

# Radiotherapy Radiographic Workforce Census 2019

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. That means the question numbers don't align between this PDF and the online version.

## Welcome

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Welcome to the UK radiotherapy radiographic workforce census 2019. The College of Radiographers is carrying out this survey which sits alongside the similar IPEM physics and RCR Clinical Oncologist workforce censuses. The results of this survey will inform the work of professional bodies, workforce planners within each UK country, commissioners and providers of radiotherapy. It is important we obtain information from all centres delivering radiotherapy, both NHS and private centres, and from all the UK countries.

The data will be published by country and by cancer centre name. You can find previous submissions on the SoR website or contact Spencer Goodman using the details below.

Please answer the census on behalf of your cancer centre provider. Please include all radiographic staff within your budgetary control **EXCEPT** radiotherapy helpers and admin staff. You will be asked about workforce levels in each AfC band as of 1st November 2019. If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band.

All questions must be answered. The census may take you up to 15 minutes to complete. Please contact Spencer Goodman on 020 7740 7257 or email at [spencerg@sor.org](mailto:spencerg@sor.org) if you have any questions about this census.

## Fair Processing Notice

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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. Your details \*

Name \*

Forename

Surname

Email address \*

[contact("email")]

Job Title

2. Which healthcare organisation are you responding for? \*

*Please choose from the autocomplete suggestion if the default organisation is not correct. Be sure to include apostrophes when searching for your centre (i.e. Guy's and St Thomas' NHS Foundation Trust)*

[contact("organization")]

3. Are you responding for all therapeutic radiography sites at your organisation?

- Yes
- No

4. You have said you are not responding for all sites at your organisation. Please tell us which sites you are responding for (up to 5). \*

*Please choose hospital from the autocomplete suggestion. Be sure to include apostrophe's when searching for your centre (i.e. Guy's and St Thomas' NHS Foundation Trust)*

Site 1

Site 2

Site 3

Site 4

Site 5

Free text option 1

Free text option 2

## **Establishment figures (WTE)**

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### **Page description:**

This census asks for the number of therapeutic radiographers, assistant practitioners and trainee assistant practitioners working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy helpers or admin staff in the figures.

If your centre does not use AfC bands then 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](#).

**5. Please provide ESTABLISHMENT Whole Time Equivalent (WTE) figures as of 1st NOVEMBER 2019. \***

*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.*

Radiotherapy radiographic workforce establishment (WTE)

Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

**Vacancy figures (WTE)**

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If your centre does not use AfC bands then 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](#).

**6. Please provide VACANCY Whole Time Equivalent (WTE) figures as of 1st NOVEMBER 2019. \***

*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.*

	Posts VACANT (WTE)
Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

**Three-month vacancy figures (WTE)**

**Page description:**

This census asks for the number of therapeutic radiographers, assistant practitioners and trainee assistant practitioners working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy helpers or admin staff in the figures.

If your centre does not use AfC bands then 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](#).



**7. Please provide THREE-MONTH VACANCY Whole Time Equivalent (WTE) figures as of 1st NOVEMBER 2019. \***

*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.*

	Posts VACANT FOR 3 MONTHS (WTE)
Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

**Total establishment (headcount)**

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**Page description:**

This census asks for the number of therapeutic radiographers, assistant practitioners and trainee assistant practitioners working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy helpers or admin staff in the figures.

If your centre does not use AfC bands then 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](#).

**8. Please provide ESTABLISHMENT headcount figures as of 1st NOVEMBER 2019. \***

*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.*

Radiotherapy radiographic workforce  
establishment (headcount)

Band 3	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

**Long-term absences (headcount)**

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If your centre does not use AfC bands then 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 the following question.

**9. Please provide LONG-TERM ABSENCES headcount figures as of 1st NOVEMBER 2019. \***

*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	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8a	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8b	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8c	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 8d	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>
Band N/A	<input type="text"/>	<input type="text"/>	<input type="text"/>

## Predicted retirement (headcount)

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### **Page description:**

This census asks for the number of therapeutic radiographers, assistant practitioners and trainee assistant practitioners working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy helpers or admin staff in the figures.

If your centre does not use AfC bands then 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](#).

**10. Number of radiotherapy radiographic workforce posts with post holder due to RETIRE (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.*

	Retire between 1 November 2019 and 31 October 2020 (headcount)	Retire between 1 November 2020 and 31 October 2021 (headcount)
Band 3	<input type="text"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>
Band 8a	<input type="text"/>	<input type="text"/>
Band 8b	<input type="text"/>	<input type="text"/>
Band 8c	<input type="text"/>	<input type="text"/>
Band 8d	<input type="text"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>
Band N/A	<input type="text"/>	<input type="text"/>

**Leavers (headcount)**

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If your centre does not use AfC bands then 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 radiotherapy radiographic workforce posts where the post holder has LEFT since the last census date (1st NOVEMBER 2018)? \***

*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	<input type="text"/>
Band 4	<input type="text"/>
Band 5	<input type="text"/>
Band 6	<input type="text"/>
Band 7	<input type="text"/>
Band 8a	<input type="text"/>
Band 8b	<input type="text"/>
Band 8c	<input type="text"/>
Band 8d	<input type="text"/>
Band 9	<input type="text"/>
Band N/A	<input type="text"/>

**Reasons for leaving**

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12. What were the reasons that therapeutic radiographers left their posts? \*  
(Select all that apply.)

- None have left
- Promotion in other RT centre
- Retirement
- Left profession but still working in health services
- Left profession and working outside of health services
- Education - radiotherapy
- Personal reasons such as moving home, change in personal circumstances, health issues
- Move to Proton services

**Protected titles**

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13. Please confirm what title(s) you use in your centre. \*  
(Select all that apply)

*Remembering that our HCPC-protected titles are:*

- *Therapeutic radiographer*
- *Radiographer*

- Therapeutic Radiographer
- Radiographer
- Advanced Practitioner
- Consultant Radiographer
- Dosimetrist
- Planning Radiographer
- Pre-treatment Radiographer
- Radiation Therapist
- Radiotherapist
- Review Radiographer
- Therapy Radiographer
- Treatment Radiographer

#### **Number of posts filled by agency staff**

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14. As of 1st November 2019, were you employing any agency therapeutic radiographers? \*

- Yes
- No

15. Why were agency staff being employed?

*(Select all that apply)*

- Due to an increase in the therapeutic radiographer establishment
- Due to existing vacancies in the therapeutic radiographer establishment
- To cover long-term absence
- Other - please specify

16. As of 1st November 2019, how many agency therapeutic radiographers were employed (headcount)? \*

*(Please enter WHOLE numbers.)*

	Band 5 equivalent (headcount)	Band 6 or greater equivalent (headcount)
Agency staff trained in the UK	<input type="text"/>	<input type="text"/>
Agency staff trained overseas	<input type="text"/>	<input type="text"/>

**Therapeutic radiographers employed in dosimetry**

**Page description:**

We would like to know the number of therapeutic radiographers employed in dosimetry. Normally we do not capture this information when the radiographers are not under your budgetary control.

Please could you therefore indicate the total number of radiographers employed in a dosimetry role in your trust. In response to this question, please include those **both within and outside of your budgetary control**. We are aware that you may have already included those in your budgetary control in previous answers.

17. Number of therapeutic radiographers employed in dosimetry as of 1st NOVEMBER 2019 (headcount). \*

*(Please enter a WHOLE number.)*

18. How many other therapeutic radiographers are working within cancer services (that you are aware of) who are not in your budgetary control and are not included in the question above (headcount)? \*

*(Please enter a WHOLE number.)*

**Final page - your comments**

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19. Please use the box below to provide any comments you may have related to your submission. If you are "over-established" at any AfC bands, please give details here.

### **Thank You!**

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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.