

Diagnostic radiography workforce census 2017

Welcome

Welcome to the UK diagnostic radiography workforce census 2017 by the Society and College of Radiographers. The results of this census will inform the work of professional bodies, workforce planners and commissioners/providers of radiography education. It is important we obtain information from all centres delivering diagnostic radiography services, both NHS and independent/private providers, and from all the UK countries.

The census should ideally be completed by the Radiology Services Manager (or equivalent) on behalf of all diagnostic radiography services provided by their hospital/workplace. If you are responsible for multiple sites please provide one response on behalf of all those sites. If you are a national independent/private healthcare provider, you may provide one single response to cover all your UK sites if that is easier for you.

Update 6 November 2017 A number of you have been in contact to inform us that your organisational workforce is managed by either site or modality specific persons and there is no central repository of workforce information. If this applies to your organisation please complete the survey for your site or modality.

The results will be published on the [SCoR website](#). Individual responses will not be identifiable.

This census may take you up to 20 minutes to complete, although it should be less if staffing figures are to hand. Please answer all the questions marked with a star*.

Please contact Alex Lipton at alexl@sor.org if you have any questions about this census.

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Your details

Fair Processing Statement

The Society and College of Radiographers (SCoR) will use the data supplied by you for the purposes of research. Any personal data which the SCoR collects, records or uses in any way will have appropriate safeguards applied to ensure compliance with the Data Protection Act 1998.

The questionnaire is hosted by Survey Monkey who are based in the United States. Survey Monkey are listed as a "EU – U.S. Privacy Shield" organisation by the US Department of Commerce. The "EU – U.S. Privacy Shield" list is designed to list US organisations complying with the European Commission's Directive on Data Protection. Data is collected and stored by Survey Monkey, but only made available to the account holder (The SCoR). All information collected is kept confidential and secure and is not shared with any third parties by Survey Monkey. By completing this questionnaire you are giving your consent for the personal data you provide to be processed by Survey Monkey and the SCoR. For detailed information about how we use your information please see our [full privacy statement](#) on our website.

By completing this questionnaire you are giving your consent for the personal data you provide to be processed by Survey Monkey and the SCoR.

*** 1. Your name**

*** 2. Your job title**

*** 3. Your work email address**

*** 4. Name(s) of hospital(s)/workplace(s)/modality on behalf of which you are responding**

*** 5. Name of Trust/Health Board (if applicable)**



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Demographics

*** 6. Which of the following best describes your workplace/hospital**

- ☐ NHS health board
- ☐ NHS acute trust
- ☐ NHS mental health trust
- ☐ NHS community health trust
- ☐ NHS teaching hospital
- ☐ NHS tertiary hospital
- ☐ Independent/private hospital
- ☐ Charitable healthcare provider
- ☐ Self-employed/small company
- ☐ Other (please specify)

*** 7. In which geographic area is your hospital/workplace?**

- ☐ England
- ☐ Northern Ireland
- ☐ Scotland
- ☐ Wales
- ☐ UK-wide
- ☐ Isle of Man or Channel Islands



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Instruction

In the following pages you will be asked questions **on behalf of all diagnostic radiography services** in your hospital/workplace. You will be asked about workforce levels in each AfC band (or equivalent) **as of 1st November 2017**.

Please include all diagnostic radiographers, sonographers, nuclear medicine technologists, PET-CT technologists, assistant practitioners and trainee assistant practitioners.

Please DO NOT include radiographic assistants (helpers / healthcare support workers), clerical workers, clinical scientists, radiotherapy staff or third party managed services where the staff are employed by the third party.



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NHS or non-NHS?

*** 8. Are you responding on behalf of:**

- ☐ an NHS provider
- ☐ a non-NHS provider (independent)



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NHS - Radiographic workforce as of 1st November 2017

Please include all diagnostic radiographers, sonographers, nuclear medicine technologists, PET-CT technologists, assistant practitioners and trainee assistant practitioners.

Please DO NOT include radiographic assistants (helpers / healthcare support workers), clerical workers, clinical scientists, radiotherapy staff or third party managed services where the staff are employed by the third party.

*** 9. Total diagnostic radiographic workforce establishment (Whole Time Equivalent).***Please put a number into each box below in order to progress to the next question You may have to enter 0.0 if entering 0 does not allow you to progress. This is for all questions from this point onwards.*

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

NHS - Radiographic workforce - Vacancies (whole time equivalent)

*** 10. Number of radiographic workforce posts which are VACANT (Whole Time Equivalent).**

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

NHS - Radiographic workforce - 3 month vacancies (whole time equivalent)

*** 11. Number of radiographic workforce posts which have been VACANT FOR 3 MONTHS (Whole Time Equivalent).**

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
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Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

NHS - Radiographic workforce - total establishment (headcount)

12. Total radiographic workforce establishment (Headcount).

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
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Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
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£63,021)

Band 8d (£67,247 to
£75,573)

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£91,442)



Diagnostic radiography workforce census 2017

NHS - Radiographic workforce - on career break

Please note that questions from this point forward relate to Headcount (NOT Whole Time Equivalent).

13. Total radiographic workforce posts with post holder on CAREER BREAK (Headcount).

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
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Band 8d (£67,247 to
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Band 9 (£79,415 to
£91,442)



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NHS - Radiographic workforce - long term sickness absence

Long term sickness absence is defined as any continuous period of 28 calendar days or longer for the purposes of the following question.

14. Number of radiographic workforce posts with post holder on LONG TERM SICKNESS ABSENCE (headcount).

Band 3 (£16,968 to £19,852)	<input type="text"/>
Band 4 (£19,409 to £22,683)	<input type="text"/>
Band 5 (£22,128 to £28,746)	<input type="text"/>
Band 6 (£26,565 to £35,577)	<input type="text"/>
Band 7 (£31,696 to £41,787)	<input type="text"/>
Band 8a (£40,428 to £48,514)	<input type="text"/>
Band 8b (£47,0912 to £58,217)	<input type="text"/>
Band 8c (£56,665 to £63,021)	<input type="text"/>
Band 8d (£67,247 to £75,573)	<input type="text"/>
Band 9 (£79,415 to £91,442)	<input type="text"/>



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NHS - Radiographic workforce - on parental leave

15. Number of radiographic workforce posts with post holder on PARENTAL LEAVE (headcount).

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

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£91,442)



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NHS - Radiographic workforce - due to retire between 1 November 2017 and 31 October 2018

16. Number of radiographic workforce posts with post holder due to retire between 1 November 2017 and 31 October 2018 (headcount).

Band 3 (£16,968 to £19,852)	<input type="text"/>
Band 4 (£19,409 to £22,683)	<input type="text"/>
Band 5 (£22,128 to £28,746)	<input type="text"/>
Band 6 (£26,565 to £35,577)	<input type="text"/>
Band 7 (£31,696 to £41,787)	<input type="text"/>
Band 8a (£40,428 to £48,514)	<input type="text"/>
Band 8b (£47,0912 to £58,217)	<input type="text"/>
Band 8c (£56,665 to £63,021)	<input type="text"/>
Band 8d (£67,247 to £75,573)	<input type="text"/>
Band 9 (£79,415 to £91,442)	<input type="text"/>



Diagnostic radiography workforce census 2017

NHS - Radiographic workforce - estimated to retire between 1 November 2018 and 31 October 2019

17. Number of radiographic workforce posts with post holder estimated to RETIRE between 1 November 2018 and 31 October 2019 (headcount).

Band 3 (£16,968 to £19,852)	<input type="text"/>
Band 4 (£19,409 to £22,683)	<input type="text"/>
Band 5 (£22,128 to £28,746)	<input type="text"/>
Band 6 (£26,565 to £35,577)	<input type="text"/>
Band 7 (£31,696 to £41,787)	<input type="text"/>
Band 8a (£40,428 to £48,514)	<input type="text"/>
Band 8b (£47,0912 to £58,217)	<input type="text"/>
Band 8c (£56,665 to £63,021)	<input type="text"/>
Band 8d (£67,247 to £75,573)	<input type="text"/>
Band 9 (£79,415 to £91,442)	<input type="text"/>



Diagnostic radiography workforce census 2017

NHS - Time spent on non-clinical duties

18. In an average working week, please estimate the percentage of time the following AfC staff groups spend on non clinical duties.

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)

19. Please indicate the nature of these duties (select all that apply).

☐ Management

☐ Leadership

☐ Service Development

☐ PACS

☐ Quality Management

☐ ISAS

☐ Training and Development

☐ Other (please specify)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - Establishment figures as of November 2017

Please INCLUDE all diagnostic radiographers, sonographers, nuclear medicine technologists, PET-CT technologists, assistant practitioners, and trainee assistant practitioners as of 1st November 2017 below. Please EXCLUDE radiographic assistants (helpers / healthcare support workers), clerical workers, clinical scientists, radiotherapy staff and third party managed services where the staff are employed by the third party.

Providers who do not use Agenda for Change, please enter your figures in the box which corresponds to the annual salary figures equivalent to the Agenda for Change. Please note that this survey is not going to focus on salary figures, but uses the salary range to evaluate level of practice.

*** 20. Total diagnostic radiographic workforce establishment (Whole Time Equivalent) as of 1st November 2017.**

Please put a number into each box below in order to progress to the next question You may have to enter 0.0 if entering 0 does not allow you to progress. This is for all questions from this point onwards

Band 3 (£16,968 to £19,852)

Band 4 (£19,409 to £22,683)

Band 5 (£22,128 to £28,746)

Band 6 (£26,565 to £35,577)

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - Vacancies (whole time equivalent)

*** 21. Number of radiographic workforce posts which are VACANT (Whole Time Equivalent).**

Band 3 (£16,968 to £19,852)

Band 4 (£19,409 to £22,683)

Band 5 (£22,128 to £28,746)

Band 6 (£26,565 to £35,577)

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - 3 month vacancies (whole time equivalent)

*** 22. Number of radiographic workforce posts which have been VACANT FOR 3 MONTHS (Whole Time Equivalent).**

Band 3 (£16,968 to £19,852)

Band 4 (£19,409 to £22,683)

Band 5 (£22,128 to £28,746)

Band 6 (£26,565 to £35,577)

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - total establishment (headcount)

Please note questions from this point forward relate to Headcount (not Whole Time Equivalent).

*** 23. Total radiographic workforce establishment (Headcount).**

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - on career break

*** 24. Total radiographic workforce posts with post holder on CAREER BREAK (Headcount).**

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - long term sickness absence

Long term sickness absence is defined as any continuous period of 28 calendar days or longer for the purposes of the following question.

*** 25. Number of radiographic workforce posts with post holder on LONG TERM SICKNESS ABSENCE (headcount).**

Band 3 (£16,968 to £19,852)

Band 4 (£19,409 to £22,683)

Band 5 (£22,128 to £28,746)

Band 6 (£26,565 to £35,577)

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - on parental leave

Please INCLUDE all diagnostic radiographers, sonographers, nuclear medicine technologists, PET-CT technologists, assistant practitioners, and trainee assistant practitioners as of 1st May 2017 below. Please EXCLUDE radiographic assistants (helpers / healthcare support workers), clerical workers, clinical scientists, radiotherapy staff and third party managed services where the staff are employed by the third party.

Providers who do not use Agenda for Change, please enter your figures in the box which corresponds to the annual salary figures equivalent to the Agenda for Change.

*** 26. Number of radiographic workforce posts with post holder on PARENTAL LEAVE (headcount).**

Band 3 (£16,968 to
£19,852)

Band 4 (£19,409 to
£22,683)

Band 5 (£22,128 to
£28,746)

Band 6 (£26,565 to
£35,577)

Band 7 (£31,696 to
£41,787)

Band 8a (£40,428 to
£48,514)

Band 8b (£47,0912 to
£58,217)

Band 8c (£56,665 to
£63,021)

Band 8d (£67,247 to
£75,573)

Band 9 (£79,415 to
£91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - due to retire between 1 November 2017 and 31 October 2018

*** 27. Number of radiographic workforce posts with post holder due to retire between 1 November 2017 and 31 October 2018 (headcount).**

Band 3 (£16,968 to £19,852)	<input type="text"/>
Band 4 (£19,409 to £22,683)	<input type="text"/>
Band 5 (£22,128 to £28,746)	<input type="text"/>
Band 6 (£26,565 to £35,577)	<input type="text"/>
Band 7 (£31,696 to £41,787)	<input type="text"/>
Band 8a (£40,428 to £48,514)	<input type="text"/>
Band 8b (£47,0912 to £58,217)	<input type="text"/>
Band 8c (£56,665 to £63,021)	<input type="text"/>
Band 8d (£67,247 to £75,573)	<input type="text"/>
Band 9 (£79,415 to £91,442)	<input type="text"/>



Diagnostic radiography workforce census 2017

Non-NHS - Radiographic workforce - estimated to retire between 1 November 2018 and 31 October 2019

Please INCLUDE all diagnostic radiographers, sonographers, nuclear medicine technologists, PET-CT technologists, assistant practitioners, and trainee assistant practitioners as of 1st May 2017 below. Please EXCLUDE radiographic assistants (helpers / healthcare support workers), clerical workers, clinical scientists, radiotherapy staff and third party managed services where the staff are employed by the third party.

Providers who do not use Agenda for Change, please enter your figures in the box which corresponds to the annual salary figures equivalent to the Agenda for Change.

*** 28. Number of radiographic workforce posts with post holder estimated to RETIRE between 1 November 2018 and 31 October 2019 (headcount).**

Band 3 (£16,968 to £19,852)

Band 4 (£19,409 to £22,683)

Band 5 (£22,128 to £28,746)

Band 6 (£26,565 to £35,577)

Band 7 (£31,696 to £41,787)

Band 8a (£40,428 to £48,514)

Band 8b (£47,0912 to £58,217)

Band 8c (£56,665 to £63,021)

Band 8d (£67,247 to £75,573)

Band 9 (£79,415 to £91,442)



Diagnostic radiography workforce census 2017

Non-NHS - Time spent on non-clinical duties

29. In an average working week, please estimate the percentage of time which is spent on non-clinical duties by staff in the following annual salary ranges (equivalent to AfC).

£31,696 to £41,787	
£40,428 to £48,514	
£47,091 to £58,217	
£56,665 to £63,021	
£67,247 to £75,573	
£79,415 to £91,442	

30. Please indicate the nature of these duties (select all that apply).

- ☐ Management
- ☐ Leadership
- ☐ Service Development
- ☐ PACS
- ☐ Quality Management
- ☐ ISAS
- ☐ Training and Development
- ☐ Other (please specify)



Diagnostic radiography workforce census 2017

Post graduate training

31. Please indicate the number of staff (WTE) currently in post graduate training in each of the following modalities.

MRI	<input type="text"/>
CT	<input type="text"/>
US	<input type="text"/>
Breast	<input type="text"/>
Reporting	<input type="text"/>

32. Please indicate any other post graduate areas in which staff are training and how many.



Diagnostic radiography workforce census 2017

The radiographic workforce - agency staff

*** 33. As of 1st November 2017 were you employing any Diagnostic Radiography agency staff?**

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

*** 34. As of 1st November 2017 were you employing any sonography agency staff?**

- ☐ Yes
- ☐ No
- ☐ Other (please specify)

*** 35. If yes, why were the agency staff being employed?(Please tick all that apply.)**

	Yes	No
No agency staff were employed	<input type="checkbox"/>	<input type="checkbox"/>
An increase in Diagnostic Radiographer establishment	<input type="checkbox"/>	<input type="checkbox"/>
Due to existing vacancies in Diagnostic Radiographer workforce establishment	<input type="checkbox"/>	<input type="checkbox"/>
An increase in sonographer establishment	<input type="checkbox"/>	<input type="checkbox"/>
Due to existing vacancies in sonographer workforce establishment	<input type="checkbox"/>	<input type="checkbox"/>

36. If you employ agency staff, then as of 1st November 2017, how many agency staff were trained either in the UK or overseas?

	Band 5 equivalent	Band 6+ equivalent
Agency staff trained in the UK	<input type="text"/>	<input type="text"/>
Agency staff trained overseas	<input type="text"/>	<input type="text"/>



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The radiographic workforce

37. How many Band 5 or higher (annual salary range over £22,128) Clinical staff are non HCPC registered?

38. How many radiographers are from:

the UK	<input type="text"/>
the EU	<input type="text"/>
elsewhere (outside of the UK or EU)	<input type="text"/>

Diagnostic radiography workforce census 2017

The radiographic workforce - advanced and consultant practice

Please Include all diagnostic radiographers, sonographers and nuclear medicine technologists as of 1st November 2017 below.

39. Number of diagnostic radiographers, sonographers and nuclear medicine technologists in advanced / consultant practice (Headcount).

Advanced practitioners

Consultant practitioners

Diagnostic radiography workforce census 2017

The radiographic workforce - reasons for leaving

40. What were the reasons that radiographers have left their posts? Select all that apply.

- ☐ Promotion in other centre
- ☐ Retirement
- ☐ Left profession but still working in health services
- ☐ Left to undertake work as an agency radiographer
- ☐ Education
- ☐ Personal reasons such as moving home, change in personal services
- ☐ Left centre due to higher salary elsewhere
- ☐ Other (please specify)

Diagnostic radiography workforce census 2017

Your comments

41. Please use the box below to provide any comments you may have related to your submission.