for international recruitment in the coming year
- Apprenticeship posts
- Support of return to practice radiographers
- Numbers of staff not registered with the HCPC, NMC, RCT or similar body.
- Time spent on supporting professional activities and the nature of those duties
- Numbers in postgraduate training
- Numbers in advanced and consultant practice
- Use of agency diagnostic radiographers and sonographers

Both NHS and non-NHS providers were asked to supply their workforce data by AfC band. Non-NHS providers, who may not use the AfC system, were asked to refer to the NHS AfC pay bands before responding. Thus, all data could be collected and analysed by AfC band.

Data collection was carried out using an online survey tool between November 2021 and January 2022. Email invitations were sent to 147 providers of medical imaging services in the UK (often to more than one individual at the organisation). The census was also promoted via the Society and College of Radiographers' publications, website and social media. We received 59 responses, compared to 65 responses to the previous census in November 2020.

Not every respondent answered every question. The 'n' number below each figure in this report indicates the number of respondents for that question in the 2021 census.

Links to the full set of questions for the 2021 census and a spreadsheet of the principal background data for the establishment and vacancy numbers are provided in the [downloads](#) section.

3 Profile of respondent workforce size

42% of respondents have a diagnostic radiography workforce establishment of less than 60 WTE.

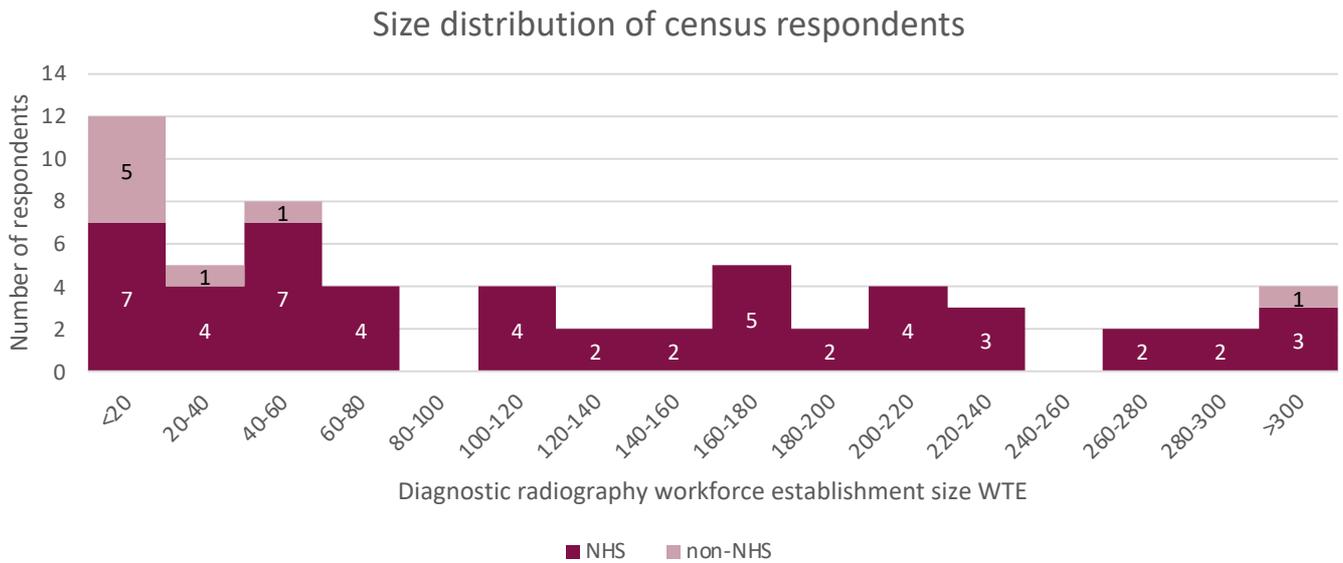


Figure 1. Diagnostic radiography workforce WTE size distribution of respondents (n=59)

4 Shape of workforce by Agenda for Change band

The average number of diagnostic radiography establishment staff per respondent is 126.2 WTE. Figure 2 illustrates the average number of WTE staff by AfC band. The figure excludes the average of 0.9 WTE staff per respondent for whom it is reported that an AfC band is not applicable to their role.

Average diagnostic radiography workforce WTE per respondent by Agenda for Change band (NHS and non-NHS)

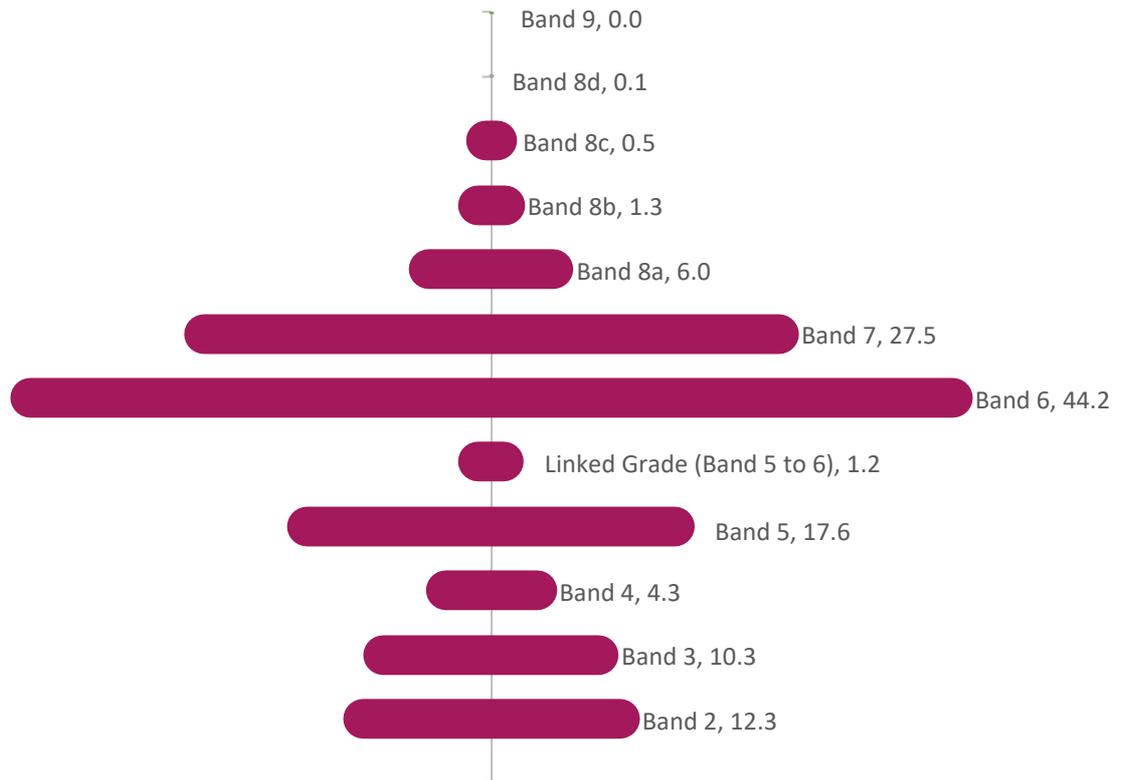


Figure 2 Average diagnostic radiography workforce WTE by AfC band – NHS and non-NHS (n=59)

Figures 3 and 4 show the shape of the NHS and non-NHS respondent diagnostic radiography establishment workforces:

- The average establishment size of NHS respondents is 133.2 WTE and figure 3 excludes the 0.7 WTE staff per respondent for whom it is reported that an AfC band is not applicable to their role.
- The average establishment size of non-NHS respondents is 81.8 WTE and figure 4 excludes the 2.4 WTE staff per respondent for who it is reported that an AfC band is not applicable to their role.

Average diagnostic radiography workforce WTE per respondent by Agenda for Change band (NHS)

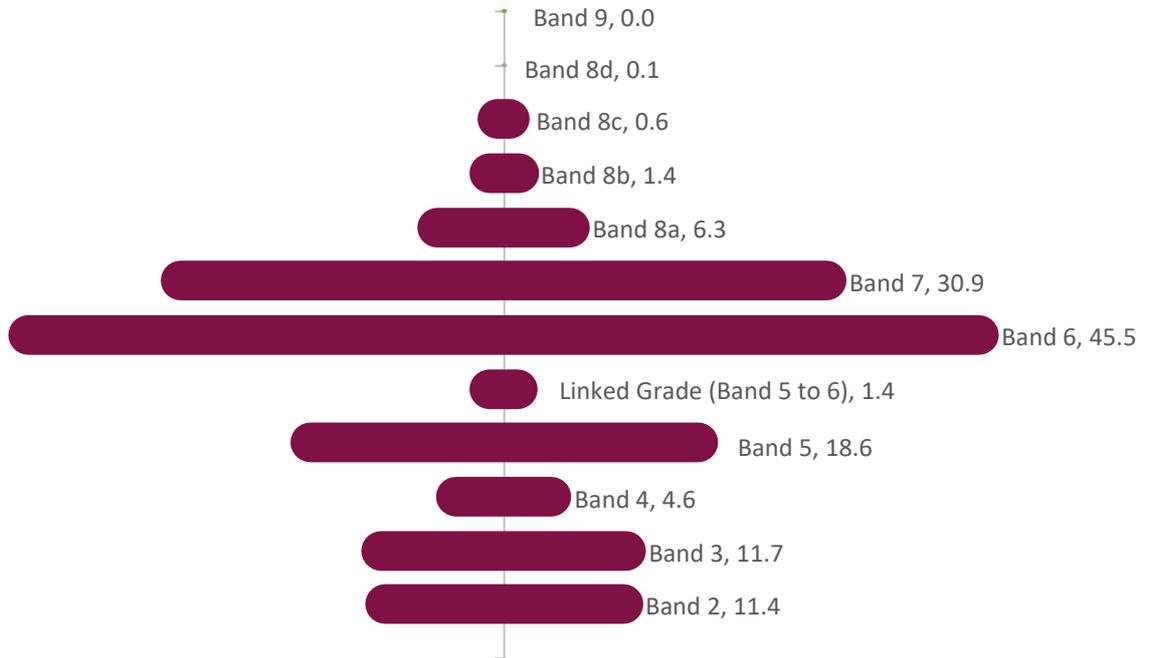


Figure 3 Average diagnostic radiography workforce WTE by AfC band - NHS (n=51)

Average diagnostic radiography workforce WTE per respondent by Agenda for Change band (non-NHS)

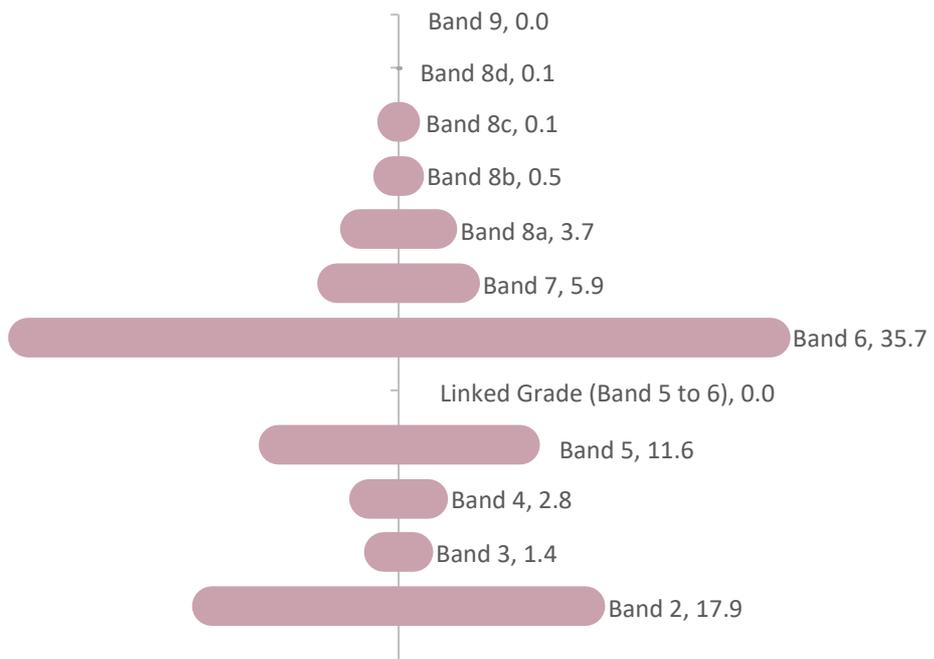


Figure 4 Average diagnostic radiography workforce WTE by AfC band – non-NHS (n=8)

5 Vacancy rate

5.1 Current vacancy rate

Of the 52 respondents to current vacancies question, 49 (94%) report vacant diagnostic radiography workforce posts.

Current vacancy rate by Agenda for Change band

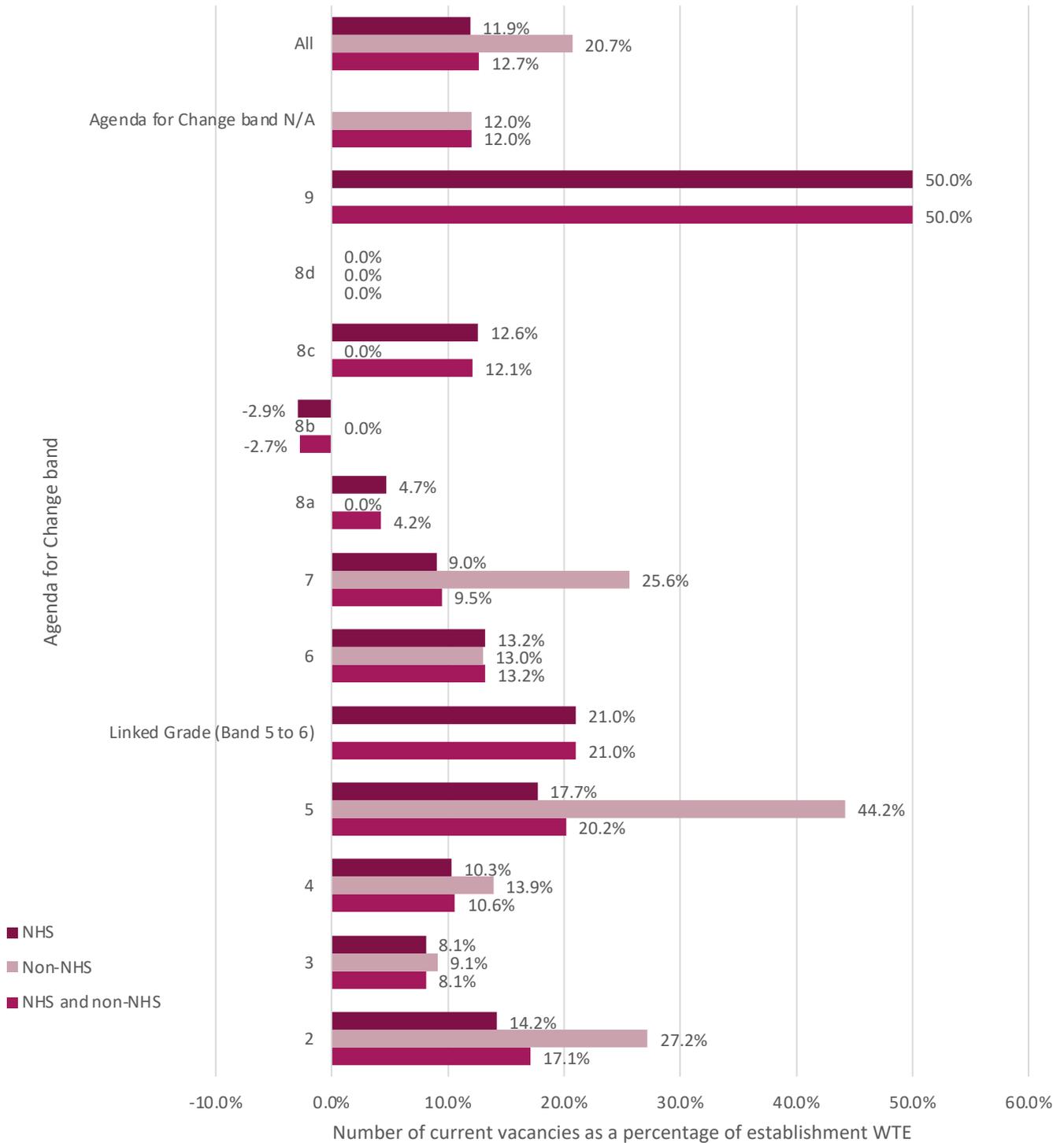


Figure 5 Current vacancy rate by AfC band (n=62)

Figure 5 note:

- Negative vacancy rates may indicate that the band is over-established.

The average current UK vacancy rate across respondents is 12.7% at the census date of 1 November 2021. (The current vacancy rate is defined as the total number of WTE vacancies as a percentage of the WTE establishment number of staff.) In the preceding three censuses, the average vacancy rate was 9.0% in November 2018, 9.6% in November 2019 and 10.5% in November 2020. However, as the census includes data on clinical support workers for the first time this year, the overall vacancy rate is not directly comparable with previous years.

Figure 5 illustrates that there are combined NHS and non-NHS vacancy rates of over 20% at bands 5, linked grade (band 5 to 6) and band 9.

5.2 Current vacancy rate by UK country and region

Data was collected by UK country and NHS region in England. Where responses were received from five or more providers in the country/region, an average vacancy rate is shown in figure 6. Vacancy rates England and Scotland are greater than 12%. In England, the NHS regions of London, North East and Yorkshire and South East have vacancy rates greater than 12%.

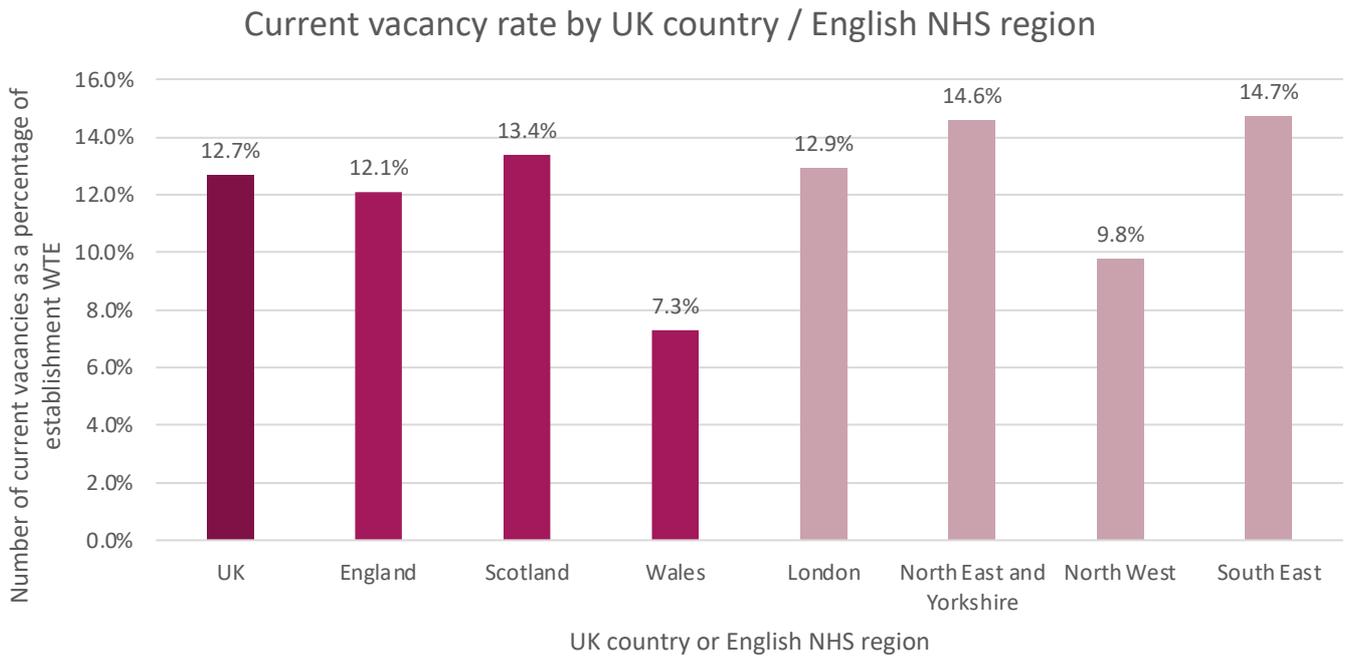


Figure 6 Current vacancy rate by UK country and English NHS region (n=60)

Figure 6 note:

- Where fewer than five providers responded from a UK country or English NHS region, their average vacancy rate is not shown in the graph.

6 Establishment by modality

6.1 Establishment per modality by AfC band

Respondents were asked to specify their diagnostic radiography workforce according to modality. This allows the comparative size of workforces in each modality as shown in figure 7.

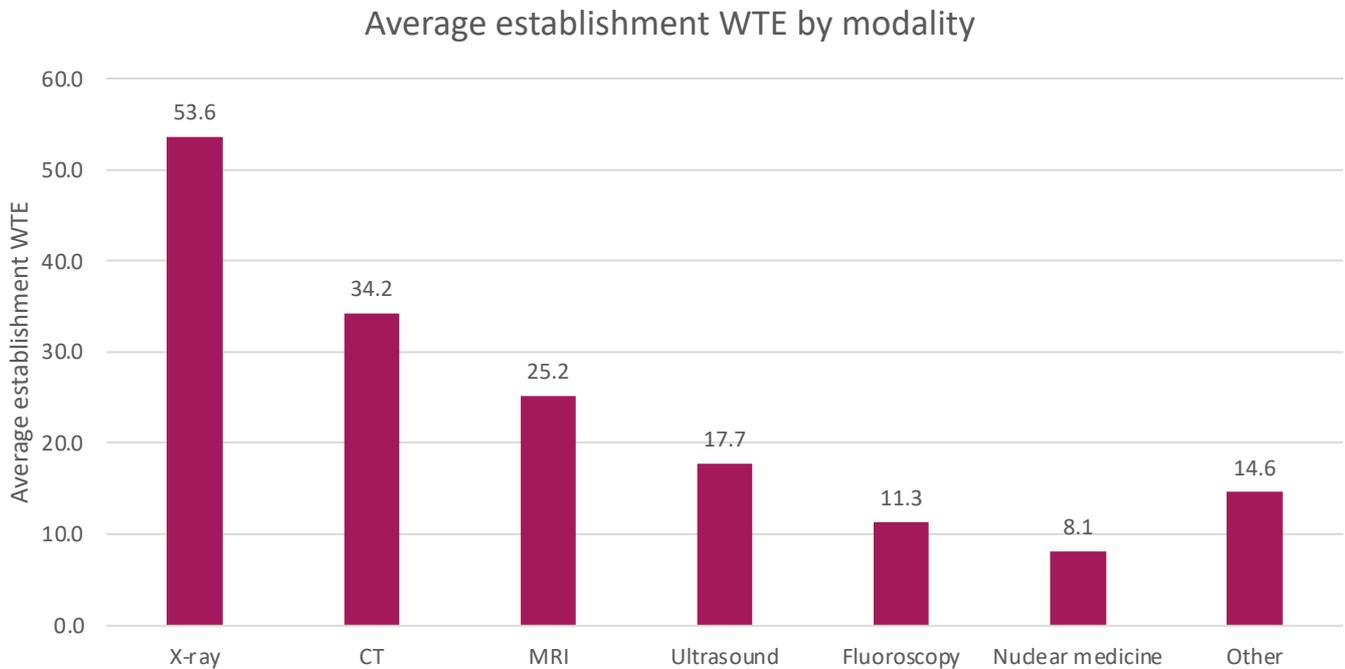


Figure 7 Average establishment WTE by modality (n=49)

The 'Other' category in figure 7 was intended to include dual-energy x-ray absorptiometry (DXA) and molecular imaging. In addition, respondents were given a free text box to describe members of the diagnostic radiography workforce not captured in figure 7 such as screening services. The responses referred to staff in:

- Cath lab roles (bands 6 and 7)
- Governance and quality role (band 7)
- Interventional radiology roles (bands 3, 6 and 7)
- Lead radiographer
- Management roles (bands 8b and 8c)
- Picture archiving and communications system (PACS) and radiology information system (RIS) roles
- Positron emission tomography – computed tomography (PET-CT) technologists
- Reporting (band 8a)
- Screening

One respondent also commented that their x-ray numbers include fluoroscopy, and their CT numbers include MRI.

Figures 8 to 10 show the data from figure 7 broken down by AfC band. The majority of band 5 practitioners are employed in X-ray. The other modalities, except for ultrasound, grow at band 6. Most ultrasound practitioners are at band 7.

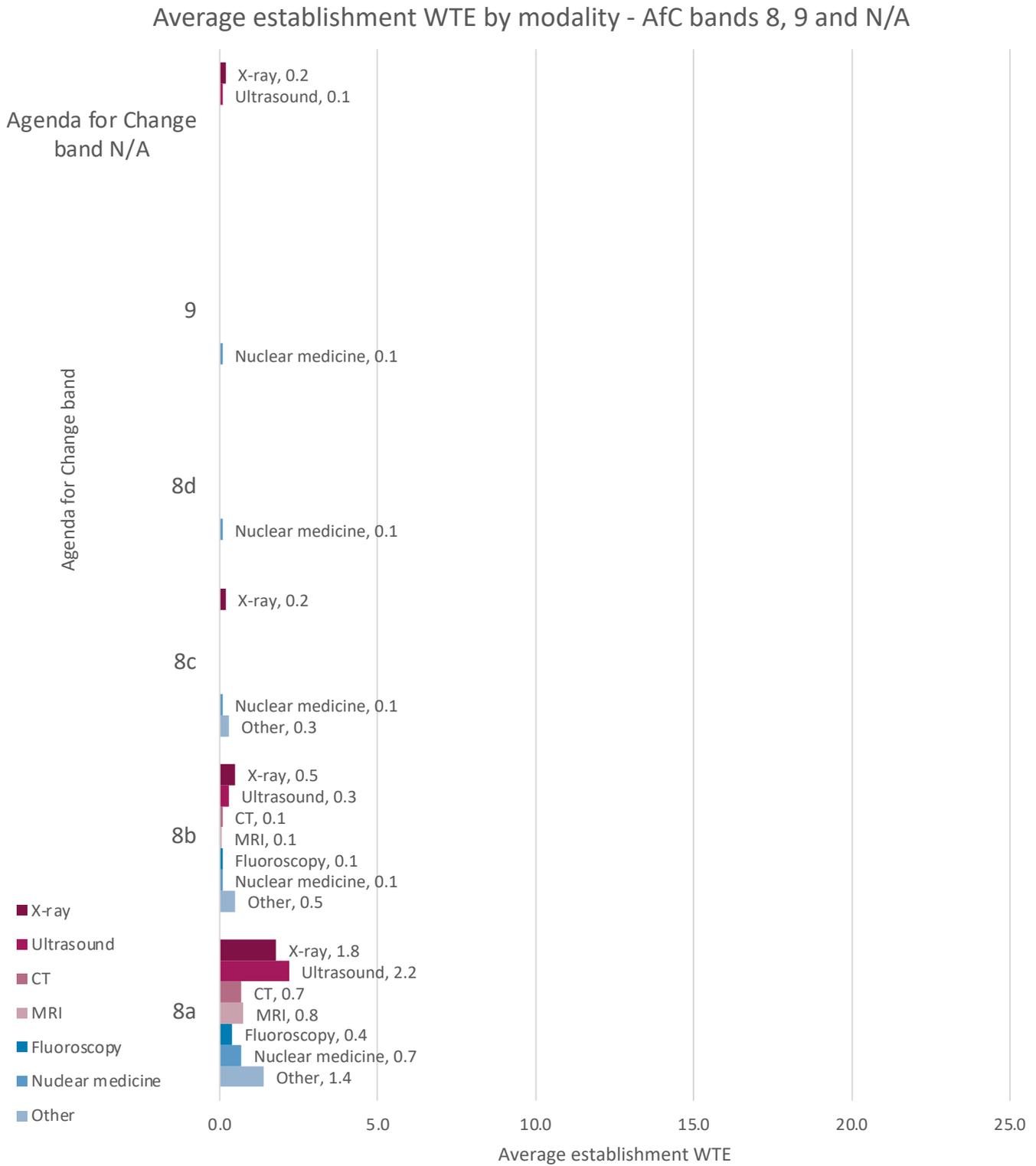


Figure 8 Average establishment WTE by modality – AfC bands 8, 9 and N/A (n=49)

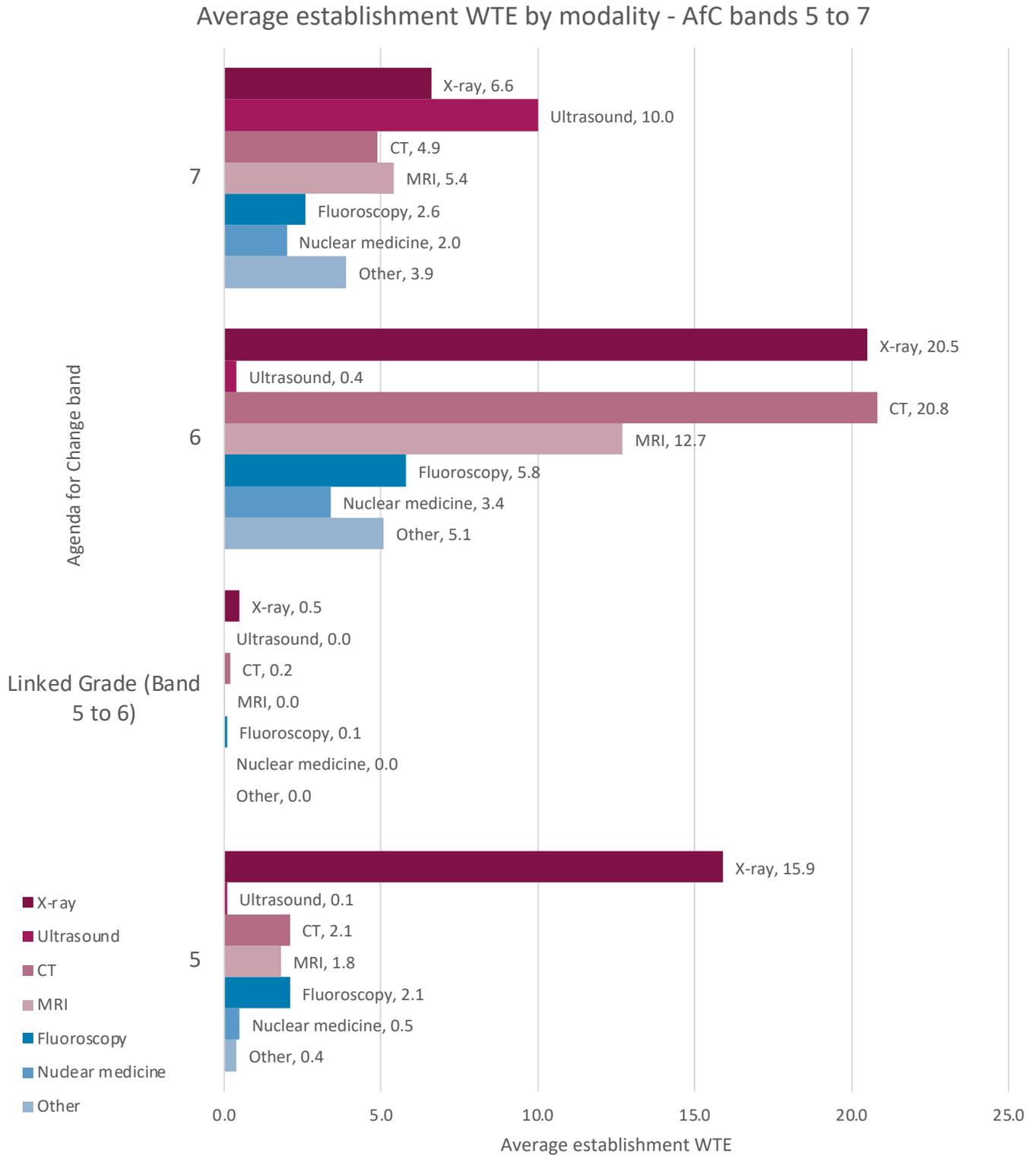


Figure 9 Average establishment WTE by modality – AfC bands 5 to 7 (n=49)

Average establishment WTE by modality - AfC bands 2 to 4 (support workforce)

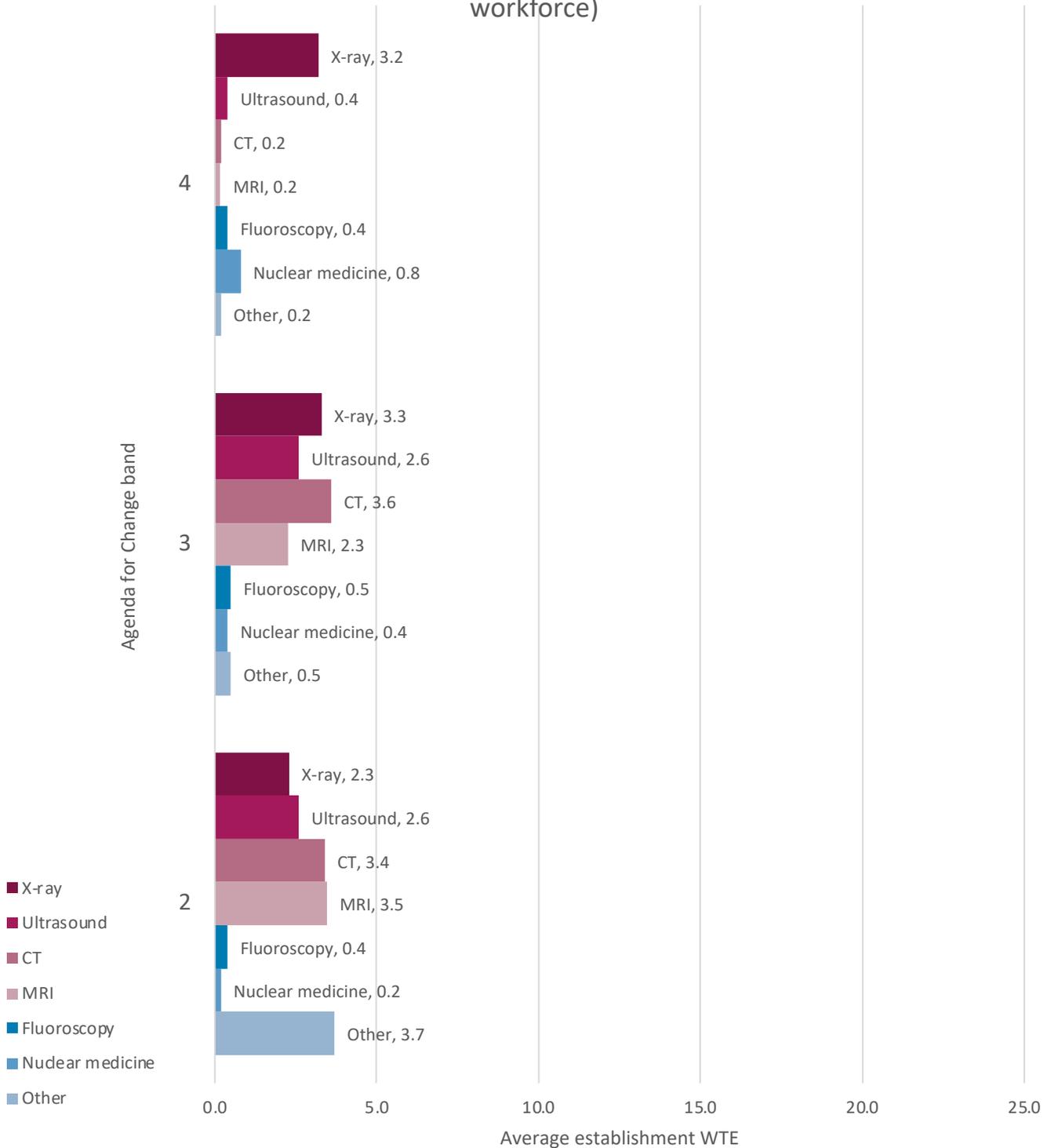


Figure 10 Average establishment WTE by modality – AfC bands 2 to 4 support workforce (n=49)

Figures 7 to 10 notes:

- The averages only include values from providers whose total establishment for that modality is greater than zero (i.e they have a service for the modality staffed by diagnostic radiography workforce).

6.2 Annual imaging events per diagnostic radiography workforce member (NHS England)

Table 1 shows estimates for the annual number of imaging events per diagnostic radiography workforce member. These numbers will be tracked over coming years for any trends.

Modality	Number of English Trusts providing WTE data	Mean provisional number of imaging events in the year ending 31/10/2021	Mean diagnostic radiography workforce establishment WTE as of 01/11/2021	Annual imaging events per diagnostic radiography workforce member WTE
X-ray (including symptomatic mammography)	15	100,528	49.2	2045
Ultrasound	15	44,389	14.6	3036
CT	14	29,477	33.7	874
MRI	14	17,157	16.8	1020
Fluoroscopy	9	6748	11.7	576
Nuclear medicine	9	2237	9.5	235

Table 1 Annual imaging events per diagnostic radiography workforce member WTE (n=15)

Table 1 notes:

- The numbers are the average of 15 English NHS trusts who meet the following criteria:
 - A census response was received on behalf of all their trust's sites and modalities;
 - They answered the modality WTE question with a non-zero response for the modality in question; and
 - Provisional diagnostic imaging dataset [4] values are available from November 2020 to October 2021 for their trust. (The diagnostic imaging dataset is a central collection of detailed information about diagnostic imaging tests carried out on NHS patients, extracted from RIS by NHS England.)
- Due to the low number of respondents to this question and the risk of data anomalies and/or outliers skewing the mean, the results should be treated with caution.

7 Long-term absence rate

7.1 Long-term absence rate by Agenda for Change band

The average percentage of the respondents' diagnostic radiography establishment headcount absent long term is 4.7% as of the census date of 1 November 2021 (comprising 0.2% on a career break, 2.2% absent due to non-Covid-19-related long-term sickness, 0.2% absent due to Covid-19-related long-term sickness and 2.1% on parental leave).

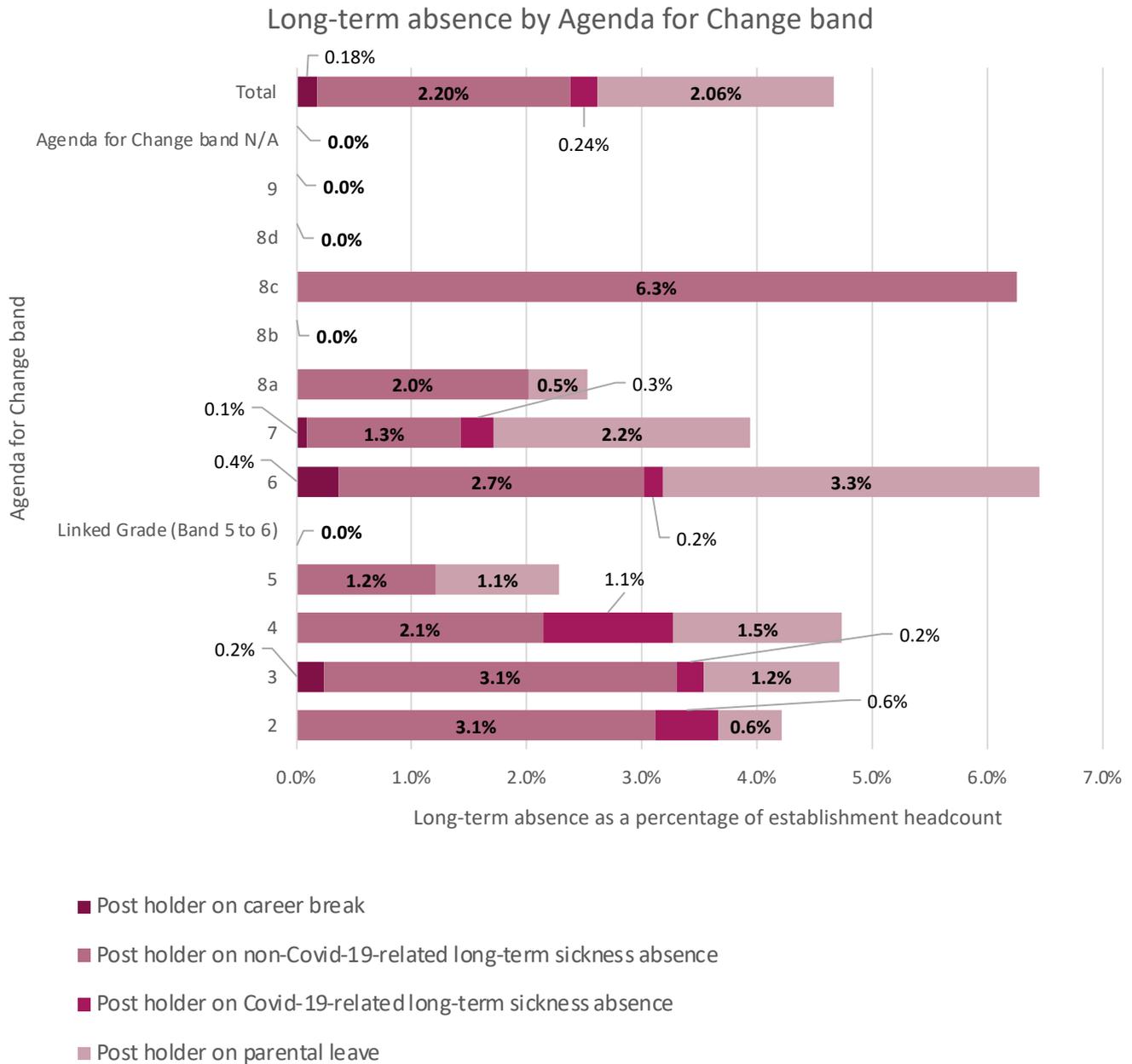


Figure 11 Long-term absence rate by AfC band (n=34)

7.2 Long-term absence rate by year

The average percentage of post holders absent due to non-Covid-19 related long-term sickness has increased from 1.3% to 2.2% between 2018 and 2021. This is the primary factor behind the total long-term absence rate increasing from 3.6% to 4.7% over the same period.

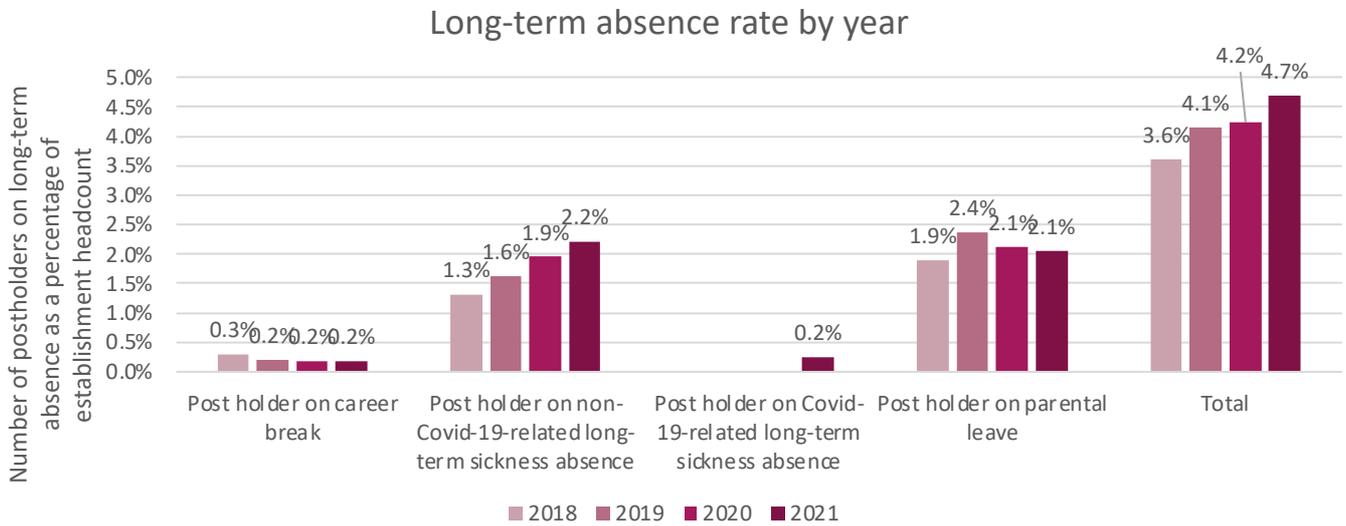


Figure 12 Long-term absence rate by year (n=34)

Figure 12 note:

- Sickness absence was divided into non-Covid-19-related and Covid-19-related in 2021.

7.3 Long-term absence rate by sector

NHS respondents have a higher long-term absence rate (5.1%) than non-NHS respondents (1.8%), mainly due to differences in the non-Covid-19-related sickness absence rate (2.4% versus 0.9%) and parental leave absence rate (2.3% versus 0.8%).

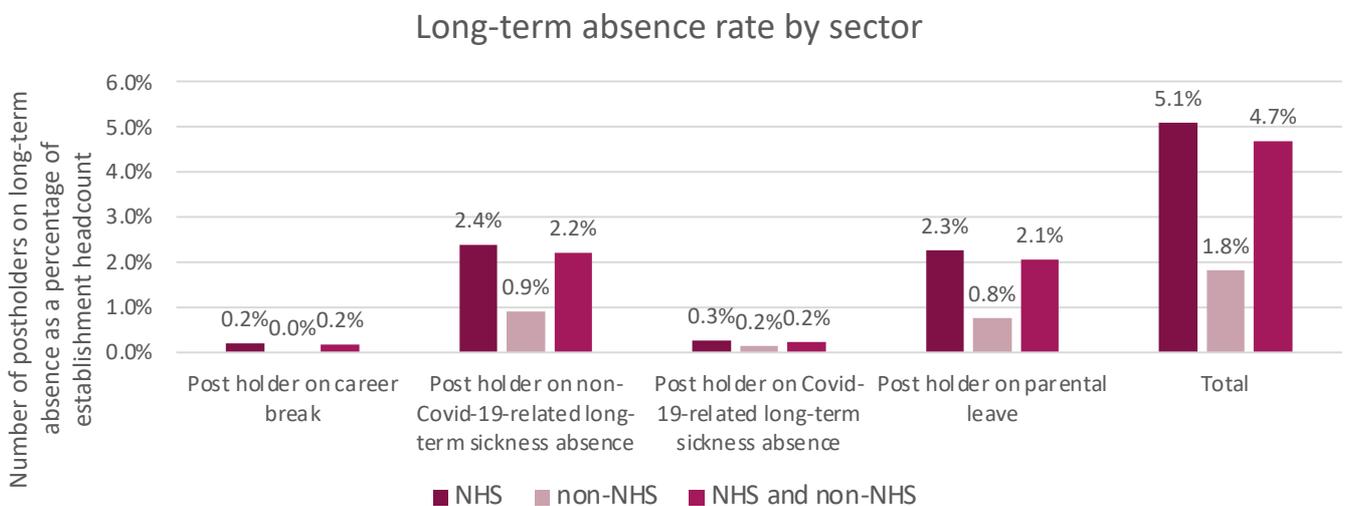


Figure 13 Long-term absence rate by sector (n=34)

8 Age by Agenda for Change band and sector

Respondents were asked to give the number of diagnostic radiography workforce posts with a post holder aged 60 years or above as of the census date. Respondents told us that the overall percentage of their workforce aged 60 years or above is 4.8%; in the NHS the percentage is 5.0% and at non-NHS providers it is 3.5%.

Post holder aged 60 years or above by AfC band and sector

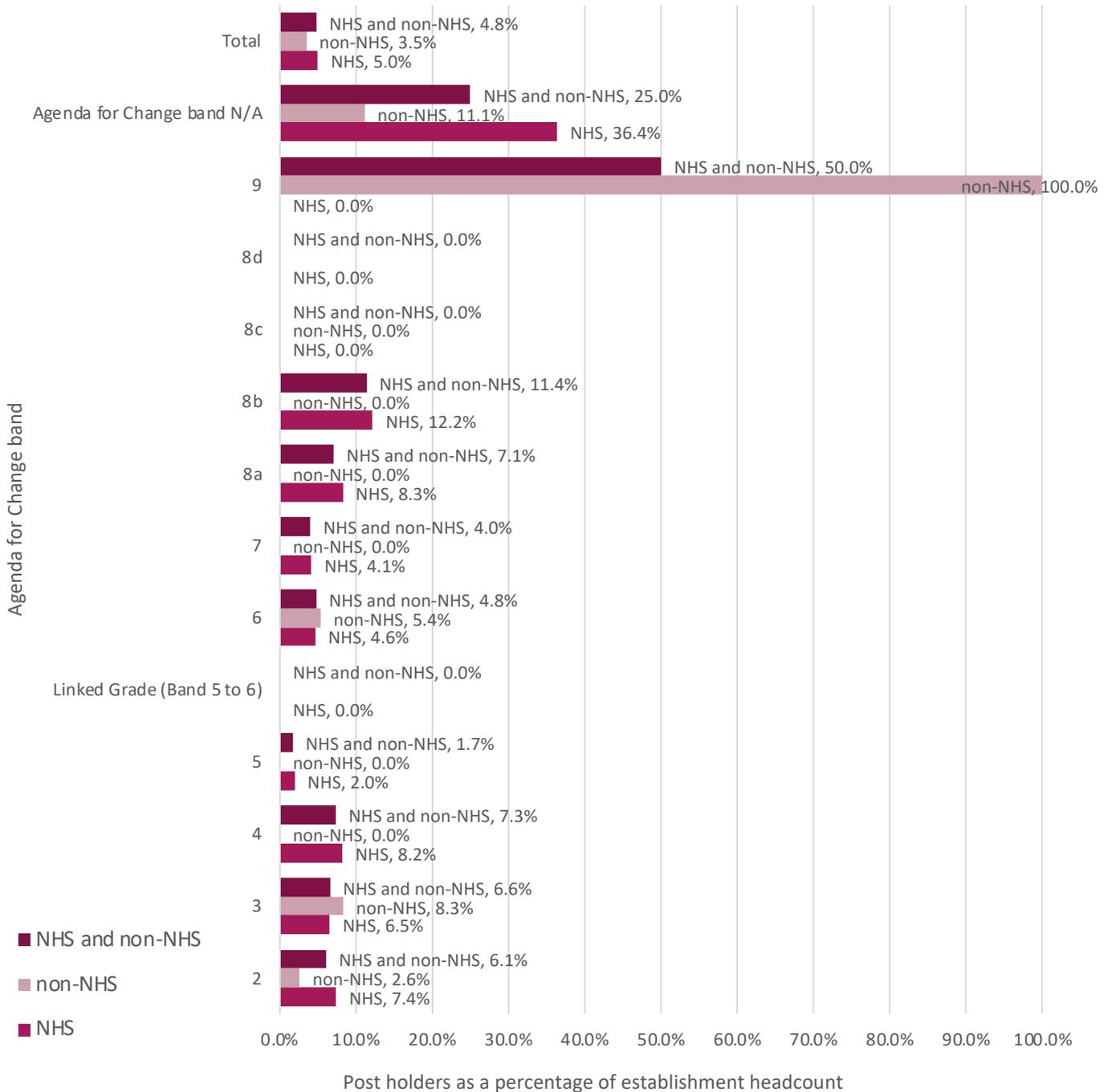


Figure 14 Post holder aged 60 years or above by AfC band and sector (n=34)

9 Leavers

9.1 Turnover

Respondents were asked for the number of diagnostic radiography workforce posts where the post holder has left since the last census date (1 November 2020). These responses are used to calculate percentage turnover, defined as:

$$\text{Turnover} = 100 \times \frac{\text{Number of leavers in previous 12 month period (headcount)}}{\text{Establishment headcount}}$$

The average turnover for the 25 respondents to this question is 11.8%. Figure 15 breaks this down by AfC band and leaver type; the highest turnover rates are seen at AfC bands 5 and 8c.

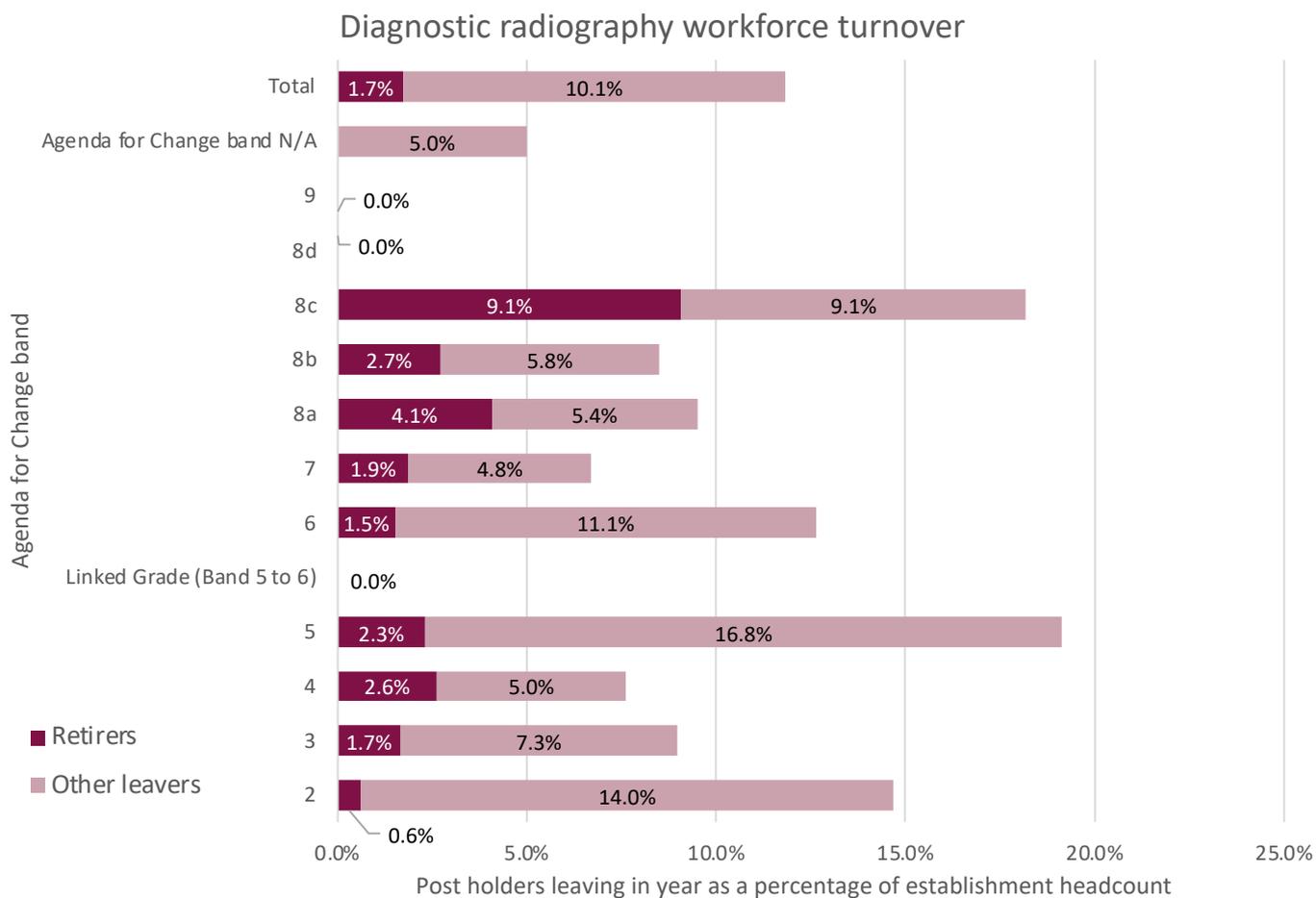


Figure 15 Diagnostic radiography workforce turnover by AfC band (n=25)

9.2 Reasons for leaving

The main reasons respondents give for post holders leaving their organisations are career development within another NHS imaging department and retirement.

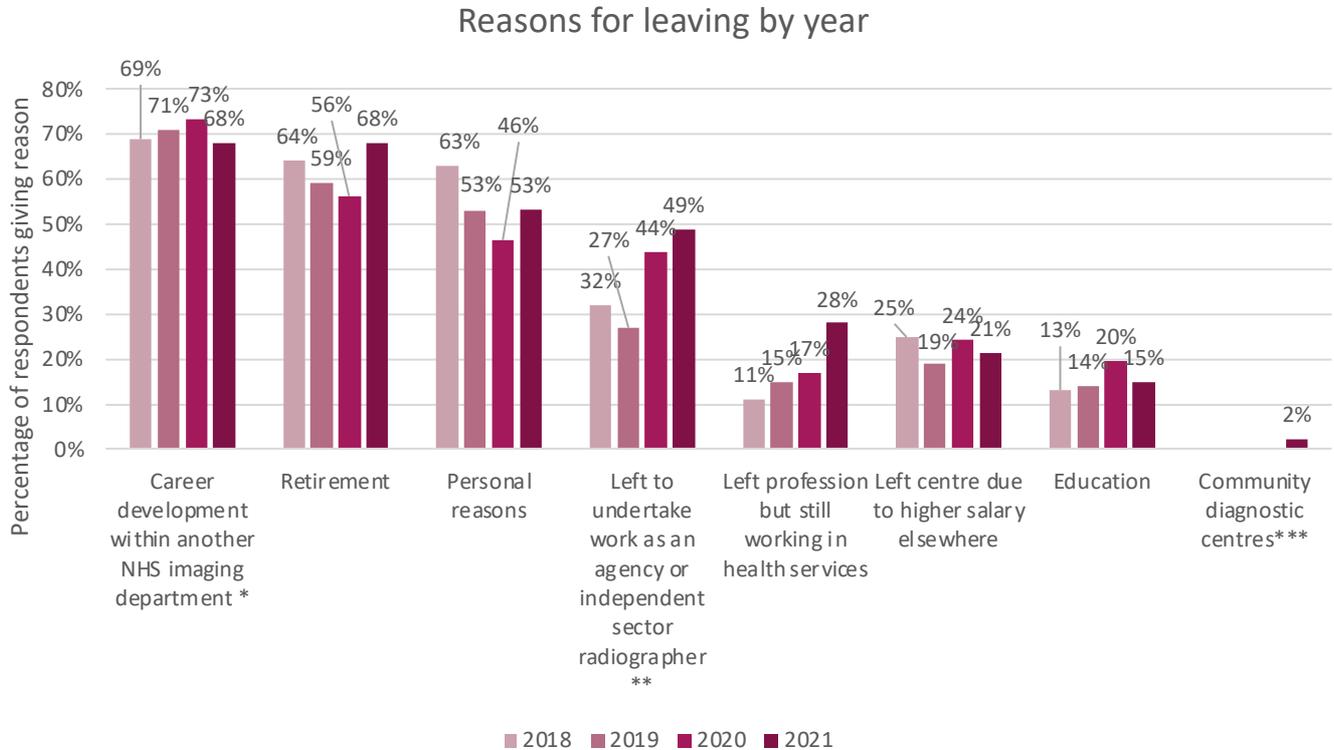


Figure 16 Reasons for post holders leaving respondents' organisations by census year (n=47)

Figure 16 notes:

- In the 2020 census the wording of the question asking about reasons 'post holders' left their posts was changed from asking about 'radiographers'.
- * In the 2020 census the wording of option 'Career development within another NHS imaging department' was changed from 'Promotion in other centre'.
- ** In the 2020 census the wording of option 'Left to undertake work as an agency or independent sector radiographer' was changed from 'Left to undertake work as an agency radiographer'.
- *** In the 2021 census the option 'Community diagnostic centres' was added.

Two respondents mentioned 'relocation' in the free text box as another reason for leaving.

10 International recruitment

Respondents were asked the number of diagnostic radiography workforce posts who have been or are planned to be recruited internationally. Overall, respondents have recruited 4.2% of their headcount internationally over the past year and intend to recruit a further 4.2% in the coming year. The international recruitment drive is largely centred on AfC band 5, linked grade and band 6. By headcount, 15.5% of band 5 staff were recruited internationally over the past year.

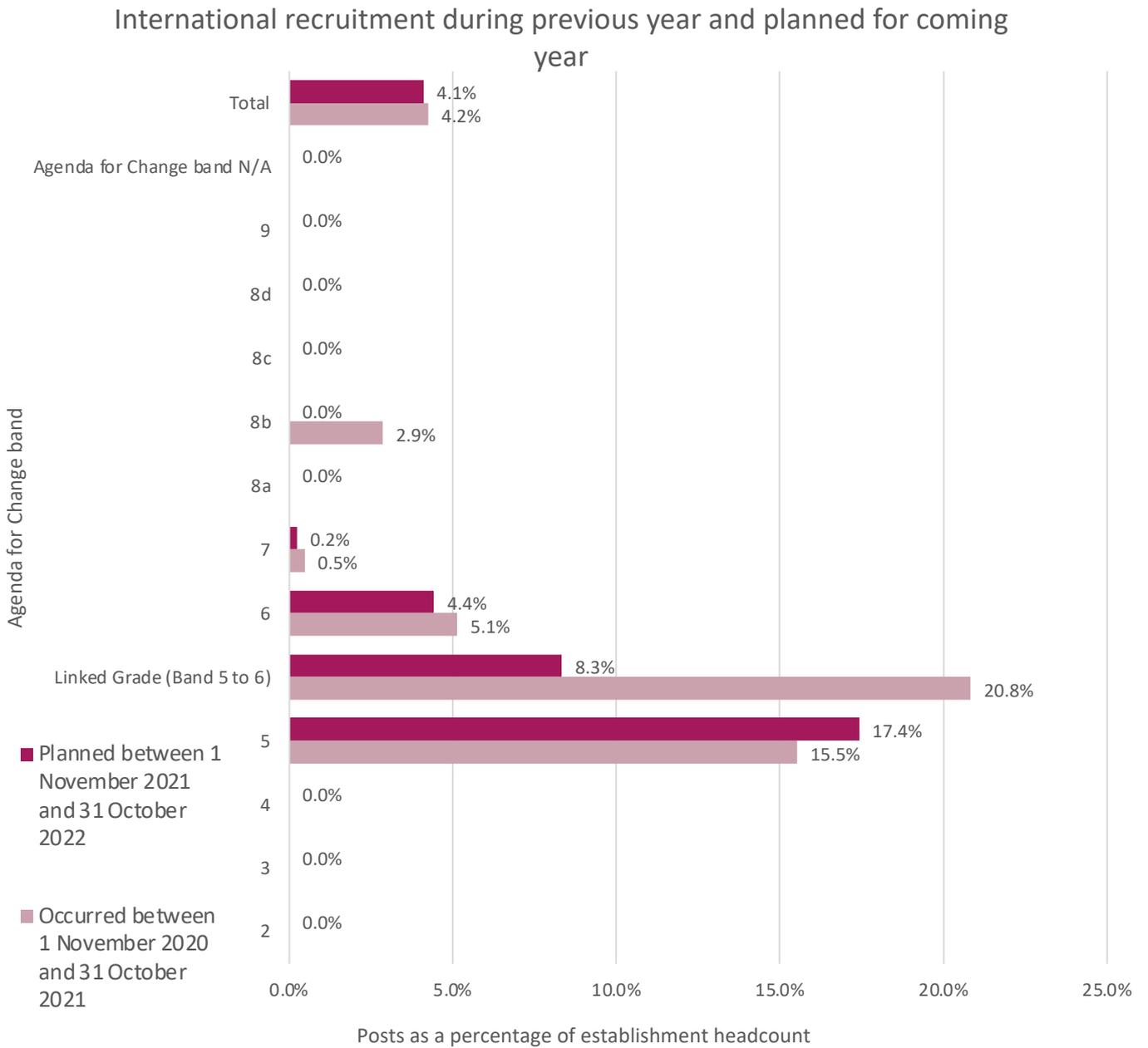


Figure 17 International recruitment during previous year and planned for coming year by AfC band (n=25)

Figure 17 note:

- Due to an error in the questionnaire, only respondents from England were given the opportunity to answer this international recruitment question.

11 Apprenticeships (NHS England)

On average, respondents in NHS England report that 2.8 posts are apprenticeships (by headcount).

Figure 18 shows the average apprenticeship role headcount for AfC bands 5 to 7 and figure 19 for bands 2 to 4. The majority of apprenticeship posts in each type of role by AfC band are: Healthcare Support Worker – band 2; Senior Healthcare Support Worker – band 3; Mammography Associate – band 4; Healthcare Assistant Practitioner – band 4; Diagnostic Radiography Integrated Degree – bands 3 and 4; Enhanced Clinical Practitioner – band 6; Advanced Clinical Practitioner – band 6; Sonographer Degree – bands 5 and 7.

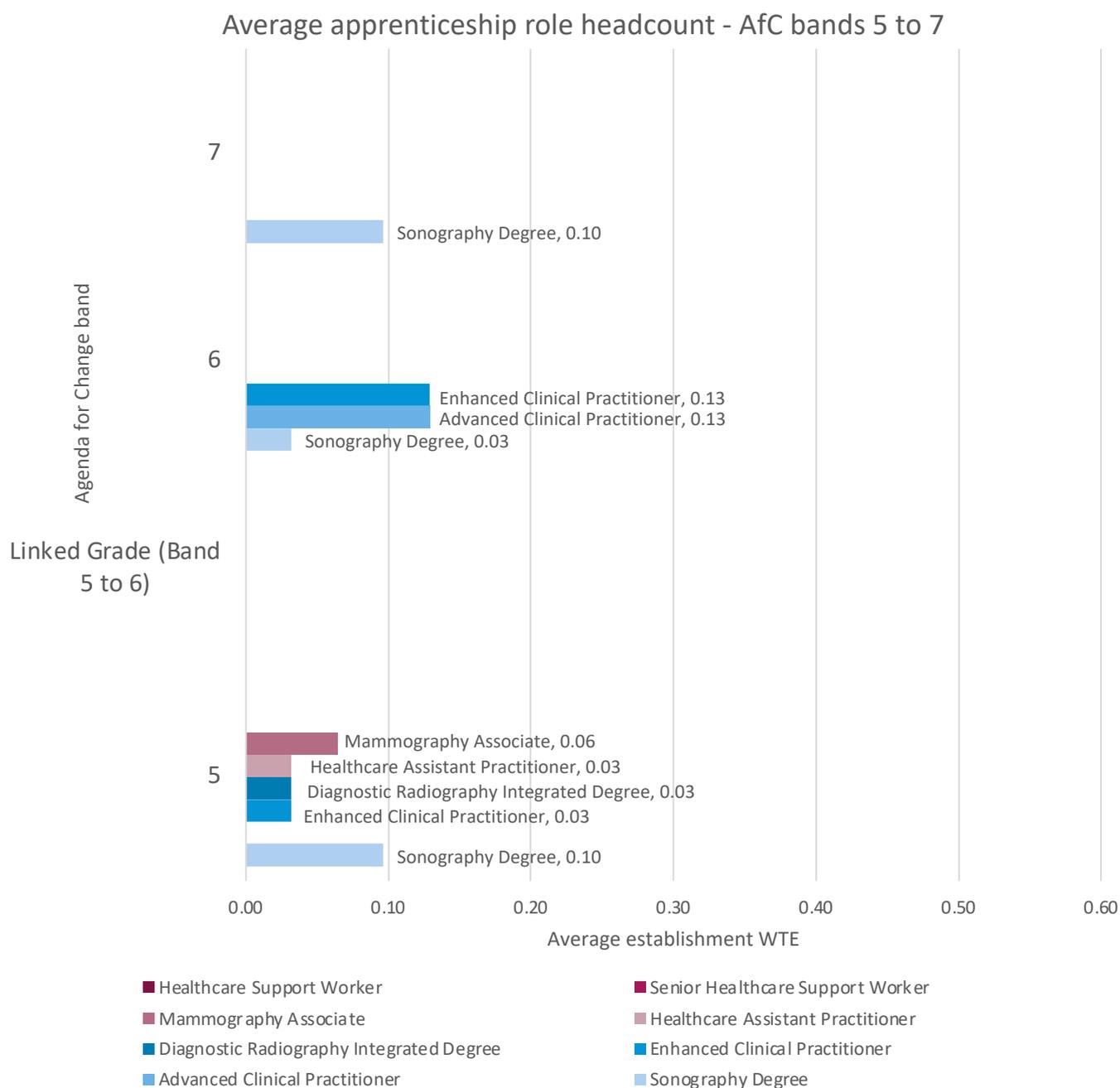


Figure 18 Average number of apprenticeships per respondent in NHS England – AfC bands 5 to 7 (n=31)

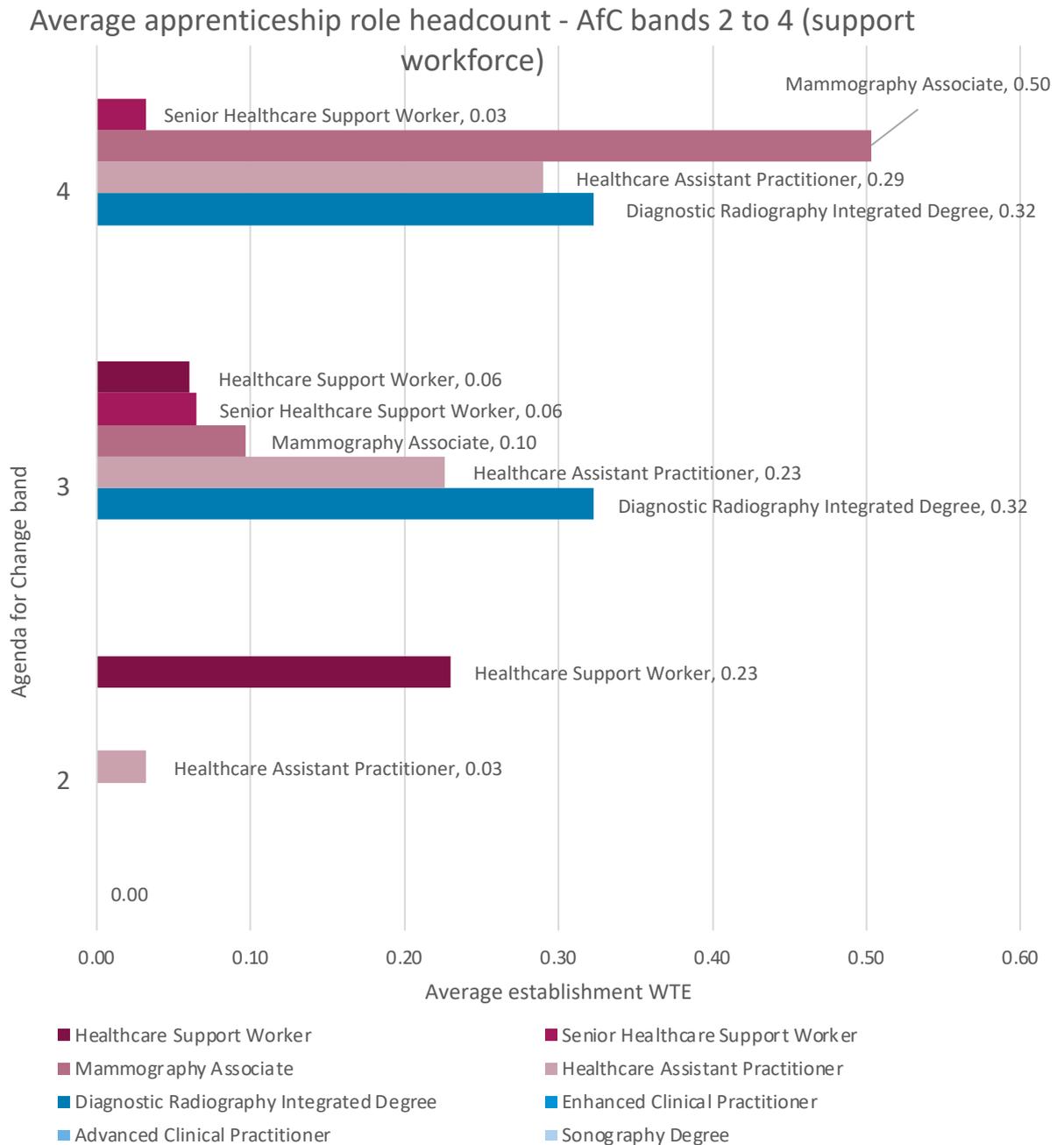


Figure 19 Average number of apprenticeships per respondent in NHS England – AfC bands 2 to 4 (n=31)

Respondents were asked if they have any other diagnostic radiography apprenticeship posts not included above. The responses were one L7 management band 8B and a Healthcare Science (BSc) NM integrated Degree.

12 Return to practice

Four (25%) of the 16 respondents to the return to practice question supported a return to practice radiographer in the year up to the census date. Due to an error in the questionnaire, only respondents from England were given the opportunity to answer this question.

13 Registration status of band 5 or higher clinical staff

Of the 34 respondents to the registration status question, 8 (23.5%) have band 5 or higher clinical staff not registered with the HCPC, NMC, RCT or similar body. Of all respondents who also answered the headcount question, 2.1% by headcount of band 5 or higher clinical staff are not registered with such bodies. Figure 20 shows for NHS respondents this percentage is 0.8% and for non-NHS respondents 11.1%. Note these values are dominated by two large respondents.

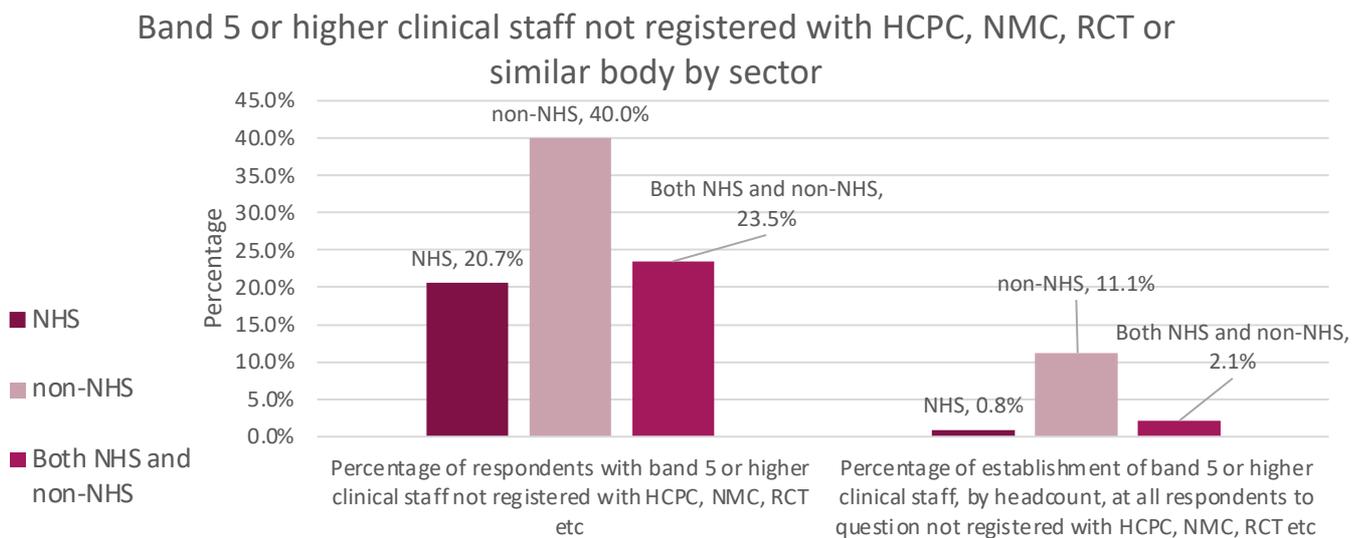


Figure 20 Band 5 or higher clinical staff not registered with HCPC, NMC, RCT or similar body by sector (n=33)

14 Supporting professional activities

Respondents were asked to roughly estimate the percentage of time staff of AfC band 7 (or equivalent) and above spend on supporting professional activities in an average working week. Supporting professional activities underpin the delivery of imaging services but are not directly patient facing. They include leadership, management, PACS, quality improvement, quality management, quality standard for imaging, research, service development, training and development.

At band 7, respondents report around 30% of time is spent on supporting professional activities. This increases to around 75% at band 8c. The smaller number of respondents with posts at 8d and above result in calculations being more easily affected by small differences year to year and should be treated with caution.

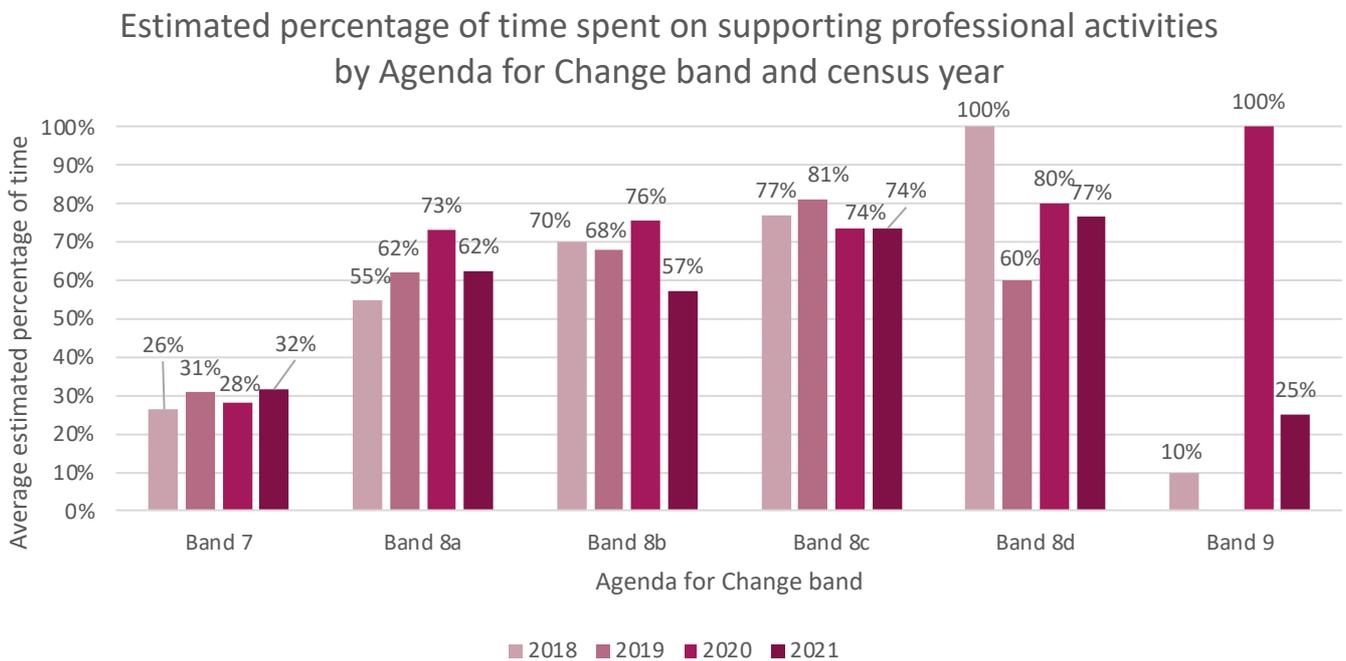


Figure 21 Estimated percentage of time spent on supporting professional activities by AfC band and census year (n=47)

Figure 21 note:

- In the 2021 census, the question was changed from referring to 'non-clinical duties' to 'supporting professional activities'.

Respondents report that Individuals at bands 8a, 8b and 8c spend broadly the same proportion of their time on supporting professional activities irrespective of sector. However, non-NHS respondents report individuals at band 7 spend an estimated 15% of their time on average on supporting professional activities compared with 33% in the NHS.

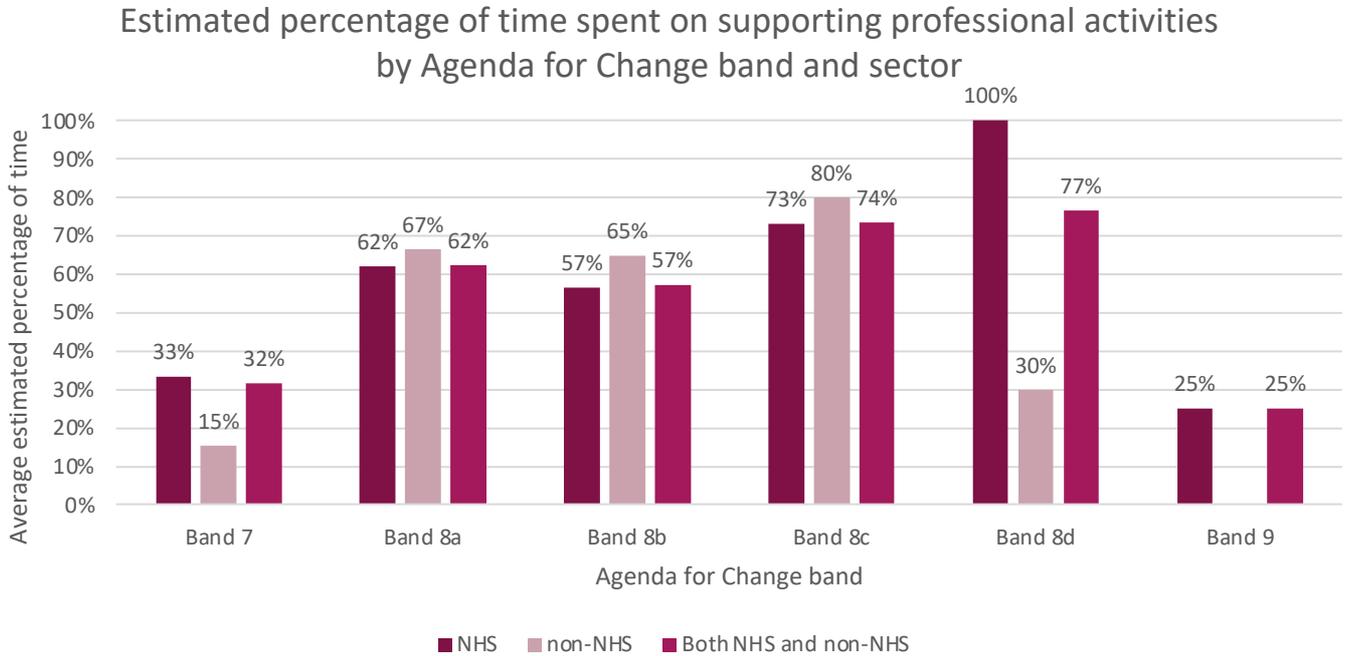


Figure 22 Estimated percentage of time spent on supporting professional activities by AfC band and sector (n=47)

15 Postgraduate training

Respondents were asked the number of staff (headcount) currently in postgraduate training in a set of given modalities. Overall, 4.6% of overall headcount are in postgraduate training in one of these modalities. This number is not directly comparable with the 5.6% reported last year as this year clinical support workers are included in the overall headcount.

All but two of the individuals in postgraduate training are in the NHS. The five non-NHS respondents to this question report two individuals in total in postgraduate training: studying ultrasound and mammography.

Percentage of staff in postgraduate training by modality and sector

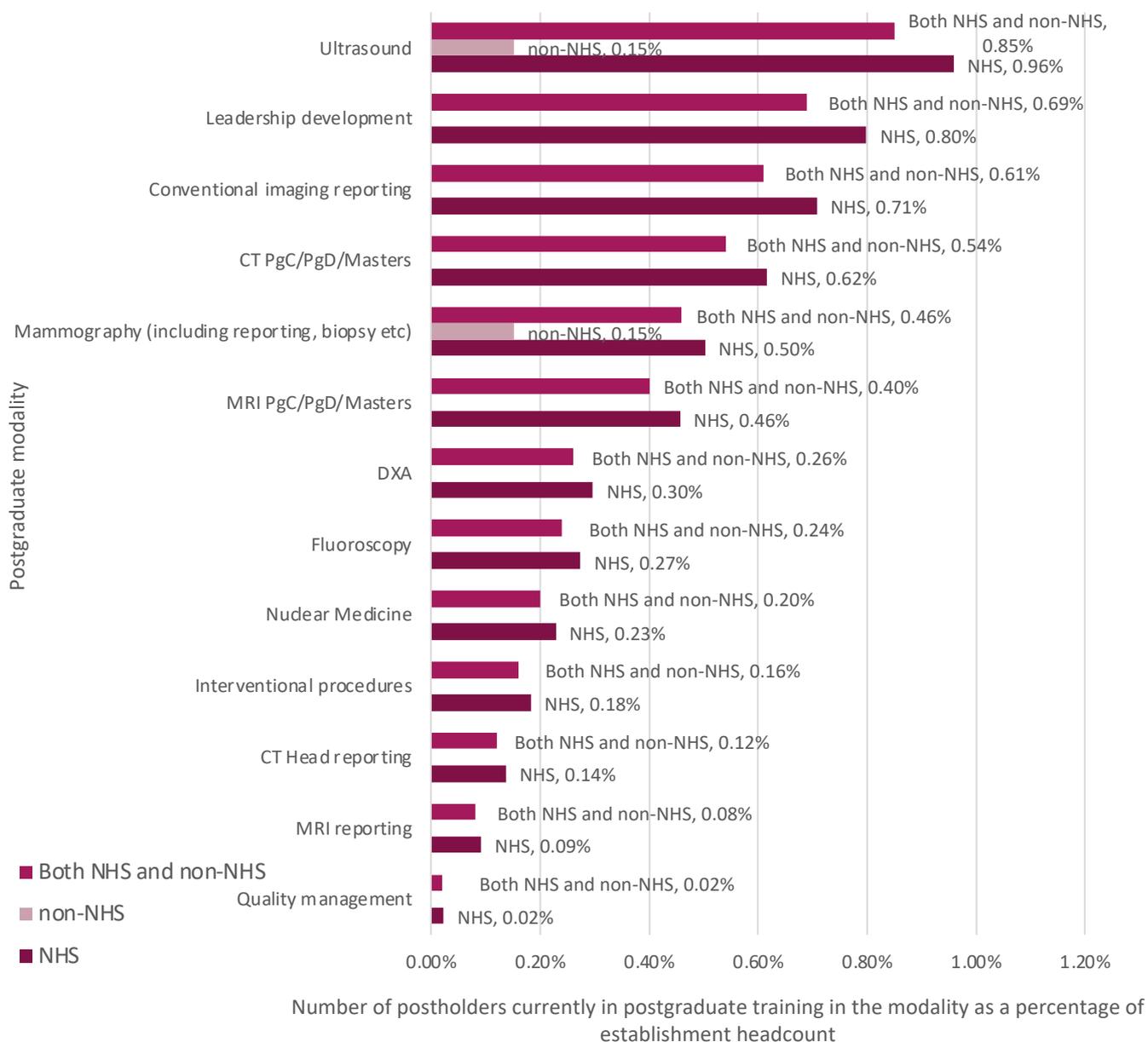


Figure 23 Percentage of staff (headcount) in postgraduate training by modality and sector (n=34)

Respondents also mention other members of staff in postgraduate training not included in the above data. Comments include the following:

- One Bachelor in business and management
- Three computed tomographic colonography (CTC) reporting
- One MSc in education - practice educator
- Masters reporting
- A number of radiographers and sonographers are on a trust leadership programme

16 Support workforce

On average, each respondent has 34 diagnostic radiography workforce members (headcount) at bands 2, 3 or 4 (referred to here as support workers). This represents 22.7% of headcount. The 29 NHS respondents to the headcount question report that support workers are 22.0% of headcount compared with the 5 non-NHS respondents reporting 27.9%. Figure 24 shows the percentages are slightly lower when calculated by WTE suggesting that support workers are more likely to work part time.

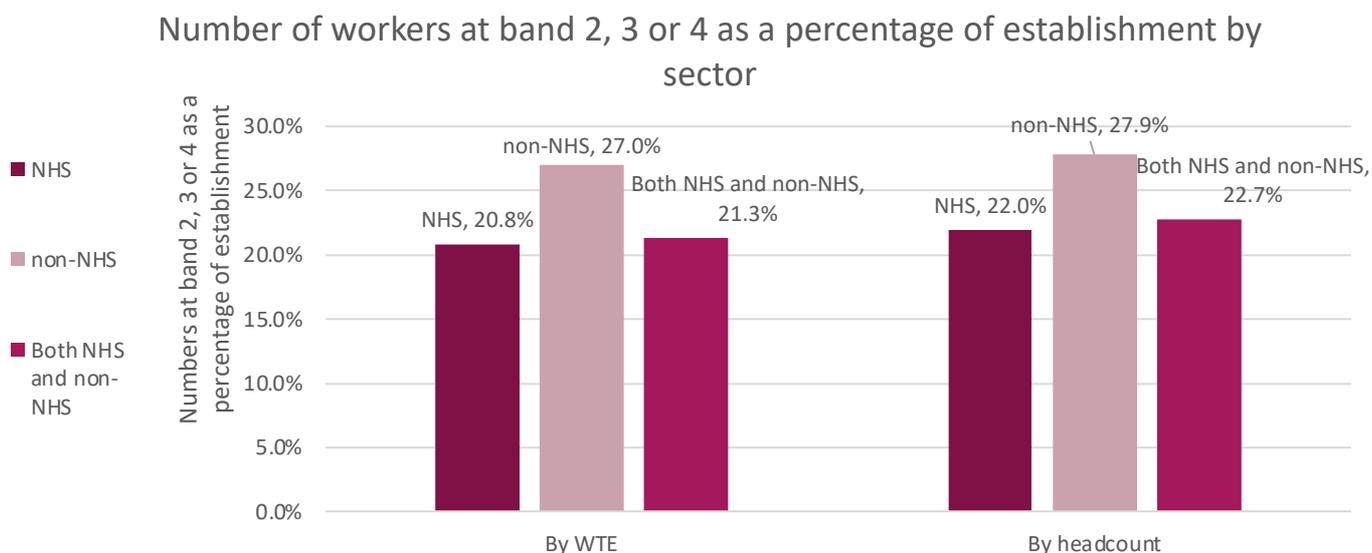


Figure 24 Number of workers at band 2, 3 or 4 as a percentage of establishment by sector (n=34)

17 Advanced and consultant practice

On average, each respondent has 15.1 diagnostic radiography workforce members (headcount) carrying out advanced practice and 0.8 carrying out consultant-level practice. This represents 10.2% and 0.5% of headcount respectively. The 29 NHS respondents to this question report that advanced practitioners are 11.3% of headcount compared with the 5 non-NHS respondents reporting 2.9%. The non-NHS respondents have no consultant practitioners.

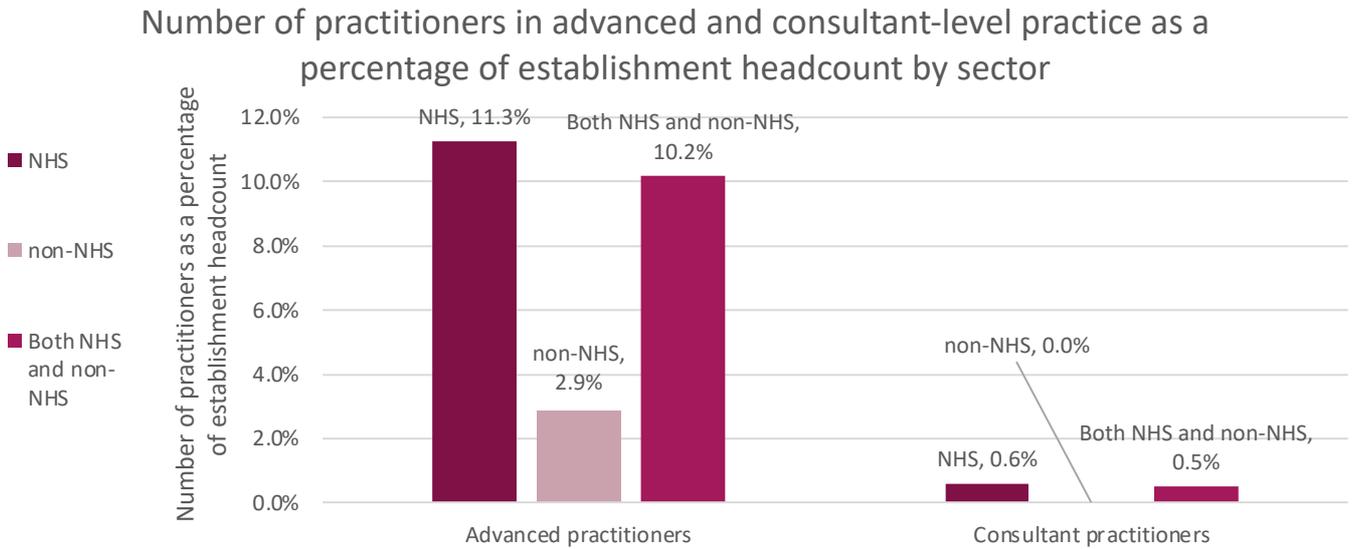


Figure 25 Number of practitioners in advanced and consultant-level practice as a percentage of establishment headcount by sector (n=34)

18 Agency staff

Of the 47 respondents to the questionnaire section about agency staff, 40 (85%) use either diagnostic radiography or sonography agency staff (or both) as of the census date. This number has been steady around 80% for the past four years.

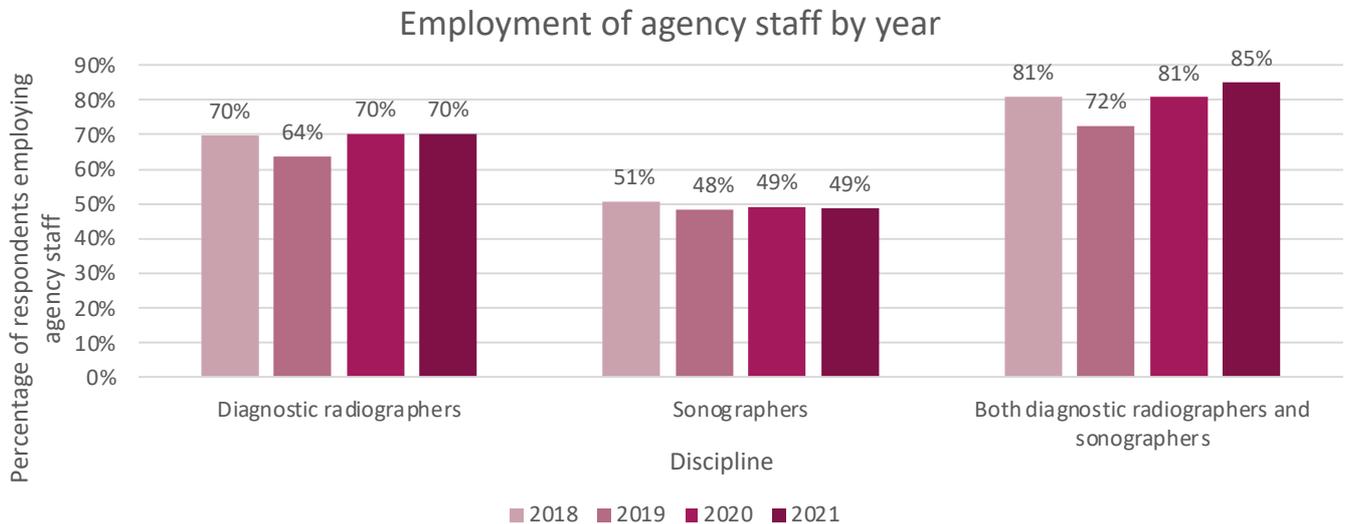


Figure 26 Employment of agency staff by census year (n=47)

19 General comments

At the end of the questionnaire, respondents were asked if they had any general comments relating to their submission. Themes mentioned by two or more respondents are given below, with the number of respondents in brackets after the theme, followed by an illustrative comment:

- Unable to split establishment into modalities** (five respondents): “Majority of Band 6 Radiographers in [provider] are trained in multi-modality between fluoroscopy, general x-ray, CT and MRI and rotate through all modalities to maintain competency and service provision.”
- Recruitment issues** (three respondents): “Currently we have a major gap within [provider] with recruitment of radiographers at the band 5 and band 6 levels. We have been unsuccessful in filling our band 5 vacancies via the regional recruitment drive. Currently a brochure is being developed across the region.”
- Modalities excluded** (three respondents): “There are no radiographers working in nuclear medicine within our organisation.”
- Difficulty estimating percentage of time spent on supporting professional activities** (two respondents): “The estimate of time varies widely between superintendent and management roles compared with advanced practice roles.”
- Apprenticeships** (two respondents): “Two apprenticeship positions commencing March 2022.”

One other notable comment is, “Due to Covid-19, the options to ensure staff were enrolled in postgraduate education were limited. But, hopefully in the oncoming year, we can change this to support our teams.”

20 References

- [1] College of Radiographers, “Diagnostic Radiography Workforce UK Census 2020,” [Online]. Available: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/or-diagnostic-radiography-workforce-uk-census-2020>. [Accessed 12 February 2022].
- [2] College of Radiographers, “Diagnostic Radiography Workforce UK Census 2019,” [Online]. Available: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/diagnostic-radiography-workforce-uk-census-2019>. [Accessed 12 February 2022].
- [3] College of Radiographers, “Diagnostic Radiography Workforce UK Census 2018,” [Online]. Available: <https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys/diagnostic-radiography-workforce-uk-census-2018>. [Accessed 12 February 2022].
- [4] NHS England, “Diagnostic imaging dataset,” [Online]. Available: <https://www.england.nhs.uk/statistics/statistical-work-areas/diagnostic-imaging-dataset/>. [Accessed 12 February 2022].

21 Downloads

Accessible from:

<https://www.sor.org/learning-advice/professional-body-guidance-and-publications/documents-and-publications/reports-and-surveys>

- 2021 SoR diagnostic radiography workforce UK census infographic (PDF)
- 2021 SoR diagnostic radiography workforce UK census questionnaire (PDF)
- 2021 SoR diagnostic radiography workforce UK census spreadsheet (Excel)