



**SoR**  
THE SOCIETY OF  
RADIOGRAPHERS

**ANNUAL REPORT**  
**2018**



# THE OBJECTIVES

The objects for which The Society is established are:

- To promote and develop for the public benefit the science and practice of radiography and radiotherapeutic technology and allied subjects
- To promote study and research work in radiography and radiotherapeutic technology and allied subjects and to publish the results of all such study and research
- To further public education therein
- To protect the honour and interests of persons engaged in the practice of radiography and radiotherapeutic technology and allied subjects including the regulation of relations between such persons and employers and employers' associations
- To further all such objects which a trade union may lawfully pursue in accordance with statute



# THE SOCIETY OF RADIOGRAPHERS

The Society is the professional body for those practising in medical imaging and radiation therapy.

## **REGISTERED OFFICE**

207 Providence Square  
Mill Street  
London SE1 2EW

## **COMPANY SECRETARY**

Richard Evans  
207 Providence Square  
Mill Street  
London SE1 2EW

## **AUDITORS**

Crowe Clark Whitehill LLP  
Chartered Accountants  
St Bride's House  
10 Salisbury Square  
London EC4Y 8EH

## **BANKERS**

Unity Trust Bank plc  
Nine Brindleyplace  
Birmingham B1 2HB

## **SOLICITORS**

Veale Wasbrough Vizards  
Narrow Quay House  
Narrow Quay  
Bristol BS1 4QA

## **INVESTMENT MANAGER**

Rathbone Investment Management Ltd  
Port of Liverpool Building  
Pier Head  
Liverpool L3 1NW

The Society of Radiographers is a company limited by guarantee.  
Registered number 169483.

The College of Radiographers is a limited company and a registered charity.  
Registered number 1287383. Charity number 272505

This document may be downloaded from  
<https://www.sor.org/about-us/statutory-documents>

# CONTENTS

<b>THE OBJECTIVES</b>	<b>2</b>
<b>THE SOCIETY OF RADIOGRAPHERS</b>	<b>3</b>
<b>THE 2017/18 UK COUNCIL OF THE SOCIETY OF RADIOGRAPHERS</b>	<b>5</b>
<b>THE SOCIETY UK COUNCIL</b>	<b>6</b>
<b>PRIDE AND PASSION IN HELPING THE PEOPLE WE SERVE, OUR PATIENTS</b> <i>Gareth Thomas, President 2017-18</i>	<b>7</b>
<b>STAYING ON TARGET</b> <i>Steve Herring, Chair of UK Council</i>	<b>8</b>
<b>THE COLLEGE OF RADIOGRAPHERS BOARD OF TRUSTEES</b>	<b>9</b>
<b>STANDING-UP FOR MEMBERS</b> <i>Richard Evans, Chief Executive Officer</i>	<b>10</b>
<b>ACTIVITY REPORTS</b>	<b>14</b>
<b>BENEVOLENT FUND TRUSTEES REPORT</b>	<b>28</b>
<b>THE PATIENT'S VOICE</b>	<b>30</b>
<b>SOCIETY AND COLLEGE FINANCIAL REPORT</b>	<b>31</b>



# THE 2017/18 UK COUNCIL OF THE SOCIETY OF RADIOGRAPHERS



**BACK ROW LEFT TO RIGHT:** John Burton (Scotland); Sheila Hassan (London); Dave Pilborough (Midlands); Karen Smith (Yorkshire and North Trent); Caroline Hurley (Wales); Andy Powell (North West); Chris Kalinka (Wales); and Philip Cosson (Northern).

**FRONT ROW L TO R:** Steve Herring, Chair of Council (South East); Sue Webb, President-Elect (Eastern); Gareth Thomas, President; Gill Hodges, Vice-President (Northern Ireland); Claire Donaldson (Scotland); and Tom Beaumont, South West.

# THE SOCIETY UK COUNCIL

The UK Council of the Society of Radiographers is made-up of member representatives from the English regions and the UK countries. Council determines the Society's policy and strategic direction.

The Society is a company limited by guarantee and, as such, the members of Council are company directors registered at Companies House. They have responsibilities as representatives of the membership and as directors of the company. Council members are not paid for their duties but they can claim travelling and other expenses.

## **SOCIETY COUNCIL MEMBERS (DIRECTORS OF THE SOCIETY)**

For the period of this Annual Report and until 31 December 2017

### **Elected Officers**

President	To 05.07.17 From 05.07.17	Mr S Herring BSc(Hons) PgD Mr G Thomas MSc BSc (Hons) PgCUTL FHEA
President Elect	To 05.07.17 From 05.07.17	Mr G Thomas MSc BSc (Hons) PgCUTL FHEA Mrs S Webb BSc(Hons)
Vice President	To 05.07.17 From 05.07.17	Mrs S Webb BSc(Hons) Mrs G Hodges DCR(T) PgD
Immediate Past President	To 05.07.17 From 05.07.17	Mrs S Hassan DCR(T) Mr S Herring BSc(Hons) PgD

### **Regional Representatives**

Scotland	To 05.07.17	Mr J Burton DCR(T) Miss C Donaldson BSc(Hons) Mrs N Wilson MSc BSc TDCR(R) HDCR(R) DCR(R) Cert Ed
Yorkshire & North Trent		Mrs K Smith MSc DCR(T) Dr P Cosson DCR(R) BSc PgC PGCE D.Prof
Northern		Mr A Powell BSc(Hons)(R) Mrs G Hodges DCR(T) PgD
West		Mr G Thomas MSc BSc(Hons) PgCUTL FHEA Mrs J Shurmer BSc(Hons)(R) PgC PgDip
Northern Ireland		Mrs C Hurley BSc(Hons)(R) Mr C Kalinka MSc DRI DCR(R)
Wales	To 05.07.17 From 5.7.17 to 6.9.17	Mrs S Webb BSc(Hons) Mrs S Hassan DCR(T) Mrs J Howes DCR(R)
From 06.09.17		Mr S Herring BSc(Hons) PgD Mr T Beaumont BSc(Hons)(R)
Midlands	To 05.07.17 From 05.07.17	Mr D Pilborough BSc(Hons)(T) Mrs S Webb BSc(Hons)
Eastern		Mrs S Hassan DCR(T) Mrs J Howes DCR(R)
London		Mr S Herring BSc(Hons) PgD Mr T Beaumont BSc(Hons)(R)
South East	To 05.07.17 From 05.07.17	
South West		

### **SENIOR OFFICERS OF THE SOCIETY OF RADIOGRAPHERS**

Chief Executive Officer	Mr R Evans OBE HDCR
Head of Professional Policy	Mrs C Beardmore FCR, MBA (Open) DMS BSc (Hons) DCR(R) & (T)
Head of Industrial Strategy	Mr W Town MA DCR(T) DLS
Head of Finance and Operations	Mr D Goulds MBA FCMA FCIS

### **ELECTION OF PRESIDENTIAL OFFICERS**

In July 2017 Gareth Thomas was duly elected President; Susan Webb President-Elect and Gill Hodges Vice-President for the coming year. Steve Herring took on the role of Chair of Council and Immediate Past President.

### **BALLOTS FOR COUNCIL OFFICERS**

Four members reached the end of their term of office on 30 June 2017, and were re-elected for another three-year term:

Gill Hodges	Northern Ireland
Claire Donaldson	Scotland
Tom Beaumont	South West
Karen Smith	Yorkshire and North Trent

Tara Flight (Midlands) decided not to stand again when her term of office was reached on 30 June 2017, and David Pilborough was elected in her place.

There was one mid-term resignation: Norma Wilson resigned on 5 July 2017. This post in Scotland remained vacant at the year end.

### **COUNCIL MEETINGS**

The Council met seven times during the period of this Annual Report and was led by the Immediate Past President, Steven Herring, until 6 July 2017 when the current President, Gareth Thomas, was inaugurated.



# PRIDE AND PASSION IN HELPING THE PEOPLE WE SERVE, OUR PATIENTS

Gareth Thomas, President 2017-18

***Through my time as president I have had the opportunity to interact with our stakeholders face to face. The Society and College is well regarded and respected amongst our sister professional bodies and professions.***

Meeting members, I have sensed the pride and passion we all have in helping the people we serve, our patients. Together, we are a professional body that embraces and promotes the role of the radiographer in its many and varied forms.

When I became president, I pledged to stand with our members to promote fairness and equality and tackle the government's restraint on public sector pay. In October 2017, I was proud to march down Whitehall with our members and fellow trade unionists to voice concerns about the public sector pay cap.

At the Trade Union Congress, we were successful in having two motions passed. The first was about lack of investment in equipment and manpower within radiography. The second came from our Equalise group and called for male radiographers to be allowed to apply for mammography

posts in the breast screening programme.

In our new strategic plan we have to be sure the organisation is confident and proud of its successes but honest about any weaknesses.

I am confident the collaboration between UK council members, College trustees and our officers will produce a brilliant strategy to drive the organisation and profession forward.

Most importantly, patients are at the centre of our strategy.

I am so proud of our members and all that they do. I know times are difficult, but we must continue to influence service design and innovations that put patients first. It is vital that radiographers inform and shape the services.



# STAYING ON TARGET

Steve Herring, Chair of UK Council and Immediate Past President

***Whilst change is important to keep the organisation fresh and to encourage the introduction of new ideas and perspectives, it is sad when valuable members of UK Council leave at the end of their terms of office.***

We said goodbye to Tara Flight (Midlands), Jill Howes (who so kindly represented the South East Region during my presidential year) and Norma Wilson (Scotland). Their contributions will be missed and we wish them well.

David Pillborough has been welcomed to Council as Tara's replacement, in addition to Caroline Hurley, who is the alternate for the current President, Gareth Thomas, representing Wales. Anna Harvey-Lloyd is currently observing in preparation for supporting the Eastern Region when Sue Webb, the President-Elect, is inaugurated in July 2018.

Council have been busy planning for the organisation's next strategic cycle to keep up the forward momentum in these challenging times.

Meetings have been well attended and discussion has been lively as members challenge the organisation to make sure we stay on target to meet the current strategy objectives, as well

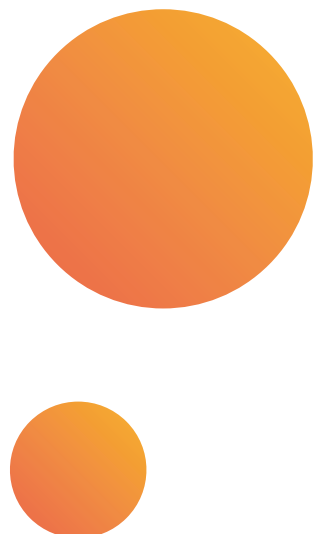
as the issues raised by members at the Annual Delegates Conference (ADC).

As well as debating a record number of motions, the 2017 ADC elected observers from the membership and the student cohort. They have participated in discussions, providing fresh views on the important matters which our members face.

We have had visitors to Council from organisations such as the Health and Care Professions Council, the Royal College of Radiologists, and Elsevier, the publishers of our peer-review journal, Radiography.

Members of Council also attend other meetings including special interest groups and the College Board of Trustees, as well as stakeholders such as the Allied Health Professions Federation, and the Clinical Imaging and Radiotherapy Boards.

I would like to thank the members of UK Council and the directors and staff of the Society and College for their hard work over the past year. I also applaud the members who have supported the organisation in attending groups and committees, seminars and conferences. Without you, we could not carry out the work that is required to ensure the growth and development of the profession of which we are so proud.





# THE COLLEGE OF RADIOGRAPHERS BOARD OF TRUSTEES

The College of Radiographers, a registered charity, is a wholly owned subsidiary of the Society of Radiographers. It carries out activities for the Society by agreement.

The business of the College is overseen by a Board of Trustees, the governing body of the College. The responsibility for the overall management and organisation of the charity rests with the Board.

The Board, who are also the directors of the company, comprise six external trustees, representing professions including legal, financial and medical, who are selected by interview, and six trustees drawn from or appointed by the Society's UK Council. (Numbers exclude The Society President and the Chair of the College Board.)

The induction and training of trustees is conducted according to need. Council members and College Trustees are indemnified by a director's and officer's insurance.

The Board meets four times a year. The College Trustees will publish their first impact report in the summer of 2018. This will contain more detail on the College and its work.

## THE COLLEGE BOARD OF TRUSTEES (CBOT)

Mrs P Williams MSc BSc (Hons) TDCR	to 15.12.16
Mrs S Mathers FCR MSc DCR(R)	Chairman from 15.12.16
Mrs K Smith MSc DCR(T)	
Mr D Adrian-Harris TD JP MPhil BA (psych) TDCR HDCR	
Mrs S Hassan DCR(T)	
Mrs P Black DCR(R) NVQ PgDip	To 05.07.17
Mr S Herring BSc (Hons) PgD	President to 05.07.17
Mr C McCaffrey	
Ms A Vinall MSc BSc (Hons)	
Mr G Thomas BSc (Hons) PgDip FHEA	President from 05.07.17
Mrs S Webb BSc (Hons)	
Mrs J Jones	
Mr I Wolstencroft	
Mr C Kalinka MSc DRI DCR(R)	From 29.03.17
Dr Stephen Davies	From 21.06.17
Mrs G Hodges DCR (T)	From 05.07.17



# STANDING-UP FOR MEMBERS

Richard Evans, Chief Executive Officer

*Summing up the work of the Society of Radiographers over the course of a year is a challenge. In this report, all we can hope to do is to provide highlights of a very busy and successful year for our organisation.*

The resources we have for our work are provided by our members. The way that we have employed them is shown in the section of the report about financial performance. The period covered by the accounts is now behind us and what is shown is the picture for the year up to 30 September 2017.

UK Council elected not to increase subscription amounts for members for the next financial year 2017-18. This recognised the personal pressure members faced because of continued pay restraint in the NHS and other healthcare providers.

Thanks to the hard work of members everywhere, growth in membership numbers continued and this naturally helped to ensure we were able to sustain our services and activities on behalf of the profession.

There were some significant financial challenges in the year involving unpredictable 'one-off' costs connected with the administration of

the staff pension scheme. It is good to see that these were covered by positive returns on investments, including the assets of the pension scheme. With very good financial management, the organisation showed a surplus at the end of the year.

The success of our business as a company underpinned the activities in our trades union and professional body functions.

In the Professional and Educational section of this document you can read about the wide-ranging policy and advisory work that took place to advance our profession and influence better patient care across the UK. Particularly welcome is the focus on developing a radiography workforce to meet the demands of service delivery.

Building on the enthusiastic support to set up a political fund, contributions from members flowed in. We have a valuable resource that will ensure we can campaign on behalf of members and our patients during national elections.

Our Regional and National Officers, supported by the network of accredited SoR representatives, have done a fantastic job standing-up for members, working for safe and fair treatment at work.



This year we welcomed Ian Cloke as our new Health and Safety Officer. Ian replaced Lyn West-Wigley in this role. Gary Watts retired from the role of Regional Officer and we were glad to welcome Peter Higgs to the team. In Scotland, Tony Axon provided cover whilst Deborah Shepherd was on maternity leave.

We also welcomed Nichola Smith into a new cross-organisational role as student membership officer and Eugene Statnikov as our Knowledge Manager. Kay Purser and Claire Leeson joined the conference and events and Professional & Education teams respectively.

As always, I am grateful to the SoR staff for their dedication and support. Directors Warren Town, Charlotte Beardmore and David Goulds have provided expert leadership of their teams and have advised UK Council in its vital role at the head of our profession.

This report marks the close of the three-year strategic planning period started in 2015. As you read this, finishing touches to the next strategy will be completed. Watch out for news of the direction UK Council have agreed for the Society running up to our centenary year in 2020.

Delivering the best possible care for patients is what motivates our members. It is the single most powerful reason why our organisation, combining a professional body and trade union, is a model that works.



# RESEARCH: A WORLD OF OPPORTUNITY



Fundamental to the Society & College of Radiographers' (SCoR) ongoing five year research strategy, is its firm belief that research is an essential requirement for all radiography professionals.

SCoR policy maintains that radiographers - from student to advanced practitioner - should be prepared to tackle all aspects of research, from novice through to research professorships.

Research is imperative to develop a high quality evidence-base that is patient-centred. Radiographers should draw upon research to inform their practice and decision-making to deliver gold standard healthcare to patients and service users.

## Industry collaboration is key

A number of opportunities to apply for funding underpin SCoR's commitment to a robust research policy. Many of the grants are generously supported by funding drawn from the College of Radiographers' Industry Partnership Scheme (CoRIPS).

The partnership is a long standing and successful collaboration between the radiography profession and commercial organisations. Over the past five years, CoRIPS has been instrumental in providing more than half a million pounds for radiographers to undertake research work on numerous diagnostic imaging and therapeutic projects.

## College of Radiographers Industry Partnership Scheme (CoRIPS) research grants

Small CoRIPS grants of up to £10,000 are available for projects related to any aspect of the science and practice of radiography, and specifically targeted at those practitioners who may not have undertaken research before. Since 2006, the scheme has supported 65 grants, as well as four joint grants with the Royal College of Radiologists, amounting to more than £431,000.

## College of Radiographers Doctoral Fellowship Grant

Two fellowship grants of up to £25,000 are offered to Society members who want to undertake doctoral level research on

a variety of topics, including accuracy and safety; technological innovations; public and patient experience, service and workforce transformation; and education and training. So far, four grants have been made, totalling approximately £100,000. The grants have created exciting opportunities for SCoR members to undertake paid doctoral research, that will not only have a direct benefit for patients and their families, but will also result in a published article in the College's peer-review journal, as well an opportunity to present their paper at one of the CoR's conferences.

## CoRIPS undergraduate research grants

These awards, which are very popular and often vastly oversubscribed with applicants, have been created to give experience of research to two student radiographers with research potential. The aim is to encourage them to consider a career in scientific research, which could ultimately have a positive impact on patient healthcare, either in diagnosis or treatment. Since 2014, the scheme has supported seven grants and provided approximately £7000 of funding.

## Measuring the patient experience of radiographic procedures to improve the patient pathway

Three grants of up to a total of £20,000 have been recently introduced, designed to give access to funding for researchers carrying out studies in improving the patient pathway.

## College of Radiographers UKRICO Attendance Grant

Members can also apply for funding from this newly established award, that assists radiographers who are attending the annually held UK Radiological and Radiation Oncology Congress and technical exhibition (UKRICO), and who are presenting a proffered paper for the first time. The grant is especially beneficial for radiographers who might otherwise be unable to consider attendance because it pays for full

conference registration, accommodation and travel expenses, plus a subsistence allowance.

## Overseas Conference Grant

Made annually, it supports a qualified member, or a small team, to travel overseas to present the findings of their research and/or service evaluation as an oral paper at an international conference.

Successful applicants also agree to write an article for *Imaging and Therapy Practice* and to publish the findings of their work in *Radiography*.

## Current Partners in CoRIPS

### Diamond partners

Elekta  
IBM Watson Health  
InHealth  
The Rutherford Cancer Centres

### Premier partners

Bracco UK Ltd  
GenesisCare  
Guerbet  
Varian Medical Systems  
Vertual

### Partners

Agfa Healthcare  
Alliance Medical  
Bayer HealthCare  
Canon Medical Systems  
Carestream  
Cobalt  
Fujifilm  
GE Healthcare  
Healthcare Software Systems  
Imaging Equipment Ltd  
InHealth Radiographer Reporting  
Integrated Radiological Services Ltd  
Jennie Reeves Radiographers Agency  
Matchtech  
Medica Group  
Med Imaging Healthcare  
Mirion Technologies  
Oncology Systems Limited (OSL)  
Philips Healthcare  
Physiological Measurements Ltd  
Rig Healthcare Recruit  
Rothband  
Siemens Healthineers  
Vital Images



# MEMBERS CONTINUED TO BE ASKED TO DO MORE WITH LESS

## TRADE UNION AND INDUSTRIAL RELATIONS REVIEW

---

Warren Town, Director of Industrial Strategy

***Sadly, but perhaps inevitably, the year was dominated by the ongoing battle about pay for National Health Service staff.***

The campaign to end seven years of pay austerity continued with the Society and the other joint trade unions lobbying strongly - and ultimately successfully - to have the 1% cap on NHS pay increases removed. Most SoR members have seen earnings reduce by 14% since 2010.

A letter writing campaign by SoR members urged politicians to pressurise the government to remove the cap and commit to centrally funding any increase recommended by the National Health Service Pay Review Body.

The Society submitted strong evidence for an increase in 2018. The document says that “as a trade union and professional body we are uniquely placed to comment on the impact of seven years of pay suppression and service cuts and the effect this has had on role development and recruitment and the retention of key staff to deliver improved, efficiency, quality and patient throughput.”

The Society’s evidence to support a pay increase for the next financial year

of more than 1% “reflects the need to reward staff for their perseverance, patience, improvements in productivity, and commitment.” Along with other health trade unions, the Society sought an increase of 3.9%, plus £800 to address some of the income lost in previous years because of zero or 1% annual increases.

In Scotland there was growing concern that the devolved government will impose a pay cap of 3% for lower paid public sector employees and 2% for those earning more than £30,000 a year. It will mean that members in Scotland receive an increase less than the cost of living.

Remuneration in Northern Ireland continues to lag behind the other UK nations despite a belated back-dated 1% increase for 2017/18. This leaves workers with a pay gap of 2% compared with the other countries in the union.

### **Do we have to have a crisis in the NHS every winter?**

As sure as December means it is Christmas again, the months from November to February generate the recurring headlines of ‘NHS reaches new crisis’, ‘Waiting times worst ever’ and ‘Patients suffering because

staff and resources can't cope'.

The winter of 2016/17 was no different with the Red Cross declaring that the service was in a humanitarian crisis. SoR members recounted harrowing and desperately sad tales of patients suffering unnecessarily. Helen Thomas, an SoR industrial relations rep and diagnostic radiographer who works in Yorkshire, said, "I x-rayed a three-week premature baby who needed an intensive care bed. The nearest available was in Belfast."

Helen wanted to know that the "Society will continue to "fight to allow us to care and to be our patients' advocates." The Society's UK Council - each one themselves members of the radiography workforce - reassured her that the organisation will continue to support members in every way we can.

### **Changing employment practices trigger PII review**

Professional indemnity insurance has been a compulsory requirement of a radiography professional's registration with the Health and Care Professions Council and is a key benefit of the Society's membership package.

Because of changes in employment in recent years and a steady increase in claims from independent and self-employed practitioners, the Society's PII underwriters decided that members who work outside a conventional employment contract would have their cover withdrawn.

To ensure that members who were affected by this decision would be able to continue to work, the Society identified a broker and underwriter who would provide quotes for members who were no longer covered under the main policy.

### **Accredited Reps**

As always, the Society continues to champion the importance of committed accredited workplace representatives and ensure that they benefit from high quality training and development. This investment in frontline representation ensures members of the Society are well represented and provided with excellent advice and support. The SoR Union Learning Fund (the Bryan Macey Scholarship), provides £2000 towards an ACAS workplace mediation course and the opportunity to work towards the Certificate in Internal Workplace Mediation.

## **TRANS EQUALITY: GUIDANCE FOR THE RADIOGRAPHY WORKFORCE**



Equalise, the equality and diversity network of the Society of Radiographers (SoR) published new guidance to help members better understand the issues around trans equality. The document contains:

- An introduction to a range of issues
- Information on the legal framework that is currently in place
- Guidance on common workplace issues that are faced by trans members

"It is important for trade unions and employers to have a clear focus on trans issues, and should help SoR members take part in and lead on the work necessary to make trans equality a reality in their workplaces," the document says.

It continues, "Owing to the nature of trans discrimination in society as a whole, unless an organisation is explicitly transgender inclusive, many trans people considering transitioning may fear the reaction of their colleagues and managers."

To further underpin a commitment to eliminate inequality in the workplace, the SoR encouraged members to take part in a TUC LGBT workplace experience survey, to find out how lesbian, gay, bi and trans (LGBT) people find working life in the UK.

Survey findings will be used to campaign on the issues most affecting LGBT people in the UK and produce training material for union reps, to ensure they can best protect and represent their members.

## SOR'S CONCERNS HIT HEADLINES



Concerns raised at the 2017 TUC Congress by the SoR were publicised by the *Mail on Sunday*.

The Society's motion called for the TUC to work with other parties to explore better ways for patients to seek compensation without the need to incur legal fees.

Paul Moloney, the SoR's industrial relations manager, commented: "We were surprised to find the Mail on Sunday picking up the issue on 9 October with the headline 'Vulture Lawyers Bleed the NHS for £418m'.

"It's maybe not quite how we would have put it, but it was their lead story that day, and was followed up with a comment piece in which they called for a review of how the no-win, no-fee culture has led to a significant increase in the cost of litigation for the NHS - money which should of course be spent on patient care."

The SoR called for a wide-ranging debate to look at the alternatives.

## SCoR RESPONDS TO CRISIS IN THE NHS

SCoR President Steve Herring, the CEO Richard Evans and Chair of the Patient and Public Liaison Group, Philip Plant, issued a statement in December 2016 responding to national headlines regarding the mounting crisis in the NHS.



The statement reaffirmed the SCoR's commitment to do all it can to support members in the workplace, and called on the government to 'hear the voice of health professionals and take action'.

The statement read: *As long as any of us can remember the National Health Service has reeled from a crisis to a calamity to a catastrophe. A crescendo is typically reached during the winter months.*

*Constantly expected to 'do more with less' to meet the needs of an ageing population that is also growing in numbers, staff put their heads down and get on with the job of providing the best possible patient care that they can with the resources that they have.*

*Clinical professionals cannot remain silent when they see that people are suffering. We acknowledge the complexity of the problems and that, although the situations our members generally encounter is in secondary care, much of the underlying causes seem to be poor resourcing of social and primary care.*

The Society's UK Council, each one themselves members of the radiography workforce, confirmed their commitment to ensuring that the organisation's staff have the resources to support members in every way they can.

## REPS OF THE YEAR THANKED FOR THEIR HARD WORK AND DEDICATION TO THE PROFESSION



As is the tradition, the gala dinner at ADC 2017 was rounded off with the Rep of the Year awards. The standard of entries was once again high said SCoR President, Steve Herring, as he presented the reps with their awards, along with Tim Cooper, head of hospital inspections for the Care Quality Commission.

Michaela Dunford was the winner of the South East Region award as well as the overall UK award. Michaela received nominations praising her for 'enthusiasm', 'vigour' and 'mammoth achievements'. She was thanked for always being available to lend a hand, no matter what the situation, and showing a remarkable maturity for someone so early in their career.



## ‘MAKE SURE YOUR VOICE AND PATIENT VOICES ARE HEARD’



Richard Evans, Chief Executive Officer and General Secretary, wrote to members ahead of the June 2017 general election, commenting that the announcement of a ‘snap’ national poll is a good example of why it is important that the Society has a Political Fund.

For the Society to continue to campaign on the issues important to members and patients during the so-called ‘regulated’ period leading up to UK elections means registering with the Electoral Commission. This is not open to the Society as a trade union unless there is a Political Fund in place.

Election campaigning law is highly complex and during these regulated periods in the run-up to UK general elections and elections to the devolved assemblies/governments, there are costs that can only be met from a separate fund financed by the voluntary contributions of members - the union’s general funds cannot be used for this purpose.

Richard invited members to contribute to the political Fund to ensure that ‘we are not gagged’ in raising issues such as the NHS, staff pay and conditions in the critical period before an election.

## SHOULD THERE BE MALE MAMMOGRAPHERS?



This year’s annual jamboree of the trade union movement – the annual TUC Congress - was action-packed for the SoR delegation, who successfully moved two motions (albeit not entirely plain sailing!), and spoke in support of two others.

The Society called on the government to allow male radiographers, as well as women, to carry out NHS breast screening examinations. Thanks to support from the other health unions, the motion was carried but there was passionate opposition.

Additionally, a motion to carry out a ‘major transformative project to create a new model of UK trade unionism’ was carried unanimously by Conference. Seconded by the Society, the motion ‘recognises the growing challenges facing the trade union movement and is extremely concerned that 2016 saw a reported fall of 275,000 trade union members.’

Paul Moloney, the SoR’s industrial relations manager, said: “This country needs a strong trade union movement...but the movement is losing members at an alarming rate. We have to change and adapt.”

Paul reminded delegates that it is the smaller unions who are successful, gaining members and have high density of memberships in their sectors. The Society of Radiographers has increased membership for the past five years.

## PACKED AGENDA



With a record number of delegates in attendance, the longest list of motions being debated and close to 2000 tweets, the Annual Delegates Conference 2017 held in Leeds certainly wasn't quiet.

The packed agenda included discussions about the impending general election, Brexit, the Political Fund, employment tribunal fees, possible industrial action by SoR members, and whether male radiographers should perform mammograms.

Steve Herring, Society president, kicked off the debate by addressing conference to move UK Council's statement outlining the priorities for the organisation during Brexit.

Motions 4 and 5 saw a heated debate about employment tribunal fees, which were described by one speaker as a 'tax on justice'. An impassioned speech by Delia Hazrati from the South East region, argued that Council should lobby for the scrapping of tribunal fees.

Delegates were asked whether they would support Emergency Motion 2, which called for a ballot on industrial action, in reaction to the latest pay recommendation from the Pay Review Body of a 1% increase.

The proposal was ultimately lost following a debate which included a point of information from the director of industrial strategy, Warren Town, who raised the question whether opposing the Pay Review Body was sustainable.

## SOR MEMBERS JOIN THOUSANDS AT 'BRITAIN NEEDS A PAY RISE' RALLY



In October, members of the Society joined thousands of other trade unionists in London at a successful march and rally organised by the TUC to protest about low pay for public sector staff.

"We were very pleased by the response from our own members and the other unions," Paul Bromley, the Society's regional officer for London, said.

Earlier, trade unionists had lobbied members of parliament in the House of Commons, followed by a rally in Whitehall outside Downing Street and a march to Parliament Square.

SoR members wore tabards carrying the slogans 'Fair Pay for Radiographers' and 'Scrap the Cap for Radiographers', waved flags and distributed stickers and badges.





# PROFESSIONAL, EDUCATION AND RESEARCH REVIEW

Charlotte Beardmore, Director of Professional Policy

## Conferences, seminars and other learning resources

The Society and College organised 15 educational events during the year, attended by a total of more than 800 delegates. These included a range of leadership events, advancements in obstetrics ultrasound, workshops for assistant practitioners and a focus on radiation protection. A successful workshop, 'Managing under pressure: essential skills for tomorrow's leaders', was re-run.

The annual **Student Conference** saw a record attendance, with exhibiting companies adding an extra dimension as well as presentations from the European Society of Radiographer Societies and from students who have taken part in overseas placements with RAD-AID. Planning began to pilot the first digital recording of a College one-day event for the benefit of Society members who were not able to attend.

The annual, three-day **Radiotherapy Conference** was as popular as ever and continues to support the development of first time presenters, including students and researchers who have received funding from the College of Radiographers Industry Partnership Scheme (CoRIPS). The number of proffered papers and poster submissions

continues to increase, supporting the goal of increasing research activity.

Very successful **radiation protection** collaborative study days for both the diagnostic and therapeutic radiography communities were held.

The College continues to support the development of specific imaging online materials through the e-Learning for Healthcare (eLfH) programme and has completed the initial phase of development with over 400 sessions live on the Health Education England learning hub. The modules are all CPD Now endorsed. A review of the ultrasound sessions has commenced and new modules have been commissioned for CT anatomy and nasogastric tube placement. A multi-professional e-learning programme for proton radiotherapy is being developed. Agreements have been made to share eLfH with the Australian Society of Medical Imaging and Radiation Therapy and the New Zealand Institute of Medical Radiation Technology through e-integrity.

An on-line training tool, offering a different opportunity for learning, has been used effectively throughout the year to support and increase members' use of CPD Now and understanding of the practitioners' accreditation system.

### Key Objectives for 2017/18

- To explore opportunities to enable further dissemination of conference material to the wider membership
- To grow the e-Learning for Healthcare portfolio with submission of proposals for further sessions
- To develop and integrate the on-line training opportunities for engagement with and development of the profession
- To offer a wide ranging and topical conference programme to the profession
- To consider the development of grants to support members attending UKRCO to present their research

### Journals and research

The Society and College's new five-year **Research Strategy** with three key aims was promoted and we commissioned work to identify the **research priorities** for the profession.

The targets for the profession are;

- Embed research at all levels of radiography practice and education
- Raise the impact and profile of radiography through high quality research focused on improving patient care and/or service delivery
- Expand UK radiography research capacity through development of skilled and motivated research-active members of the profession

An online collaborative forum has been successfully implemented and continues to support and grow the research network for the radiography profession. This has provided on-line monthly discussions focused on published research.

The College continues to support the work of the Council for Allied Health Professions Research (CAHPR) and the network continues to grow, supporting researchers at all levels through AHP funded regional hubs.

The Industry Partnership Scheme (CoRIPS) gained two new members, with 31 commercial partners now providing funding and strengthening the opportunity for radiographer led research. Two rounds of research funding applications were received from radiographers and five were funded, totalling more than £32,447, including three student awards.

The College's international journal *Radiography* continued to grow and develop with publication frequency five times a year. The journal remains the official journal of

the European Federation of Radiographer Societies (EFRS). The Irish Institute of Radiography and Radiation Therapy agreed a rate to enable access for all their members. The submission to Medline was approved and awareness of the journal continues to increase through the international Twitter journal club #MedRadJournal.

### Key objectives for 2017/18

- To continue to promote the SCoR research priorities
- To promote the availability of CoRIPS funding for radiography research and to support the profession in the application process
- To increase the number of partners within the College of Radiographers Industry Partnership scheme.
- To increase the number of European Radiography Societies subscribing to Radiography journal through the agreement with EFRS
- To review the publication strategy for Radiography
- To continue to promote CAHPR opportunities to members, so increasing collaborative approaches to research

### Educational and professional standards and accreditations

The Approval and Accreditation Board (AAB), comprised of expert volunteers and supported by the professional team, provides advice and guidance and makes recommendations to the College Board of Trustees (CBoT) on all matters related to the CoR approval and accreditation policy and its objectives. More than 80 volunteer assessors support the approval and accreditation processes.

Accreditations during the year included;

- 10 pre-registration programmes approved/reapproved
- 10 post-registration programmes
- 2 short courses
- 1 assistant practitioner approved/reapproved
- 119 assistant practitioners
- 12 advanced practitioners
- 11 consultant practitioners
- 7 practice educators

In addition, 132 events/resources were awarded **CPD endorsement** by the College, a 40% increase over the same period in the previous year.

The revised **Imaging Services Accreditation Scheme (ISAS) Standard** was published and events focused around increasing uptake have been taking place over the year. Progress has been made with an all-Wales approach being considered and a similar approach for Northern Ireland. In England 26 services have achieved ISAS accreditation with a hundred or so other imaging services engaged with the scheme. There were six new services accredited in 2016/17 and 16 services re-accredited.

Advanced practice therapeutic radiographers have taken up the opportunity to train to undertake **independent medicines prescribing** to meet service need. This is a very welcome development for patients receiving treatment for cancer. There has been ongoing work in progressing the case to seek independent prescribing rights for diagnostic practitioners.

Very active engagement in the development of apprenticeships, in particular degree level diagnostic and therapeutic radiography and sonography, was a key focus. Work with the Institute for Apprenticeships is ongoing to make the case for approval of separate apprenticeships for diagnostic and therapeutic.

A wide range of **guidance documents** were published during the year, including a revision of the *Guidelines for Professional Ultrasound Practice*, a joint document published in collaboration with the British Medical Ultrasound Society. Guidance has been published to support the public understanding of the role of the radiographer in CT. A working group, including patient representatives, has completed an extensive review and update of the Patient Consent guidance. Work was completed for radiotherapy *Have you paused and checked?* posters and prompt cards, to act as a reminder of the checks required prior to clinical treatment, building on the success of those developed for clinical imaging. The Diagnostic Scope of Practice survey was published and promoted to a wide number of stakeholders, and the census of diagnostic and radiotherapy workforce in the UK were also completed and published.

A joint document with the Royal College of the Radiologists and the Institute of Physics in Engineering and Medicine, under the aegis of the Clinical Imaging Board, evaluated the installed MRI equipment base in the NHS across the UK. Good progress has been also been made in developing guidance to support learning from radiation dose adverse events and near misses in UK clinical imaging services.

### Key objectives for 2017/18

- To increase the numbers of practitioners seeking accreditation at all levels, through ongoing promotional activity
- To increase the number of services seeking and achieving accreditation for ISAS
- To continue to roll out the opportunity for on-line forums and communities to wider groups of the membership
- To continue to develop links with the Heads of Radiography Education group
- Contribute to and support national work relating to the apprenticeship agenda to support the development of standards
- To complete a range of guidance documents including learning from adverse incidents and near misses; image guided radiotherapy update, and the implementation of the updated ionising radiation requirements
- To complete guidance on the role of the radiographer in osteoporosis services, standards for CT colonography, curriculum guidelines for radiographic and health informatics.
- To consider the Public Voluntary Register of Sonographers alongside national developments for a sonography career framework.

### Promoting radiography and representing the profession

The team of professional officers have contributed advice and leadership to a large number of **national work streams** and consultations being led by the Department of Health and its arm's length bodies, to ensure the contribution that radiographers can make in delivering patient centred services in an ever-changing environment is understood and appreciated.

Work streams established by Health Education England (HEE) in relation to the radiography and sonography **workforce**, including advanced clinical practice, the impact of the change from student bursaries to loans, and the retention of therapeutic radiography students, have been a focus over the year.

There has been significant work with Cancer Research UK into analysis of the non-surgical oncology workforce, and with Macmillan Cancer Support in relation to therapeutic radiographers and their role in supporting cancer patients.

HEFCE has commissioned a project to support **vulnerable 'specialist' professions**, which includes therapeutic radiography.

The College's **Public and Patient Liaison Group** (PPLG) met three times during the year and PPLG members have been invited to participate in relevant consultations with third-party bodies, Society and College working groups and the patient engagement scoping workshop.

The 7th **National Conference for Radiology Managers**, attended by over 250 delegates and organised jointly with Philips Healthcare, presented a good opportunity to focus upon the importance of accreditation and to network and understand challenges and opportunities for the profession.

The College continued to have significant representation at the Radiological Society of North America meeting, the European Congress of Radiology, the European Society of Therapeutic Radiation Oncology, and **meetings** of the International Society of Radiographers and Radiological Technologists. We have an influential presence in many UK multi-stakeholder events such as the British Nuclear Medicine Society spring meeting, Symposium Mammographicum, the British Association of MR Radiographers annual conference, the NCRI Cancer Conference, the British Medical Ultrasound Society Annual Scientific Meeting, and the Northern Ireland Awards and Conference for Allied Health Professionals.

The **United Kingdom Radiological Congress (UKRC) and United Kingdom Radiotherapy and Oncology Congress (UKRO)** were once again integrated at the event in Manchester. The RCR agreed to become a partner in the UKRCO congress from 2019.

#### **Key objectives for 2017/18**

- With key stakeholders ensure that the workforce needs for ultrasound clinical imaging and radiotherapy services are appropriately planned for
- Ensure the profession is equipped to deliver proton services in England
- Support development of the ultrasound workforce to meet growing service demands
- Continue to promote engagement of the profession in the work of the organisation
- Continue to work with the cancer charities to impact upon patient care
- Increase patient and public engagement across the organisation
- Contribute to the Leading the Way International Advanced Practice Conference in Canada
- Increase the engagement of radiographers

in the work of the European Federation of Radiographer Societies

- Support delivery of the objectives of the HEFCE 'specialist professions' programme of work
- To work with the apprenticeship trailblazer leads to deliver degree level apprenticeships

#### **Radiography in Scotland:**

There are specific activities in Scotland where health policy is largely devolved to the Scottish Government. The College employs a professional officer in Scotland, who leads much of the important work undertaken to represent the profession and promote best practice. Notable activities during the year included;

- Participation in the 'Shared Services' Agenda for Radiology, particularly focussing on the role of reporting radiographers. The Reporting Radiographer Framework is now published as well as a countrywide job profile.
- Ongoing membership of the Scottish Clinical Imaging Network (SCIN) Steering Group and Demand Organisation sub-group. Development of a self-assessment tool to support the continuous improvement in quality standards in imaging is in development. There was a radiographer focussed event where many practitioners asked for role development opportunities.
- Ongoing membership of the Scottish Cancer Task Force and implementation of the cancer strategy, *Beating Cancer - Ambition and Action*.
- A review of the education and training requirements of radiography assistant practitioners, in liaison with NHS Education for Scotland continues.
- Participation in the AHP Academic Heads Group on behalf of AHP Federation Scotland, with a view to supporting ongoing education is being discussed.

#### **Key objectives in Scotland for 2017/18**

- To continue to promote the role of the radiography profession in delivering high quality, effective and patient-centred compassionate healthcare.
- To provide expert advice and guidance for the government, Health Department and NHS Scotland, the radiography profession and workforce, radiography education providers, and radiography researchers/ those engaged in research related to the profession.

## CHRISTINA FREEMAN RETIRES ON A CAREER HIGH



Colleagues, friends and family gathered to wish Christina Freeman well on her retirement.

Christina was a professional officer at the SCoR where she led numerous major projects, including the SCoR's website redesign in 2011, the launch of the Radiography Careers website in 2014, and the successful work undertaken to win prescribing rights for allied health professionals, including therapeutic radiographers. On World Radiography Day, Christina was honoured for this work by the British & Irish Orthoptic Society with a BIOS Fellowship.

## CHALLENGES AND OPPORTUNITIES



Director of Professional Policy, Charlotte Beardmore welcomed delegates from all over the UK to the College of Radiographer's Heads of Education Meeting, where speakers discussed a variety of topics, including the implications of the change in student funding and the introduction of apprenticeships, as well as challenges in mammography education and recruitment, advanced clinical practice and what working as a clinical academic actually means in practice.

Shelagh Morris, Deputy Chief Allied Health Professions Officer, NHS England explained how the College and NHS England have been working together to produce a working definition of advanced clinical practice. The definition was essential, not only to help the development of the profession, but to further the ongoing battle to achieve independent prescribing for diagnostic radiographers.

Recognising the impact of 'making every contact count', understanding the radiographer role in public health research and where we fit in will be crucial to 'fixing the health service', said Laura Pattinson, Senior Lecturer, Sheffield Hallam University.

## ISAS IS KEY TO BRIGHT FUTURE FOR IMAGING

Delegates, guests and speakers celebrated the launch of the revised 2017 Imaging Services Accreditation Scheme standard.

Speakers covered topics including the history of accreditation, details of the new standard and its development, support tools that are available for applicants, and the importance of accreditation in developing the gold standard of imaging services in every single trust and hospital in the UK.

The main talking points in a lively Q&A session which followed included safe staffing issues, application process details, how to access the support tools and documents, potential compliance problems, and available support for applicants.

There has been much to celebrate said Richard Evans, Society & College of Radiographers (SCoR) CEO, as he welcomed guests and speakers to the anniversary celebration.

"There is a great deal more work to be done to give ISAS the boost it should have, but today is about celebrating what has been achieved so far and looking to greater success in the future."



Richard Evans, SCoR CEO, and Lorraine Turner, UKAS business development & technical director cut the cake at the celebration.



## RADIOGRAPHER ADDRESSES MULTI-PROFESSIONAL ADVANCED CLINICAL PRACTICE CONFERENCE



The first HEE Advanced Clinical Practice conference took place late last year in London with the theme 'Delivering a harmonised definition and framework - #ACPfit4thefuture'.

Advanced clinical practitioners (ACPs) came from a range of backgrounds such as nursing and AHP professions to hear about and discuss developments within the ACP community.

Through her involvement with AAPE (Association of Advanced Practice Educators), Kerry Mills, a Senior Lecturer at the University of the West of England, was asked to present her experiences of advanced practice within the remit of her role as a Radiographic Emergency Care Practitioner.

Kerry said: "It is imperative that we work alongside other professions such as nursing and other AHPs, to ensure that we develop and follow a harmonised approach in developing and establishing robust advanced practice pathways."

## COR PUBLISHES RESEARCH PRIORITIES FOR THE PROFESSION

A revised version of the research priorities covering 2016-2021 set out a clear vision to improve patient care and outcomes by continuing to develop, grow and implement a high-quality evidence base. The priorities align with the aims and vision of the SCoR research strategy, published in 2015.

A modified Delphi consensus method was used and a total of 133 priority topics were identified, which fit into five key themed areas:

- Technological innovations
- Public and patient experience
- Accuracy and safety
- Service and workforce transformation
- Education and training

## DR RUTH STRUDWICK APPOINTED EDITOR OF IMAGING AND ONCOLOGY



Dr Ruth Strudwick, Associate Professor in Diagnostic Radiography and Academic Director for Radiography at the University of Suffolk, is the new Editor of Imaging and Oncology, the annual publication for imaging and therapy professionals.

Ruth replaces Hazel Edwards, the

longstanding Editor of I&O, who stepped down after several years of outstanding service.

Ruth is a diagnostic radiographer and teaches on several courses at the University of Suffolk, as well as being the chair of the Association of Radiography Educators, an accredited assessor for the SCoR, an External Examiner for Robert Gordon University (Aberdeen) and University College Dublin, and reviewer for two international journals, *Radiography* and *The Journal of Organisational Ethnography*.

Charlotte Beardmore, Director of Professional Policy at the Society of Radiographers said: "The appointment of Ruth to this honorary and prestigious position is great news for the profession and testament to the growing influence of I&O.

"Ruth's breadth of knowledge around radiography will enable the publication to continue to grow and flourish."

## PIONEER FOR RADIOGRAPHY EDUCATION NAMED AS HONORARY AWARD RECIPIENT



A key figure in the development of the first BSc and MSc degrees in radiography in the country has received an honorary fellowship from the University of Suffolk.

Christine Dobson was educated at Ipswich High School for Girls and she became the Principal of the East Anglian College of Radiography.

She became the Director of Academic Development at the then University Campus Suffolk, with a strong focus on quality and the student experience.

During her career she has held many national committee memberships and chairs, published and presented papers and externally examined in the UK and overseas.

She was invited to 10 Downing Street in relation to her work on Foundation degrees.

Christine retired in 2014 but her passion for education has not diminished and she is currently chairing the University of the Third Age in East Suffolk.

She said: "I am truly delighted to receive an Honorary Fellowship. Having been involved in the team to develop the radiography programmes within the University it is with the greatest pleasure and pride that I can witness the incredible development of the University as it goes from strength to strength."

## DR NICK WOZNITZA WINS TOP PRIZE AT CAHPO AWARDS



Dr Nick Woznitza, Clinical Academic Reporting Radiographer at Homerton NHS Trust and Canterbury Christchurch University, has been recognised at the inaugural Chief Allied Health Professions Officer

Awards by picking up two of the six prizes on offer.

Nick scooped the prize as best in category for Practice Innovators and followed that up by winning the overall prize.

Suzanne Rastrick, Chief Allied Health Professions Officer at NHS England presented Nick with his prize at a ceremony which took place at the third annual CAHPO conference.

Nominations for the awards reflected the theme of the conference 'Using AHPs to transform health, care and wellbeing'.

## CBOT CHAIR HOPES TO MAKE BIG IMPACT



L-r: Stephen Davies, Julie Jones, Sheila Hassan, Karen Smith, Alison Vinall, Gill Hodges, Chris Kalinka, Derek Adrian-Harris, Sue Webb, Steve Herring, Sandie Mathers, Charles McCaffrey.

Sandie Mathers, SCoR Past President, was appointed Chair of the College of Radiographers Board of Trustees (CBOT), following the retirement of Professor Pat Williams.

Sandie told Synergy News: "Under the excellent leadership of our outgoing Chair, Professor Pat Williams, the work of the Board has undergone a number of operational changes, including the development of our own strategy. In order to carry this out, I am working with the Trustees to identify what is important to the Board to fulfil our aims and objectives."

Commenting on her time in office, Pat said: "I thoroughly enjoyed my time in office, particularly my second term, where we were able to implement some of our strategic objectives. I encouraged CPD for trustees, supported their ideas and implemented changes in the overall operation of the Board with the help of the Trustees."



# CHANGING LIVES: THE BENEVOLENT FUND IN ACTION

*By easing her financial burden and allowing her to get on with her new life, the Benevolent Fund has helped a radiographer to make a fresh start in a different location, following the breakdown of her marriage.*

When Kay's (not her real name) relationship with her husband ended abruptly, she had already accepted a post in a larger hospital and handed in her notice. The new role meant a long commute. Six days before she was due to start, she needed to find a home for herself and her son, and the most sensible option was to move closer to the new job.

"Unfortunately, I was in a huge mess as I had got myself into a bit of debt - it was only £1000 - but enough to affect my ability to find the rent and deposit for a new home. Enough to push me over the edge," Kay says.

Having seen an advertisement for the Benevolent Fund on the noticeboard at work, she decided to make contact.

"At face value, my circumstances did not appear to meet the criteria, but I thought I would try because I had nothing to lose," she says.

"I have been blown away by how much the Benevolent Fund has helped me and I am so grateful. I was also amazed that not only did they give me the full amount that I asked for but how fast it happened."

Three months later and Kay is very happy, both in her new apartment, which she says is "fantastic" and in her new job, which she loves.

"Without the Fund's help, things would have been hard. I would probably have had to use my whole wage to pay the rent and deposit and then visit a food bank to eat."

"I would definitely advise other people to do the same thing. Try it. The worst that can happen is that the answer is 'no', and the Fund may very well say 'yes!'"

"I feel at peace now and able to concentrate on my work and my son. My ambition is to progress my career and be the best radiographer that I can be. I am now free to do that."

Do you know a radiographer or retired SoR member who needs help?

The Society of Radiographers' Benevolent Fund helps people who are financially having a tough time.  
An application to the Benevolent Fund may be the answer if you know someone who is in need because of...

- Illness
- Accident
- Bereavement
- Unemployment
- Circumstances out of their control

Applications are in total confidence.  
How to apply and application criteria are at [www.sor.org/benevolent-fund/financial-assistance](http://www.sor.org/benevolent-fund/financial-assistance)

# BENEVOLENT FUND TRUSTEES REPORT



The Trustees present their report and the independently examined accounts for the year ended 30 September 2017.

## AIMS AND OBJECTIVES

The Benevolent fund was established in 1983 as a registered charity and is governed by a trust deed dated 16th June 1983, and a Supplemental Deed of Trust dated 23 November 2006. The objects of the charity are “the assistance and relief of persons in the United Kingdom being members (including student members) and former members of the Society and their dependants who are in necessitous financial circumstances and in particular such of them as are old, sick or incapacitated.”

## PUBLIC BENEFIT

The Trustees have paid due regard to the guidance on public benefit published by the Commission in exercising their powers and planning the activities of the charity. The Trustees are satisfied that the Trust has charitable purposes as set out in the Charities Act 2011 covering the prevention and relief of poverty for the public benefit.

## TRUSTEES AT 30 SEPTEMBER 2017

Kathryn Burgess (Chair)  
Neil Williams  
Brigitte Faubert  
Rosemary Boutle  
Angela Duxbury

Pamela Knowles, Sue Taylor and Mitan Patel stepped down during the year. Kathryn Burgess was elected as new Chair on 17 April 2017 and there were no new Trustees appointed during the year. The responsibility for the overall management and organisation of the charity rests with the Board of Trustees. The Board comprising of four Trustees are appointed by Society Council. (Note: Numbers exclude the Chair of the Board). Policies and procedures, together with a Handbook for the induction and training and guidance of trustees have been prepared and currently this is conducted according to need.

## ACTIVITY IN THE YEAR

The Trustees met twice during the year to discuss management of the Fund, and strategy. Requests for assistance and the awarding of grants are regularly discussed via an online facility. Other activity between formal meetings of the Board also included replacement trustee interviews and attending meetings to plan a marketing initiative to promote and improve awareness of the Fund to potential donors and beneficiaries.

Receipts for the year to September 2017 were £8,495, £3,143 less than 2016 mainly due to a decrease in donations and timing differences in receiving Gift Aid income. Donations decreased by £2,689 from £8,995 last year to £6,306 in the current year which was mainly due to two large donations received in the previous year. A £5,000 donation was made from the Society which is consistent with the previous year and receipts from the collections at Society meetings and College events around

the UK have shown a decrease from £573 in the previous year to £464. Affiliation receipts from the Society credit card has shown a small upturn. The card provider has decided to withdraw the scheme, which will come to an end in October. Bank interest receipts have fallen due to a fall in the interest rate.

Payments in the year amounted to a total of £12,610 compared to £12,445 in 2016. The increase was mainly due to the net effect of the new marketing initiative totalling £4,474 offsetting against a fall in total value of awards granted during the year. Although the number of grants awarded had increased from 11 in the previous year to 15, total awards value during the year fell by £4,285 from £10,830 to £6,545 due to lower individual award values.

The short term deposit balance at 30 September 2017 was £77,508 and the Fund's bank balance was £44,924. The aggregate of £122,432 represented a decrease of £4,115 over the total of the balance of the year before. The Trustees would like to thank all those who have made donations in the year or otherwise supported the Fund, as well as UK Council for their continued support of the Fund.

## INVESTMENT, RESERVES AND RISK POLICIES

### Investment

In view of ongoing low interest yields on charity deposit schemes, the Trustees concluded that the current level of reserves held would support investment of funds without impacting on its ability to meet its charitable objectives. As a result, £50,000 will be drawn from reserves and invested via an investment fund. The fund aims to achieve long term capital growth in excess of inflation through investment in a wide ranging portfolio. This will be kept under regular review and an agreed investment policy has been adopted in order to safeguard the capital resources of the Fund. The policy considers the level of risk of the investment strategy, investment management selection, investment restrictions and its ethical policy which precludes investment in armaments and tobacco stocks.

### Reserves

The charity's reserves amounted to £122,433 at 30 September 2017. The Trustees wish to hold sufficient reserves to be able to ensure continuity in the operation of the charity in the event of a large variation of income and/or increase in applications for financial assistance. To address this inherent uncertainty the Trustees deem it prudent to aim to hold the equivalent of two years' income in a readily accessible deposit account and a minimum of three years' income equivalent on deposit on appropriate notice. This approach will be kept under regular review.

### Risk

The Trustees have reviewed the major risks facing the fund at each meeting.

**Mrs Kathryn Burgess**  
*Chair of the Trustees*

# SOCIETY OF RADIOGRAPHERS BENEVOLENT FUND

## RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2017

	NOTES	Unrestricted funds 2017		Last year 2016	
		£	£	£	£
<b>Receipts</b>					
Donations	3	6,306		8,995	
Gift Aid reclaimed		-		406	
Income from credit cards		1,004		914	
Bank interest		<u>1,185</u>		<u>1,323</u>	
<b>Total Receipts</b>			<b>8,495</b>		<b>11,638</b>
<b>Payments</b>					
Awards made		6,545		10,830	
Printing and marketing		4,474		-	
Bank charges		97		29	
Trustee expenses	4	633		831	
Independent exam fee		750		720	
Sundry expenses		<u>111</u>		<u>35</u>	
<b>Total payments</b>			<b><u>(12,610)</u></b>		<b><u>(12,445)</u></b>
<b>Net (payment)/receipts</b>			<b>(4,115)</b>		<b>(807)</b>
<b>Cash funds last year</b>			<b><u>126,547</u></b>		<b><u>127,354</u></b>
<b>Cash funds this year</b>			<b><u>122,432</u></b>		<b><u>126,547</u></b>

## STATEMENT OF ASSETS AND LIABILITIES AS AT 30 SEPTEMBER 2017

		2017		2016
		£		£
<b>CASH FUNDS</b>				
Short term deposit		77,508		76,323
Cash at bank		<u>44,924</u>		<u>50,224</u>
<b>Total cash funds</b>		<b>122,432</b>		<b>126,547</b>
<b>OTHER MONETARY ASSETS</b>				
Gift Aid due	5	332		158

Approved and authorised for issue by the Trustees on 13 February 2018 and signed on their behalf

*Kathryn Burgess*  
Chair of Trustees

# THE PATIENT'S VOICE: ADDING VALUE TO OUR PROFESSION



***To ensure the delivery of gold-standard healthcare, which patients and service users need, want and deserve, it is imperative that patient voices are heard.***

The Society's Patient and Public Liaison Group, which comprises six lay members, supported by SCoR staff, meets several times a year and provides opinions, input and support on various aspects of the SCoR's work, including documents, consultation responses, and strategy.

It also provides a valuable contribution to working groups and boards, as well as external organisations on which the SCoR is represented. For example, the PPLG provided strong support during the consultation that led to independent prescribing rights being granted for therapeutic radiographers in 2017, and continues to support the campaign for diagnostic radiographers to achieve the same status.

Philip Plant, the chair of the Group says: "Our role was clear: this change will be of significant benefit to patients and will help build on the excellent relationship that service users already have with radiographers."

Philip adds that the Group has also been very supportive of the SoR's recently established Political Fund, commenting: "It is vital that radiographers, informed by the PPLG, can continue to be heard by politicians and the media during election campaigns."

A sub-group of the PPLG is currently looking at 'how best to engage/involve patients as stakeholders'. The remit is to develop a strategy which will ensure

the patient's voice is central, not only throughout the Society and College. but also in all radiography practice.

Carole Myer, who has been involved as a lay member of the PPLG since it was set up in 2007 says, "I've always been interested in healthcare and in how it affects people, as well as how people can affect the delivery of the service."

She continues, "You don't need to understand how it works but you need to be able to express a view about how you think the patient undergoing treatments should be treated."

Philip echoes Carole's sentiments: "It's both fascinating and very rewarding to know that as a lay person you can get involved and help in the delivery of excellent patient care."



# SOCIETY AND COLLEGE OF RADIOGRAPHERS

## FINANCIAL REPORT FOR THE YEAR TO SEPTEMBER 2017

### (ALL FIGURES ROUNDED TO £000'S)

#### TOTAL INCOME

Income for the year to September 2017 was £7.322m, £345,000 (4.94%) higher than last year. Membership subscription income increased by £252,000 (4.13%) through increased member numbers combined with a modest average 0.84% increase in subscription fees from the previous year. The first quarterly voluntary contributions to the Society's Political Fund were collected from participating members and participating Student Members in July 2017, a total of £15,000. Other income increased by £78,000 (8.84%) to £960,000, mainly due to increases in conferences, seminars and e-learning revenues combined with increased investment income, offset by a decline in donations received.

#### TOTAL OPERATING EXPENDITURE

Expenditure increased by £739,000 (11.57%) from the previous year to £7.125m for the year to September 2017. Within this overall rise, staff costs increased by £385,000 (12.19%) compared to the previous year and operational and overhead expenditure increased by £354,000 (10.97%) to £3.582m. The increase in operational and overhead expenditure included higher magazines and journal production costs, plus higher expenditure on member services and benefits, offset by lower costs related to accreditation, research and standards, and lower industrial relations related costs compared to the previous year.

#### SURPLUS/ (DEFICIT) FOR THE YEAR

The Society and College achieved an operating surplus in 2017 of £197,000 (2016 = £591,000) before investment gains of £580,000 and pension scheme actuarial gains under FRS102 of £1.188m. As a result of these investment gains and pension scheme actuarial gains combined, the bottom line surplus in 2017 for the Society and College was £1.965m, £2.095m more than 2016. The reporting of actuarial gains under FRS102 compared to the actuarial losses of the previous year followed completion in the summer of 2017 of the 2016 pension scheme triennial valuation. This allowed, under FRS102, for the use of updated actuarial assumptions when calculating the pension scheme position as at 30 September 2017 for disclosure in the Society's and College's statutory accounts.

### INCOME AND EXPENDITURE SUMMARY FOR THE YEAR ENDED 30 SEPTEMBER 2017

	Year to 30th September 2017				2016
	Society	College	Contra	Total	Total
	£'000	£'000	£'000	£'000	£'000
<b>INCOME</b>					
Membership income	6,362	-	-	<b>6,362</b>	6,095
Other income	359	2,811	(2,210)	<b>960</b>	882
Total Income	<u>6,721</u>	<u>2,811</u>	<u>(2,210)</u>	<u><b>7,322</b></u>	<u>6,977</u>
<b>EXPENDITURE</b>					
Staff Costs	2,085	1,458	-	<b>3,543</b>	3,158
Other operating expenses	4,622	1,170	(2,210)	<b>3,582</b>	3,228
Total Expenditure	<u>6,707</u>	<u>2,628</u>	<u>(2,210)</u>	<u><b>7,125</b></u>	<u>6,386</u>
Gains on investments	<u>290</u>	<u>290</u>	<u>-</u>	<u><b>580</b></u>	<u>1,022</u>
Surplus for the financial year	304	473	-	777	1,613
Actuarial gains /(losses) on defined benefit pension scheme	719	469	-	<b>1,188</b>	(1,743)
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>	<u><b>1,023</b></u>	<u><b>942</b></u>	<u><b>-</b></u>	<u><b>1,965</b></u>	<u><b>(130)</b></u>

# COMMENTARY ON INCOME AND EXPENDITURE

## TOTAL INCOME FOR THE WHOLE ORGANISATION IN 2017 AMOUNTED TO £7.322M, £345,000 (4.94%) UP ON 2016.

Income from membership subscriptions amounted to £6.347m, a rise of £252,000 (4.13%) over the previous year. The increase was the result of a 3.20% rise in the number of members, coupled with a modest average 0.84% increase in subscription fee rates from the previous year.

Other income amounted to £960,000, an increase of £78,000 (8.84%) from 2016 for the following main reasons:

- a) Magazine and website advertising revenue grew by £13,000.
- b) Income from conferences, seminars and e-learning grew by £50,000 due to an increase in the number of educational events held in the year.
- c) Income from investments increased by £24,000.
- d) Course accreditation and approvals income increased slightly by £1,000.
- e) The above increases were off-set by a reduction in the amount of donations received by the College of £10,000 compared to the previous year.

## EXPENDITURE FOR 2017 ACROSS THE ORGANISATION AMOUNTED TO £7.125M, AN INCREASE OF £739,000 (11.57%) FROM 2016.

Staff costs in 2017 were £3.543m, an increase of £385,000 over 2016 and reflected an inflation-linked pay award for 2016-17, incremental progression, additional staff recruitment within the year equivalent to 2.0 full-time posts, temporary staffing to cover short-term project capacity shortfalls, and increased pension scheme costs.

Operational and overhead expenditure amounted to £3.582m, £354,000 (10.97%) more than 2016.

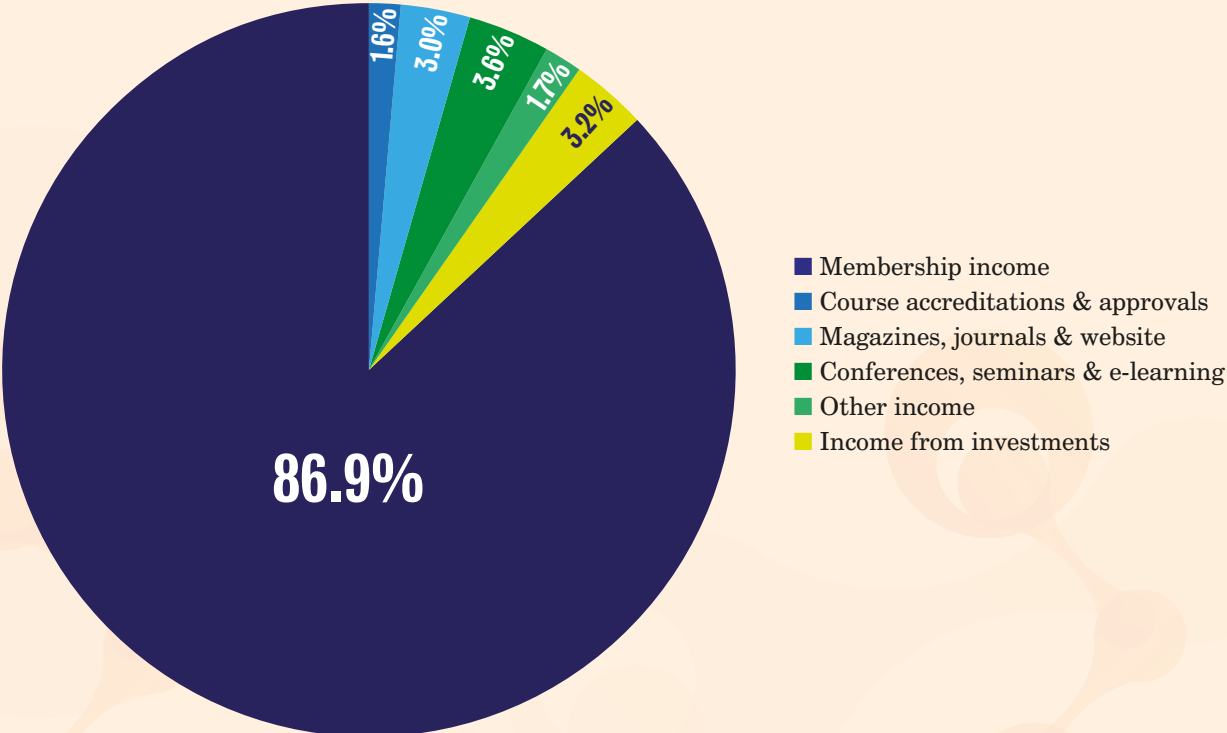
This net increase in costs was largely attributable to the following:

- a) Increased costs of production and distribution of the magazines and journal of £126,000 compared to the previous year.
- b) Increases in the cost of Members' Services and Benefits of £118,000 arising from higher Professional Indemnity Insurance premiums and increased legal advice and support for member's costs, offset by a reduction in the residual costs of the Benevolent Fund Helpline project following earlier completion.
- c) Increases in the costs of conferences, seminars and e-learning of £17,000, reflecting the higher number of events held compared to the previous year.
- d) Increases in the costs of Promoting and Representing the Profession of £16,000 net compared to the previous year because of higher costs associated with UKRC/RO, the re-introduction of a budget contribution to the Allied Health Professions Federation, and a first-time expenditure relating to the Higher Education Funding Council's project to promote vulnerable professions.
- e) A net increase in Overheads & Other Administration costs of £113,000 from the previous year as higher depreciation charges following the refurbishment of the HQ 1st Floor Offices flowed through, plus higher costs associated with the pension scheme.
- f) The above increases were offset by decreases in the costs associated with Accreditation, Standards and Research of £15,000 compared to the previous year plus a fall in costs of £21,000 relating to Ballots, campaigns and other industrial relations costs.

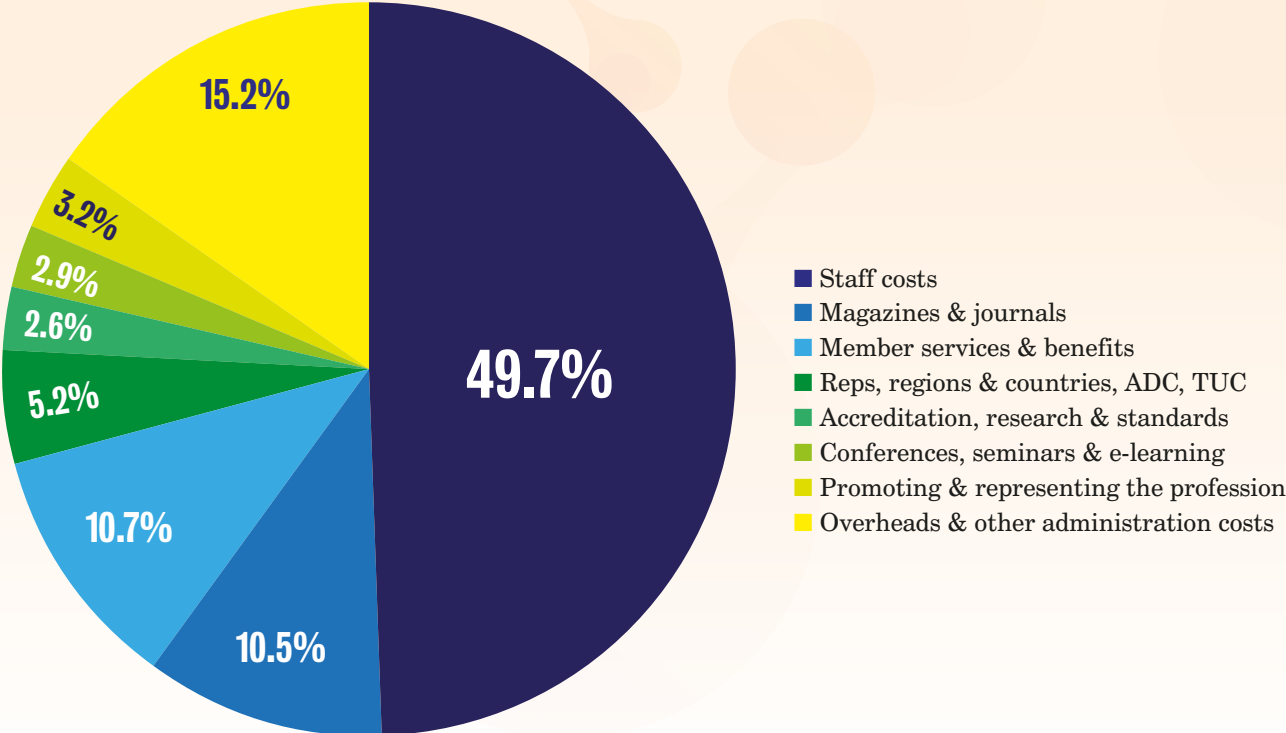
## SURPLUS FOR THE YEAR BEFORE INVESTMENT GAINS DECREASED BY £394,000 FROM 2016 TO £197,000 IN 2017.



# INCOME – WHERE DOES IT COME FROM?



# EXPENDITURE – HOW IS IT SPENT?



## COMMENTARY ON THE BALANCE SHEET

Total assets at the 2017 year end amounted to £9.779m, an increase of £1.965m from the value at September 2016 for the reasons set out in the previous section. Fixed assets, which include the head office property, increased by £673,000 following further expenditure on computer hardware and software and increases in investments held.

The Society and College fixed asset investments amounted to £8.328m, an increase of £766,000 in value in the year inclusive of income re-investment.

Current assets less liabilities at £972,000 were £229,000 higher than at September 2016. The pension scheme liability, as calculated under FRS102, decreased by £1.063m from September 2016 to a liability of (£807,000) as at the end of September 2017; an outcome positively influenced by the completion in the summer of 2017 of the 2016 triennial valuation of the pension scheme.

Corresponding to the increase in Total Assets described above, the Society's and College's combined reserves increased by £1.965m in the year, the amount of the Surplus after Investment Gains and Actuarial Gains, to a total of £9.779m as at 30 September 2017.

## BALANCE SHEET AS AT 30 SEPTEMBER 2017

	Society £'000	College £'000	Contra £'000	2017 Total £'000	2016 Total £'000
<b>FIXED ASSETS</b>					
Intangible assets	33	6	-	39	70
Tangible assets	75	1,172	-	1,247	1,309
Fixed asset investments	4,164	4,164	-	8,328	7,562
Investment in subsidiary	-	-	-	-	-
	<u>4,272</u>	<u>5,342</u>	<u>-</u>	<u>9,614</u>	<u>8,941</u>
<b>CURRENT ASSETS LESS LIABILITIES</b>					
Debtors	542	81	(383)	240	229
Cash at bank and in hand	763	811	-	1,574	1,382
Creditors	(493)	(732)	383	(842)	(868)
NET CURRENT ASSETS	<u>812</u>	<u>160</u>	<u>-</u>	<u>972</u>	<u>743</u>
Pension scheme (liability)	(588)	(219)	-	(807)	(1,870)
TOTAL ASSETS AT 30 SEPTEMBER	<u>4,496</u>	<u>5,283</u>	<u>-</u>	<u>9,779</u>	<u>7,814</u>
Share Capital	-	-	-	-	-
<b>RESERVES</b>					
General fund	5,069	-	-	5,069	4,656
Political Fund	15	-	-	15	-
Restricted funds	-	20	-	20	18
Unrestricted funds	-	5,482	-	5,482	5,010
Pension scheme funding reserve	(588)	(219)	-	(807)	(1,870)
TOTAL CAPITAL AND RESERVES	<u>4,496</u>	<u>5,283</u>	<u>-</u>	<u>9,779</u>	<u>7,814</u>

## REPORTING ON SUMMARISED ACCOUNTS

The above figures on pages 31 to 32 have been extracted from the full Society Council and College Board of Trustee reports and financial statements, which have both been audited by Crowe Clark Whitehill LLP, who gave unmodified audit reports in March 2018. The Council's and Trustees' reports were approved by Council and the Trustees and signed on their behalf on 7 February 2018 and 21 February 2018 respectively. The College report will be submitted to the Charity Commission in July.

These summarised financial statements may not contain sufficient information to gain a complete understanding of the financial affairs of the above entities. The full reports, audit reports and financial statements are accessible by Society members at [www.sor.org](http://www.sor.org) and may be obtained from The Secretary, Society and College of Radiographers, 207 Providence Square, London SE1 2EW.





**SoR**

THE SOCIETY OF  
RADIOGRAPHERS

Edited and designed by  
Deeson Group Ltd  
[www.deeson.co.uk](http://www.deeson.co.uk)

Printed by  
Bishops Printers, Portsmouth.