

Diagnostic Radiography Workforce Census 2020

Welcome

Some respondents find it useful to gather all the required information using this PDF version before starting the online census. Note that depending on your responses to some questions online, you may not see all the questions. For example, if you answer yes to question 3 online, you will skip question 4.

Welcome to the UK Diagnostic Radiography Workforce Census 2020 by the College of Radiographers.

The results of this census will inform the work of professional bodies, workforce planners and commissioners/providers of radiography education.

In this most challenging of years the importance of diagnostic imaging and the need for an adequately resourced workforce has been highlighted. Obtaining accurate and up to date information on the radiographic workforce is crucial and undoubtedly offers an opportunity for the profession to influence governments.

We do appreciate that you are required to submit data to many other organisations but would urge that you complete our census as we are in a position as an organisation to influence and inform policy makers as the recognised voice for the radiographic profession.

It is important we obtain information from all organisations delivering diagnostic radiography services, both NHS and independent sector providers, and from all the UK countries.

The census should ideally be completed by the Radiology Services Manager (or equivalent) on behalf of all diagnostic radiography (medical imaging) services provided by their hospital/workplace. If you are responsible for multiple sites, please provide one response on behalf of all those sites. If you are a national independent/private healthcare provider, you may provide one single response to cover all your UK sites if that is easier for you.

The results will be published on the [SCoR website](#). The data will be published by country and by organisation/department name.

This census may take you up to 20 minutes to complete, although it should be less if staffing figures are to hand. Please answer all the questions marked with a star*.

Please contact Alex Lipton at alexl@sor.org if you have any questions about this census.

Your details

The College of Radiographers (CoR) will use the data supplied by you for the purposes of research. Our lawful basis for processing your information is to fulfil the legitimate interest as a professional body. The College of Radiographers shares information with the Society of Radiographers and your health centre. We will retain all information you submit as verification of your participation. Any personal data which the CoR collects, records or uses in any way will have appropriate safeguards applied to ensure compliance with the Data Protection Act 2018.

Data is collected and stored by SurveyGizmo, but only made available to the account holder (the Society and College of Radiographers - SCoR). All information collected is kept confidential and secure. Survey response data are kept according to the SCoR retention schedule.

For detailed information about how we use your information please see our [full privacy statement](#) on our website.

1) Which healthcare organisation are you responding for? (Health Board, Trust or Employer eg Guy's and St Thomas' NHS Foundation Trust)*

2) Your details*

	Details
Forename	
Surname	
Email address	
Job title	

3) Are you responding for all sites at your organisation?*

Yes

No

4) You have indicated you are not responding for all medical imaging sites at your organisation. Which sites are you responding for? (Please fill out up to 5.)

	Site names
Site 1	
Site 2	
Site 3	
Site 4	
Site 5	

5) In which geographic area are you located?*

- England
- Northern Ireland
- Scotland
- Wales
- UK-wide
- Isle of Man or Channel Islands

6) Are you answering on behalf of:*

- NHS employer (Health Board or Trust)
- Independent sector employer
- Other (please specify): _____

7) Do we have your permission to send you emails in future relating to diagnostic imaging management such as an email invitation to complete this annual workforce census in November 2021? (You will be able to unsubscribe at any time.)

- Yes
- No

Medical imaging modality

8) Are you responding for all medical imaging modalities at your organisation? *

- Yes
- No

9) Please tell us which department modalities you are responding for.*

- CT
- DXA
- Mammography
- MRI
- Nuclear medicine (including PET)
- Ultrasound
- X-ray
- Other - Write In: _____

Total Establishment (Whole Time Equivalent)

We are looking to capture your total establishment including filled AND vacant posts.

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

Whole Time Equivalent (WTE) terminology is also commonly referred to as Full Time Equivalent (FTE).

10) Total diagnostic radiography workforce ESTABLISHMENT (Whole Time Equivalent) as of 1 November 2020.*

Please put a DECIMAL number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	Total diagnostic radiography workforce ESTABLISHMENT (Whole Time Equivalent)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Vacancies (Whole Time Equivalent)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

11) Number of diagnostic radiography workforce posts which are VACANT (Whole Time Equivalent) as of 1 November 2020.*

Please put a DECIMAL number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	VACANCIES (Whole Time Equivalent)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Three-Month Vacancies (Whole Time Equivalent)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

12) Number of diagnostic radiography workforce posts which have been VACANT FOR 3 MONTHS (Whole Time Equivalent) as of 1 November 2020.*

Please put a DECIMAL number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	VACANT FOR 3 MONTHS (Whole Time Equivalent)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Total Establishment (Headcount)

We are looking to capture your total establishment including filled AND vacant posts.

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

13) Total diagnostic radiography workforce ESTABLISHMENT (Headcount) as of 1 November 2020.*

Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	Total diagnostic radiography workforce ESTABLISHMENT (Headcount)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Long-term Absences (Headcount)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

Long-term sickness absence is defined as any continuous period of 28 calendar days or longer for the purposes of this question. Parental leave includes paternity and maternity leave.

14) Total diagnostic radiography workforce LONG-TERM ABSENCES (Headcount) as of 1 November 2020.* *Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.*

	Posts with post holder on CAREER BREAK (Headcount)	Posts with post holder on LONG-TERM SICKNESS ABSENCE (Headcount)	Posts with post holder on PARENTAL LEAVE (Headcount)
Band 3			
Band 4			
Band 5			
Linked Grade (Band 5 to 6)			
Band 6			
Band 7			
Band 8a			
Band 8b			
Band 8c			
Band 8d			
Band 9			
Band N/A			

15) Do you have any other members of your diagnostic radiography workforce on long-term absence as of 1 November 2020 not included in the previous question's figures? (Please give headcount and brief details.)

Upcoming Retirements (Headcount)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

16) Number of diagnostic radiography workforce posts with post holder with a definite date to RETIRE between 1 November 2020 and 31 October 2021 (Headcount).*

Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	Definite RETIREMENT date between 1 November 2020 and 31 October 2021 (Headcount)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Age profile (Headcount)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

17) Number of diagnostic radiography workforce posts with post holder AGED 55 years or above as of 1 November 2020 (Headcount).*

Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	AGED 55 years or above (Headcount)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Leavers (Headcount)

This page asks for details of all practitioners in the career framework from assistant practitioners through to advanced and consultant practitioners. Please also include for this career framework apprenticeship posts (England only) and trainee assistant practitioners. You should NOT include healthcare support workers (radiographic assistants, clerical workers, helpers / healthcare support workers), clinical scientists, radiotherapy staff or third-party managed services where the staff are employed by the third party.

If your organisation does not use AfC bands, place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

18) Number of diagnostic radiography workforce posts where the post holder has LEFT since the last census date 1st November 2019. (These figures will be used to calculate staff turnover.)*

Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	LEAVERS (headcount)
Band 3	
Band 4	
Band 5	
Linked Grade (Band 5 to 6)	
Band 6	
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	
Band N/A	

Reasons for leaving

19) What were the reasons for post holders leaving?*

(Select all that apply.)

- None have left
 - Career development within another NHS imaging department
 - Education
 - Left centre due to higher salary elsewhere
 - Left profession but still working in health services
 - Left to undertake work as an agency or independent sector radiographer
 - Personal reasons
 - Retirement
 - Other - Write In: _____
-

Apprenticeships (Headcount)

This page asks for details of all apprenticeship posts in the career framework. (We are aware that you may have already included these posts in your previous answers. Please detail them here again to allow us to capture data about the use of apprenticeship posts.)

20) Number of diagnostic radiography APPRENTICESHIP posts as of 1 November 2020 (Headcount).

	Healthcare Assistant Practitioner	Diagnostic Radiographer Integrated Degree	Advanced Clinical Practitioner	Mammography Associate	Sonographer Degree
Band 2					
Band 3					
Band 4					
Band 5					
Linked Grade (Band 5 to 6)					
Band 6					
Band 7					
Band 8a					
Band 8b					
Band 8c					
Band 8d					
Band N/A					

Workforce detail

21) How many Band 5 or higher clinical staff are NOT registered with the HCPC, NMC, Register of Clinical Technologists or similar body (Headcount)?*

22)

Do the majority of your diagnostic radiography workforce work in a shift system?

*

Yes

No

Other (Please give details): _____

23) How many of your diagnostic radiography workforce require a work permit to work in the UK? (Headcount)*

24) How do you think the new points-based visa system will affect your ability to recruit to and maintain your diagnostic radiography workforce?

Non-clinical duties

25) In an average working week, please estimate roughly the percentage of time the following AfC staff groups spend on non-clinical duties.*

If your organisation does not use AfC bands, use the pay band that most closely matches the salary. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

	% time on non-clinical duties
Band 7	
Band 8a	
Band 8b	
Band 8c	
Band 8d	
Band 9	

26) Please indicate the nature of these duties.

(Select all that apply.)

Leadership

Management

PACS

Quality Improvement / Quality management / QSI (Quality Standard for Imaging)

Service Development

Training and Development

Postgraduate training

27) Please indicate the number of staff (Headcount) currently in POSTGRADUATE training in each of the following modalities.*

Please put a WHOLE number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	In postgraduate training (headcount)
Conventional imaging reporting	
CT PgC/PgD/Masters	
CT Head reporting	
DXA	
Fluoroscopy	
Interventional procedures	
Leadership development	
Mammography (including reporting, biopsy etc)	
MRI PgC/PgD/Masters	
MRI reporting	
Nuclear Medicine	
Quality management	
Ultrasound	

28) Do you have any other members of staff in postgraduate training not included in the previous question's figures? (Please give headcount and brief details.)

Advanced and consultant practice

29) Number of practitioners in advanced / consultant practice (Headcount).*

Please put a *WHOLE* number into each box below in order to progress to the next question. You may have to enter 0 to progress.

	Headcount
Advanced practitioners	
Consultant practitioners	

Agency Staff

30) As of 1st November 2020, were you using any AGENCY diagnostic radiographers?*

Yes

No

31) Why were AGENCY diagnostic radiographers used?*

(Select all that apply.)

An increase in diagnostic radiographer establishment

Due to existing vacancies in diagnostic radiographer workforce establishment

To cover long-term absences

Other - Write In: _____

32) As of 1st November 2020, were you using any AGENCY sonographers?*

Yes

No

33) Why were AGENCY sonographers used?*

(Select all that apply.)

An increase in sonographer establishment

Due to existing vacancies in sonographer workforce establishment

To cover long-term absences

Other - Write In: _____

Final question - your comments

34) Please use the box below to provide any comments you may have related to your submission.

Thank You!

Thank you for taking our survey. Your response is very important to us.

An auto-generated email will be sent to you with your responses.
