The Society and College of Radiographers

Membership Guide

CPD
A Career To Be Proud Of!

From the moment you accept your place at university or step into the workplace, to the day you put your feet up for retirement, the Society and College of Radiographers will be there for you.

This guide aims to provide you with a comprehensive overview of the benefits you will receive as a member of the Society and College of Radiographers.

To join online visit

🔗 sor.org/being-member/join-us

or give us a call on

📞 0207 740 7200 (select option 1)
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Foreword

Welcome to the Society and College of Radiographers. As your professional association and trade union we are dedicated to making things better for every aspect of your work and practice and the care you deliver to your patients. Whether you are a radiographer or one of our associates, whether you work in the NHS, independent sector, research, education or industry, we trust that you will benefit immeasurably from your membership and the range of services we provide. With over 20,000 members we are well placed to promote your interests and, importantly, those of your patients.

We never take your membership for granted, however, and the Society’s council and committee members, nationally and regionally, the officers, trustees and dedicated staff work continuously on your behalf, as do your local representatives. Above all, this is your organisation. As a member you have a voice. Please use it. Engage with the work of the Society and College. Tell us what is good and ask us to improve what can be done better. Join with us to advance the standing and professionalism of our members and to ensure a better future for our patients.

Karen Smith, President
About the Society and College of Radiographers

The **Society of Radiographers** is the trade union and professional body for the diagnostic imaging and radiotherapy workforce in the United Kingdom. The College of Radiographers is a charity which exists for the benefit of the public. The Society and College have two distinct, but complementary, mission statements:

Members of the **Society of Radiographers** will exert influence locally and nationally to improve healthcare for society through promotion of social justice, public service and its members’ personal and professional development.

The **College of Radiographers** will promote the science and practice of clinical imaging and radiotherapy science for the benefit of all. We will do this through standards for education and practice, promoting and conducting research and by listening to patients and service users.

Our Values

Our values are **integrity, advocacy, transparency, courtesy** and **equality**
Our Structure and Governance

The Society’s UK Council is responsible for leading on the development of policy and strategy and compromises of elected representatives from the regions and countries of the UK and observers.

The College of Radiographers is a wholly owned subsidiary of the Society. Its business is overseen by its governing body, the College Board of Trustees.

The Society operates at devolved national and regional level through its national councils (one each for Northern Ireland, Scotland and Wales) and regional committees (seven, covering each of our English regions). Each of these is supported by a paid officer.

Locally the Society operates through its networks of workplace representatives. There are over a thousand of these, accredited and trained by the Society, working on behalf of their members in clinical departments, both in the NHS and independent sectors.

Find out more about our structure and governance: sor.org/about-us
Your Guide to Membership Services

The membership department provides a wide range of services and support to current and prospective members. These include:

- Advice regarding membership eligibility criteria and appropriate membership categories, to ensure that you receive the maximum value and benefit from your membership.
- Maintenance of your records and contact details, although you are encouraged to update your personal details online through our website.
- The mailing of journals and magazines, where these constitute part of your membership package.
- Notification of any changes to subscription rates, in accordance with the requirements of the direct debit scheme.
- The provision of letters of good standing and copies of College of Radiographers diplomas.
- Assistance with logging onto the website.
- Maintaining your presence on our voluntary registers, if appropriate.
- A pro-forma you can submit to the Tax Office to claim tax relief on your membership and statutory regulation costs.

You can amend your membership details online.
You can contact us at membership@sor.org or by calling 0207 740 7200 (select option 1)
Employment and Trade Union Support

Our members are employed across a range of sectors and all can receive expert advice, support and assistance with issues affecting them in the workplace. Combined with our expertise as the professional association for our members we are able to influence healthcare policy at national level, as well as to negotiate for the best terms and conditions for our members locally.

Trade unions play an important part in safeguarding the rights of employees and ensuring that employers, as a minimum, observe employment law designed to protect employees and their interests in the workplace. We also promote good employment practice.

Your locally elected representatives (‘reps’) are accredited by us and are trained to support their members in the spheres of industrial relations, health and safety, and learning/continuing education/continuing professional development. You may consider standing for election yourself. The work of the rep can be challenging but rewarding and you will have the support of your national or regional network and officer to guide you.
Other aspects of our trade union work include:

**Our Annual Delegates Conference** (ADC) takes place in April each year and enables members to put forward their views, to debate and to influence the work of the Society. Delegates come from all countries and regions of the UK.

In recent years we have led **Campaigns** on vital issues affecting our members, such as the NHS pay awards and bullying in the workplace. We provide a range of resources under the heading of **Employment Advice** to give you accurate information relating to disciplinary and grievance procedures, sickness and absence and injury at work [sor.org/trade-union-support/employment-advice](sor.org/trade-union-support/employment-advice)

The Society is committed to working towards a safe and healthy working environment for all its members. We employ a full time health and safety officer and offer training to our health and safety reps as well as courses for members to help you to manage your health at work. You can also access a range of health and safety guidance documents through our website.

Recent and ongoing changes to **Pensions** are high on the political agenda and of concern to our members. We work to ensure that members are appraised of changes to pension schemes and work at national level to ensure the best deals for the future.

[sor.org/trade-union-support](sor.org/trade-union-support)
When Things Go Wrong

It is a sad fact of life that things do go wrong when you least expect it.

For the majority of members life goes on and whilst incomes can be stretched and bills need to be paid, few suffer the trauma of an injury not of their making or the ignominy of defending their competence before a court or the HCPC.

Members of the Society of Radiographers have the protection of the Society’s Professional Indemnity Insurance cover included in their membership fee, which is a major benefit of membership.

The policy, provides cover for members against claims made in respect of their professional duties. The current level of cover is up to £5,000,000.

As a member you are entitled to our advice, experience and support. Depending on the claim we will expect you to be involved but also to follow our direction and advice.
The Benevolent Fund

The Society of Radiographers Benevolent Fund is a registered charity (No. 326398) and it assists members, former members and their families in times of hardship or distress. The benevolent fund exists through the generosity of our members whose donations, however small, enable the fund to do its work.

sor.org/being-member/benevolent-fund
Practice, Career Progression and Research

We provide the leadership and direction to enable our members to develop better health and patient outcomes through extended professional roles, higher levels of clinical practice, practice accreditation, innovative models of care and service delivery and supporting the research evidence base to underpin these activities.

Our members’ Practice covers two disciplines – clinical imaging and radiotherapy – encompassing different modalities, specialisms and areas of interest.

Opportunities for Career Progression in clinical imaging and radiation therapy have grown dramatically in recent years. Our members are moving not only into areas of practice previously undertaken by other professionals, but are developing new roles and models of working as they take on an ever growing range of clinical skills and responsibilities. The development of advanced and consultant practitioner posts, supported by the introduction of assistant practitioners, gives us a career progression framework fit for the needs of our members, the services they deliver and their patients.

We offer practice accreditation for advanced and consultant practitioners and clinical educators. Assistant practitioners are required to achieve accreditation as a condition of membership. The introduction of the role of the assistant practitioner has been widely implemented within departments of clinical imaging and radiotherapy, such that they make a significant contribution to service delivery. Their practice has been recognised through the Society’s accreditation scheme. New roles for assistant practitioners are being
developed, particularly within screening programmes such as the screening technician role within the Abdominal Aortic Aneurysm (AAA) screening programme in England.

The Society recognises the ever increasing challenges and demands required for the role of service manager and has a dedicated professional officer to provide guidance and information to support you in this role.

Specific provision for our manager members includes our award winning e-zine TopTalk, which is published monthly online and contains relevant news articles and information and our annual managers conference

Research

A strategic aim of the College of Radiographers is ‘to build professional credibility through research’. In radiography, research is about understanding and being involved in both using and determining what is best practice so that the highest quality service can be delivered. Radiographers need to gather accurate information or evidence to support their professional practice.

Initiatives to fund research by our members include the College of Radiographers Industry Partnership Scheme (CoRIPS) which brings together over twenty commercial enterprises to fund small research projects.
Continuing Professional Development (CPD)

The Society and College of Radiographers expects all members to engage in continuing professional development (CPD) and provides a range of resources to support this.

All members have access to CPD Now, an online system enabling you to plan, undertake and record your CPD in accordance with the College’s recommendations.

CPD Now allows you to have your CPD accredited by the College and to demonstrate that you are undertaking CPD appropriate to your scope and level of practice – whether clinical, educational, managerial or in research.

If you are a radiographer or associated professional regulated by the Health and Care Professions Council (HCPC) you have to satisfy the HCPC’s CPD standards, CPD Now contains a pro-forma to enable you to do this easily and effectively and this can save you a significant amount of time and concern if you are requested to submit evidence of your CPD as part of the HCPC CPD audit.

We provide a range of e-learning resources, as well as endorsing programmes provided by third party suppliers. Look for the CPD Now logo when making your choices!
Library and Publications

Policy and Guidance Document Library

All policy, guidance and advice published by the Society and College of Radiographers can be found here including the Code of Professional Conduct, which includes advice relevant to patient care, communication, what it is to be a professional and how and why professionalism is so vital. This is a fantastic resource to support your undergraduate studies if you are a student or your CPD after qualifying. Many of the documents are fully referenced to help you research your subject further. It contains a briefcase facility too, so that you can save relevant material until you are ready to write up your work.

Radiography

Radiography is an international, English language, peer-reviewed journal of diagnostic imaging and radiation therapy.

Imaging and Therapy Practice

Imaging & Therapy Practice provides in-depth coverage of the latest professional and educational issues that affect the day-to-day working lives of therapy and diagnostic radiographers and their associates.
Synergy News

Synergy News is a lively news digest of what is happening in radiography and the wider healthcare arena. All the hot topics are reported, including role development and career progression, pay and conditions, research, CPD and health and safety and equality issues.

Imaging and Oncology

Imaging and Oncology is an annual title published to coincide with the United Kingdom Radiology Congress. It provides a range of expert articles considering current and likely future trends impacting on our members and their work.

In addition we publish five e-mail newsletters or e-zines:
- SCoR Talk for all members
- SoR News for our accredited union representatives
- Student Talk for our student members
- Top Talk for managers and professional leaders
- Health and Safety News for accredited health and safety representatives

σor.org/learning/library-publications
Student Members

Student members represent the future of the profession and the Society and College welcome all students studying to qualify in radiography into membership.

The benefits outlined in the rest of this booklet are available to student members (with the exception of trade union representation) but other benefits specific to students include:

- Our annual student conference, a fantastic day out and a great chance to meet other students and professionals
- Our ‘Work the World’ competition, which enables the winners to undertake a paid elective placement in a developing country, with placement and travel costs paid.
- ‘Student Talk’, our monthly newsletter for student members
- Opportunities to get involved. We have places for student reps, student officers to our regional committees and national councils. Most prestigious of all student members can nominate themselves for election as student observer to our UK Council at our Annual Delegates Conference. Involvement in this way makes sure that the student perspective and voice comes to all parts of our national, regional and local structures.

- Our social media
  - The Society and College of Radiographers
  - #SCoRstudents
  - #SCoRmembers

- Our student awards and prizes

For more information about all of these visit our student zone at sor.org/learning/student-zone
Remember too, that we are always here to help. Usually any problems you encounter in your studies or clinical education can be resolved quickly by your academic or clinical supervisors and you should always approach them in the first instance. However, if you would like impartial professional advice about any issue please contact our membership department at membership@sor.org or on 0207 740 7200 (option 1) who will refer you to the appropriate advisor.
Getting involved

A real benefit of membership is the opportunity to engage actively with the Society. This is not only personally rewarding and a fantastic way to make a real impact on the profession and its future, but can also provide you with experience and skills to support your own career progression and development.

Whether it’s simply by responding to one of our surveys to enable us to gauge member needs and opinions, or by taking a more active role as a Society rep or standing for election to your national council or regional committee, you can ensure that your voice and those of your colleagues are heard. Make a start by finding out who’s who and what’s going on in your country or region!

Visit our website to find out more about the range of opportunities. Did you know, for instance, that the College of Radiographers supplies qualified, highly trained and experienced professionals to act as independent radiographic assessors who sit on the appointment panels for senior managers, senior educational and consultant practitioner posts and senior research roles?

There are a number of advisory committees and special interest groups, visit the ‘Practice’ area of the website to find out what’s going on in your own area of expertise or professional interest.
Or did you know that the Society runs a comprehensive programme of conferences and events? These provide not only an excellent way for you to undertake some of your continuing professional development, but also a means to network with fellow professionals and members who may well share your professional interests and aspirations.

At the Society and College we believe passionately in the value of recognising our members’ achievements in all spheres of professional, personal and trade union activity. Many of our awardees are nominated directly by their peers and colleagues and we believe that outstanding achievement may be found in the day to practice of our members, as well as in areas of excellent professional or academic performance.

sor.org/about-us/awards
International Work

The UK is rightly recognised as a world leader in the practice and education of radiographers and their associates and we engage with the wider international community in several ways.

If you are living and practicing outside of the UK you will find our international membership of value. This will keep you in touch with what is happening in the UK and gives you access to all of our library and publications.

Our involvement in the International Society of Radiographers and Radiologic Technologists (ISRRT) enables us to contribute to and to benefit from the practice of our colleagues worldwide.

Our membership of the European Federation of Radiography Societies (EFRS) [efrs.eu] brings us into a community of over 100,000 radiographers in Europe in which we work to advance the status of radiographers and to influence national and EU policies.

We have partnered with RAD-AID in the United States to offer members the opportunity to undertake short, voluntary placements in developing countries.

For more information please contact the membership department.
Retired Members

The Society recognises that a wealth of experience and knowledge may be lost to the profession and to the Society itself through the retirement from active practice of its retiring members, hence the establishment of a special interest group for retired members.

Retired members may be able to offer the Society and College assistance with various matters relating to the history of the profession, to the management of archive material and to biographical details of other retired members.

An important matter not to be forgotten is the opportunity to maintain contact with other retired members, providing an important social dimension which may be enjoyed in retirement.

Retired members will also continue to enjoy the security and protection of our professional indemnity insurance (PII), so that if a claim arises against you in retirement from when you were a practicing member, we are able to act on your behalf.

If you are planning to retire please contact the membership department on 0207 740 7200 (option 1) or at membership@sor.org for advice.
Our Vision
Imaging and radiotherapy professionals at the heart of a healthier nation

Our Values
Integrity, Advocacy, Transparency, Courtesy, Equality

Society Mission
Members of the Society of Radiographers will influence locally and nationally to improve healthcare for society through:
- Promotion of social justice
- Public service
- Personal and professional development

College Mission
The College of Radiographers will promote imaging and radiotherapy science and practice for the benefit of all. We will do this through:
- Standards for education and practice
- Promoting and conducting research
- Listening to patients and service users

Our Priorities
- Ensure a safe place of work & quality healthcare
- Influence & control future design and delivery of services
- Ensure the patient voice is integral
- Be informed by the voice of the patient
- Enhance stakeholder understanding of imaging and radiotherapy
- Build professional credibility through research
- Promote accredited professional standards
- Encourage the development of radiography worldwide
- Build member engagement and activity
- Support professional development