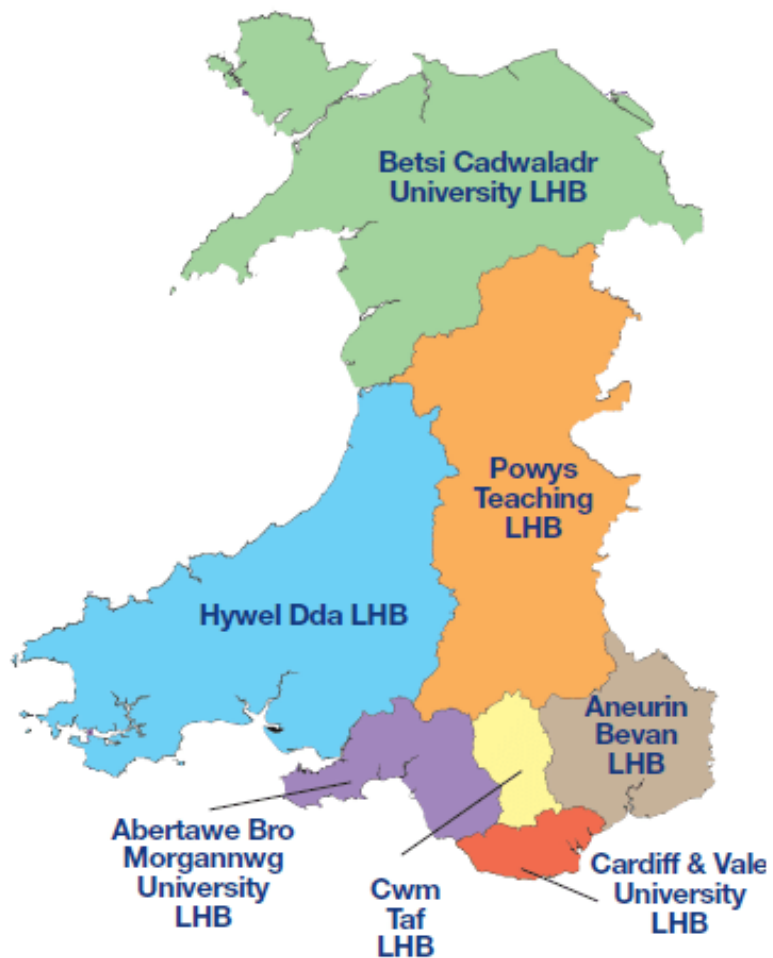


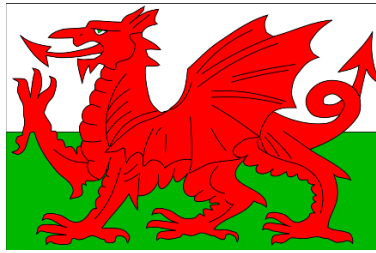


ANNUAL REPORT

WELSH COUNCIL OF THE SOCIETY AND COLLEGE OF RADIOGRAPHERS



Introduction



Welcome to the first annual report from Welsh Council. As you can see despite the lack of a formal committee, a number of us have still been working hard to invigorate the SOR in Wales and promote the profession in each and every Health Board and Trust. Our aim for the future is to ensure that the SOR is accessible to all our members. We want to increase the number of reps in every area, we want to make sure our voice is heard at the Annual Delegates Conference and highlight issues that are unique to our country.

I hope you enjoy reading the report and will consider joining us and supporting us in the future.

OBJECTS

The objects of the Welsh Council shall be:

- a) To promote best practice in the interest of patient care
- b) To protect the interests of its members and promote the profession of Radiography
- c) To recruit and maintain membership
- d) To co-ordinate the views of its members; to take appropriate action on matters of Welsh Council interest and to provide the Parent Organisation with such information as may be required

- e) To promote the Policies adopted by the Parent Organisation and to organise meetings of members pertaining to these policies.

MEETINGS

Welsh Council

Welsh Council met on 20.07.2023 at the National Imaging Academy Wales to discuss revitalising Welsh Council and the way forwards, at the meeting discussions were held regarding the constitution, executive membership, study day and AGM.

It was agreed to form an Interim Exec Committee to support the work that needed to be done until a formal committee can be elected at the AGM-

Gareth Thomas- Chair

Alex Hatfield-Vice Chair and ADC Lead 2024

Jackie Hughes- Secretary

Jenny Shurmer-Treasurer



Lunch and Learn

Over the last 12 months regular Lunch and Learn sessions have been held to keep Reps updated on the various issues (Industrial Action, Pay Negotiations, Changes to Policies) that have arisen over the year and to give Reps an opportunity to raise local issues and gain peer support and advice and guidance.

UK Council Communication Forum

Jackie Hughes is currently Welsh Council Representative at this meeting and attended the meeting on 6.09.23 via Teams.

There were wide ranging discussions around a variety of topics as can be seen below.

1. Terms of Reference- it was agreed to extend the membership to include a wider range of people – such as reps from the Networks such as Equalise etc. It was also agreed that Regions and Countries could nominate more than one person to be a part of the Synapse group so that they could deputise for each other.
2. There was discussion regarding the recent rebranding exercise –results to be implemented and external comms and feedback mechanisms
3. It was agreed that any ADC motions which relate to communications will be reviewed at the next meeting and therefore there would be an addition to the purpose of the group- around reviewing and monitoring relevant motions, in addition to this it was agreed that Strategic objectives would also be reviewed

4. There was discussion regarding the Communications Operational Group and its remit, which includes current publisher (Haymarket), the latest report will be shared via the synapse group
5. Discussion regarding setting the next three-year strategy with council and CBOT due to meet in Feb, and the strategy due to be launched in May/June
6. The comms team focus for the next year includes a focus on student engagement, raising awareness of the benefits package and how to access benefits, better support for Regions and Countries and member interaction.
7. There was a general discussion regarding how successful the Industrial Action had been in terms of interaction with press and public, mostly positive from the public and senior management in Trusts and a wide range of press coverage to increase knowledge—one point from the patient rep who said that despite our staff shortages patients don't feel the impact so there was discussion around how we get the message across that patients are put first often to the detriment of staff health and well being
8. Discussion regarding recruitment to courses this year and that they were undersubscribed, and the use of clearing
9. Discussion regarding World Radiography Day, poster closing date next Friday, 18th/19th to choose winners, this year's sponsor is Electa, also discussion regarding what should go in pack, love hearts, trolley pounds, posters, colouring sheets- I raised the issue that in order to display in patient areas we needed Welsh Language Versions which will be addressed, there will also be a full page 'advert' in the Telegraph- highlighting the profession (content not yet decided)
10. Discussion regarding study days and support from HQ which can include poster design, ticket sales etc
11. ADC 2024 – expressions of interest for the delegation will be asked for in October of this year and won't be linked to the rest of the timetable, Venue Leeds, Monday 15th April until

Wednesday 17th April – a number of us raised that this will mean additional day off etc

12. Discussion re upcoming events – Study Days, Reps Summit, ROY, WEBINARS etc. To note there was discussion to change Radiographer of the Year title to be more inclusive— The suggestion is Radiography Professional of the Year— Personally I don't think this is any more inclusive
13. Future work for comms team may be to produce a range of Childrens books (primary school) to describe what we do – they are scoping this currently

ADC

The Annual Delegates Conference (ADC) provides members with the unique opportunity to help shape the strategic direction of the Society, and wider profession.

Bringing together up to 300 members, including regional representatives, regional and national officers and UK Council, ADC deals with current issues within the radiography profession, or matters of personal importance to members.

Each region and country can propose motions and send a delegation to the conference. Motions can be about any topic, and the ones selected for ADC by the Delegate Conference Committee (DCC), will then be debated and voted on by those at the conference.

If a motion is carried, it will then be taken to UK Council to be actioned.

This year's ADC took place 26/27th April in Leeds. Welsh Council delegates consisted of Radiographers, Assistant Practitioners and Students.

There was a total of 58 motions debated 3 of which were written by Wales all these motions were supported by conference and are carried to be actioned by UK council. There was some interesting debate this year around certain topics. Wales seconded several motions and opposed 2!

We opposed:

Gender reveal ultrasound calling for standardisation of practice-

Over the last few years there has been an ever-growing trend of parents wanting to discover the gender of their baby through a gender reveal. Within the NHS, the most common time to visualise the gender of a foetus is at the anomaly scan, performed between 18- and 21-weeks' gestation.

Many patients now wish for this to be written down for them to be opened later, often by a relative/friend. Some trusts/Health Boards do not advocate this process, with some completely opposing the writing down of the gender by staff, leading to a, sometimes, very difficult conversation with the parents. Conference calls upon UK Council to introduce guidance for staff and departments when asked to write foetal gender.

Assistant practitioners- registration. - Assistant Practitioners are now an integral part of many departments structure, they provide a high-quality service within their scope of practise, however the direct supervision that they require limits the time radiographers can dedicate to supporting and training student Radiographers.



Out of 58 motions- 49 were carried eight fell and 2 motions were withdrawn.

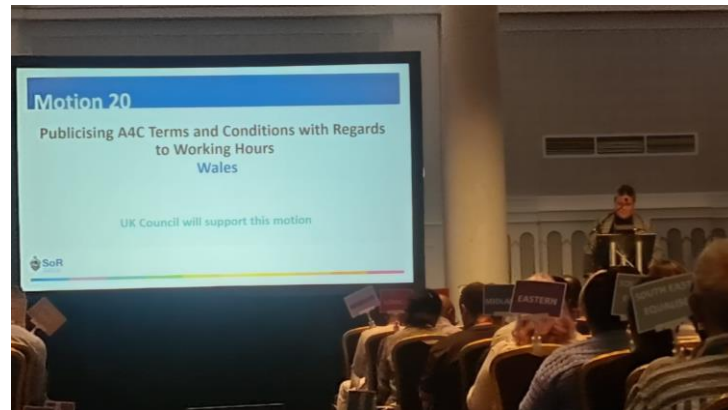
Wales Motions

1. Publicising A4C Terms and Conditions with regards to working hours.

Due to staff shortages and the need to deal with the Covid backlog radiographers are being asked to undertake significant amount of overtime. The need to earn additional funds has never been more evident with the rise in the cost of living however we in Wales feel that Management could take advantage of the situation putting the health of the work force and hence service delivery in harms way. There is a general responsibility for employers and employees, under health and safety law, to protect its workforce. Control on working hours should be regarded as an integral element of managing health and safety at work and promoting health at work. Section 27 of the A4C terms and conditions identifies the rules we are employed by with regards to rest periods. We in Wales feel it is the duty of the SoR to remind members of these terms and conditions.

This Conference calls on UK council to work with the SoR full time officers to produce article(s) in our professional publications

explaining employment terms and conditions with regards to working hours and rest periods.



2. Raising the Profile of the profession

With the ever-increasing demand for staff across the radiography profession it is important to make it and the Society of Radiographers stand out to potential students in career fairs and other areas. Conference calls on UK council to develop an educational pack to aid promotion of the radiography profession and Society of Radiographers



3. To develop Environmental Rep role

Conference recognises that the climate emergency is the gravest threat currently facing humanity and that we all have a part to play in tackling the issue. It is recognised that the NHS aims to be the world's first net zero national health service, on 1 July 2022, the NHS became the first health system to embed net zero into legislation, through the Health and Care Act 2022. We in Wales feel it is now time to develop SoR climate reps in order to work

with management on delivering on this ambitious target This Conference calls on UK council to work with the SoR full time officers to • Develop an SoR environmental rep position • Provide environment reps with resources to help mobilise other members



UK Council Members

The UK Council is the board of directors and the executive committee for the Society



WALES REPRESENTATIVE

Chris Kalinka

After being the Immediate Past President and Chair of UK Council, Chris has now returned to his duties as a Wales Representative. Chris is a DCR(R) qualified diagnostic radiographer with more than 37 years' service in the NHS. He has served as a professional head of radiography

and as an imaging manager for nearly 20 years. He has managed many Radiographic clinical modalities, including Nuclear Medicine, CT, and Interventional Radiography. Chris has served on many strategic national committees in Wales, such as Medical Imaging Sub-committee and has twice chaired Welsh Radiology Managers Committee. He has recently retired from the NHS and last worked on Imaging Workforce and Education for the NHS Collaborative Strategic Imaging Programme in Wales. Chris feels we need to take advantage of all opportunities such as Artificial intelligence and Advanced Practice. He feels that Imaging managers need to be visible and inspire our radiographic leaders of the future to promote our profession, whilst we provide excellent care for our patients.



WALES REPRESENTATIVE

Mark Sherratt

Mark, a member of the SoR since qualification in 1988, has worked many departments, from small DGHs to large Teaching Hospitals. Starting out as a basic grade Radiographer progressing to become a radiology service manager, he is now back on the shop floor as a senior Radiographer. A member of Welsh Council since 2007, he has attended many Annual Delegate Conferences and was chair of delegate conference committee in 2015. He believes in Radiographer development and feels that by ensuring staff are up-skilled, the impact that shortfalls in numbers can be minimised. Bronglais Hospital (where Mark has worked for the last 16 years) was the first site in Wales to introduce band 5/6 link grade. Today's Radiographers are subjected to ever increasing workload demands that are becoming more administrative in nature. He strives to ensure Radiography remains a

caring and principled profession. Mark has been a member of the Coastguard as a Search and Rescue Officer since 2011, helping rescue people in need and searching for missing persons. He has been involved in dealing with pollution and unexploded bombs

ACCOUNTS

As Welsh Council has not had a Treasurer for some time any requirement for financial support has been provided by the team at Headquarters in London.



As we move forwards to having a new committee in November (to be elected at the AGM) it is pleasing to know that the Welsh Council Account currently stands at £4,561.94.

Each Year we receive a letter from the finance department (below) asking us to set out our budget for the next Twelve months as you can see, we are offered a fair bit of support, anything needed over and above this we need to fundraise ourselves. We can do this by for example charging for study days etc.

‘We are approaching the end of another financial year, and this leads us to think about planning for the next financial year which begins on 1st October 2023. We are currently preparing budgets for the

forthcoming year and in order for us to plan efficiently, it would be much appreciated if you could provide a budget for your regional activities and plans during 2023/24. We have introduced a system where all Regional and National Committees are asked to produce a costed workplan as early as is practical so that we can support this around our annual SoR budget cycle. It is therefore important that the workplan and the budget match as much as possible and all of the key events and activities you would want to see supported are identified and costed in a reasonable manner as soon as is possible. If this doesn't happen, budget to support them cannot be guaranteed. Our aim is to support at least one Study Day and up to two-member face-to-face events (e.g., local Rep training and gatherings, an AGM with a guest speaker, campaign events or social meetings, etc.) each year in each Region/Nation, as well as having as much online interaction as we can. You can use the form from our Finance department to help you estimate your costs and can work with your Regional/National Officer to help shape your workplan. Please remember, we don't expect you to have finalised details for events at this stage, but it is important to plan activity and provide reasonable estimated budgets in order that resource can be allocated to support, where required. Please also remember in planning that Regions/Nations are allowed (and in the case of Study Days) and expected to include a charge to members to attend and help cover costs, so your budget should include income and expenditure.'

THE YEAR AHEAD

AGM and Study Day – planned for November

National Imaging Academy Wales



It is hoped that as we move forwards, we can plan a minimum of 4 meetings a year—2 face to face and 2 via teams of Welsh Council in addition it is hoped to organise a Reps training day and continue with the lunch and Learn events

ADC is once again in Leeds in April and we look forward to taking a full delegation and having lots of input from all members regarding motions that are important to you as members in Wales.

As you can see from the earlier section ADC is an exciting place to be, we look forward to seeing new faces joining us and proposing motions that shape the future of Radiography.

Wales had a full delegation this year with lots of first timers who made a huge impact – speaking in front of 300 people is no easy task and they all had a go!

