

Radiography Awards 2019

at the Royal College
of Physicians

6 November 2019



SoR
RADIOGRAPHY
☆ AWARDS 2019 ☆

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Welcome!

Gill Hodges, President, Society of Radiographers

Thank you for being with us today to celebrate Radiographers and Radiography.

The Radiography Awards is one of the most inspiring events in the Society's calendar.

Thank you to our Guest of Honour, Sir David Behan, the Chair of Health Education England. We greatly appreciate that he is with us today to present the awards.

In both his current role and his previous one as CEO of the Care Quality Commission, Sir David knows well the vital contributions that diagnostic and therapeutic radiographers make to patient care.

Enormous thanks must also go to Philips, who are generous sponsors of this year's awards. Jodie Bridge, Business Leader, Precision Diagnostics will be making the presentations with Sir David.

The Society's Awards Committee make the difficult decisions to choose the Radiographer of the Year, Radiography Team of the Year, and Diagnostic and Therapeutic Students of the Year. The Patient Advisory Group reviewed the nominations to decide which of the entries deserved to receive Patient's Choice Award for Outstanding Care, which will be awarded this year for the first time.

I hope you have read the October issue of Imaging & Therapy Practice, our monthly magazine which documents the latest in diagnostic and therapeutic clinical care. It is devoted to articles written by the top five award winning student contributors, who will also be celebrated today.

I very much look forward to meeting you all and sharing the joy of today's celebrations.



The Guest of Honour

Sir David Behan, Chair of Health Education England

Sir David's career in health and social care spans 40 years.

He was formerly Chief Executive at the Care Quality Commission and was previously Director General of Social Care, Local Government and Care Partnerships at the Department of Health, where he was a member of the NHS Management Board.

Sir David was awarded a knighthood for services to health and care in the 2017 New Year's Honours list, having been appointed a CBE in 2004 for services to social care.



UK Diagnostic Student Radiographer of the Year

Nathan Maitland-Davies, City, University of London

Truly passionate about the profession, with an enthusiastic approach to promoting careers in diagnostic radiography, Nathan is described by his clinical and academic colleagues as diligent, committed and compassionate.

From the first it was clear that Nathan's motivation was his commitment and passion for patient care.

Not only has he achieved success academically, he has also received regular endorsement from his clinical department. Practice colleagues have praised him for his compassionate approach to patients, as well as his conscientious demeanour that has enhanced the department and staff morale.

A committed and active member of his peer group, Nathan has been a courteous and professional student who always took the time to listen to feedback.

He has devoted his own time to helping the academic programme teams improve the focus of information that is provided to applicants, and liaised with his peers to help collate information that promotes the profession.

Nathan's dedication to the profession exemplifies the selfless attitude that will make him an invaluable professional radiographer.



UK Therapeutic Radiography Student of the Year

Sarah Bradder, Sheffield Hallam University/Birmingham City Hospital

Enthusiastic about the profession long before she qualified, Sarah's motivation and commitment is always present, regardless of whether she is attending a lecture, treating patients in a clinical setting, or engaging with the public to promote the profession.

She has been a pivotal student member of the recruitment and promotional team at university. This has involved developing films and resources for schools and colleges, becoming a STEMnet Ambassador and leading the Student Recruitment Group to promote the profession nationally. She was involved in Health Education England's undergraduate recruitment campaign.

Sarah was a mentor and coach to first year students as they entered the often-daunting clinical environment, ensuring that their transition to a practical learning environment was both positive and rewarding.

In her final year, she completed the Demystifying Targeted Cancer Treatments from Cancer Research UK. She developed a network of international patients and peers who she engages with to share best practice and discuss areas for improvement and enhancement of services.

One of Sarah's greatest achievements is her role with the Council of Deans of Health #150Leaders programme. She has led and engages as part of the Twitter community and regularly hosts Tweetchats.

Sarah has been invited to speak at the 2020 Annual Radiotherapy Conference.



London Radiographer of the Year

Greg Cruickshank, Superintendent Radiographer, Cardiac Catheter Suite, King's College Hospital NHS Foundation Trust

Described as an exceptional radiographer, Greg arrived in the UK from New Zealand in 1988 to travel and see the world, and ended up staying. He has spent more than 30 years working at King's College Hospital, where he has earned respect and admiration for his patient advocacy, meticulous attention to detail and the unstinting kindness and support he shows all his colleagues.

Greg has worked his way up through the ranks to become a superintendent radiographer in a very busy and world class cardiac catheter suite. As the first cath lab superintendent at the hospital, he developed a reputable service and has been responsible for the training of every radiographer that has been through the department.

He affords each individual the time and attention they need to learn at a speed that suits them - there is never any rush. Greg's philosophy is that if the radiographer can't do the job then that is a reflection on him and his teaching. His knowledge is faultless.

Greg spent many years as the SoR IR rep and proved himself to be a formidable negotiator locally and beyond. He was the chair of the London Reps Committee for many years. He has the forthright manner that is needed to get things done. Greg has personally represented members at employment tribunals to great success.

Greg is very passionate about educating the upcoming workforce. He supports undergraduates through lectures.

It is not often a manager receives a Radiographer of the Year Award, but Greg's colleagues believe this is just reward for many, many years of dedication to patients, students, colleagues, and the SoR.



Midlands Radiographer of the Year

Jennifer Little, Practice Placement Educator and Interventional Radiographer, University Hospital, North Staffordshire

A radiographer for the past 36 years, Jennifer shows enormous passion and dedication to her role and the profession of radiography, treating every student as an individual and taking the time to get to know each person.

Her pastoral care is second to none, and the positive impact of her role is felt across the whole trust and the wider radiography community.

Her role as practice placement educator is a complicated one: students from three different universities (60 students in total) have diagnostic radiography placements at the trust. She produces a student duty rota which meets the needs of all the programme and assessment requirements for each student, whilst still maintaining enough flexibility to deal with the inevitable problems that arise due to clinical, university, or student difficulties.

Jennifer is fully aware of the complexities of being a student radiographer in the current climate. Many on placement have complex home lives and most live over 40 miles from the trust, leading to difficulties with transport, managing finances, and additional family pressures. Students know that they can approach Jennifer and receive a rational and common sense approach.

She works hard to ensure that standards are high amongst the radiographic team for practice, teaching and assessing, and that they are familiar with all the processes, so that they feel confident to handle the variety of assessments they see.

Her calm and quiet but determined attitude to her work ensures that this passion and professionalism rub off on all who are fortunate to work with her.



North West Radiographer of the Year

**Christopher Grayson, Senior Cross Sectional Radiographer
Warrington and Halton Hospitals NHS Foundation Trust**

Approachable, insightful and always willing to share his knowledge, Christopher is well known to colleagues as a friendly face to everyone in the department. Over the years of working in general x-ray and then progressing into cross sectional imaging, he has always strived to be the best at his job for patients and colleagues alike.

He began his career as a student radiographer at Warrington and Halton Hospitals in 2006 and graduated from the University of Liverpool in 2009. It was during time as a student that Christopher discovered his passion for CT.

Over the past few years he has undertaken several post-graduate qualifications which have led to promotion. CT virtual colonoscopy imaging has seen an increase in demand over recent years, allowing Christopher to do further study. His knowledge has been shared with fellow radiographers who have reported a positive impact on the service provided to patients.

Christopher's senior role has also branched out into being a lead radiographer. He has approached his new and advancing roles with passion and motivation, and this has helped team morale. In any busy radiology department opportunities to make changes are difficult but with his good sense of direction and a view of what can be achieved, Christopher's changes have a positive all round impact.



Scotland Radiographer of the Year

**Ashleigh Bishop, Senior Radiographer/Mammographer
BMI Albyn Hospital, Aberdeen**

A mature student who only graduated three years ago in 2016, but who has already contributed so much to the profession, Ashleigh's greatest professional qualities are her passion and commitment to radiography and the wider community.

For World Radiography Day each year she organises an event to engage with local schools, the university, and staff in the hospital. Ashleigh has inspired at least two students to apply for radiography courses; a testament to both her encouraging nature and the light she shines on the profession.

She also encourages radiography students from the local university to volunteer on the day, which always receives good feedback.

Ashleigh began her career as a general radiographer who progressed through all modalities in her first year of registered practice. To develop her skills and meet the needs of the department, she took on a post-graduate course in mammography, cross working with the NHS, and juggling studies and work. All with good humour and the best patient care at heart.

Ashleigh worked with management and applications specialists to investigate best practice quality assurance in breast screening to ensure the department is offering the best possible service to patients, and always provides measured and forward thinking solutions to any problems that arise.

Continuously looking for new ways to engage with people and support best practice, Ashleigh is not only a great radiographer and mammographer but also an asset to the team, hospital and profession.



South East Radiographer of the Year

**Ruth Williams, Senior Radiographer/Review Radiographer
Queen Alexandra Hospital, Portsmouth**

A credit to the profession and the perfect therapeutic radiographer to work with, Ruth's dedication to mentoring students in her department is described as incredible, while her patient care is incomparable, delivered with care, kindness and compassion. She is consistently prepared to go the extra mile.

Her students report that any weekly critique from her is always constructive and guides them towards being better radiographers. Ruth does not allow students to sit back and just observe but pulls them forward and encourages participation. She questions and quizzes, but in such a way that it builds confidence.

Ruth is extremely thorough and patients are given ample time to speak and say what is on their mind, or what concerns them. She always has the patient's best interests at heart.

Her students have witnessed 'review clinics' between patients and radiographers, and they report that none have compared to Ruth's. She spots things that others seem to have overlooked and listens to each and every patient, always managing to send them away happier, hopeful and reassured.

Ruth is working towards an MSc in advanced practice with a focus on breast cancer.

Ruth's unquantifiable knowledge, coupled with her caring nature, has made her stand out. Patient care is always at the forefront of her mind and her efforts to ensure every patient is treated to a 'gold standard' is exceptional.



South West Radiographer of the Year

Laura Laver, Senior Sonographer, Great Western Hospital, Swindon

Laura is approachable, accommodating, friendly and always professional. She puts people at ease and treats patients with respect. Her colleagues are proud of what she has achieved and the service that their department can offer patients who have limited time left.

Laura has completed more than a hundred malignant ascitic drains as part of the pathway for palliative cancer care, providing an outpatient service to patients suffering with ascites. The service provides the patients with the freedom to come in when they feel it is time to have their ascites drained.

Laura qualified as a radiographer in 2002 from the University of Portsmouth and spent six years working at Southampton General Hospital. Following several secondments working in the Falkland Islands, she returned and continued her career progression by training in ultrasound at the University of the West of England.

Laura chose ultrasound because of the close contact with patients, the diverse nature of the job and the opportunity to be an autonomous practitioner. She works in obstetrics, gynaecology, and general medical ultrasound. She is a student mentor and is interested in ultrasound education, having produced several posters for BMUS and been a guest speaker at the annual SoR regional study day.

Laura is involved in clinical governance throughout the ultrasound department and enjoys the research involved.

Her commitment to the malignant ascites outpatient service is a great example of the value of advanced practice which can really make a difference to the quality of a patient's life. Her nominator said that she is proud that she can 'call her both my colleague and close friend'.



Wales Radiographer of the Year

Tessa Roberts, Radiographer, HMP Berwyn, North Wales

An asset to the health and wellbeing team at HMP Berwyn, Tessa's award is a testament to her dedication, determination and hard work in developing an excellent one-off service.

In-house x-ray and ultrasound means that residents do not need to leave the prison, efficiently and effectively managing their healthcare needs.

Tessa has been instrumental in developing the service, setting it up from scratch in a new area of practice to her and the prison service as a whole. It has required her to devise and develop new practices and ways of working, which she has managed in a robust and thorough manner.

Tessa is currently looking at ways to pilot a TB study at the prison for new residents. Although highlighted as best practice, it is not being carried out at any other prison.

She is in the final year of study for her masters in advanced clinical practice at Glyndwr University, and is already thinking of ways she can develop the service to build on ideas she has learnt from her course, including the development of a minor injuries service in conjunction with internal health partners (physiotherapy, primary care, and occupational therapy).

Tessa's colleagues value not only her professional skills, but also her ability to get stuck in and engage in many tasks which are not the usual ones a radiographer would complete, such as working as a shift co-ordinator.



Yorkshire and North Trent Radiographer of the Year

**Hazel Rodger, Radiotherapy Service Manager
St James's University Hospital Trust, Leeds**

Hazel is described as a radiographer who is completely invested in developing radiographers and radiotherapy, and was nominated for her work as chair of the Radiotherapy Radiographers Trailblazer Group. The nomination says, "It is entirely due to her drive and commitment that radiotherapy now has a registered therapeutic radiographer apprenticeship standard."

Hazel's colleagues in the group have nothing but respect for the sheer amount of hard work and unflagging enthusiasm that she brought to the project.

"She had to take all our proffered wisdom and put it together in a format that met the needs of the profession and the Institute for Apprenticeships. That she led us all to a successful completion of the project with grace and dignity, demonstrating superb leadership, is an example we could all learn from.

"She deserves the recognition for this superb piece of work that many were sceptical about to start with but has now delivered a project that has the potential to help us deliver the workforce needs of the future."

Colleagues have also highly praised Hazel's role as a service manager, where she has demonstrated her commitment to her career and that of those around her in the service she now manages.



UK & Northern Ireland Radiographer of the Year

**Helen Ong, Lead Obstetric and Gynaecology Sonographer
Ulster Hospital, South Eastern Health and Social Care Trust**

With a flair and determination for driving change, Helen is the epitome of an exceptional leader and a wonderful ambassador for the profession, as well as being a very highly valued member of the ultrasound imaging team.

Helen has worked as a sonographer since 1999, becoming a reporting radiographer in 2008, and subsequently gaining a post-graduate certificate in breast ultrasound imaging. Among her many roles today, Helen is an active member of both the Obstetric Ultrasound Committee and the Ultrasound Advisory Group.

In January 2017, she was appointed lead obstetric and gynaecology sonographer, a new role which she embraced with dedication and enthusiasm to ensure that the Fetal Anomaly Screening Programme (FASP) protocols were implemented.

Helen's persistence was key to the trust providing capital funding to replace the obstetric ultrasound system, which was at the end of its operational life. The new system facilitated a more detailed diagnostic image of the fetal heart, which improved the detection of congenital heart disease.

She developed a protocol for performing the 20-week anomaly scan, which included the recommended images to be captured for electronic storage.

In addition to focusing on performance and image quality, Helen helped plan and deliver training in 'Breaking Bad News', and sonographers are now confident talking to patients in an empathetic and caring manner, as well as being open and transparent.

Thanks to Helen, the sonographers have grown in confidence and competence and their commitment to providing a quality service has been outstanding.



Eastern Radiography Team of the Year

Radiotherapy Dosimetry Norfolk & Norwich University Hospital NHS Trust

Dedicated to producing consistently high-quality plans to ensure patients have the best outcome, the team deliver palliative treatments for patients who require emergency treatment within the same working day.

They have a fundamental role in clinical trials, ensuring that dosimetric plans meet the complex trial criteria, and also play a role in developing new radiotherapy planning techniques.

Their work has been instrumental in the evolution of new and advanced image verification techniques.

Whether it is providing radiotherapy plans of exceptional quality, or developing new planning techniques, the team show great pride in their work and always have the patient's best interest at heart.

Many have undertaken M-level study, supporting and promoting the successful implementation of expert and advanced practice.



London Radiography Team of the Year

Ultrasound Team, Queen Mary's Maternity Unit West Middlesex University Hospital

The Obstetrics and Gynaecology Ultrasound Department team are a small, highly dedicated group of sonographer-led professionals who pride themselves on their patient care and communication skills.

The department is in a large teaching hospital and sees high-risk women. The sonographers scan and report essential information to minimise stillbirths.

As part of the department's 'each contact counts', the sonographers give advice and run workshops, which has helped at least 17 parents or family members to give up smoking within the past six months, reducing the risk of growth restricted babies and offering a healthier outcome.

To improve the difficult recruitment culture in the profession, the team recruit and train student sonographers. The senior sonographers act as mentors, which ensures all staff are scanning to a high level.

The department continuously receives positive friends and family feedback and patients talk about the professionalism and friendliness of the staff.

The sonographers undertake CPD sessions at least once a week and are always looking for ways to improve the department with audits, patient surveys, reviewing journals, and providing clear information pathways to enhance the patient journey.



Midlands Radiography Team of the Year

Radiology Department, Birmingham Children's Hospital

The radiology team at Birmingham Children's Hospital provide high-standard diagnostic imaging across a range of modalities. The improvements in the team during the past 12 months have managed to create a cohesive, supportive working environment.

Working in a centre of paediatric excellence may be emotionally challenging but, despite the pressures, the radiography teams work closely together to improve the way they work.

There is a cohort of radiography students who rotate through the department. Thanks to the improved reputation and positive student feedback on their experience and learning, the team have tripled the student intake.

A bespoke one-year preceptorship programme has been implemented to support new employees through their first year as a newly qualified radiographer.

The team pride themselves on clinical expertise and strive to support and educate the wider radiology community and other health care professions to improve paediatric radiology services.



Northern Radiography Team of the Year

CT Team, Gateshead NHS Trust

The CT Team are an excellent example of effective team-working. They provide 24/7, 365 days a year cover. The seven-day working week has helped reduce waiting times significantly for patients, in spite of increased activity and workload.

Everyone is actively involved in the provision of the service, sharing ideas, expressing concerns, and suggesting future improvements. All have worked beyond their contracted hours to cover gaps in service provision, sometimes at very short notice. The exceptional work ethic ensures a high-quality service.

A specialist radiographer is on-site at all times to ensure the most efficient service is provided and all patients are scanned within 24 hours.

Their efforts and dedication are indispensable to the team's success and they are described as caring, compassionate and friendly to work with.



Northern Ireland Radiography Team of the Year

CT Radiographers, Belfast City Hospital/ Belfast Trust

The CT team work in one of the biggest and busiest CT departments in the region. After restructuring over the past two and a half years, the personnel have significantly changed, with 40% of the radiographers recently recruited.

Thanks to hardworking and diligent people and the effective use of resources, waiting times for all CT scans are within target.

The department is designed by the patients, for the patients. All requests are authorised by a highly skilled team and performed to the highest standard.

The department has been involved in several quality improvement projects to improve the patient pathway and reduce waiting times regionally, particularly in oncology.

Most importantly, the CT team is versatile and changes to meet the current needs of the service.



North West Radiography Team of the Year

Proton Beam Therapy Team, The Christie NHS Foundation Trust

Before the first NHS patient was treated with high energy protons in December 2018, a team of senior diagnostic and therapeutic radiographers set up the pre-treatment imaging pathway for treatment planning and the treatment delivery processes.

No one had experience of working in proton therapy, but all took to the venture with unparalleled enthusiasm, professionalism and tenacity.

Many were in post for years before a patient was treated but, during this time, their enthusiasm did not waiver and the goal was always clear: a safe and patient-centred service.

They are a hard-working team of both therapeutic and diagnostic radiographers who are a credit to the trust and the profession.

Thanks to their hard work, the project to deliver high proton therapy for patients in England has been achieved.



Scotland Radiography Team of the Year

Radiotherapy Student Mentor Team Beatson West of Scotland Cancer Centre

The team have gone to exceptional lengths to create a supportive learning environment. They have given up their free time to attend training on mentoring and to support students on placement.

They demonstrate high levels of communication skills as well as empathy, compassion, listening and problem-solving.

They have also been great at listening to feedback and responding to requests from students, and they have excelled at supporting radiography staff. The students trust the mentor team, which goes a long way to improving student-staff relationships in the department. Attrition levels from the university course have fallen.

The caring side of the mentors makes for great role-modelling and helps to develop essential empathy skills for the future radiographer graduates.



South East Radiography Team of the Year

**Radiology NHSE Wave 5
University Hospital Southampton NHS Foundation Trust**

The Radiology and Sarcoma team embarked on transforming the soft tissue sarcoma pathway within a 100-day timeframe set by NHSE. They successfully reduced it by more than two weeks thanks to a variety of interventions.

These have included the introduction of ultrasound referral guidelines to primary care, creating Sarcoma e-referral bundles, and creating interactive information sharing between patient services and primary care for these patients.

The successful implementation of these measures has helped to reduce the Soft Tissue Sarcoma pathway from 93 to less than 30 days from referral to diagnosis.

The team as a whole and individually showed resilience, determination, team working, communication, and dedication.



South West Radiography Team of the Year

Beacon Radiotherapy Taunton and Somerset NHS Foundation Trust

The Radiotherapy Work Experience Team at Taunton and Somerset has linked with local schools and young people who are interested in STEM courses for GCSE, to overcome the barriers to work experience in radiotherapy departments.

The radiographers have been 'sowing the seeds' in the minds of interested children to recognise that therapeutic radiography is an exciting and rewarding profession.

They have also worked alongside the diagnostic radiography team to provide a collaborative programme.

The radiotherapy team have worked to deliver the programme with stakeholders across the trust, different professional groups, and outreaching to local schools to raise the profile of the profession.

This project is the start of something much bigger that may have positive and far-reaching implications.



Wales Radiography Team of the Year

Post-Op Head and Neck Radiotherapy Pathway Team Betsi Cadwaladr University Health Board

After peer reviews of the cancer centre highlighted that most post-operative head and neck patients were breaching the 42-day cancer treatment target, this team volunteered to fix the problem and improve the pathway for patients.

The team is multidisciplinary and includes two senior therapeutic radiographers, who have gained the respect of the H&N MDT and have become an integral and valued part of weekly proceedings.

The changes to the service for the patient cohort has been described by peers over the past 12 months as remarkable.

Previously 90% of patients were failing to meet the treatment target but, since the team have been involved, only three patients have failed to receive treatment on time, giving 92.3% compliance.

The creation of a post-surgical role call list has been noted by other radiotherapy consultants, specialising in different treatment areas. It has demonstrated the important benefits that therapeutic radiographers can bring.



UK and Yorkshire & North Trent Radiography Team of the Year

Radiotherapy Patient Information and Support Team Leeds Teaching Hospitals NHS Trust

The team deliver support to anxious and claustrophobic patients to help them to complete radiotherapy.

Continuously going above and beyond their core duties, the team take on additional training and are always willing to give up free time to gain skills that could be of benefit to patients.

They have created a patient support framework, which is categorised into three levels. The team have trained and educated the wider staff group about the framework and have attained additional training and funding from Macmillan.

The team created a simple and successful referral system so patients can access additional support, including supportive prehab interventions. The team are also supporting patients having diagnostic scans for pre-treatment planning.

The first radiotherapy Patient Carer Public Involvement (PCPI) group was set up by this team and they ran a successful event to explain PCPI and seek willing participants.

The Radiotherapy Patient Information and Support Team were awarded the Macmillan Quality Environment Mark (MQEM) award, which they are hoping to retain later this year.

Imaging & Therapy Practice Student Competition 2019

The Winners



Charlotte Kerr – first prize

Fragile lives: MRI may hold key to best outcomes

The predictive value of magnetic resonance imaging in detecting neurodevelopmental impairments amongst very preterm born children

This is an excellent paper that demonstrates outstanding knowledge of the neurodevelopmental impairments (NDI) associated with very preterm babies.



Ella Copeland – second prize

Diagnostic imaging in paediatric assessment

A comparison of CT and MRI for the diagnosis of shaken baby syndrome

The author has an excellent and clear knowledge of a complex and changing situation due to the ongoing development of MRI scanning.



Darletta Olaniyi-Oduntan – third prize

Prophylactic cranial irradiation (PCI)

A literature review evaluating the role of PCI in the management of small cell lung cancer

An interesting and well written piece of work which reviewed the literature very well. The Author demonstrates excellent knowledge of subject area.



Jolene Richardson – fourth prize

Childhood cancer

A critical evaluation of international guidelines

The author recognises the importance of psychological/psychosocial support in healthcare practice by considering a holistic approach to childhood cancer diagnosis.



Hannah Aswat – fifth prize

Osteosarcoma: Optimal diagnosis and care

The specialised steps in the care pathway and the importance of the multidisciplinary team in the management of osteosarcoma

The author demonstrates excellent knowledge of pathophysiology and the role of imaging for osteosarcoma.



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