



Report on the Census of the Radiotherapy Workforce in the UK 2012

1. Background

This report has been produced by the Society and College of Radiographers (SCoR) and Institute of Physics and Engineering in Medicine (IPEM) on behalf of the National Cancer Action Team (NCAT) for the National Radiotherapy Implementation Group (NRIG). It is intended to update the UK national radiotherapy workforce surveys in 2010¹ and 2011².

This report provides a summary of specific survey data which is deemed to be of interest to the National Radiotherapy Advisory Group, the NHS Centre for Workforce Intelligence, the Migration Advisory Committee and commissioners and providers of radiotherapy.

A breakdown of the figures in this report by NHS health board and trust can be found in the accompanying spreadsheet.

2. Data Collection

Data collection was performed during the period November 2012 to January 2013. IPEM and SCoR contacted radiotherapy facilities separately asking them to complete the survey to reflect the position in their department as of 1st November 2012 (the census date). Comparison data from the dates 1st July 2012 and 1st September 2012 was also requested to assess the variability of the data.

Data was collected by means of separate IPEM and SCoR Survey Monkey online questionnaires distributed to heads of service and radiotherapy service managers respectively.

43 of the 59 NHS centres providing radiotherapy services submitted data to the IPEM census, and 58 of the 59 NHS centres submitted data to the SCoR census. Where a centre has failed to provide data, their data submitted in 2011 is used.

3. Constraints

This survey is not directly comparable to the UK national radiotherapy workforce survey 2010 as the SCoR data collections in 2011 and 2012 excluded radiotherapy helpers and admin staff.

This report recognises the exclusion of clinical oncologists, an important part of the radiotherapy workforce and enquiries about the clinical oncology workforce should be directed to the Royal College of Radiologists.

As a check of the accuracy of this census, the SCoR data for AfC 5 and above in the NHS in England (i.e. qualified therapeutic radiographers) is compared with the equivalent NHS Information Centre data. The census figure (2243 WTE as of Nov 2012) and the NHS IC figure (2317 WTE as of Sep 2012)³ agree reasonably well (to around 3%) considering the different methods of data collection.

4. Summary

The total whole time equivalent (WTE) radiotherapy workforce in the UK NHS is 4449.1.

The average vacancy rate for the radiotherapy workforce in the UK NHS is 6.9%. The sections of the workforce with the highest vacancy rates are the IPEM workforce in Scotland (14.6%) and in Northern Ireland (9.3%).

5. NHS Radiotherapy Workforce Data

NHS Workforce by Country

Country	Workforce	WTE	Posts	Vacant WTE	Vacancy Rate
England	SCoR	2383.2	2546	156.8	6.6%
	IPEM	1343.0		100.8	7.5%
England Total		3726.2		257.6	6.9%
N Ireland	SCoR	86.6	87	4.9	5.7%
	IPEM	44.0		4.1	9.3%
N Ireland Total		130.6		9.0	6.9%
Scotland	SCoR	240.4	263	10.7	4.5%
	IPEM	133.2		19.5	14.6%
Scotland Total		373.57		30.2	8.1%
Wales	SCoR	142.1	163	6.0	4.2%
	IPEM	76.6		6.3	8.2%
Wales Total		218.7		12.3	5.6%
UK NHS	SCoR	2852.3	3059	178.5	6.3%
	IPEM	1596.8		130.7	8.2%
UK NHS Total		4449.1		309.2	6.9%

The table above shows the total WTE of 4449.1 with a breakdown for each country.

The number of posts by headcount is only given for the SCoR census as this figure was not collected in this IPEM census. The number of vacancies and vacancy rate against the total is also calculated.

NHS vacancy rate for qualified therapeutic radiographers

The vacancy rate for the UK NHS SCoR workforce AfC 5 and above (i.e. qualified therapeutic radiographers) is 6.1%. (This particular figure is of interest because the job title 'therapeutic radiographer' is currently on the UK shortage occupation list.⁴) There is a breakdown of this figure by country in the table below.

Country	Workforce	WTE	Vacant WTE	Vacancy Rate
England	SCoR AfC 5 and above	2243.2	143.5	6.4%
N Ireland	SCoR AfC 5 and above	86.6	4.9	5.7%
Scotland	SCoR AfC 5 and above	234.1	9.7	4.2%
Wales	SCoR AfC 5 and above	136.6	6.0	4.4%
UK NHS	SCoR AfC 5 and above	2700.5	164.1	6.1%

NHS vacancy rate by IPEM discipline

The table below shows the NHS vacancy rate by IPEM discipline.

Workforce	WTE	Vacant WTE	Vacancy Rate
IPEM (Clinical scientists)*	636.0	44.2	6.9%
IPEM (Clinical technologists & dosimetrists)*	370.7	35.3	9.5%
IPEM (Engineering & support)*	201.9	18.7	9.2%
IPEM Total	1208.6*	98.2*	8.1%*

*IPEM figures here only include the 43 NHS centres who responded to the 2012 census and so totals will not match those elsewhere in the report.

NHS vacancy rate variability

To assess the variability of the vacancy rates centres were asked for:

- Vacancy figures on 1 July 2012, 1 September 2012 as well as the census date of 1 November 2012
- Vacancies that had been vacant for 3 months or more as of 1 November 2012 (SCoR only)

The table below summarises the results.

	Vacancy Rate (Nov 2012)	Vacancy rate based on average of Jul, Sep & Nov 2012 figures	3 month vacancy rate (Nov 2012)
SCoR	6.3%	6.6%	2.8%
IPEM	8.1%*	8.8%*	

*IPEM figures here only include the 43 NHS centres who responded to the 2012 census and so totals will not match those elsewhere in the report.

NHS Workforce by Agenda for Change (AfC) band and occupancy

The table below illustrates that 68% of the IPEM workforce and 85% of the SCoR workforce are employed in AfC bands 5 to 7.

Workforce	WTE by AfC Band								Total
	2- 4	5	6	7	8a	8b	8c	8d - 9	
SCoR	151.8	710.1	994.4	724.3	194.2	61.6	14.0	2.0	2852.3
	5.3%	24.9%	34.9%	25.4%	6.8%	2.2%	0.5%	0.1%	
IPEM (Clinical scientists)*	2.0	25.6	93.9	219.3	127.2	74.3	38.7	55.2	636.0
	0.3%	4.0%	14.8%	34.5%	20.0%	11.7%	6.1%	8.7%	
IPEM (Clinical technologists & dosimetrists)*	12.6	64.2	132.1	112.8	32.0	12.6	1.0	3.4	370.7
	3.4%	17.3%	35.6%	30.4%	8.6%	3.4%	0.3%	0.9%	
IPEM (Engineering & support)*	4.0	19.4	81.7	67.4	23.0	4.5	2.0	0.0	201.9
	2.0%	9.6%	40.4%	33.4%	11.4%	2.2%	1.0%	0.0%	
Total	170.4	819.3	1302.0	1123.7	376.4	153.0	55.7	60.6	4061.0
	4.2%	20.2%	32.1%	27.7%	9.3%	3.8%	1.4%	1.5%	

*IPEM figures here only include the 43 NHS centres who responded to the 2012 census and so totals will not match those elsewhere in the report.

NHS Reasons for absence

The SCoR census also asked about reasons for absence: of the 3059 SCoR NHS posts, 22 have post holders on career break (0.7%), 28 on long term sick leave (0.9%) and 129 on maternity leave (4.2%).

Reason for absence	Posts (headcount) by AfC Band						Total
	1 - 4	5	6	7	8a	8b	
Career break	0	4	12	5	1	0	22
	0.0%	18.2%	54.5%	22.7%	4.5%	0.0%	
Long term sick leave	3	5	8	10	2	0	28
	10.7%	17.9%	28.6%	35.7%	7.1%	0.0%	
Maternity leave	7	18	62	34	7	1	129
	5.3%	13.6%	47.0%	25.8%	5.3%	0.8%	

NHS Radiography (SCoR) and Physics (IPEM) Workforce

The SCoR workforce accounts for 2852.3 WTE (64.1%) compared with the IPEM workforce of 1596.8 WTE (35.9%).

Non-NHS radiotherapy providers

There are currently six non-NHS providers of radiotherapy in the UK (one of which operates on 5 sites, and one of which operates on 3 sites). 1 of the 6 centres submitted data to the IPEM census, and 6 of the 6 centres submitted data to the SCoR census. The data in the table below does not therefore represent all of the non-NHS centres in the UK.

	Workforce	WTE	Posts	Vacant WTE	Vacancy Rate
Non-NHS	SCoR	107.9	114	4.0	3.7%
	IPEM	7.3		2.0	27.4%
Non-NHS Total		115.2		6.0	5.2%
Combined NHS & non-NHS	SCoR	2960.2	3173	182.5	6.2%
	IPEM	1604.1		132.7	8.3%
Combined NHS & non-NHS Total		4564.3		315.2	6.9%

Note the figures for non-NHS providers are not reported by AfC band as providers do not necessarily use an equivalent system.

References

1. National Cancer Services Analysis Team (2011) [UK National Radiotherapy Workforce Survey 2010](#)
2. Society and College of Radiographers, Institute of Physics and Engineering in Medicine (2012) [Report on the Census of the Radiotherapy Workforce in the UK 2011](#)
3. The NHS Information Centre (2012) [Monthly NHS Hospital and Community Health Service \(HCHS\) Workforce Statistics in England - September 2012, Provisional statistics](#)
4. Migration Advisory Committee (2011) [UK Tier 2 Shortage Occupation list](#)