
NHS in North West London scans new opportunities for diagnostic radiographers

The NHS across North West (NW) London is pioneering new career opportunities for diagnostic radiographers.

We are working alongside the Society and College of Radiographers (SCoR) and Health Education England (HEE) to build a competency based career framework that will increase exposure to learning opportunities and enable implementation of the SCoR career progression framework. This will also create a clear career pathway for health professionals working across radiology services.

Historically, the opportunities for training and progression in radiography have often been unclear or not widely available. Sadly, the NHS loses ambitious and talented radiographers to other professions and the private sector.

Charlotte Beardmore, Director of Professional Policy for The SCoR says:

“We are pleased to be working alongside the NHS in NW London. We know that nationally there can be challenges in recruiting and retaining the radiography workforce, this is often due to the lack of investment in career development opportunities. With an increased demand on clinical imaging resources we have to keep pace through increasing our workforce and support role development through workforce innovation. This collaborative approach is exciting and aims to offer career development opportunities for radiographers in NW London.”

Last year radiographers were responsible for performing 40 million scans in England, they also carried out image reporting, research, training and management responsibilities. Radiographers deliver care to a variety of patients across all age groups and throughout the patient journey from hospital in-patients, to screening and detecting of cancer and follow-up scans.

In NW London we are focused on developing our workforce so that they are well equipped to provide the best patient care. Our aim is for a NW London-wide adoption of the career framework to increase the number of diagnostic radiographers choosing to work and stay working in NW London.

New opportunities

The framework has been designed to enable the radiography workforce to identify their development needs, demonstrate a clear career pathway and provide greater understanding of the career opportunities available in NW London.

Radiographers will have:

- increased career options with opportunities to train in ultrasonography and expand into areas such as specialist reporting
clear guidelines of the skills and training needed to enable career progression
opportunities to move between hospitals in NW London to take advantage of the
varied experience gained in each trust and health specialty.

Dr Julia Whiteman, Postgraduate Dean, NW London at HEE comments:

“Skills development and career progression are highly desired attributes reported by newly qualified radiographers. The framework offers clear training pathways and career progression that we hope will attract and retain radiographers and make radiography a highly sought after career in the future.”

Throughout August we will be shaping the career framework with existing radiographers, clinicians, HR representatives and trade unions. We invite you to help us develop our work, if you would like to get involved, please contact the NW London Workforce team at Workforce.Mailbox@nw.london.nhs.uk.

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Notes to editors

1. The NHS North West London Collaboration of Clinical Commissioning Groups (CCGs) is working jointly with the Imperial College Healthcare NHS Trust, Chelsea and Westminster Hospital NHS Foundation Trust, Hillingdon Hospitals NHS Foundation Trust and London North West Healthcare NHS Trust.

2. The Society and College of Radiographers (SCoR) is the only body in the UK representing the whole of the radiographic workforce. They are a trade union and professional body representing the professional, educational, public and workplace interests of their members. Membership is open to anyone working in clinical imaging, radiotherapy and oncology throughout the world. The SCoR represent the whole of the radiographic workforce - practitioners, assistant practitioners, support workers and student radiographers: http://www.sor.org/

3. Health Education England (HEE) supports the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right numbers, skills, values and behaviours, at the right time and in the right place.

HEE believe that the most important resource the NHS has is its people. Without a skilled workforce there is no NHS. There are few careers that are as rewarding as one in the NHS, or that give you the opportunity to work with such a variety of people. Each and every one can make a difference to patients: https://hee.nhs.uk/