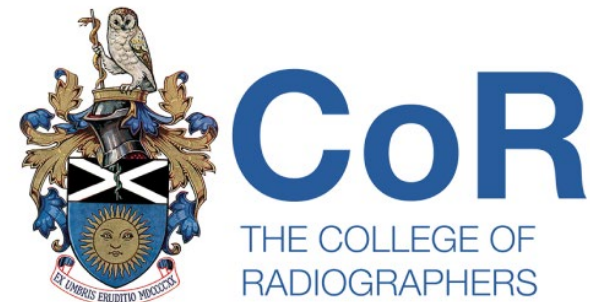


A Journey of Research - with the College of Radiographers Industry Partnership Scheme (CORIPS)

Jason Elliott

Doctoral Fellow of the College of Radiographers
Cardiff University

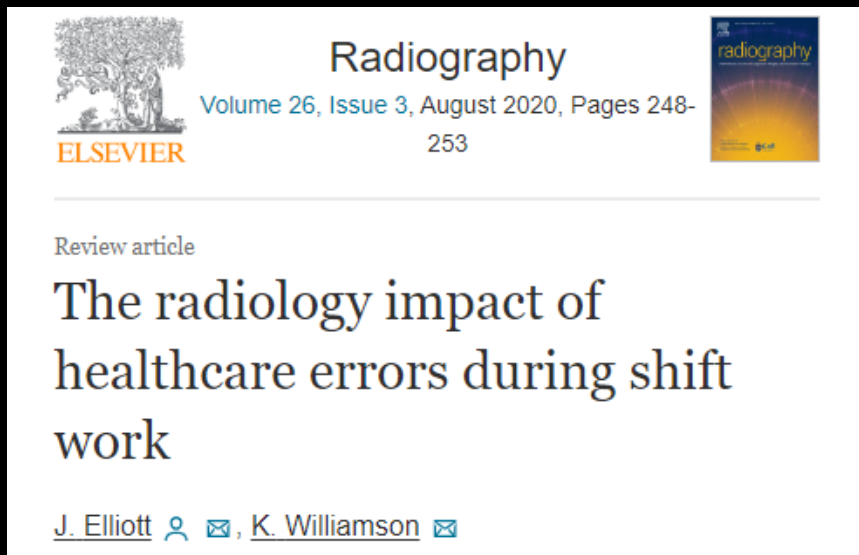




My Background as a Radiographer

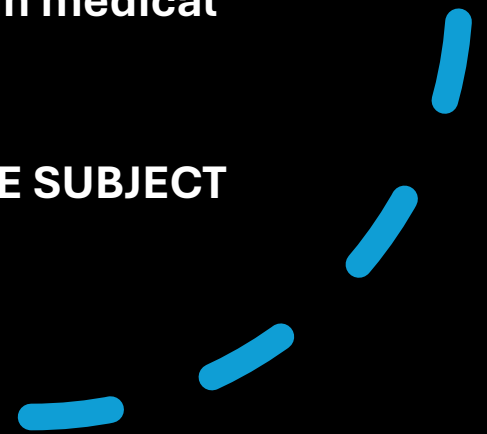
South Wales – Cardiff University – Local Health Board – RNI/Cardiac
Clinical Mentorship – Secondment – Clinical Academic Role

Research Impact I didn't notice....



- **University Project**
 - **Dose reduction in extremity imaging (CR vs conventional film)**
- **Band 5 - Audits & QA**
- **Band 6 – Service Improvement**
 - **National survey for BNMS on parathyroid protocol**
- **Practice Education Training – Cardiff University/SOR**
 - **Short survey for Cardiff Students on visibility and awareness of Practice Educators**
- **MSc Radiography**
 - **Systematic review into shiftwork & error in medical imaging**

GAP IN THE LITERATURE – PASSION FOR THE SUBJECT



The Constant Thought



*Does shiftwork really impact
radiographers?
Is it putting our patients at risk?
Is it putting us at risk?
Is this just in my head?*

The Proposal



Risks and Benefits to Diagnostic Radiographers working beyond normal hours in healthcare service delivery

The Diagnostic Radiographers At Work Study

247DRAWS

247DRAWS Mixed Methods Plan

- Shift Patterns & culture
- Working Time Regulations Knowledge
- Support
- UWES9, OLBI, SWEMWBS

UK Wide
Survey



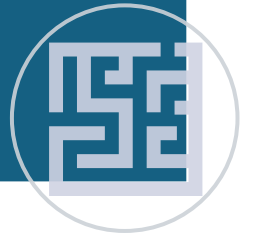
- Discussion on personal experience
- Opinions and feelings on themes from survey

Interviews



- Underlying framework influencing work
- Invisible structures and culture

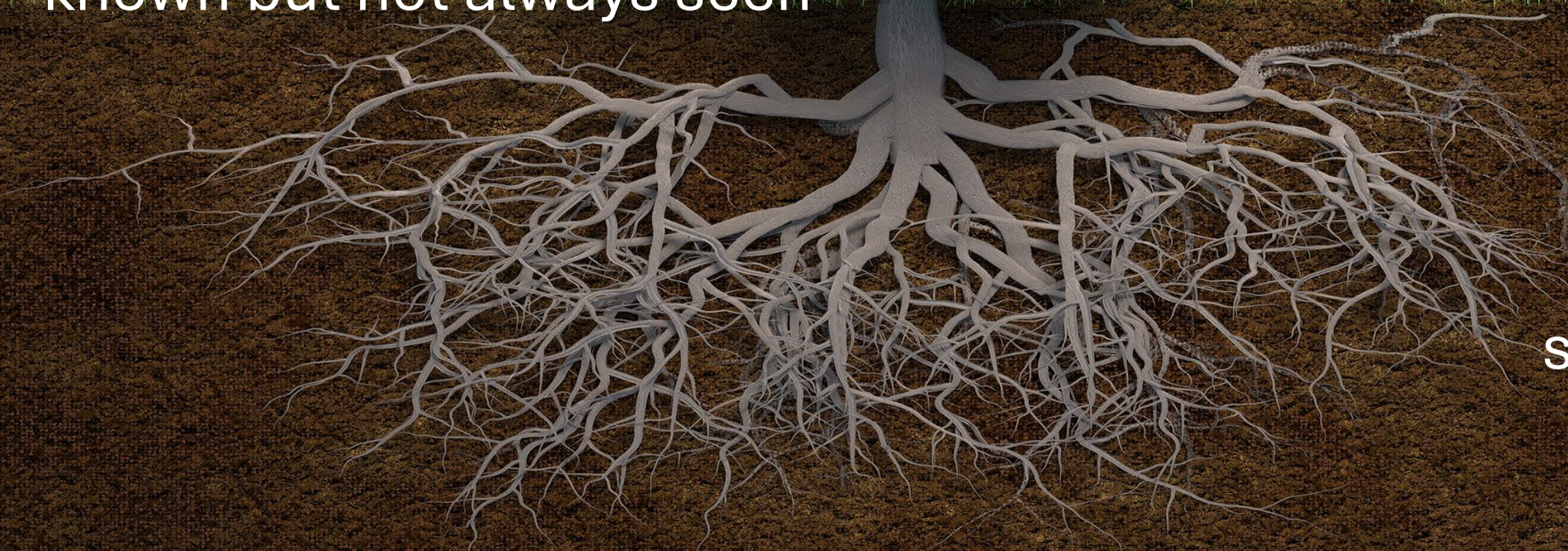
Critical Realist
Analysis



Empirical – observed
(quantitative)



Actual – known but not always seen



Real -
Hidden
generative
structures and
mechanisms

Finding a good support network



Research Units at Local Health Boards or NHSTs



Local Higher Education Institution

Postgraduate Research Units

Doctoral Training Schemes



Cardiff University School of Healthcare Sciences



Cardiff University Doctoral Academy

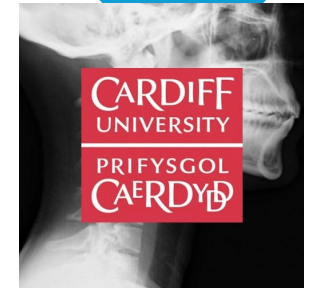


Society of Radiographers Research Networks

Twitter Doctoral Den

UKIO Doctoral Den

Opportunities



- College of Radiographers Industry Partnership Scheme (CORIPS)
 - Available to all SoR members
 - Grant funds for small and medium projects
 - £5,000 and £10,000
 - Doctoral Research funding and support up to £25,000
 - Application and interview basis
 - Annual/biannual funding calls



CoR
THE COLLEGE OF
RADIOGRAPHERS

The Process

- Application completion
 - Detailed explanation of project
 - Benefits to SCOR
 - Benefits to applicant
 - Timeline
 - Impact on profession
- 1 hour presentation/interview



Advantages



Access to radiographers

Support to advertise survey, 925 responses



College support

Direct
Indirect



Opportunities

Presentations
Publications
conferences

Survey Results



70% of staff burnt out (OLBI)



20% of staff with moderate or severe depressive symptoms (SWEMWBS)



58% felt current shiftwork practice was detrimental to their health

Adherence and understanding related to WTR98 is limited – significant relationship between understanding and adherence

11% (n=99) were handed WTR opt out forms while signing their contract

72% reported working frequently beyond
12 consecutive days

37% report pressure to swap or work beyond legal limits

48% expected to change at short notice

RADIOLOGY MONTH, January

AI image

Results

Majority working fast switching, scattered shifts, associated with increased burnout (OLBI)

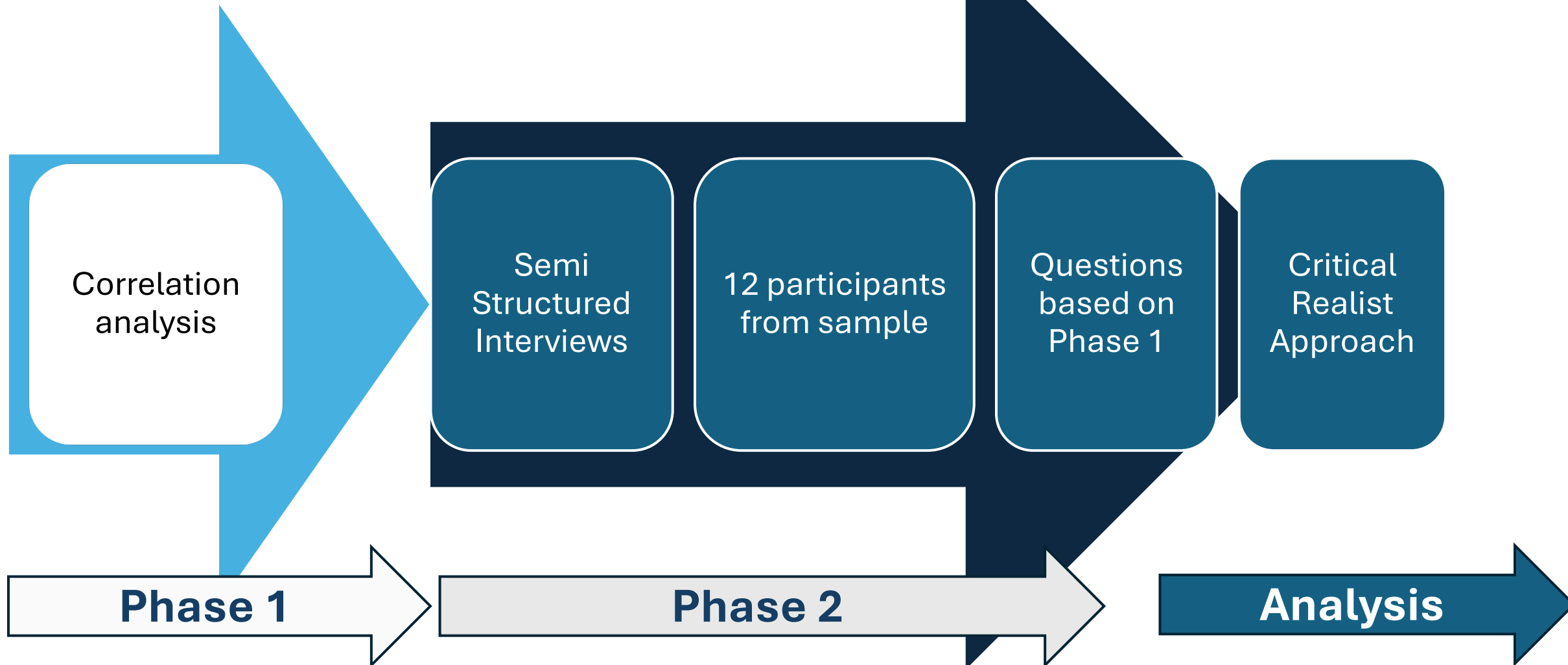
Staff working conflicting rotas had worse mental health (SWEMWBS)

Access to support is often unknown, correlating with lower wellbeing scores (SWEMWBS)



AI image

Phase 2



Culture

Demands

Resources

Interaction

Extrinsic

Intrinsic

Knowledge

Professional

Personal
awareness

Culture

Interaction

Knowledge

Demands

Resources

If I was a patient, I wouldn't want to miss out on treatment because no one picked up a shift....you get those of us that just go and fill them. And yes, you burn yourself out and you know....But because it's not laid out in the contract.... it says reasonable on call.

Culture

Interaction

Knowledge

Demands

Resources

...at that point we'd looked at going to different shifts and we worked out that we would need thirteen more radiographers to allow us to run that shift pattern safely.

Culture

Interaction

Knowledge

Extrinsic

it's like you order a pizza and you get it delivered....

*I just feel that sometimes we're just forgotten.
And we're, you know, we're a valuable part of the
diagnostic process.*

Culture

Interaction

Knowledge

Extrinsic

Intrinsic

The people that write the rotas that know they are working two modalitiesthey probably don't communicate as much as what's expected.

So long as the shifts were covered, they didn't mind.

Culture

Interaction

Knowledge

Professional

When you get your job offer through, you get the paperwork to sign (opt out) in there and you think, oh, OK.

we (staff) took in the working time regulations.... because at one point they (managers) didn't even know what they were.

Culture

Interaction

Knowledge

Personal
awareness

....you are absolutely.... physically and mentally exhausted at the end of that shift. And what people are finding.....you spend the first two (days off) recovering, not actually able to enjoy that kind of work-life balance you've got.

Culture

Interaction

Knowledge

Personal
awareness

And you sort of forget about your health a little bit because you're kind of fixated on wanting this to succeedyou work, work, work, absolute all guns blazingthen it catches up with you.

Summary

Engaged workforce feeling “duty of care” to patients and staff at their own expense

- Often at expense of own wellbeing
- Lack of awareness of own health until chronically affected

Rostering practices are interpretive of WTR98, sometimes harmful

- Lack of empowered knowledge – staff and managers
- Opt out
- Separate modality rostering affecting multiskilled staff

Summary

Support mechanisms & benefits are variable

- Accessibility is a variable
- Stigma and misunderstanding around low level needs

External demand is affecting service delivery

- Expectation of Radiology to “be there” and manage other divisional needs irrespective of capacity
- Feeling of de-professionalisation leads to further emotional impact

Sharing

UK Conferences

European Conferences

Professional Body

NHS Leadership

Journal papers

C3
EDUCATION & WORKFORCE

HALL 1A

Resilience, restoration and retention – sustaining and maintaining our most valuable asset
Chair: Kerry Mills, Strategic Lead for Clinical Education & Training Programmes – Cancer and Diagnostics, and ACCEND Programme Co-Lead, NHS England, Workforce Training & Education

Embracing curiosity, focusing on purpose and cultivating opportunities for reciprocity
Alice Hortop, Professional OT Lead, University of the West of England

VIRTUAL PRESENTATION
Overworked and underappreciated? The 247 Diagnostic Radiographers at Work Study – interviews and early analysis
Jason Elliott, Lecturer in Diagnostic Radiography, Cardiff University
The professional advocacy role, mixing quality improvement and staff wellbeing – developing the position within radiography
Adam Prout, Senior Radiographer of Clinical Governance and GP X-ray, University Hospitals Plymouth NHS



SYSTEMATIC REVIEW · Volume 30, Issue 4, P1194-1200, July 2024 · Open Access

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Mixed shift rotations, sleep, burnout and well-being in professions similar to radiographers: A systematic review

[J. Elliott](#) · [C. Hodges](#) · [M. Boots](#) · ... · [E. Gillen](#) · [D. Whybrow](#) · [C. Bundy](#) ... [Show more](#)

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[»](#) Abstract

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Recommendations

AI image



Review

Rostering systems and overlaps
Demand vs service capacity

Engage

Educate managers & teams
WTR, wellbeing, burnout

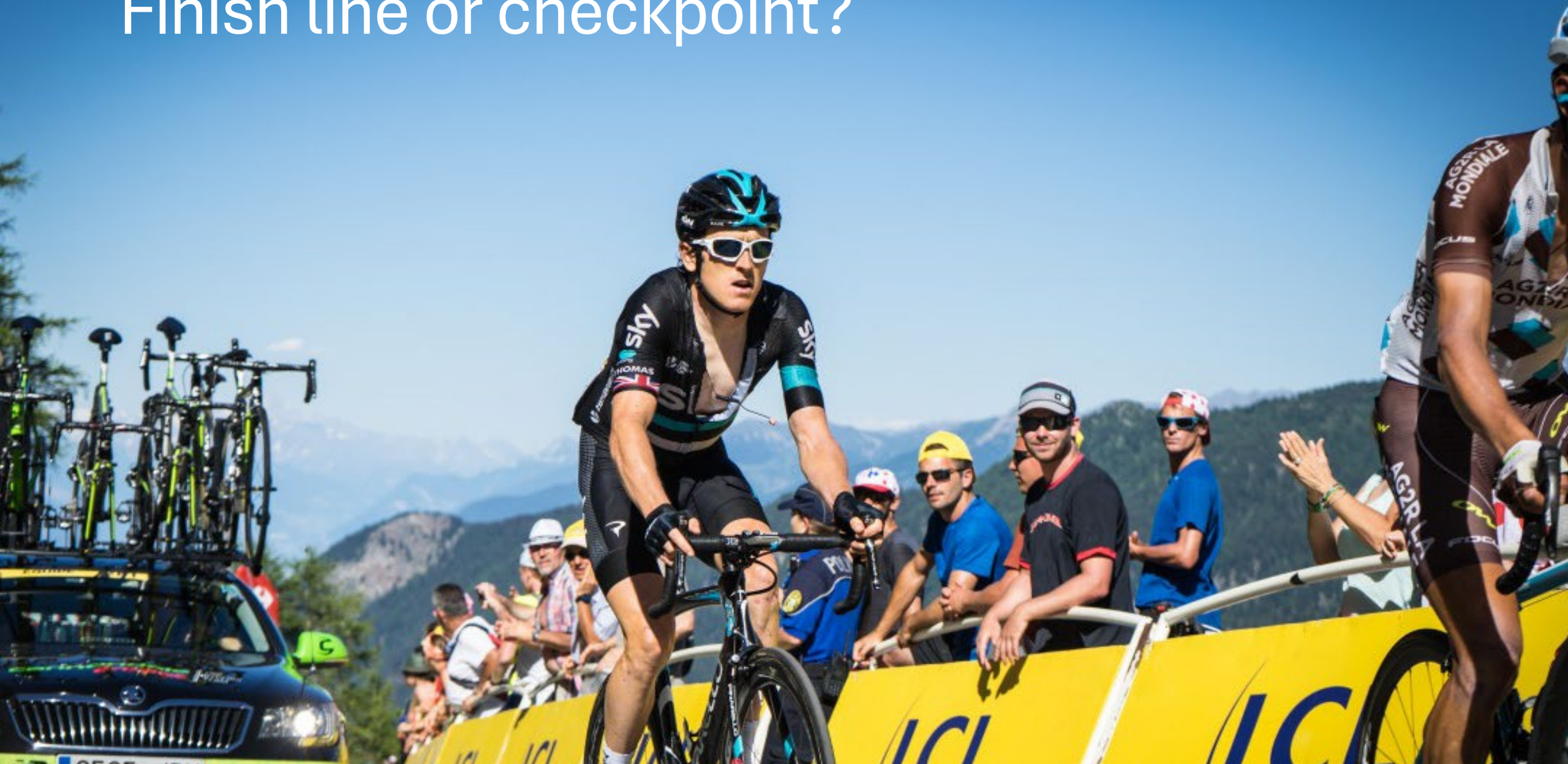
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Investigate

Culture – intrinsic and extrinsic
Who are Radiographers?
(revisiting Strudwick 2011)
Cognitive effects of shiftwork

Finish line or checkpoint?



More Information?



247draws247.uk

ElliottJ9@cardiff.ac.uk



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