

# THE SOCIETY OF RADIOGRAPHERS



## NORTHERN IRELAND ELECTION MANIFESTO 2022



DIAGNOSTIC IMAGING AND RADIOTHERAPY SERVICES

## INTRODUCTION

Members of The Society of Radiographers are at the forefront of technological change in diagnostic imaging, cancer treatment and care.

Our involvement with the general public is extensive, **9 out of 10 patients who attend hospital will be seen by one of our members for diagnosis or treatment.**

## WHO WE ARE

The Society of Radiographers is the trade union and professional body that represents more than 90 per cent of the diagnostic and therapeutic radiography workforce in the UK. We are responsible for their professional, educational, public and workplace interests. Founded in 1920, the society is one of the oldest and most experienced radiography organisations in the world.

The Society helps shape the agenda for the health service and lead opinion on a wide range of professional issues in the UK and worldwide.

In the workplace we pioneer new ways of working and ensure that members work in a safe and fair environment.



## THE SOCIETY OF RADIOGRAPHERS CALLS ON THE GOVERNMENT OF NORTHERN IRELAND TO:

**1 IMPLEMENT AN ABOVE INFLATION PAY RISE TO HELP ADDRESS STAFF RETENTION AND FUTURE RECRUITMENT, ESPECIALLY AT A TIME OF RISING COSTS**

### SoR Solution:

Covid has fully revealed the recruitment and retention crisis right across the HSC. There is 8.6% vacancy rate in radiography in NI.

The pay and reward policy must maximise retention in the immediate and minimise future recruitment and retention deficits to ensure our HSC can meet imaging and radiotherapy demand.

Any pay rise must take account of the planned national insurance and pension contribution increases otherwise our members will be receiving a pay cut.

**2 ENSURE ADEQUATE INVESTMENT SO THAT DIAGNOSTIC AND RADIOTHERAPY SERVICES HAVE THE CAPABILITY TO MEET CURRENT AND FUTURE DEMAND**

### SoR Solution:

The Northern Ireland assembly should work with trust leaders, PHA and the DOH Regional Imaging board to develop clear, funded plans that will deliver the capacity for future service demands. Investment will be required to:

- Replace aging radiography equipment; some scanners in NI are now 25+ years old
- Deal with radiography workforce shortages
- Implement the Cancer Strategy to ensure everyone in NI has timely access to effective diagnosis and treatment.

### INCREASE THE NUMBER OF REPORTING RADIOGRAPHERS

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#### SoR Solution:

Invest in staff development and recognise that to do so is cost effective and necessary to improve patient referral times, decrease discharge times, waiting lists and outsourcing. In 20/21 HSC trusts spent £10.2 million on the outsourcing of patient images.

Explore cross organisational reporting in the future with an investment in a reporting network linked to a NI imaging academy.

### ACTIVELY SUPPORT RADIOGRAPHERS MAXIMISING THEIR CLINICAL POTENTIAL AND PROVIDE CLEAR PROFESSIONAL PATHWAYS FOR SUPPORT WORKERS

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#### SoR Solution:

Invest in training and education to utilise the many patient focussed solutions that assistant practitioners, radiographers, advanced practice and consultant level practitioners bring.

Consultant radiographers can provide the solution to many distinct difficulties facing radiology and radiotherapy departments. This has already been evidenced in England, Scotland and Wales.

Apprenticeships can be a solution to recruitment and retention as well as a pathway for the support workforce into the radiography profession.

NI employers have been paying a levy since 2014; access to this funding source should be made available for health and social care apprenticeships.

### UNDERTAKE STRATEGIC RADIOGRAPHY WORKFORCE PLANNING AND REVIEW TO ENSURE THE INCREASING DEMAND CAN BE MET IN THE FUTURE

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#### SoR Solution:

Plan and review the workforce based on accurate modelling. Commission sufficient number of undergraduate education places in Northern Ireland to ensure provision of imaging and radiotherapy services in the long term. Invest in the provision of post graduate education for radiographers to ensure advanced practice.

We ask the DOH to provide workforce planning resources to ensure radiography workforce modelling and future predicted needs are met. We need to have genuine partnership working to implement the newly published workforce review recommendations in both therapeutic and diagnostic radiography.

“ WE PIONEER **NEW WAYS OF WORKING** AND ENSURE THAT MEMBERS WORK IN A **SAFE AND FAIR ENVIRONMENT** ”



**SoR** 100 YEARS  
THE SOCIETY OF RADIOGRAPHERS