



The Society & College of
Radiographers

Diagnostic imaging and
radiotherapy services

A manifesto for
tomorrow's NHS

Introduction

This manifesto is a compilation of who we are, our current work and future intentions for the development and delivery of healthcare across the UK.

Members of the Society and College 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.

The Society is one of the few professional organisations that engage directly with a broad cross-section of society through a patient and public liaison group. Hence our activities and development are informed by direct member involvement and patient views’.

Who we are

The Society of Radiographers 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 College of Radiographers is the charitable subsidiary of The Society that exists to serve the public good. The College’s objects are directed towards education, research and promotion in support of the science and practice of radiography.

The Society and College help shape the healthcare agenda for the NHS and the private sector 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.

Our values

- Patients have a right to timely diagnostic examinations and cancer treatments that are undertaken by appropriate and competent professionals, who use the best equipment and perform procedures to the highest standard.
- Each patient must be in control of decisions about their care

To achieve these aims, the SCoR will:

- Support the workforce in providing the highest quality of care for the best patient outcome
- Promote high levels of patient safety and welfare at all times
- Initiate and embrace new ways of working with the correct level of remuneration, training and development
- Ensure that our members are at the forefront of the development and implementation of new technologies
- Support the workforce in empowering patients to make choices about their care
- Campaign for a healthy and safe workplace
- Develop and support our members' involvement in health promotion
- Remain committed to equality and non-discrimination

The Society's Six Principles

1. Always improve patient care
2. Employ leaders who trust the clinical judgment of staff, allowing them space to exercise that judgment
3. Employ healthcare professionals committed to the continuing development of patient care, based on rigorous analysis of techniques and procedures
4. Regard speaking out on clinical and professional matters as a key mechanism to facilitate this development
5. Investigate errors of judgment as part of the continuing development process and not solely and immediately to apportion blame
6. Show clear commitment to the continuing professional development of all healthcare professionals

But we cannot do all of this without government support and commitment to the NHS and healthcare.



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Radiotherapy

'We are leaders in cancer treatment'

Therapeutic radiography professionals have achieved high standards by:

- Campaigning on behalf of current and future patients for funding
- Being creative and innovative in how we work and how we react to service demand
- Grasping and delivering new technology as soon as it is available
- Developing roles in the acute and community care sectors to ensure that treatments and patient welfare are delivered on time and are cost effective
- Working as a team to maximise individual and collective knowledge and expertise

We call on the next government to:

1. Recognise our members' role in the commissioning and development of cancer services
2. Provide funding for the development of new technology
3. Invest in staff development and recognise that to do so is cost effective and necessary to improve patient referral times and outcomes



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Clinical imaging

'We are essential members of the clinical imaging team'

Clinical imaging is core to multiple care pathways and radiographers liaise between acute and primary health settings. They specialise in being flexible and responsive, ensuring focused patient care irrespective of the clinical setting.

Radiographers are at the forefront of delivering innovation in diagnostics. Practitioners deliver high quality and timely care as well as embracing safe and effective technologies that lead to improved patient diagnosis.

We call on the next government to:

- 1.** Ensure that the UK has access to the latest and most effective clinical imaging technologies
- 2.** Invest in education and training to meet the constant demand for innovative practice



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Patient safety

'Underpinning all healthcare decisions'

The Society works with members, employers and other interested parties to ensure that the knowledge and experience of radiographers is used fully to ensure patients are protected from unnecessary exposure to radiation.

Radiographers who raise concerns regarding patient safety should do so free from the fear of reprisal.

The SCoR will:

- Lead on the promotion of patient safety in the clinical setting
- Provide education and information and raise awareness on ionising and non-ionising radiation safety
- Promote best practice in the prevention of healthcare acquired infections

We call on the next government to:

1. Use radiographers' safety expertise and experience
2. Encourage healthcare providers to adopt and implement our Six Principles to ensure a culture of encouragement and support for those who have to raise concerns.
3. Fully fund the enforcement activities of the Health and Safety Executive and other regulatory bodies



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Patient advocacy

'The needs of patients come first'

The Society believe patients' interests are served by a skilled, experienced and appropriately rewarded workforce who are able to use professional judgement to enhance and improve patient care.

By advocating the highest standards for our members, we are championing good practice on behalf of patients.

The SCoR will:

- Engage with patients to inform policy and practice
- Encourage the radiography workforce to provide information to patients
- Develop a workforce with the expertise to support and empower patients

We call on the next government to:

1. Provide information about the quality of services that is transparent, relevant and accessible to the public
2. Work to improve consistency in the provision of diagnostic and cancer services in all geographic areas and so provide more patient choice
3. Recognise, respect and invest in radiographers to allow them to fully support patients and carers
4. Invest in new treatments such as proton beam therapy to ensure patients can access treatment in their locality
5. Recognise that appropriate security of employment, career progression, pay and pensions can create the skilled workforce needed to support and empower patients.



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Quality

'The highest quality of care for the best patient outcome'

Quality is achieved through effective leadership. Radiographers make good leaders and are in a position to influence quality of care.

The SCoR will:

- Continue to establish, monitor and promote professional standards
- Support members to meet the requirements of continuing professional development
- Embed research as a core activity
- Encourage the workforce to implement evidence based best practice

We call on the next government to:

1. Fully fund and support continuing professional development activities
2. Recognise the Society's expertise to forecast future workforce needs
3. Fully commit to supporting career progression



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Research

'Essential for the provision of world leading patient care'

The SCoR supports research to:

- Discover ways to deliver safe diagnosis and effective treatments for the patient
- Encourage new thinking and innovation
- Expand the knowledge boundaries of our profession
- Provide our members with the encouragement and the means to be leaders in their field

We call on the next government to:

1. Create opportunities for radiographers to be Principal Investigators
2. Allocate time in job plans and ensure research is recognised as part of professional activity
3. Provide dedicated funding streams for radiographic research



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Education

'The workforce has a right to high quality, continuous education and development'

Patients have the right to expect that those imaging and treating them are knowledgeable, skilful and are delivering the best care.

To ensure that the UK is at the leading edge of healthcare provision, all clinical staff must have sustainable access to education and professional development relevant to their roles.

The SCoR will:

- Provide a sustainable method of recording, evaluating and reviewing continuous professional development activities
- Engage with education providers to offer support and guidance
- Encourage all tiers of the radiographic workforce to take part in appropriate formal and informal learning
- Promote accreditation to ensure continuous meeting of professional standards

We call on the next government to:

1. Fund education for all healthcare professionals, based on service need
2. Work with education providers to ensure that relevant programmes are available
3. Ensure sufficient provision of education to support the workforce needed for clinical imaging and radiotherapy services
4. Reduce the layers of bureaucracy that education providers must navigate with individual commissioning boards
5. Properly resource undergraduate education programmes, supported by bursaries
6. Provide appropriate funding for post-registration and continuing education programmes
7. Ensure stability in the commissioning arrangements for pre- and post-registration programmes
8. Introduce a contractual allocation of protected study time for all healthcare professionals
9. Provide dedicated teaching, assessment and mentoring time for practitioners involved in the clinical education of students



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