



Report on the Census of the Radiotherapy Workforce in the UK 2011

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Summary

This report has been produced by the Society and College of Radiographers (SCoR) and Institute of Physics and Engineering in Medicine (IPEM) on behalf of the National Cancer Action Team (NCAT) for the National Radiotherapy Implementation Group (NRIG). It is intended to update the UK national radiotherapy workforce survey 2010.

1. Background

This report has been produced by the Society and College of Radiographers (SCoR) and Institute of Physics and Engineering in Medicine (IPEM) on behalf of the National Cancer Action Team (NCAT) for the National Radiotherapy Implementation Group (NRIG). It is intended to update the UK national radiotherapy workforce survey 2010.¹

This report provides a summary of specific survey data which is deemed to be of interest to the National Radiotherapy Advisory Group, the NHS Centre for Workforce Intelligence, the Migration Advisory Committee and commissioners and providers of radiotherapy.

1 The National Cancer Services Analysis Team (2011) UK National Radiotherapy Workforce Survey 2010

2. Data Collection

Data collection was performed during the period November 2011 to March 2012. IPEM and SCoR contacted radiotherapy facilities separately asking them to complete the survey to reflect the position in their department as of 1st November 2011 (the census date). This census date was chosen to align the data with a similar audit by the Royal College of Radiologists (RCR) on this date.

Data was collected by means of a spreadsheet questionnaire distributed to heads of service (IPEM) and a Survey Monkey online questionnaire distributed radiotherapy service managers (SCoR).

56 of the 59 NHS centres providing radiotherapy services submitted data to the IPEM census, and 59 of the 59 NHS centres submitted data to the SCoR census. Where a centre has failed to provide data, their data submitted in 2010 is used.

3. Constraints

Management accountability for certain staff groups (virtual simulation & mould room) differs between cancer centres. There may therefore be some double-counting between the IPEM and SCoR data collection of workforce data. We have attempted to mitigate this by asking SCoR respondents a question designed to capture the data that will already have been collected by IPEM. This data has then been disregarded in the IPEM results, unless the centre specified in their IPEM return that they did not include radiographer numbers in the virtual simulation and mould room.

This survey is not directly comparable to the UK national radiotherapy workforce survey 2010 as the SCoR data collection in 2011 excluded radiotherapy helpers and admin staff.

As a check of the accuracy of this census the SCoR data for AfC 5 and above in the NHS in England (i.e. qualified therapeutic radiographers) is compared with the equivalent NHS Information Centre data. The census figure (2200 WTE as of Nov 2011) and the NHS IC figure (2251 WTE as of Nov 2011)² agree reasonably well (to around 2%) considering the different methods of data collection.

This report recognises the exclusion of clinical oncologists, an important part of the radiotherapy workforce and enquiries about the clinical oncology workforce should be directed to the RCR.

2 The NHS Information Centre (2012) Monthly NHS Hospital and Community Health Service (HCHS) Workforce Statistics in England - November 2011, Provisional, Experimental Statistics

4. Summary

- The total whole time equivalent (WTE) radiotherapy workforce in the UK NHS is 4165.3.
- The average vacancy rate for the radiotherapy workforce in the UK NHS is 6.4%. The sections of the workforce with the highest vacancy rates are the IPEM workforce in Scotland (14.8%) and the SCoR workforce in England (8.4%). (Please note the SCoR workforce figures include therapeutic radiographers, assistant practitioners and trainee assistant practitioners.)

2 The NHS Information Centre (2012) Monthly NHS Hospital and Community Health Service (HCHS) Workforce Statistics in England - November 2011, Provisional, Experimental Statistics

5. NHS Radiotherapy Workforce Data

2011 NHS Workforce by Country

Country	Workforce	WTE	Posts	Vacant WTE	Vacancy Rate
England	SCoR	2354.9	2533	198.5	8.4%
	IPEM	1115.0	-	65.7	5.9%
England Total		3469.9		264.2	7.6%
N Ireland	SCoR	81.6	83	1.0	1.2%
	IPEM	35.3	-	4.0	11.3%
N Ireland Total		116.9		5.0	4.3%
Scotland	SCoR	227.3	247	8.0	3.5%
	IPEM	132.0	-	19.5	14.8%
Scotland Total		359.3		27.5	7.7%
Wales	SCoR	146.2	165	6.0	4.1%
	IPEM	72.9	-	5.9	8.1%
Wales Total		219.1		11.9	5.4%
UK NHS	SCoR	2810.0	3028	213.5	7.6%
	IPEM	1355.2	-	95.1	7.0%
UK NHS Total		4165.3		308.6	7.4%

The table above shows the total WTE of 4165.3 with a breakdown for each country. The number of posts by headcount is only given for the SCoR census as this figure was not collected in this IPEM census. The number of vacant posts and vacancy rate against the total is also calculated.

The vacancy rate for the UK NHS SCoR workforce AfC 5 and above (i.e. qualified therapeutic radiographers) is 7.6%. (This particular figure is of interest because the job title 'therapeutic radiographer' is currently on the UK shortage occupation list.³) There is a breakdown of this figure by country in the table below.

Country	Workforce	WTE	Vacant WTE	Vacancy Rate
England	SCoR AfC 5 and above	2200.2	185.6	8.4%
N Ireland	SCoR AfC 5 and above	81.6	1.0	1.2%
Scotland	SCoR AfC 5 and above	218.1	7.5	3.4%
Wales	SCoR AfC 5 and above	140.7	6.0	4.3%
UK NHS	SCoR AfC 5 and above	2640.6	200.1	7.6%

Further breakdowns of vacancy rates by IPEM discipline and SHA region of England can be found in Appendices A and B.

3 Migration Advisory Committee (2011) UK Tier 2 Shortage Occupation list

NHS Workforce by Agenda for Change (AfC) band and occupancy

The table below illustrates that 51.8% of the IPEM workforce and 84.2% of the SCoR workforce are employed in AfC bands 5 to 7.

Workfo WTE by AfC Band

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Role	1 - 4	5	6	7	8a	8b	8c	8d - 9	Part 2**	Unknwn	Total
SCoR	169.4 6.0%	687.1 24.5%	968.6 34.5%	711.4 25.3%	193.0 6.9%	65.0 2.3%	14.5 0.5%	1.0 0.0%	0.0 0.0%	0.0 0.0%	2810.0
IPEM (Clinical scientist s)*	<- 1.0%	6.5 1.0%	-> ->	150.9 24.1%	149.6 23.9%	92.7 14.8%	55.4 8.9%	59.0 9.4%	110.8 17%	27.2 4.2%	652.1
IPEM (Clinical technologists & dosimetrists)*	4.4 1.5%	47.8 16.5%	85.8 33.1%	105 36.3%	17.9 6.2%	2.0 0.7%	0.0 0.0%	0.0 0.0%	0.0 0.0%	16.2 5.6%	289.1
IPEM (Engineering & support)*	6.6 2.0%	38.5 11.5%	116.7 34.7%	100.0 29.8%	37.8 11.2%	5.5 1.6%	2.0 0.6%	0.0 0.0%	0.0 0.0%	29.0 8.6%	336.1
Total	180.4 4.4%	773.4 18.9%	1187.6 29.1%	1067.3 26.1%	398.3 9.7%	165.2 4.0%	71.9 1.8%	60.0 1.5%	110.8 2.7%	72.4 1.8%	4087.3 *

*IPEM figures here only include the 56 NHS centres who responded to the 2011 census and so totals will not match those elsewhere in the report.

**Part 2 represents the Advanced Physics Trainees who have chosen to specialise in RT. They are pre-registration but do provide a significant contribution to service. They are normally banded at band 6 or 7 depending on where they are in the country.

The SCoR census also asked about reasons for absence: of the 3028 SCoR posts, 30 have post holders on career break (1.0%), 53 on long term sick leave (1.8%) and 137 on maternity leave (4.5%).

Reason for absence	Posts (headcount) by AfC Band							Total
	1 - 4	5	6	7	8a	8b		
Career break	0 0.0%	7 23.3%	15 50.0%	8 26.7%	0 0.0%	0 0.0%	30	
Long term sick leave	5 9.4%	7 13.2%	22 41.5%	15 28.3%	3 5.7%	1 1.9%	53	
Maternity leave	7 5.1%	13 9.5%	74 54.0%	35 25.5%	8 5.8%	0 0.0%	137	

NHS Radiography (SCoR) and Physics (IPEM) Workforce

The SCoR workforce accounts for 2810.0 WTE (67.5%) compared with the IPEM workforce of 1355.2 WTE (32.5%).

Non-NHS radiotherapy providers

There are currently five non-NHS providers of radiotherapy in the UK (one of which operates on 4 sites). 4 of the 5 centres submitted data to the IPEM census, and 5 of the 5 centres submitted data to the SCoR census. The data in the table below does not therefore represent all of the non-NHS centres in the UK.

	Workforce	WTE	Posts	Vacant WTE	Vacancy Rate
Non-NHS	SCoR	91.2	93	7.0	7.7%
	IPEM	39.8	-	5.0	12.6%
Non-NHS Total		131.0	-	12.0	9.2%
Combined NHS	SCoR	2901.2	3121	220.5	7.6%
& non-NHS	IPEM	1395.1	-	100.1	7.2%
Combined NHS & non-NHS Total		4296.3	-	320.6	7.4%

Note the figures for non-NHS providers are not reported by AfC band as providers do not necessarily use an equivalent system.

3 Migration Advisory Committee (2011) UK Tier 2 Shortage Occupation list

Appendix A - NHS vacancy rate by IPEM discipline

Workforce	WTE	Vacant WTE	Vacancy Rate
IPEM (Clinical scientists)*	652.1	56.9	8.7%
IPEM (Clinical technologists & dosimetrists)*	289.1	26.3	9.1%
IPEM (Engineering & support)*	336.1	7.5	2.2%
IPEM Total	1277.3*	90.7*	7.1%

*IPEM figures here only include the 56 NHS centres who responded to the 2011 census and so totals will not match those elsewhere in the report.

Appendix B - NHS vacancy rate by UK country and SHA region of England

Country	Workforce	WTE	Vacant WTE	Vacancy Rate
Northern Ireland	SCoR	81.6	1.0	1.2%
	IPEM	35.3	4.0	11.3%
Northern Ireland Total		116.9	5.0	4.3%
Scotland	SCoR	227.3	8.0	3.5%
	IPEM	132.0	19.5	14.8%
Scotland Total		359.3	27.5	7.7%
Wales	SCoR	146.2	6.0	4.1%
	IPEM	72.9	5.9	8.1%

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Wales Total		219.1	11.9	5.4%
East Midlands	SCoR	211.4	6.0	2.8%
	IPEM	84.5	5.0	5.9%
East Midlands Total		295.9	11.0	3.7%
East of England	SCoR	268.0	17.0	6.3%
	IPEM	126.7	9.0	7.1%
East of England Total		394.7	26.0	6.6%
London	SCoR	384.9	22.9	6.0%
	IPEM	162.9	2.4	1.5%
London Total		547.8	25.3	4.6%
North East	SCoR	120.3	28.2	23.4%
	IPEM	67.9	0.0	0.0%
North East Total		188.2	28.2	15.0%
North West	SCoR	314.5	17.5	5.5%
	IPEM	125.8	4.9	3.9%
North West Total		440.3	22.4	5.1%
South Central	SCoR	183.3	32.7	17.8%
	IPEM	88.9	6.5	7.3%
South Central Total		272.2	39.2	14.4%
South East Coast	SCoR	199.3	30.1	15.1%
	IPEM	97.7	14.3	14.6%
South East Coast Total		296.9	44.4	15.0%
South West	SCoR	260.4	15.7	6.0%
	IPEM	128.2	5.0	3.9%
South West Total		388.6	20.7	5.3%
West Midlands	SCoR	210.9	18.7	8.9%
	IPEM	109.6	14.6	13.3%
West Midlands Total		320.5	33.3	10.4%
Yorkshire and the Humber	SCoR	202.0	9.7	4.8%
	IPEM	122.9	4.0	3.3%
Yorkshire and the Humber Total		324.9	13.7	4.2%
UK NHS	SCoR	2810.0	213.5	7.6%
	IPEM	1355.2	95.1	7.0%
UK NHS Total		4165.3	308.6	7.4%

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