

Chair's Report for the Annual General Meeting – Scottish Council Society of Radiographers

As Chair of the Scottish Council, I am pleased to present this report marking the end of my first year in this role. This has been a year of renewal, progress, and collaboration, with new members joining the Council, bringing fresh ideas and energy to our work. I would like to extend my heartfelt thanks to both our new and longstanding members for their dedication and continued support. Your contributions are invaluable to the success of the Council and the Society.

One of the key successes this year has been our participation in the Annual Delegates Conference (ADC). I am proud to report that we successfully moved our motions that were brought forward, demonstrating the strength of our voice and the unity within our profession in Scotland. This achievement reflects the hard work of everyone involved and ensures that the issues most important to radiographers are being addressed at the national level.

Two motions have already been actioned by HQ – the student bullying survey to student members, and the inclusive pregnancy survey to all members.

Another significant milestone this year was holding a strategy planning day for Council members, TU representatives, and a few ADC delegates. This session provided a vital opportunity for us to reflect on our goals, align our priorities, and develop a clear path forward. The outcome of this day was the production of a comprehensive strategy plan, which sets the direction for the Council in the coming years.

I am particularly excited to share that we have already begun making headway with the actions and goals outlined in this plan. While there is still much to do, the early progress we have made is encouraging, and I am confident that, together, we will continue to advance the profession and address the key challenges we face.

In addition to my report, I would like to formally thank our UK Council members – Sharon Stewart, Suzanne McCracken and Dr Margot McBride. Their insights and updates have been invaluable in ensuring that the Scottish Council remains aligned with the broader UK-wide objectives. The collaboration between UK Council and Scottish Council will continue working together and we look forward to working more with Tom Welton, allowing us to address national and regional challenges in a coordinated and effective manner.

I would also like to extend my sincere thanks to our National and Professional Officers for their reports, guidance, and ongoing collaboration with the Scottish Council. Their expertise and support have been crucial in helping us to navigate the complexities of

the profession and implement our strategic objectives. Their dedication ensures that we are well-equipped to address the evolving landscape of radiography in Scotland.

In conclusion, I would like to reiterate my gratitude to all Council members, representatives, and attendees here today for their hard work and commitment. It is my privilege to be your Chair, and I look forward to the continued success of the Scottish Council in the year ahead.

Thank you.

Claire Currie

Chair, Scottish Council

Society of Radiographers

Treasurers Report Scottish Council AGM 2024

The Society and College of Radiographers operate on a financial year that spans from October to September. This timing presents a challenge when reviewing our expenses since the annual study day and AGM occurs in October.

Outlined in Figure 1 are the projected expenses for the October 2024 study day. We estimated the anticipated income from online ticket sales and sponsorships based on last year's figures. For reference, last year we generated £2,024.00 from ticket sales and £1,550 from sponsorships. A detailed breakdown of last year's study day expenses has already been presented to the council.

Income		
sponsorshipPhilips		1000
ticket sales (via online shop)		<u>2,000.00</u>
Total income		3000
Expenditure		
venue hire (NB: net of VAT)		2,744.00
expenses reimbursed		300
venue printing costs		0
venue AV costs		0
Total expenditure		<u>3,044.00</u>
Net expenditure		

Figure 1. October 2024 Study day projected expenditure

Figure 2 illustrates a comprehensive breakdown of last year's projected budget, providing a clear basis for comparison with the proposed budget for 2024/2025. This detailed comparison allows us to identify trends and make informed decisions about our financial planning for next year.

Furthermore, financial figures for last year's study day expenses guide our estimations for this year. By analysing data from ticket sales and sponsorships, we can project more accurate figures for the upcoming study day. This, in turn, ensures that our budgeting process remains robust and reflective of actual financial trends.

Budgeted Income & Expenditure Year to 30th September 2024			
		BUDGET	
		£	£
Brought Forward Cashbook Balance (Estimate)			2,426.57
INCOME			
Bank Interest			
Sponsorship			
Donation			
Study Day & Conference Fees	550.00		
Study Day Raffle Profits	110.00		
Total Budgeted Income			660.00
EXPENDITURE			
Travel Expenses - Reps*	550.00		
Travel Expenses - Executive Committee	1,650.00		
Travel Expenses - Other	300.00		
Committee Meeting Venue Costs	9,900.00		
Study Day & Conference Costs - Venue	2,100.00		
Study Day Costs - Other	1,200.00		
AGM Costs	3,300.00		
Website/Communications			
Stationery	100.00		
Other Expenditure (3x CPD endorsements@ £120)	360.00		
Donations to Charity	110.00		
Total Budgeted Expenditure			19,570.00
Funding Required from SOR Head Office			-16,483.43

Figure 2. Budget for 2023/2024 (last year)

While we await the comprehensive breakdown of expenditure against last year's budget from SoR HQ, there are certain key expenses we are already aware of. For instance, we have detailed figures for last year's study day costs, as illustrated in Figure 3. Additionally, the venue hire for the strategy day held earlier this year amounted to £792.00. The total travel expenses for the year were £980.76.

	(£)	(£)
Income		
sponsorship GE Medical	300.00	
sponsorship MRI Safety Matters (B Nugent)	500.00	
sponsorship Siemens	500.00	
sponsorship Fuji	250.00	
ticket sales (via online shop)	<u>2,024.00</u>	
Total income		3,574.00
Expenditure		
venue hire (NB: net of VAT)	3,732.05	
expenses reimbursed	905.56	
venue printing costs	263.60	
venue AV costs	710.00	
Brian Keeley (speaker)	<u>250.00</u>	
Total expenditure		<u>(5,861.21)</u>
Net expenditure		<u><u>(2,287.21)</u></u>

Figure 3. Break down of expenditure and income for Scottish council study day 2023.

In consideration of our net expenditure to date, we have formulated a budget for the forthcoming year 24/25.

Reflecting on the previous year's budget, the council's decision to cease CPD endorsements, the projected costs for the upcoming study day, and our continued need for venue hire, we have devised a spending plan for the year ahead. Please note the Scottish Council current account only had £30 of expenditures over the last year.

Our budget accounts for holding one planning day annually, organising one study day each year, and aiming to meet face-to-face on at least two other occasions. This approach ensures we can continue to support our initiatives and foster collaboration among members.

Outlined below in Figure 4 is the proposed budget for 2024/2025. Scottish council members approved this proposal, enabling the treasurer to include it in the annual return by the end of September. We are now awaiting confirmation of this budget from society and college of Radiographers HQ.

Budgeted Income & Expenditure							
Year to 30th September 2025							
							BUDGET
							£
							£
Brought Forward Cashbook Balance (Estimate)							2,896.57
INCOME							
Bank Interest							
Sponsorship							1,000.00
Donation							150.00
Study Day & Conference Fees							2,000.00
Total Budgeted Income							3,150.00
Travel Expenses - Reps*							550.00
Travel Expenses - Executive Committee							1,650.00
Travel Expenses - Other							300.00
Committee Meeting Venue Costs							9,900.00
Study Day & Conference Costs - Venue							2,100.00
Study Day Costs - Other							1,200.00
AGM Costs							3,300.00
Website/Communications							
Stationary							100.00
Other Expenditure (please provide detail)							0.00
Donation to charity from raffle							150.00
Total Budgeted Expenditure							19,250.00
Funding Required from SOR Head Office							-13,203.43

Figure 4. Proposed budget for 2024/2025

National Officer Report - Christopher Kennedy

Background

This report summarises the activities undertaken by myself, Christopher Kennedy, and my job share partner, Yvonne Stewart, as National Officers for Scotland. Since I started in April, Yvonne and I have worked collaboratively to address key developments, challenges, and ongoing work relevant to radiographers across Scotland. This report provides an overview of our activities related to national and local issues, workforce challenges, member engagement, campaigns, and political advocacy.

Boards & External Bodies

Over the past quarter, I have attended meetings of the Joint Oversight Committee (JOC) and Area Partnership Forum (APF) for Greater Glasgow & Clyde (GC&C) and other boards. These meetings have highlighted key local issues affecting radiographers, including workload pressures, staffing concerns, and the need for improved professional development opportunities. My goal is to ensure representatives are present to advocate for radiographers' interests while attending these meetings ad hoc.

Pay 2024/25

While Yvonne has taken a proactive lead on pay negotiations, I have included a summary here for completeness. This year's pay offer resulted in a flat 5.5% increase, which has been formally accepted by the SoR membership, and the new rates will be implemented in the upcoming pay cycle

Casework

During this period, I have begun handling cases while Yvonne retains some cases until they conclude. The dominant themes for casework over the reporting period include:

- Organisational change and implementation/interpretation of circulars
- Implementation and provision of guidance and advice regarding pay protection and the reduced working week
- Provision of advice and representation in terms and conditions disputes (both individual and collective)
- Competency and capability issues, with an additional two HCPC cases raised within the last week
- Bullying, harassment, and equality-based claims

Membership Engagement

- Rep Engagement: I have conducted one-to-one meetings with representatives, focusing on building relationships, identifying barriers to participation, and addressing communication issues. These discussions provided valuable insight into the challenges members face, particularly with accessing Continuing Professional Development (CPD) opportunities due to heavy workloads. I plan to enhance SoR's visibility within targeted hospital departments and provide more recruitment materials.

- **Workplace Density:** I am analysing membership density in Glasgow, with a report due by the end of the year. I'm currently collaborating with Julie, the Professional Officer, to engage with 4th-year radiography students, aiming to ensure strong membership growth as they transition into the workforce.
- **Joiners and Leavers:** Reviewing the three-month rolling reports of joiners and leavers across Scotland, I have noticed a stable membership trend. However, ongoing efforts are needed to maintain and grow membership, especially in areas lacking local representatives.

External Bodies and Groups

- **STAC and STAC Staffside:** Meetings have primarily focused on the 2024/25 pay claim. Three negotiation meetings occurred in August, leading to a formal pay offer of a 5.5% across-the-board increase.
- **NHS Scotland Pension Board:** Yvonne have been nominated by STAC/SWAG to fill the vacant Pension Trustee employee representative position, and have completed the necessary paperwork. However, there have not yet been any meetings for Yvonne to attend.
- **Regulated Lobbying:** Yvonne is responsible for registering any regulated lobbying activity undertaken by SoR in Scotland. Regulated lobbying involves specific criteria, including communicating with members of the Scottish Government or Parliament to influence decisions on behalf of SoR.

Looking Forward: SoR Scotland Priorities

- **SoR Manifesto:** The SoR Manifesto for Scotland, finalised in June, identifies staffing, recruitment/retention, workload, and routes into radiography as key priorities. These themes will shape our future campaigning activities.
- **Planned Meeting with Neil Gray:** Yvonne will meet with Cabinet Secretary Neil Gray in November as part of a wider group of AHP members from STAC. While our time with him will be limited, I intend to focus on recruitment, retention, and workload challenges, with a mention of entry routes into radiography if the opportunity arises.

Useful Links

- **STAC Meeting Minutes:** [Link](#)
- **SWAG Meeting Minutes:** [Link](#)
- **NHS Scotland Pension Board:** [Link](#)

Professional Officer Report for Scottish Council 26th October 2024

The Ionising Radiation (Medical Exposure) (Amendment) Regulations 2024 came into force on 1st October 2024 available at <https://www.legislation.gov.uk/ukxi/2024/896/regulation/2/made> Changes for note:

Clinical evaluation	Clarification of the term “Evaluation” to Clinical evaluation - meaning interpretation of the information resulting from an exposure, including the outcome and implications	
Diagnostic and dose reference levels	The inclusion of dose reference levels in radiotherapeutic practices for typical localisation or verification exposures and an extended requirement in regulation 6. (5) (c) Employer’s duties: establishment of general procedures, protocols and quality assurance programmes where the exposure does not involve interventional radiology procedures to have regard to “international and national diagnostic reference levels and local dose surveys” where available. Conducting and making use of local dose surveys is required supporting the development of National Diagnostic and Dose Reference Levels. Regulation 12. (3) (c) requiring the operator to ensure exposures are ALARP, now explicitly includes interventional radiology practices.	
Equipment	Expansion of the interpretation of equipment including software which: <ul style="list-style-type: none"> (a) delivers ionising radiation to a person undergoing exposure; (b) directly controls or influences the extent of such exposure; or (c) directly assists an operator in carrying out a clinical evaluation 	
	Clinical evaluation is defined as a practical aspect of an exposure (regulation 2). The operator is responsible for each practical aspect (regulation 10. (4)). Clinical evaluation remains an operator role and software can directly assist an operator so it is SoR view that equipment or software cannot be considered the operator.	
	In regulation 15. (2) Equipment: general duties of the employer there is an additional requirement for employers to draw up and keep up to date an inventory for equipment that is software, and there are specific details in 15(2A).	
Justification	This.is.in.relation.to.the.duty.holder.title»Practitioner«.NOT.the.title.of.Radiographer.practitioner.	
	From: “a registered health care professional who is entitled in accordance with the employer’s procedures to take responsibility for an individual exposure”	To: “a registered health care professional who is entitled in accordance with the employer’s procedures to take responsibility for “the justification of” an individual exposure”.
Co-operation between employers	A new requirement 6A Employer’s duties: co-operation between employers. This is a requirement familiar to services considering compliance with The Ionising Radiations Regulations 2017 where regulation 16 requires employers to exchange information necessary to ensure the radiation safety of employees. For the purposes of IR(ME)R the requirement is for employers to co-operate with each other to exchange or make accessible information on the	

	exposure, or potential exposure to an individual. This underpins the collaborative work that is developing across imaging networks and in community diagnostic centres.
Taking appropriate action	In regulation 7. Employer's duties: clinical audit the requirement is clarified to include the taking of appropriate action in relation to audit findings. This is further enforced under regulation 8. Employer's duties: accidental or unintended exposure which requires the employer to take appropriate action in relation to events involving or potentially involving accidental or unintended exposures proportionate to the radiological risk posed by the practice.
practitioner, operator, and referrer duties	Regulation 10 (1) requiring the practitioner and the operator to comply with the employer's procedures is extended to include the referrer.
Optimisation and consent	The requirement of regulation 12. (4) Optimisation for medical or biomedical research programmes, is clarified so employer's procedures must provide that consent to take part is given or where appropriate, consent is given on behalf of the individual. In 12. (6) where patients are undergoing treatment or diagnosis with radioactive substances, the employer's procedures around capacity and consent now include provision for a patient who is a child who lacks competence to consent. A new regulation 12. (10) is introduced to require capacity and parental responsibility to be read in relation to the different legislations in England, Scotland and Wales.
Two New Employers Procedures	Schedule 2 now includes two additional requirements for employers to include procedures: “(o) for the carrying out of clinical audit, and for any appropriate action to be taken in accordance with regulation 7; and (p) for making, amending and cancelling any referrals for exposure.”.
Adequate training	Schedule 3 has been improved to reflect, as a minimum, current entry level theoretical knowledge, and the requirements for practical experience relevant to specific areas of practice. Implications for services will be different according to the service delivered but it is recommended that the amended requirements are considered when assessing skill mix and safe staffing arrangements. Helpful distinction is made between diagnostic radiology, nuclear medicine and radiotherapy requirements.
Licence fees	Where radioactive substances are to be administered: there are price increases for new and renewal of existing licences. There remains no fee for individual practitioner licences.

Scottish Clinical Imaging Network –

Sub group “Realistic Imaging” although Scotland does not image excessively (when compared to Europe/USA) there are not adequate staff numbers to achieve imaging targets. Protocols and guidance will be evidence based to support a reduction in unnecessary imaging to alleviate increasing pressure on already stretched services. Information will be fed back to Scottish Government. Examples of current advanced practice in radiography will be collated to develop improved patient pathways utilising radiographers.

QSI sub group – re-launched after publication of the “Once for Scotland” QSI Operational Policy developed with RCR/SoR at the SCIN education event 10th October

AHPfS - A Briefing has been provided for Niel Gray the newest Cabinet Secretary for Health and Social Care after he voiced the importance of medics, nursing and midwifery, only mentioning Physiotherapy from the 15 registered Allied Health Professions. Examples were provided of where AHP’s currently provide crucial roles as well as areas of potential development.

Education and Workforce Review Recommendations currently no other education pathways into AHP professions have been developed, focus on HNC new generation model, currently only Physiotherapy, Speech and Language, and Occupational Therapy.

North Cancer Alliance Group - challenges in meeting the 62 day target for Cancer. Plans were submitted to the national strategic planning board and a bid will be put into Scottish Government late 2024.

Horizon 1 (this financial year) - apply for available funding to recover backlogs of cancer patients.

Horizon 2 (From March 2025) - start to plan further work which will improve patient flow, once backlogs are cleared.

New SCoR publications:

Position Statement: Education and training of diagnostic radiographers working in Magnetic Resonance Imaging

Recruiting international sonographers and those without a CASE accredited award

Recruitment of sonographers without a CASE accredited award: Guidance for employers

Principles of Safe Staffing for Radiographer Leaders

Position Statement: College of Radiographers Update on Advanced and Consultant Practitioner Accreditation and Planned Resources

Supporting International Recruitment – Principles and Standards

Position Statement: Assistant practitioners and ultrasound scans for fetal growth monitoring and assessment

Competencies for ultrasound practice in private baby scan clinics

Forensic and Post-Mortem Radiography Guidance

Julie Rankin - Professional Officer for Scotland and Radiation Protection UK

JulieR@SoR.org

Motion for AGM 2024

The terms of reference for Scottish Council have not been reviewed or ratified since 2016. Scottish Council feel that the terms of reference, number of seats and specific roles on council require a comprehensive review in order to ensure that the council can work effectively to support the Society of Radiographers in Scotland in their work to promote and support its members in Scotland. As such over the next year we wish to carry out a comprehensive review of :

- The terms of reference
- The number of seats
- The specific Roles

This means altering the new council member elections for **this year only**, welcoming any new member elected at this AGM onto council as a member without portfolio initially.

Scottish Council seeks approval for:

1. To carry out the review of the terms of reference for Scottish Council
2. To review of the size of the council
3. To review and update the specific roles on council

Should this be approved the work will be carried out during the coming year and a report and finalised terms of reference will be presented to the AGM in 2025 for final approval by Scottish members.