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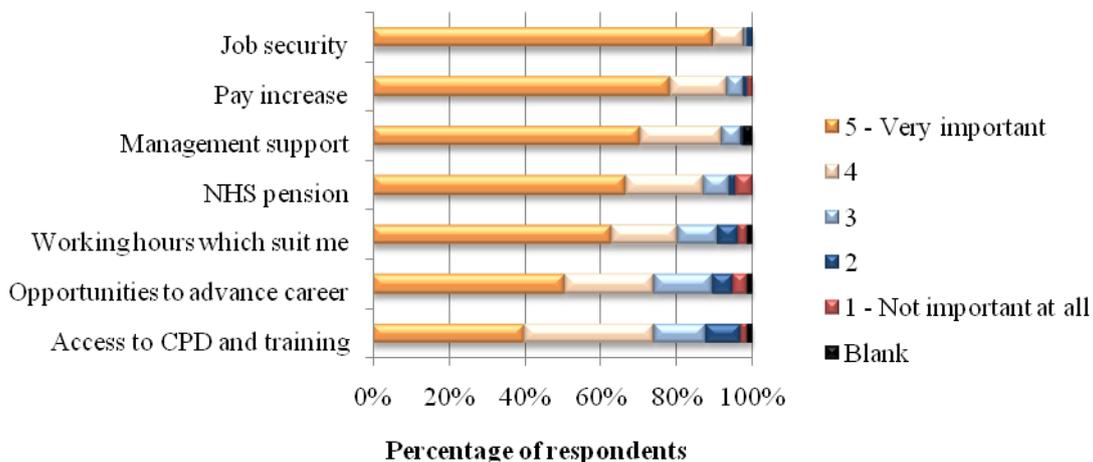
1. Introduction

In September 2010, the Society and College of Radiographers (SCoR) surveyed NHS members in Agenda for Change (AfC) pay bands 2 to 4 with the aim of gauging their reaction to recent government announcements about NHS pay and changes and informing the SCoR evidence to the NHS Pay Review Body. An email containing a link to an online questionnaire was sent to all 447 members in these pay bands for whom an email address was known. 132 members (30%) completed the survey, answering a range of questions about what will be important to members over the next 2 years, proposed pay awards, planned changes to the NHS and training. Due to the low number of respondents, caution should be exercised if extrapolating these results to the entire population of NHS staff in bands 2-4 working in clinical imaging and radiotherapy.

2. What will be important to you over the next two years?

Survey respondents were shown a list of factors and asked to rate how important they will be to them over the next two years on a scale of 1 (not important at all) to 5 (very important). Job security and pay increase came out as the most important factors with 98% of respondents rating job and 93% rating pay increase 4 or 5. Access to CPD and training and opportunities to advance their career were ranked as less important. However, 74% of respondents still rate these factors 4 or 5.

How important on a scale of 1 to 5 will the following be to you over the next two years?



Theme	Number of respondents	Example comment
Patient care must be priority	17	<i>“Changes are needed to continue to improve on patient care. However, it has always been the staff on the lower end of scale who care and look after patients badly affected.”</i>
Changes required	14	<i>“I believe that it is a good idea for middle management to be re-organised and streamlined.”</i>
Concern about changes	14	<i>“I understand the changes and some may be for the better, however the wrong areas of work are hit the hardest.”</i>
Too many managers	12	<i>“I feel that the NHS would be better off cutting management jobs and concentrating on the clinical side.”</i>
Worried about job security	5	<i>“It is a very unnerving and scary time from a job security point of view.”</i>
Too many changes	5	<i>“How much more are they cutting back? At the trust that I am in at the moment, we have already had 6 people leave within the last three months. There is also a freeze on jobs.”</i>
Those making changes do not understand NHS	4	<i>“Whilst I appreciate that changes are needed at a time of recession I feel that it should be achieved by people who understand the intricate details of a radiography department”</i>

5. Training

The graph below illustrates that 63% of respondents have had less than 2 days training provided by their employer in the last 12 months.

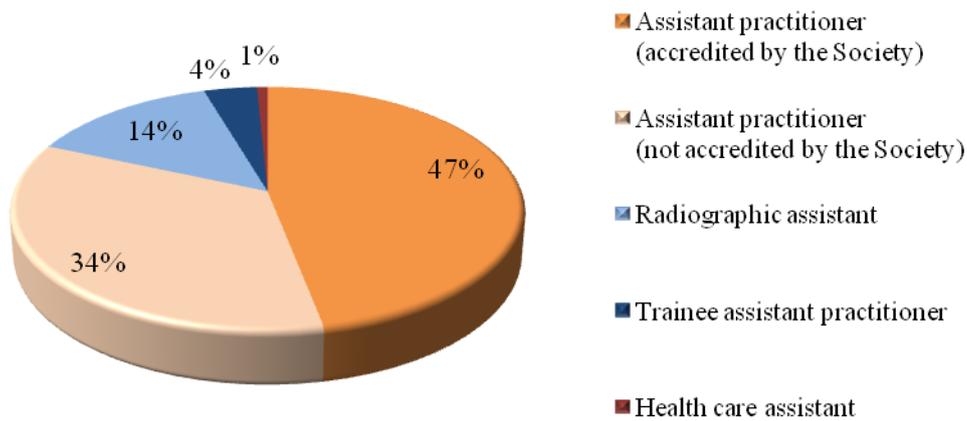


6. Profile of respondents

6.1 Job Titles

The graph below illustrates that most of the responses to the survey are from assistant practitioners. (Note that the assistant practitioners and the health care assistant are band 4 and the radiographic assistants and trainee assistant practitioners are a mixture of bands 2 and 3.)

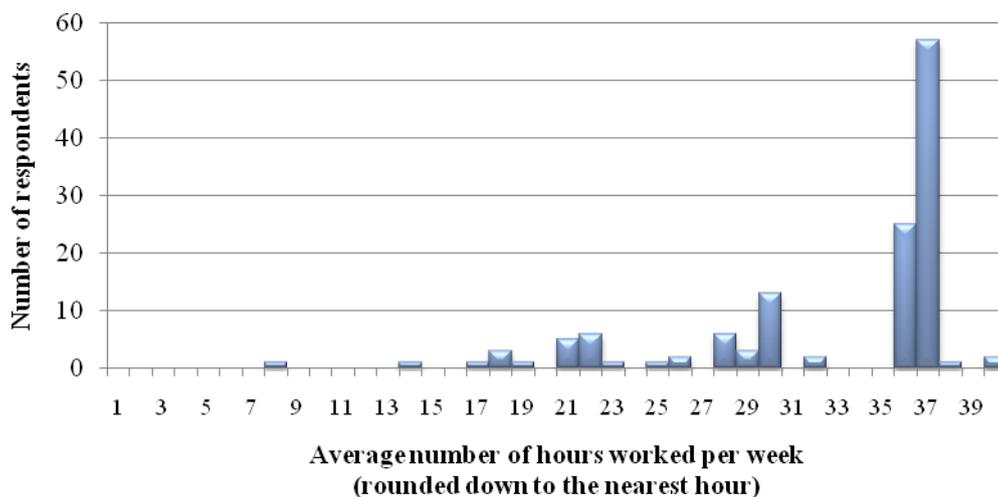
Job titles of respondents to the survey



6.2 Hours

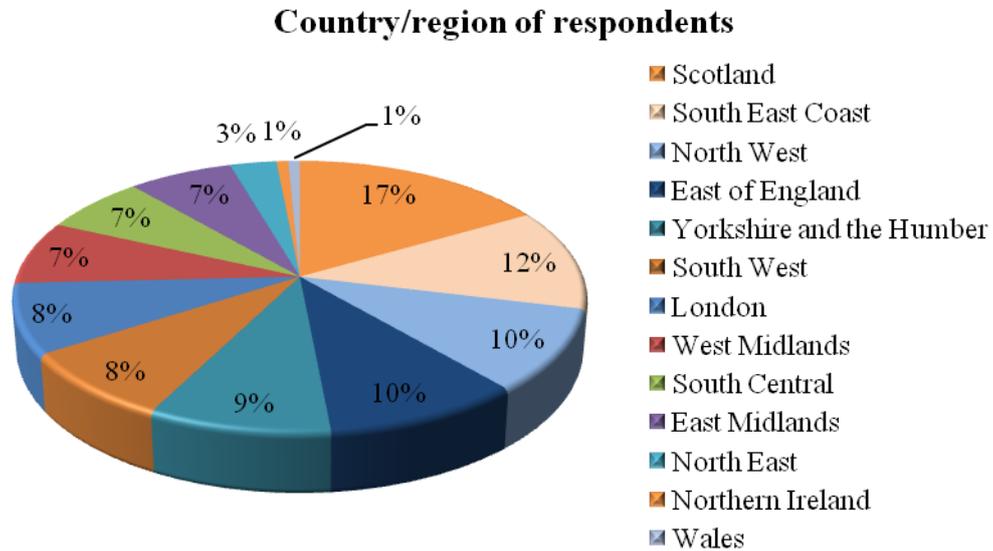
The graph below illustrates that, whilst 65% of respondents work full time, there are a large number of part-time workers in these pay grades.

Average number of hours worked per week



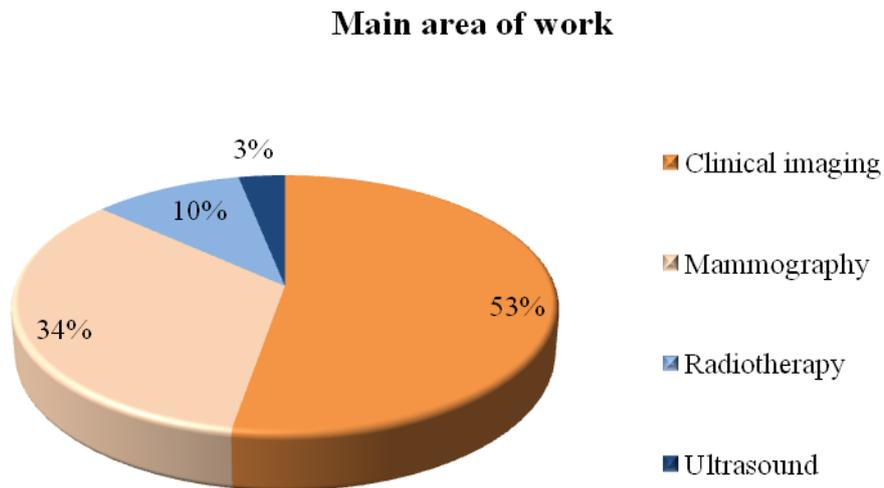
6.3 Country/region of respondents

The graph below illustrates that responses were received from all around the UK. However, there was a disappointing low response-rate from Northern Ireland and Wales.



6.4 Areas of work

The graph below illustrates that most respondents work in clinical imaging or mammography.



Appendix A – Survey questionnaire (pdf version only)

NHS Bands 1 to 4

General

This online questionnaire by the Society of Radiographers should be completed by members working in the NHS on pay bands 1,2,3 and 4.

It should only take five minutes to complete and your answers will be anonymous.

1. Job title

Assistant practitioner (accredited by the Society)

Assistant practitioner (not accredited by the Society)

Radiographic assistant

Trainee assistant practitioner

Other (please specify)

2. NHS pay band

Band 1

Band 2

Band 3

Band 4

3. How many hours do you work per week on average?

* 4. Country/region

At work

5. What is your main area of work?

Clinical imaging

Mammography

Radiotherapy

Ultrasound

Other (please specify)

NHS Bands 1 to 4

6. How much training have you had provided by your employer over the past 12 months in order to improve your skills?

- None
- 1 - 2 days
- 3 - 6 days
- 1 - 4 weeks
- More than a month

7. How important on a scale of 1 to 5 will the following be to you over the next two years?

	1 - Not important at all	2	3	4	5 - Very important
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NHS pension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to CPD and training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities to advance my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay increase	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working hours which suit me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

And finally ...

8. What are your views on the proposed changes to the NHS by the new UK coalition government?

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9. What are your views on the payment of at least £250.00 per annum for two years for those earning less than £21,000 and the pay freeze for everybody else for these two years?

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