

## Diagnostic Imaging Advisory Group Meeting

### Meeting Summary

**Date:** Friday 5<sup>th</sup> March 2021

**Time:** 09.00am – 11.00am

**Venue:**

GoToMeeting

### In Attendance:

<b>Members: (state names with initials in brackets)</b>	<b>Role</b>	<b>Job Title</b>	<b>Site</b>	<b>Present Apologies</b>
Andy Creeden (AC)	Chair	Advanced Practitioner	University Hospital Coventry	P
Nina Arcuri (NA)	Advisory	Clinical Governance and Quality Lead	Cromwell Hospital	P
Thea Buchan (TB)	Advisory	Radiographer	West Middlesex University Hospital	P
Deborah Henderson (DH)	Advisory	Service Lead	North Tyneside General Hospital	A
Victoria Hughes (VH)	Advisory	Lecturer/placement coordinator	University of Liverpool	P
Catriona Hynes (CH)	Advisory	Senior Lecturer UAG rep	Sheffield Hallam University (D)	P
Alison Jenkins (AJ)	Advisory	MRI Assistant Practitioner	Alliance Medical (North)	A
Stuart Mackay (M)	Advisory	Senior Lecturer Heads Of Radiography Education rep	University of Liverpool	P

Angela Meadows (AM)	Advisory	Radiographer/Unit Manager NMMAG rep	Royal Preston Hospital	A
Richard Newman (RN)	Advisory	Advanced Practitioner NQR rep	Yeovil District Hospital	P
Rachel Nolan (RN)	Vice Chair	Assistant Professional Lead	Peterborough City Hospital	A
Rakesh Puni (RP)	Advisory	MRI Manager MRAG rep	Wexham Park Hospital	A
Gareth Thomas (GT)	UK Council	UK Council Wales	Cardiff University	P
Anthony Richards	Advisory	Clinical specialist England	Tunbridge Wells Hospital	P
Rebecca Steele	Advisory	England Senior Service Manager		P
Nicholas Woznitza (NW)	Advisory	Consultant Radiographer	UCLH	P
<b>In attendance:</b>				
Sue Johnson (SJ)	Professional Officer	Professional Officer – Clinical Imaging	SCoR	P
Valerie Asemah (VA)	Minutes		SCoR	A
Leandra Archer (LA)	National Officer	National Officer – Northern Ireland	SCoR	A
Alex Lipton (AL)	Professional officer	Professional officer for QSI, senior managers and	SCoR	A
Michelle Tyler (MT)	Professional Officer	Professional Officer for Careers Promotion & Outreach	SCoR	

### Review of Previous Minutes and Outstanding Actions:

Item No.	Description	Owner	Due Date	Status
4.	Group Membership: to note that all vacancies are filled. But there is need for 4 country representation and following discussion GT agreed to canvas his contacts for rep from Wales and also mention at the next UK Council meeting. ToRs to be tweaked to reflect representation on the group. To note that the group felt there should be TUIR representation. SJ will discuss with Charlotte Beardmore (Director of Professional Policy) if this can be done.	SJ & GT		Ongoing
7.	Future Meetings: There was a discussion around the frequency and mode of future meetings. It was suggested that a mixture of meetings – online and face to face is the ideal model. Quarterly meetings was agreed. CA, SJ and VA to source 2 online meetings to sit alongside the two already in the diary (May and December).	SJ, VA & AC	End of January 2021	Completed
13.	Feedback from other groups: NMMAG - AM to send report to AC to distribute to the group.	AM	January 2021	Completed
13. f	SMac will give feedback at the next meeting on pre application clinical visits.	SMac	Next meeting	Completed
15	CT Lead name to be shared by DH with SJ.	DH	December 20	Ongoing
15.	Any Other Business: Quality Standards for Imaging is being updated and volunteers from this group would be appreciated. AL will post the request on synapse.	AL	December 20	Completed

## **1. MEETING HOUSEKEEPING**

1.1 The Chair welcomed everyone to this virtual meeting and explained the 'housekeeping rules'.

## **2. WELCOME AND INTRODUCTIONS**

2.1 Roundtable introductions were made for the benefit of Michelle Tyler (Professional Officer Careers Promotion and Outreach) who attended her first meeting and. She outlined her remit, which is to evaluation the careers information offered by the Society, also recruitment, attrition and retention. Part of setting up this role is to meet all the advisory groups.

2.2 SJ outlined the 'end of tenure' process for members whose term is coming to an end this year and reminded them that if anyone wished to apply for a second term they should let her or VA know by sending in their updated CV to show their interest. VA will also let members know that their tenure is up. SJ spoke on 4 country representation and this will be considered when new advert is going out.

2.3 It was agreed that VA set up a meeting with Rachel Harris, SJ and AC to review the group's terms of reference.

***ACTION: VA***

## **3. APOLOGIES FOR ABSENCE**

3.1 Apologies for absence were received from Leandre Archer, Deborah Henderson, Alison Jenkins, Alexandra Lipton, Angela Meadows, Rachel Nolan and Rakesh Puni.

## **4. MINUTES FROM PREVIOUS MEETING**

4.1 The minutes of the meeting held on 1<sup>st</sup> December 2020, were approved as a true and accurate record.

## **5. ACTION POINTS NOT ON THE AGENDA**

- 5.1 Future Meeting Date – No official decision as yet, waiting to get out of lockdown. There was a discussion around the frequency and mode of future meetings. It was felt that the ideal would be to have more frequent virtual meetings with 1 face to face meeting a year. A mixture of meetings is preferable. It was felt that another two interim dates (February and September) be added to those already in the diary (May and December). AC, SJ and VA to work together these. VA to put all dates in the DIAG calendar on Synapse.

***ACTION: AC, SJ & VA***

## **6. CONSULTATION RESPONSES AND DOCUMENTS CURRENTLY UNDER REVIEW**

- 6.1 GIRFT National Report on Lung Cancer – To note that there were good and helpful responses and this group contributed well. Assistant Practitioner Apprenticeships (revised) is out for consultation and due to close at the end of March. Challenge with AP apprentice is about health and social care and quite difficult to get the scientific element included. This group need to be critical and strong as if it is not useful for diagnostic and therapeutic radiographers please do highlight this. Please share with your networks. SJ will send to VA to upload to synapse.

Quality Standards on Imaging – AL came and spoke to us at the last meeting to say that when they get to version 7 it will be out for consultation. There are 87 Standards. SJ asked the group to please look at the Standards that are relevant to them and to respond. We expect a few areas of contention to show up.

***ACTION: ALL***

## 7. FEEDBACK FROM OTHER GROUPS

- EFRS/ISRRT joint work on AI – NW informed the group that there is an international Delphi study to establish the core competencies to introduce AI. The steering group has been formed and ethics submissions are in, looking at looking at diagnostic and therapeutic radiography. The CoR has an AI report due soon will be presented to Council
- Health Building Note 06-01 – SJ updated as DH was not at today's meeting. New NHS building regulations for an imaging department which was started about 2 years ago which showed that the old building note was not fit for purpose and unfortunately, just as the revision was about to start Covid happened. Alexandra Lipton is involved with magnetic resonance side of the building note. Nothing new to report at the minute. SJ will keep the group updated.

***ACTION: SJ***

- NMMAG – SJ updated as AM was unable to attend today's meeting. Lots of work going on within this group. They are responding to consultations. There is a proposal to build a new medical nuclear reactor probably site in Wales or Cumbria. There is an issue with Brexit and supply of radioisotope, a few teething problems. To note that the current Chair (Angela Meadows) is stepping down so a new Chair will, hopefully, be selected at the next meeting.
- MRAG – No update as RP was unable to attend today's meeting.
- UAG – CH gave an update. The last meeting was held in December 2020, meeting virtually and consulting on lots of issues. In October 2020 the Medical Ultrasound Awareness Month (MUAM) was held and it went very well. The UAG has been involved in webinars and consultations. To note that PVRS has now transferred to the Register of Clinical Technologists (RCT). CH updated the group on sonographers being verbally and physically abused by patients; there has been a webinar being hosted on 16<sup>th</sup> March looking at wellbeing of sonographers. The group agreed that a webinar would be helpful and will advertise on the SoR events page via twitter, and also in the minutes. Several ongoing consultation.

- CRAG – DIAG will seek a CRAG rep

***ACTION SJ /AC***

- Heads of Radiography Education – SMK informed the group on pre-application clinical visits which was stopped during Covid. New education contract that HEE is brokering between NHS and HEIs is being pushed through this year, HEE very keen to get this set up. This came out of the previous contract which didn't have enough indemnity for students. With this new education contact will education providers have to set up a memorandum of agreement? The Imaging networks that are being set up – NW seems to be ahead and have set up a workforce action group. A couple of meetings have already taken place and this is being led by Gill Holroyd. To note that the Role of the Radiographer will be reviewed to cover the next 5-10 years. Will try and inform workforce. Student Recruitment is up across the country. The students seemed to be tested several times a week and they are being vaccinated in a similar way to staff. Good to see that students are being considered. Retrieval placements have continued this year for HEIs who could not get students through their clinical placements last year.

## **8. COVID UPDATES**

- i) Second wave
- ii) Local recovery plans
- iii) National recovery plans
- iv) Future of Nightingale Hospitals
- v) Health and wellbeing support

Roundtable update on the current situation and issues.

AR reported that quite a number of frontline staff at Maidstone and Tunbridge Wells has been vaccinated. Patient cases seem to have gone down. Clinics are being opened up with occupational health being very good and offering assistance. The trust lost a bit of staff due to illness but they are being kept aware of what is available within the trust. This trust has always had an issue with staff recruitment and retention and at present they are using agency staff. Vacancies are being advertised and the trust are trying to fill them. Staff get trained but then leave for bigger and better hospitals it appears. Weekly staff meetings where everyone talks before the meeting but not during the meeting to say what problems they are having or what help they need. SJ suggested that this is where you need to use your reps.

AC indicated that due to a big recruitment drive staffing levels are high. Covid has not impacted on staff levels as far as he is aware.

RS informed the group that a number of people at UCLH are relocating away from London and some mainly back to Australia. But UCLH are doing quite well with recruitment and seems to be in a good position. Always a vacancy rate with band 5s. With regard to wellbeing it was felt that radiographers need more support especially on the ICU wards. A few wellbeing sessions were run online and around 20 people attended, so some more will be held. With regard to support it was agreed that people usually look to each other.

Some trust have wellbeing services online. But now that Covid is coming to an end some managers are not taking this into account. Services are under pressure with referrals going up. Obstetrician's workload has also gone up. Sonographers are experiencing more aggression which is mainly due to partners not being allowed to be in the examination room. Training of new sonographers are being affected. Some student's assessments which was due to finish last year is now being finished. A lot more students have been referred to wellbeing resources. Peer support is essential and important. Exhaustion might be setting in now. Not sure what can be done to improve this.

NA mentioned that she has a member of staff who should be referred to mental health but is refusing, so what do you do? The last person who admits they are struggling is the person who needs the help. It is difficult to offer help to some people if they feel they don't have a problem.

SJ informed the group that the organisation is running RADIATE (a wellbeing programme for radiographers) next month which all is encouraged to join. Aware that members are engaging with the Society and there is so much out there which might be a bit overwhelming. Would be useful if we could develop peer support, be an active listener, how to respond etc. Helpful to know that managers recognise that they need support too. Very useful discussion and will feed back to the Society.

It was agreed that managers are also swamped and their ability to recognise and take time with staff is quite a challenge.

RN indicated that staff vaccinations are very high in some areas. No CT backlog and doing quite well. Using peripheral sites to combat social distancing.

GT reported that students have embraced the change – weekly meeting with each cohort. Vaccination wise doing well. In terms of recruitment a part of the Welsh government said that some students have to go through a streamlining process, where they choose 3 hospitals where they

would like to work. Just given a list of 5 question which they have to respond to – 800 words per question and those who are not successful at any of the 3 hospitals they picked they can be deployed any place in Wales. If they refuse they are expected to repay the tuition fees. Quite a mess at the moment.

## 9. **WORKFORCE**

- i) NHSEI
- ii) HEE Programs
- iii) AHP faculties/local networks
- iv) Diagnostic Support Workforce
- v) Assistant Practitioners SOP
- vi) ECF Delphi Project

SJ gave a brief overview on workforce. Lots going on and interesting to hear all the feedback which she can take back to national level. Networks not released formally. Final configuration of networks not yet known. NHSEI should be informing people of who their regional networks are. One of the issues that delayed the roll out is money that has not come through. Exhaustion is starting to show in the diagnostic workforce. Organisations need a data manager.

HEE is the support worker programme. Support worker questionnaire going out next week and will share with this group. No pressure, if you have time then please do complete.

Most breast screening will be delivering by the support workforce, although not all breast screening units has taken this one. Penny Owens who is the expert for the project is very focused on the supervision aspect.

ECF is progressing slowly and the Delphi process is considerably delayed, looking for this to come out in late autumn now. Working hand in hand with Sheffield Hallam University.

HCPC standards of proficiency – hoping that these will be out soon. No further update at present.

Lots of ongoing work.

**10. IMAGING TRANSFORMATION PLANS**

- i) National imaging optimisation board
- ii) Regional imaging networks
- iii) SW region template

National Imaging Optimisation Board Transformation Plans – SJ gave an update, please see: <https://www.england.nhs.uk/transforming-imaging-services-in-england/>

**11. DIAG WORKPLAN AND ANNUAL REPORT**

- 11.1 It was noted that there are not too many changes to be made to this year's workplan. AC will update and circulate via Synapse for comment and any suggestions.

***ACTION: AC***

**12. NORTHERN IRELAND / SCOTLAND / WALES ISSUES**

- 12.1 To note that there were no issues to be reported.

**13. OFFICERS UPDATE**

- 13.1 SJ gave an update to the group on the SoR medicines project. Suzanne Rastrick is supportive but she does not have a budget for the SoR project currently.

#### 14. ANY OTHER BUSINESS & DATES OF FUTURE MEETINGS

14.1 MT thanked the group for inviting her to join today's meeting. She found it very helpful to be here and she would like to come to another meeting to share her work.

**ACTION: VA**

14.2 RN having queries regarding the new pay structure. Is there a central policy document. SJ will asked trade union colleagues to get something on the website.

**ACTION: SJ**

14.3 CH suggested that wellbeing should be embedded in the curriculum.

14.4 The date of the next meeting has been confirmed as:

- Tuesday 18<sup>th</sup> May 2021 (virtual)

Meetings Actions Log:

#### New Actions

Item No.	Description	Owner	Due Date	Status
2.3	It was agreed that VA set up a meeting between Rachel Harris, AC and SJ to review the group's terms of reference.	VA		
5.	Future Meetings: No official decision as yes, waiting to get out of lockdown, but it was suggested that a mixture of meetings – online and face to face is the ideal model. Quarterly meetings was agreed. CA, SJ and VA to source 2 online meetings to sit alongside the two already in the diary (May and December). VA to put all dates in DIAG calendar on synapse.	SJ, VA & AC		

6.1	GIRFT: Revised apprenticeship standards is out for consultation, closing end of March. SJ will send to VA to upload to synapse for group to share with their networks.	SJ & VA		
7.	Health Building Note 06-01: The new NHS building regulations for an imaging department was started two years ago and shoed that the old building note was not fit for purpose. So still ongoing. To note that Alexandra Lipton (professional officer) is involved with the magnetic resonance side of the building note. SJ will keep the group updated when she knows more.	SJ		
11.	DIAG Workplan: AC will update and review the group's workplan and upload to synapse for the group to review and comment on.	All		

**Date of Next Meeting:**

**Future Meetings:**

- Tuesday 18<sup>th</sup> May 2021
- Tuesday 2<sup>nd</sup> December 2021