

Supporting the Nuclear Medicine Technologist Workforce:

A Local Experience of Developing Pathways into the Profession



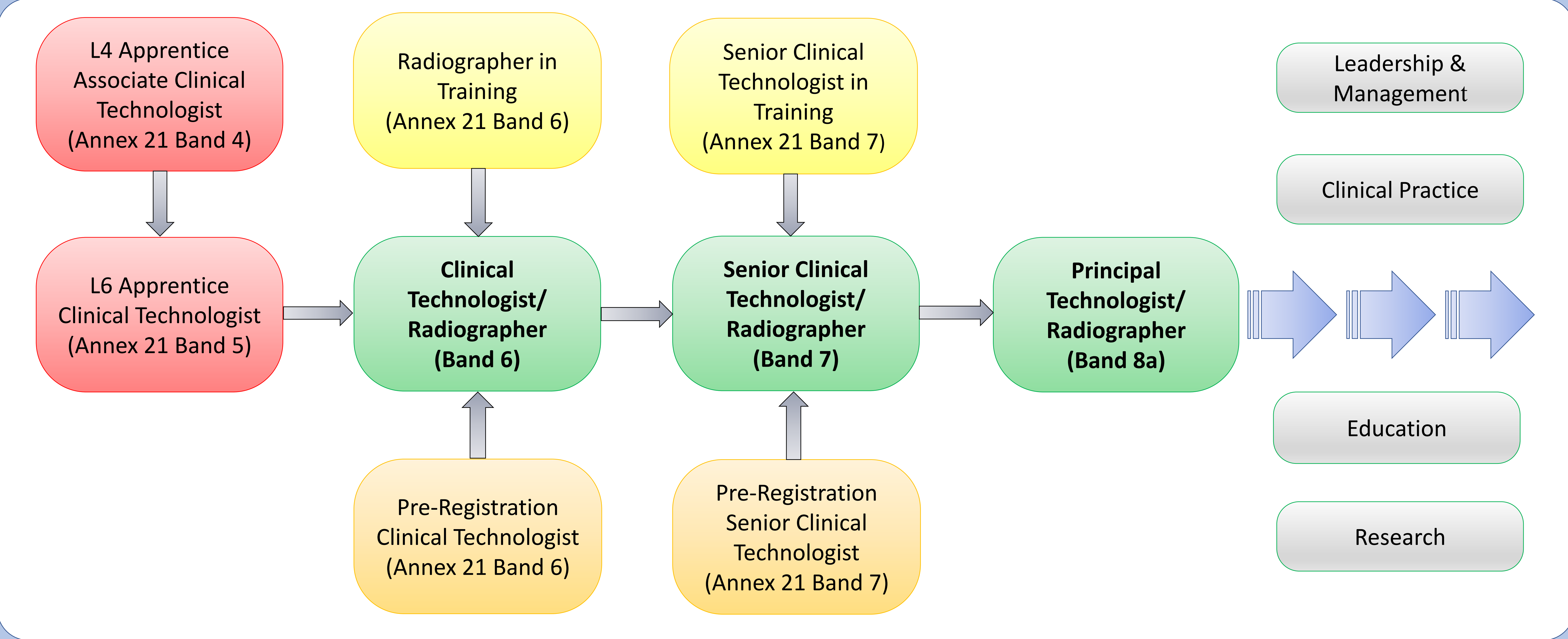
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Background: Nuclear Medicine Technologists (NMTs) are recruited from a broad talent pool of Radiographers and Clinical Technologists. Recruitment has become increasingly difficult and some regions have reported a vacancy rate of 21%¹.

Solution: Various strategies have been developed at Guy's and St Thomas' Hospital (GSTT) to attract new talent to the profession by providing developmental opportunities to established NMTs, to Radiographers seeking to enter the profession, and to support Clinical Technologists in obtaining professional registration which is mandated at GSTT.

- Level 4 Apprentice Associate NMT:**
- 2 year Fixed Term Contract – Annex 21 Band 4
 - Entry Requirements: GCSEs (C/4) Maths, English & Science.
 - Two Year academic component leading to a level 4 Diploma in Healthcare Science
 - Non-accredited professional registration with the AHCS
 - Completion allows for direct entry to 2nd year of level 6 Practitioner Apprenticeship.

- Level 6 Apprentice Practitioner NMT:**
- 3 year Fixed Term Contract – Annex 21 Band 5
 - Entry Requirements: Level 3 (e.g. A-levels) with at least one STEM subject OR completion of level 4 apprenticeship Associate NMT training.
 - Leads to BSc (Hons) Healthcare Science (Nuclear Medicine)
 - Allows professional registration with PSA accredited register – AHCS or RCT.



- Radiographer in Training**
- 2 year Fixed Term Contract – Annex 21 Band 6.
 - Accelerated training role with bespoke clinical competency-based training plan – 6-24 months.
 - Competencies Portfolio: Planar/SPECT/Hybrid Imaging; Administration of Radiopharmaceuticals; Paediatric Imaging; DEXA Imaging; Audit/ Protocol development.
 - On completion of training- move to substantive position.

- Senior Clinical Technologist in Training:**
- 2 year Fixed Term Contract- Annex 21 Band 7.
 - Accelerated training role with bespoke competency-based training plan centred on leadership – 6-24 months.
 - Blended Approach: Competency based practice; one-to-one feedback sessions; Completion of Reflective Diary; Training courses (e.g. Edward Jenner Program).
 - On completion of training- move to substantive position.

- Pre-Registration Roles:**
- Statutory regulation or PSA accredited registration has been mandated for the NMT workforce at GSTT since January 2023, as recommended by SoR, BNMS, IPEM, AHCS, DoHSC, NHS Employers.
 - 12 month fixed term contract at Annex 21 at relevant grade.
 - 20% non-clinical time allocated to portfolio submission via equivalence route.

Outcome and the Future:

We have trained several Radiographers and completed multiple level 6 apprenticeships, many of whom have continued their careers at GSTT and pursued postgraduate qualifications in Nuclear Medicine. We have also recruited our first Apprentice Associate NMT. Future efforts will continue to utilise these roles and develop new opportunities to provide attractive opportunities for those wishing to join the profession, whilst actively promoting the expansion of recognised training programs and the need for statutory regulation of the workforce.

References:
1 – Institute of Physics and Engineering in Medicine (2023), Nuclear Medicine Workforce Survey – Summary Report, Available at: [2023 Nuclear Medicine Workforce Survey - Summary Report – IPEM](#) (Accessed 25th March 2025).