

ANNUAL REPORT 2017

PROMOTING HIGH QUALITY
COMPASSIONATE CARE



SoR
THE SOCIETY OF
RADIOGRAPHERS

The Objectives

The objects for which The Society is established are:

- To promote and develop for the public benefit the science and practice of radiography and radiotherapeutic technology and allied subjects
- To promote study and research work in radiography and radiotherapeutic technology and allied subjects and to publish the results of all such study and research
- To further public education therein
- To protect the honour and interests of persons engaged in the practice of radiography and radiotherapeutic technology and allied subjects including the regulation of relations between such persons and employers and employers' associations
- To further all such objects which a trade union may lawfully pursue in accordance with statute





The Society of Radiographers

The Society is the professional body for those practising in medical imaging and radiation therapy.

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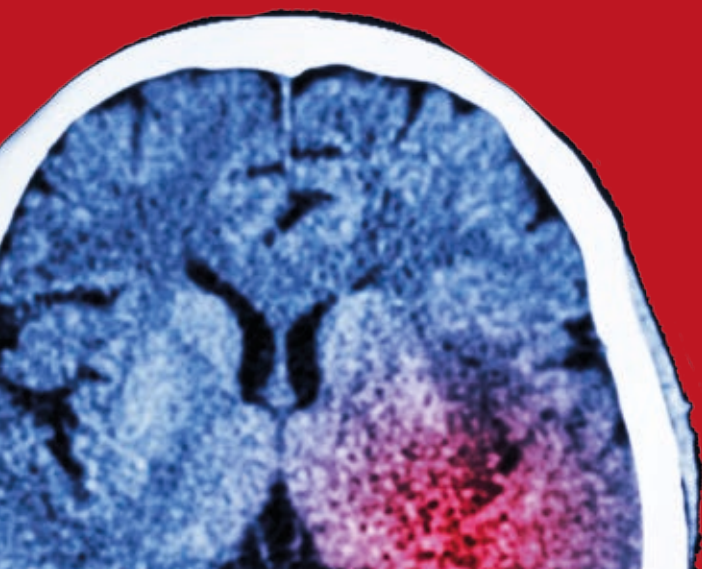
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Registered number 169483.

The College of Radiographers is a limited company and a registered charity. Registered number 1287383. Charity number 272505

This document may be downloaded from <https://www.sor.org/about-us/statutory-documents>

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The UK Council of the Society of Radiographers

5



Anna Harvey-Lloyd,
Council Observer



Michaela Dunford,
Council Observer

Left to right: Claire Donaldson, *Scotland*; Tom Beaumont, *South West*; Norma Wilson, *Scotland*; Andrew Powell, *North West*; Sheila Hassan, *Chair of UK Council and London*; Jill Howes, *South East*; Gareth Thomas, *President-Elect and Wales*; Steve Herring, *President*; Sue Webb, *Vice-President and Eastern*; Philip Cosson, *Northern*; Tara Flight, *Midlands*; Gill Hodges, *Northern Ireland*; Chris Kalinka, *Wales*; John Burton, *Scotland*; and Karen Smith, *Yorkshire and North Trent*.

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The Society UK Council

The UK Council of the Society of Radiographers is made-up of member representatives from the English regions and the UK countries. Council determines the Society's policy and strategic direction.

The Society is a company limited by guarantee and, as such, the members of Council are company directors registered at Companies House. They have responsibilities as representatives of the membership and also as directors of the company.

Council members are not paid for their duties but they can claim travelling and other expenses.

SOCIETY COUNCIL MEMBERS (DIRECTORS OF THE SOCIETY)

For the period of this Annual Report and until 31 December 2016

Elected Officers

| | | |
|--------------------------|------------------------------|--|
| President | To 06.07.16 From 06.07.16 | Mrs S Hassan DCR(T) Mr S Herring BSc (Hons) PgD |
| President Elect | To 06.07.16 From 06.07.16 | Mr S Herring BSc (Hons) PgD Mr G Thomas BSc (Hons) PgDip FHEA |
| Vice President | To 06.07.16 From 06.07.16 | Mr G Thomas BSc (Hons) PgDip FHEA Mrs S Webb BSc (Hons) |
| Immediate Past President | To 06.07.16 From 06.07.16 | Mrs K Smith MSc DCR(T) Mrs S Hassan DCR(T) |

Regional Representatives

| | | |
|-------------------------|------------------------------|--|
| Scotland | | Mr J Burton DCR(T) Miss C Donaldson BSc (Hons) Mrs N Wilson MSc BSc TDCR(R) HDCR(R) DCR(R) Cert Ed |
| Yorkshire & North Trent | | Mrs K Smith MSc DCR(T) Mr P Cosson DCR(R) BSc PgC PGCE D.Prof |
| Northern | | Mr A Powell BSc (Hons) (R) |
| North West | | Mrs G Hodges DCR (T) |
| Northern Ireland | | Mr G Thomas BSc (Hons) PgDip FHEA |
| Wales | To 31.10.15 From 01.11.15 | Mrs A Evans DCR(R) Mr C Kalinka MSc DRI DCR(R) Mrs T Flight DCR(R) |
| Midlands | | Mrs S Webb BSc (Hons) |
| Eastern | | Mrs L Omar DCR(T) PgC |
| London | To 06.07.16 From 06.07.16 | Mrs S Hassan DCR(T) Mr S Herring BSc (Hons) PgD |
| South East | To 06.07.16 From 06.07.16 | Mrs J Howes DCR(R) |
| South West | To 11.05.16 From 07.09.16 | Mrs J Jones DCR(R) Mr T Beaumont BSc(Hons)(R) |

SENIOR OFFICERS OF THE SOCIETY OF RADIOGRAPHERS

| | |
|--------------------------------|---|
| Chief Executive Officer | Mr R Evans OBE HDCR |
| Head of Professional Policy | Mrs C Beardmore FCR, MBA (Open) DMS BSc (Hons) DCR(R) & (T) |
| Head of Industrial Strategy | Mr W Town MA DCR(T) DLS |
| Head of Finance and Operations | Mr D Goulds MBA FCMA FCIS |

ELECTION OF PRESIDENTIAL OFFICERS

In July 2016 Steve Herring was duly elected President, Gareth Thomas President-Elect, and Susan Webb Vice-President for the coming year. Sheila Hassan took on the role of Chair of Council and Immediate Past President.

BALLOTS FOR COUNCIL OFFICERS

Five Council members reached the end of their term of office on 8 July 2016 and were re-elected for another three year term:

| | |
|----------------|---------------|
| John Burton | Scotland |
| Susan Webb | Eastern |
| Philip Cosson | Northern |
| Steven Herring | South Eastern |
| Gareth Thomas | Wales |

There was one mid term resignation: Jenny Jones resigned as Council member representing the South West region on 11 May 2016. Tom Beaumont was elected for the South West region from 7 September 2016

COUNCIL MEETINGS

Council met seven times during the period of this Annual Report. Society Council was led by the Immediate Past President, Sheila Hassan, until 6 July 2016 when the current President, Steven Herring, was inaugurated.

Fighting for the profession and patients is our top priority

.....

Steve Herring, President 2016-2017

As president of the Society and College of Radiographers, it is a real privilege to be able to write this report.

The Society is a membership organisation and it wouldn't be able to function without the support of its members.

As a result of a motion at the Annual Delegates Conference in 2015, a voluntary political fund was put in place. This means we can now ensure that legislation changes do not restrict our ability to campaign and we can continue to fight for our patients and profession. The contributions from those who have opted-in to the Fund started to be paid in January 2017.

I would like to thank our members for the hard work and dedication to patients, daily making sure they receive the highest quality care.

Since becoming president, I have managed to visit several hospitals, meeting members at all levels of practice, including students and managers. I have planned more visits in the second part of my tenure.

The 2016 president's report highlighted the crisis that the NHS was facing and that this was set to get worse. This is unfortunately now being realised and we are being asked again to do more with less.

The demand for diagnostics is increasing by 8-10% year-on-year, and that's set to grow, including reduced turn-around time for diagnostics within cancer pathways

to provide better outcomes for patients.

As an organisation, we recognise our members' commitment and professionalism. We will continue to support members in their practice. We will continue to provide the trade union and industrial relations support and the professional and educational back-up they require.

Our Patient and Public Liaison Group (PPLG) provides the patient voice, which is essential and at the heart of our strategy. Alongside professionals, this group works hard for the organisation, giving the patient perspective on UK Council, the College Board of Trustees, and many of our special interest and advisory groups.

Several members have been taken along to meet ministers in government, to give a perspective on important areas. They are powerful allies and listened to, even when ministers may not feel like paying attention to what we are trying to put across.

Recently, I had the opportunity to represent the organisation at a patient and carer network meeting, which set out their strategy to enhance services for patients. This was hosted by the Royal College of Physicians, however on the panel were key people from both NHS England and a major cancer charity.

I was accompanied by a PPLG member. We explained what we are doing to engage with patients daily on the frontline, but also through our



advanced and consultant practice. In this meeting there were members from many patient groups who wanted to engage.

Our members will continue to work hard and provide the best, compassionate care for our patients and I will continue to strive to represent them at all levels.

I promise to make the most of my time, to get out and meet them in the workplace, whether in hospital trusts, universities or working for patients in the private sector. I'm on a mission to make sure that those I meet and have discussions with know who we are.

Radiographers see nine out of every 10 patients; we must not be ignored. Patients are at the centre of our strategy and we are right next to them, caring for them in the best possible ways we can.

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Collaboration is key to success in challenging times

Sheila Hassan, Chair of UK Council and Immediate Past President



It is good to report that UK Council has had a more settled year, as the new members from last year have familiarised themselves with their roles and are now actively contributing to Council debates and activities. We said goodbye to Jenny Jones and welcomed Tom Beaumont from the South West region and Lynne Omar, who was covering my presidential year for London. We have also welcomed Jenny Shurmer from Wales, who is currently observing and will become the alternate Welsh representative from July, during Gareth Thomas' presidential year.

Attendance has been good at UK Council meetings and the level of debate has been very interactive. Council challenges the organisation to make sure we are on target to

complete our strategic objectives. We are now adding a new item to the agenda with additional time set aside to discuss the 'hot topic of the day' as there are many challenges facing the profession. These include the changes in student education funding, the introduction of apprentices in the work place, the demanding workforce issues in ultrasound and new routes into sonography.

UK Council benefits from a range of Council Observers, Student Observers and members of the Delegates Conference Committee, all of whom are elected at the Annual Delegates Conference. These observers bring with them their time, experience and contributions to the debates. Each one will testify that the experience gained in this role is beneficial to their own development and their workplaces

We have also seen and heard from a range of invited visitors who bring reports on their activities to Council, and Council has the opportunity to raise questions. These have comprised representatives from the HCPC, *Radiography*, our financial auditors and observers from the Royal College of Radiologists.

Members of UK Council also sit on a wide range of committees and groups. These include the College Board of Trustees, the Patient and Public Liaison Group (PPLG),

the Communications Group, the Radiotherapy Advisory Group, the Investment Committee, Allied Health Professions Federation, a range of modality-related advisory groups and many more. They help Council engage with the membership and hear first-hand what is happening in radiography as a whole.

The patient voice gives us a valuable insight through the lens of the patient and this year, we have seen more patient involvement with an increased membership of the PPLG, and I am very pleased to report that this group now has input into all our policies. Council has welcomed Steven Lapensee as Lay Council Observer, which is an exciting new addition to Council, and we are looking forward to his insights and comments. In 2016, we ran a second dementia study day due to popular demand, which tells us that radiographers actively want to provide high quality compassionate care that is relevant to today's patients.

I would like to thank my UK Council members and the Directors for all their hard work over the past year, and thank all the members who have supported the organisation by attending groups, seminars and training days. Without you, our members, we cannot undertake all the work there is to do to ensure that we are proud of our profession.

The College of Radiographers Board of Trustees

The College of Radiographers, a registered charity, is a wholly owned subsidiary of the Society of Radiographers. It carries out activities for the Society by agreement. The business of the College is overseen by a Board of Trustees, the governing body of the College.

The Trustees comprise an equal number of members drawn from Council and external trustees representing fields including legal, financial and medical.

The Board meets four times a year.

THE COLLEGE BOARD OF TRUSTEES

| | |
|---|-------------------------|
| Mrs P Williams MSc BSc (Hons) TDCR | Chairman |
| Mrs S Mathers FCR MSc DCR(R) | |
| Mrs K Smith MSc DCR(T) | |
| Mr D Adrian-Harris TD JP MPhil BA (psych) TDCR HDCR | |
| Mrs S Hassan DCR(T) | President to 06.07.16 |
| Mrs P Black DCR(R) NVQ PgDip | |
| Mr S Herring BSc (Hons) PgD | President from 06.07.16 |
| Mr C McCaffrey | |
| Mrs A Vinall MSc BSc (Hons) | |
| Mrs J Jones DCR(R) | To 11.05.16 |
| Mr G Thomas BSc (Hons) PgDip FHEA | |
| Mrs S Webb BSc (Hons) | From 06.07.16 |
| Mrs J Jones | |
| Mr I Wolstencroft | |
| Dr R Toye MA(Oxon) AKC FRCR* | To 01.10.16 |

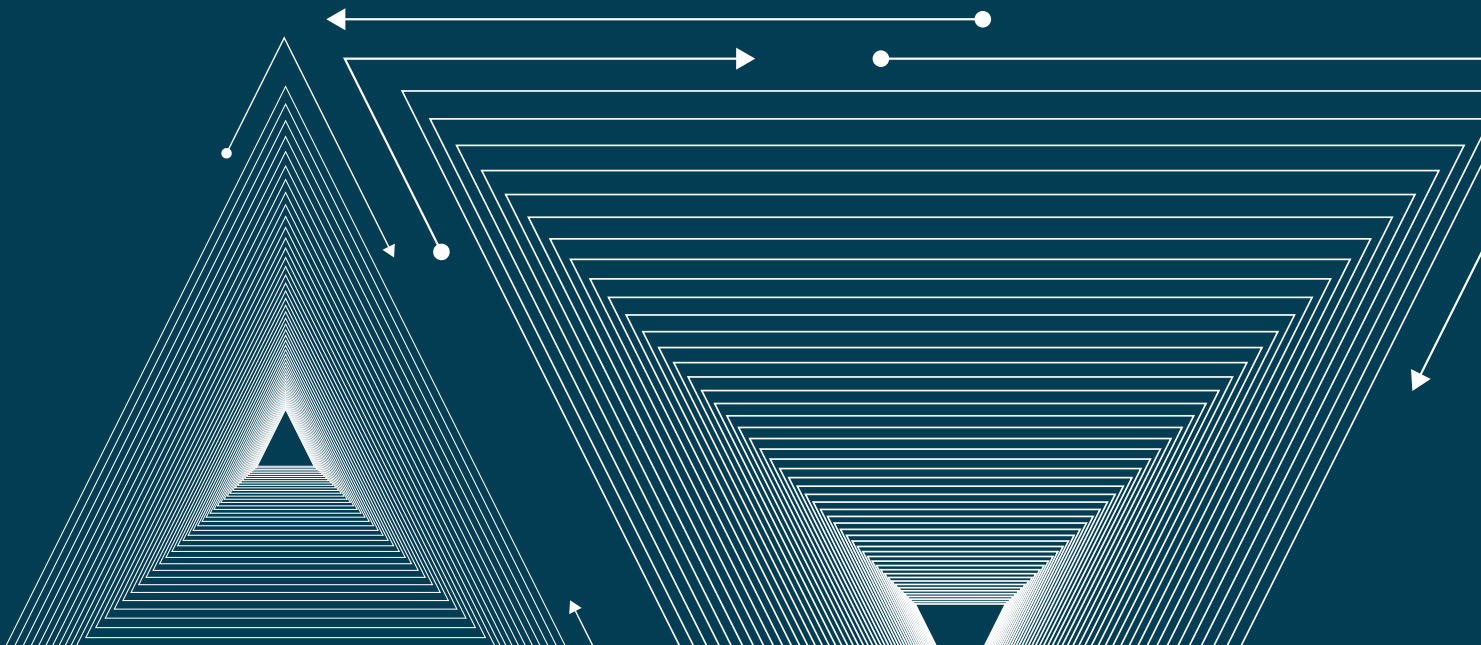
Dr Rosemary Toye sadly passed away during the year and the College is extremely grateful for her work and dedication.

The Council members and College Trustees are indemnified by a directors and officers insurance.

The responsibility for the overall management and organisation of the charity rests with the Board of Trustees.

The Board, who are also the directors of the company, comprise six external trustees (selected by interview following advertisement for their experience in various fields and disciplines) and six trustees drawn from or appointed by Society Council. (Note: Numbers exclude The Society President and the Chair of the College Board.)

Policies and procedures for the induction and training of trustees have been prepared and currently this is conducted according to need. None of the Trustees are remunerated.



10 Together we can make a difference

Richard Evans, Chief Executive Officer



Thank you for your interest in the Society of Radiographers and particularly for taking the trouble to read our annual report.

The financial results presented in this document are for the year which ended on 30 September 2016; these are covered in more detail from page 31 of this document. Most of the activity described here took place within the same period although, as September 2016 seems a long time ago (to say nothing of October 2015!), we attempt to speak a little about the more recent past as well.

There is a great deal of good work to highlight, which has been very well done by members and officers of the Society.

PROTECTING OUR RIGHT TO SPEAK OUT

In particular, I hope you will recognise the commitment of SoR members to protect and defend the right of the Society to campaign during politically 'protected periods'. This was clearly shown in the enthusiastic response to the idea of establishing a 'political fund' and the resultant ballot. Keeping up with the regulatory changes associated with the Trades Union Bill continues to be complex work affecting our fund, but it is good to see it successfully up and running.

PROMOTING THE PROFESSION'S PROFILE

You will find details of activities at national and strategic levels, within both the industrial relations and the professional areas of our work. It has been a particularly busy period in the provision of advice to government and arms-length bodies in all four countries of the UK. Engagement with professionals who understand how diagnostic imaging and radiotherapy services really work, is becoming recognised as vital if these services are to be sustainable.

It is no exaggeration to say that the degree of challenge to service sustainability in UK healthcare has never been higher. The departments in which our members work are typically facing increasing clinical demand, whilst coping with staffing shortfalls of 10% or more. Years of short-term thinking and

poor planning at a national level are affecting service delivery today.

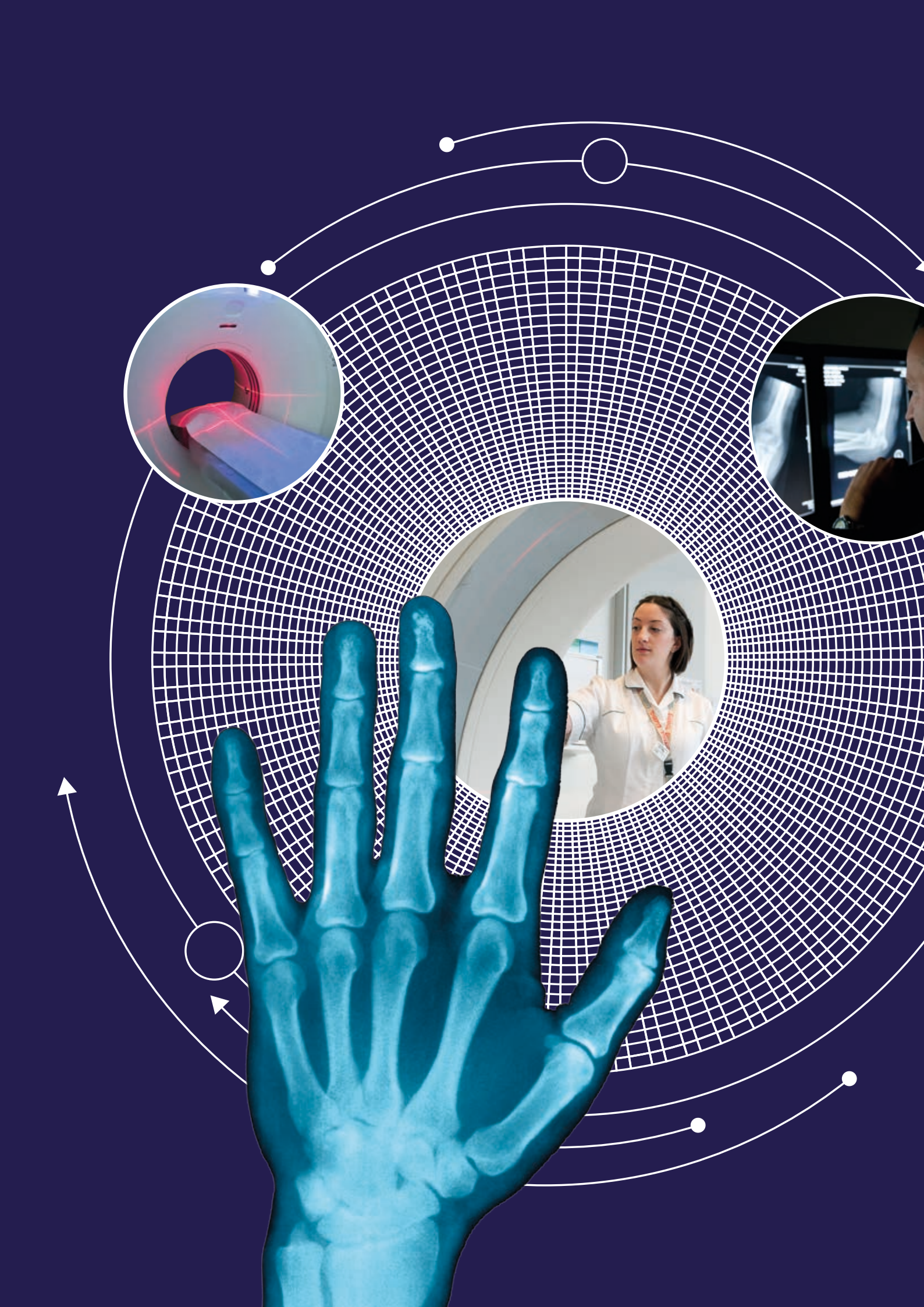
Financial pressures on the NHS have too often resulted in inadequate provision for capital planning. Consequently, many services are hampered by failing equipment and an inability to employ the best technology to serve patients.

Whatever the rights and wrongs of the policy, changes to the funding provision for radiography degree courses has come at a particularly dangerous time. Of course, the results of this particular government reform have yet to be seen.

SPEAKING THE TRUTH ABOUT HEALTHCARE

The wider world political context has been tumultuous enough to make those in healthcare feel more acutely that the plight of the NHS is going unnoticed. A lack of trust in politicians may not be a new phenomenon, but the level of popular anxiety reflected in phrases such as 'post truth politics', and the rise of a societal response that has been curiously entitled 'populism', have provided a backdrop for SoR members as they go to work every day to make a difference to real people.

'Post truth' seems to be a phenomenon, because it is widely believed that politicians manipulate facts purely for political gain. Healthcare delivery and especially the NHS gets more than its share of post-truth coverage.





The real truth about healthcare is indeed that it is affected by crises and political mismanagement. However, it is also true that the thousands of people that struggle to work in the system are succeeding, often against ridiculous odds, in keeping the NHS going.

WE ARE AN IMPRESSIVE PROFESSION

Members of the SoR, wherever I meet them, never fail to impress me with their dedication and professionalism. There is exceptional work going on in departments up and down the country, that advances our profession, leads in collaboration with others, that teaches, cares, researches and fights for the very best that can be done.

Many of these inspiring people volunteer in support of the SoR, as accredited local

representatives, defending the interests of colleagues and as elected members of regional committees, or the national councils in Scotland, Wales and Northern Ireland. They also include members of our professional advisory groups and elected members of UK Council.

All of the work celebrated (rightly) in this report, is a result of the collective effort of many volunteers who work alongside the 45 employees of the SoR that I am privileged to lead.

Particular recognition is due to the members of UK Council, for their leadership of the profession and their dedication as company directors to the success of the Society.

My personal thanks go to Warren Town, Charlotte Beardmore, David Goulds and their teams.

We have said 'goodbye' during

the year to Karen Wellings, Anne Barkworth, Christina Freeman and Gary Watts. It has been a pleasure to welcome Amy Le Vannais, Peter Higgs, Chris Woodgate, Tracy O'Regan and Lynda Johnson, who have joined the staff.

All the staff and members of the Council, along with the Board of the College of Radiographers, know it is only by standing together with our members that we can have any kind of impact. As I write this, preparations are underway for a new approach to finding out from our members how we are doing and how we can do better.

The details in this report provide a snapshot of a very busy and successful year. There is a lot more to do and every reason to be confident that by working together, we can continue to make a difference.

Research is vital to deliver gold standard patient care



THE COLLEGE OF
RADIOGRAPHERS
INDUSTRY PARTNERSHIP SCHEME
SUPPORTING RADIOGRAPHY RESEARCH

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The Society & College of Radiographers (SCoR) firmly believes that all patients deserve evidence-based healthcare and that research should be at the very heart of professional practice, underpinning every aspect of care.

In 2015 the SCoR published a new five-year research strategy that set out a clear vision to improve patient care and outcomes, by continuing to develop, grow and implement a high-quality evidence base that is patient-focused.

For radiography practice to move forward, radiographers need to lead and participate in research and implement its findings to improve health care delivery, patient care, technological innovations, education, and to develop the future workforce.

The Department of Health has identified research and innovation as key priorities for the next two years, and the Health and Care Professions Council (HCPC) Standards of Proficiency for Radiographers state that radiographers must be able to engage in evidence-based practice.

The SCoR policy is that all radiographers are required to engage with research and the 2016-2021 strategy has targeted members, at all levels of the profession, from student to expert practitioners and at all levels of research, from novice through to research professorships.

Radiographers need to gather accurate information or evidence to support their professional practice so they can understand, get involved in using and determine what is best practice, so that the highest quality service can be delivered. Evidence based practice in health care means that all clinical decisions should be based on research studies.

COLLABORATION WITH INDUSTRY

A key source of funding for radiographer-led research is the College of Radiographers Industry Partnership Scheme (CoRIPS), an excellent example of collaboration between the profession and commercial partners.

As well as providing industry with the opportunity to provide financial support for radiography research and educational projects, CoRIPS also gives companies access to knowledge, experience and expertise within the SCoR and the 26,000-plus members.

Additionally, it offers business the opportunity to improve user involvement in product development and testing, and companies can work collaboratively with the SCoR to introduce new technology more quickly.

In the past five years, CoRIPS has awarded research grants in the region of around £250,000, to a wide range of radiographers who have undertaken educational and research projects both in the UK and abroad.

One example of a CoRIPS research grant is in the field of public health. Laura Pattinson, a therapeutic radiographer, received £6700 for her application to study radiographers' perceptions of the barriers and enablers to effective 'stop smoking' support.

Laura believes that radiographers are in an ideal position to advise patients on public health issues. She worked to develop a training source for therapeutic radiographers to facilitate brief intervention sessions for service users to help them stop smoking and improve treatment outcomes.

CoRIPS funds a number of

grants for projects related to any aspect of the science and practice of radiography. Funding of up to £5000 for small projects and up to £10,000 for one larger project is available.

CURRENT CORIPS MEMBERS:

Diamond partners

Elekta
IBM Watson Health
InHealth
Proton Partners International

Premier partners

GenesisCare
Varian Medical Systems
Vertual

Partners

Agfa Healthcare
Alliance Medical
Bayer HealthCare
Carestream
Cobalt
Fujifilm
GE Healthcare
Healthcare Software Systems
Imaging Equipment Ltd
InHealth Radiographer Reporting
Integrated Radiological Services Ltd
Jennie Reeves Radiographers Agency
Medica Group
Med Imaging Healthcare
OSL/TomoTherapy
Philips Healthcare
Rig Healthcare Recruit
Rothband
Siemens Healthineers
Toshiba Medical Systems
Vital Images



A year of many changes

Trade union and industrial relations review

Warren Town, Director of Industrial Strategy



Brexit and its implications for members, a change of prime minister, the SoR Political Fund, student funding and the ongoing battle for employee rights: 2015-16 was an eventful year, both for the country and SCoR members.

Pay rises were on everybody's mind in the Autumn of 2015, as the Society continued to make representations to the Secretary of State for Health regarding the injustice of continuing pay restraint for public sector staff.

#ImInWorkJeremy

Jeremy Hunt's contention that the NHS did not work seven days a week became the subject of a vigorous social media campaign, with thousands of radiographers and other staff using the #ImInWorkJeremy hashtag to refute the implication that patient care stops on a Friday afternoon and does not resume until Monday morning.

FIGHTING UNFAIR LEGISLATION

Around 60,000 people took to the streets in October 2015 to protest against the government's austerity programme, as part of The People's Assembly's National Week of Action. SoR members were there, alongside other healthcare unions, to show

unity and support in their opposition to the Trade Union Bill. See more on the next page.

MAINTAINING OUR INDEPENDENCE

Continuing the battle for employee rights, the Society spoke up against the Lobbying Act, which threatens our right to speak up during election campaigns. A ballot saw more than 90% of members who voted agreeing to establish a Political Fund. This decision will maintain the organisation's independence from any political party and provides a collective voice for members to challenge politicians and the government when they are not working in the interests of the NHS, patients and radiographers.

On a brighter note, Jo Keeble was voted as 2016 London Region Rep of the Year and winner of the coveted UK Rep of the Year award. Jo, who works in CT planning in the UCLH radiotherapy department was "absolutely thrilled" with her awards and overwhelmed "to read such lovely comments from my members within the nominations."

AN UNTESTED GAMBLE

Back to serious business in late spring, as the SCoR signed an open letter to former prime minister David Cameron, alongside 20 other professional bodies, slamming the decision to reform student funding for allied health professionals. The letter called for a halt to the proposals to replace student bursaries with loans from September 2017, as an "untested gamble with the future of a workforce that have not been properly risk assessed."

SCoR's UK Council met in July to discuss the country's decision to leave the EU in the referendum

of 23 June. It welcomed the TUC's statement which had been issued earlier in July and endorsed the need for a new campaign plan with jobs, employment protection and support for public service at its heart. Council vowed that the SoR would play a full role in the development of the plan through its involvement with the TUC.

Brighton rocked in September as the Trades Union Congress got underway, with the Society playing an active part during the whole event. Congress passed the Society's motion calling for an alternative to legal action taken by some patients. The SoR also called for a safe environment in the NHS, in which healthcare professionals can immediately admit errors and advise colleagues what went wrong, so that others can learn from these mistakes.

Paul Moloney spoke on the issue of productivity and his message was reinforced by Richard Evans, who addressed a fringe meeting on the topic, and particularly how perceptions of productivity affect the work of radiographers. "It's not productive for an expensive scanner to be idle but neither is it efficient to perform a scan without the likelihood of a timely report," he said.

The Society continues to champion the importance of committed accredited SoR workplace representatives and ensure that they benefit from high quality training and development. This investment in frontline representation ensures members of the Society are well represented and provided with excellent advice and support. The SoR Union Learning Fund (the Bryan Macey Scholarship), provides £2000 towards an ACAS workplace mediation course.

Pay rises (if any) will be 'targeted'



The Society of Radiographers and other health trades unions reacted with anger in the autumn of 2015, after the Treasury warned there should be 'no expectation' that every worker would receive a pay rise in line with the 1% ceiling George Osborne set for public sector pay.

The Treasury letter said that public sector pay rises should be 'targeted' to address 'recruitment and retention pressures'. Some workers might receive more than 1%, while 'others could receive less'.

In a letter to the pay review bodies, the chief secretary to the Treasury, Greg Hands, said that the government intended pay rises to be applied in a 'targeted manner'.

The letter which was delivered to pay review body chairs, including the two that cover NHS staff and doctors, said: "There should be no expectation that every worker will receive a 1 per cent award."

Responding to the letter, SoR regional officer Paul Bromley said: "It's clear that the government's promise of a 1% pay rise for public sector workers was all 'smoke and mirrors'.

"There was no substance to Mr Osborne's claim and NHS staff will be bitterly disappointed to hear many of them may not even get an extra penny for five more years.

"It is difficult to see how much targeting you can get from a miserly 1% without resulting in hundreds of thousands not getting a pay rise at all."

SoR joined other unions in stand against Trade Union Bill

The Society of Radiographers (SoR) was in attendance as affiliates of the TUC met to rally against the Trade Union Bill.

President Sheila Hassan addressed a packed house at Central Hall in Westminster to explain why the SoR was against the Bill. She criticised the proposals from the government to cap the time public sector employers would allow union reps to spend representing members.

"These changes restrict public sector employers from investing in good relations with their

employees," she said.

"It will reduce unions' ability to represent their members and resolve disputes before they escalate and add more red tape for unions, whose time and money would be better spent serving their members."

Sheila also criticised proposed rules that unions' strike ballots must achieve thresholds of 50% turnout and 40% in favour, with abstentions counting as a no vote, whilst denying the adoption of new methods such as electronic balloting.

The day finished with members

from all unions taking the short walk over to the Houses of Parliament to meet with their MPs to discuss the Bill. Sheila stressed that the right to strike had been essential for SoR members who have successfully won disputes over pay in the last few years.

"Radiographers do not take the decision to go on strike lightly. We care about our service and we care about our patients, but there are times when we are pushed to the limit and strike action is the only course," she said.

UK Council statement: The vote to leave the EU

SCoR's UK Council met in July to consider its response to the United Kingdom's vote to leave the European Union in the referendum held on 23 June.

Whilst emphasising and restating the Society's position adopted during the referendum of not advising members on which way to vote, UK Council welcomed the TUC statement

issued on 5 July and endorsed the need for a new campaign plan that will have jobs, employment protection and support for public service at its heart.

Members say 'yes' to SoR Political Fund



Early in 2016, members voted to establish a Political Fund. The fund will allow the Society to continue to campaign on the issues which are important to members and patients.

The ballot was sparked by changes to legislation which meant that trades unions would be unable to campaign and speak out about issues during election campaigns unless they have a 'pot of money' separate from the organisation's general funds.

Sheila Hassan, the Society's president, was delighted to hear the news that members had voted

to keep a campaigning voice: "The Society has never been afraid to challenge political parties, nor has it been held back from speaking out on behalf of members and patients. Without a positive vote, we would have lost the right to be heard."

The ballot result was also endorsed by Philip Plant, chair of the CoR's Public and Patient Liaison Group: "It is vital that radiographers, informed by the PPLG, can continue to be heard by politicians and the media. Without this, the Society would have been gagged and that would not have been good for patients or the profession."

April issue 2016 - ther emight be a logo that's usually used for these political fund stories?

A show of solidarity in Manchester



The Society & College of Radiographers

STRENGTH THROUGH UNITY

An estimated 60,000 people took to the streets of Manchester, to protest against the government's austerity programme.

The rally and march, which passed The Midland Hotel, where the Conservative Party Conference was being held, was part of The People's Assembly's National Week of Action against austerity and public spending cuts.

Members of the Society & College of Radiographers (SCoR) were there to show unity and support protests against the Trade

Union Bill. The Society's new banner was carried with pride alongside those from other healthcare unions.

Later in the day, Paul Moloney, the Society's industrial relations manager, spoke from the main stage and emphasised that the Bill is not just an attack on trade union and human rights, but that aspects of the Bill, such as allowing agency workers to break strikes, could adversely impact patient safety.

The march and rally passed off peacefully with just four arrests made on the day.



Jo Keeble was voted as 2016 London Region Rep of the Year and winner of the coveted UK Rep of the Year Award.

Jo collected her prizes at an

Jo Keeble is UK Rep of the Year!

awards ceremony held at the Society's Annual Delegates Conference in Leeds on 25 April.

Jo, who works in computed tomography (CT) planning in the University College London Hospital's radiotherapy department, was commended in a citation read by the SoR's CEO, Richard Evans, for giving members a legitimate voice, for always being well informed and always having a plan.

"Jo is always there to lend a hand, whether it be fighting for better pay

and conditions or keeping members up-to-date on the latest from the Society," wrote one of her nominees.

"The way she has been able to establish a communication network across the trust allows her to get to the core of any issues and explain them in a way that everyone can understand."

Commenting on her award, Jo said: "I am absolutely thrilled". It was lovely to read such kind comments made by my members within the nominations."

SoR puts unfair pensions proposal in the spotlight

It's not very often that a pensions story is covered by both The Financial Times and Private Eye, but when Oxleas NHS Trusts attempted to persuade their Band 5 nurses to opt out of the NHS Pension Scheme, the news hit the headlines.

There was also coverage throughout the pensions press and on Radio 4's Moneybox programme. It sparked a series of significant tweets.

The story was broken by Paul Moloney, the SoR's industrial relations manager who, as a member of the NHS Pensions Board, was concerned that Oxleas were not only breaking the law concerning the auto-enrolment of

employees into pension schemes, but also setting a dangerous precedent that could undermine the integrity of the NHS Pension Scheme.

Oxleas, which does not employ any radiographers, had started an advertising campaign aimed specifically at Band 5 nurses in which they offer increased pay rates for those who agree not to join, or to leave the NHS Pension Scheme. The advertising made it clear that higher pay rates are only paid opting out of the scheme, and stated that "instead we will pay directly to you the money that would have been paid to the pension scheme".

Under auto-enrolment

legislation it is an offence to induce people to leave a pension scheme and give up their legal right to accrue pension by offering them a financial incentive.

Paul explained: "I was made aware of the advertising campaign and immediately raised my concerns with other members of the Pensions Board. Board members are appointed by the Secretary of State for Health and have a duty to ensure the scheme is run correctly and in accordance with legislation."

Baroness Altman and Steve Webb, pensions minister during the previous coalition government, tweeted to reiterate Paul's concerns.

How do you tackle the problem of bullying and harassment?

Addressing the challenge of bullying and harassment in the workplace was the aim of a one-day masterclass in Liverpool in the spring of 2016.

Speakers joined with radiology managers and SoR accredited reps to discuss the issues which ranged from personal case studies through to legal considerations and how the Society is working with trusts to stamp out the problem.

There were also contributions on the impact of bullying on managers from Pam Black, former president of the SoR, and an engaging workshop delivered by Dr Makani Purva from Hull and

East Yorkshire Hospitals Trust on a project on tackling bullying.

SoR president Sheila Hassan told delegates that research carried out by the SoR showed that bullying was still an issue for many, so managers and reps in particular must play a significant role in stamping out the problem.

"It's always going to be an issue unfortunately, but it's the times we suffer from stress, and our departments are under pressure, whether it be from cutbacks or to get more patients through, that bullying in particular can become a problem," she said.

Paul Moloney, industrial relations manager at the Society,

discussed the importance of working in partnership and managing change. Paul emphasised how the SoR is fully committed to partnership working.

"It's about working together and it's about recognising what the shared objective is," he said. "With a partnership approach it won't get rid of all your problems, but what it will do is send a much stronger message to staff that you have a culture of listening, working together, reminding everyone of shared objectives, and within that culture it's a lot more difficult for people to turn around and accuse each other of bullying."



TUC's general secretary praises SoR members



Described as the 11th most powerful woman in Britain by BBC's Woman's Hour, Frances O'Grady, general secretary of the TUC, delighted delegates at the Annual Delegates Conference

(ADC) 2016 with a wide-ranging speech during which she praised SoR members for being 'life changers'.

"Your work is held in the highest esteem," she told the 200-plus delegates, referring to both diagnostic and therapeutic radiographers and how they contribute to the health of the nation.

Frances said: "For almost a century the SoR has been a powerful voice. You are a brilliant example of the unique position of specialist and professional trade unions. You are changing the face of unions.

"You are the first professional union to set up a political fund. You have built membership from 16,000 a decade ago to 27,000 today. If the

trade union movement was growing at the same rate as the Society's membership, there would be 10 million union members instead of six million."

Frances credited the SoR with having the "best union slogan ever" during the pay dispute – 'No raise, no rays'.

She went on to talk about the Trade Unions Bill which she described as an "attack on fundamental civil liberties."

"The right to strike is essential, otherwise bad employers could never be called to account.

"These are tough times for working people. The SoR is living, breathing proof that working people who stay together can and will win."

The SoR rocks Brighton

As always, the Society of Radiographers was present at the annual TUC Congress, held in Brighton in September 2016, to bring to a wider audience the important issues affecting members and patients.

Paul Moloney, the SoR's industrial relations manager, spoke in support of composite motion 5 around the issue of productivity and his message was reinforced by CEO Richard Evans who spoke to a packed fringe meeting about productivity in the NHS, and particularly how

perceptions of productivity affects the work of radiographers.

"The reason a socialised health system like the NHS is such an enlightened idea is because if you look after the health of the population, the entire economy benefits. It's a national productivity enterprise," Richard explained adding, "It's not productive for an expensive scanner to be idle, I don't think anyone would deny that, least of all our members, but neither is it timely to perform a scan without the likelihood of a timely report on that scan.

"The targets for healthcare are very often 'you've got to do 50 scans a day', but if the patient has to wait two weeks for a result or any action, that's poor productivity."

Motion 47, presented by Sue Webb, vice-president of the Society, also grabbed the attention of delegates. Her emotive speech called for the government to review the NHS organ donation programme, and brought home the scale of the

problem around insufficient numbers of donors.

'EPIDEMIC' OF PATIENT COMPLAINTS MUST END

Congress unanimously passed the Society's motion calling for an alternative to legal action taken by some patients. The issue was raised by Sheila Hassan, immediate past president of the SoR.

More than 4000 patients claimed compensation against the National Health Service in 2015.

"The only recourse that patients have is the adversarial legal route," Sheila Hassan, told Congress.

"There is an increase in vexatious complaints and we believe the current system encourages these and the rise of legal firms who urge people to make claims. This is a consequence of the 'no win, no fee' culture."

The Society called for an environment in the NHS in which healthcare professionals can immediately admit errors and advise colleagues what went wrong so that others can learn from the mistakes.



Sheila Hassan

Helping the profession move forward

Professional, educational and research review

Charlotte Beardmore, Director of Professional Policy



PROMOTE ACCREDITED PROFESSIONAL STANDARDS

The **Approval and Accreditation Board**, comprised of expert volunteers and supported by the professional team, provides advice and guidance and makes recommendations to the College Board of Trustees (CBoT) on all matters related to the CoR approval and accreditation policy and its objectives. More than 80 volunteer assessors support the approval and accreditation processes on behalf of the College.

Programme approvals and individual accreditations during the year included;

- 11 pre-registration programmes approved/reapproved
- 5 post-registration programmes
- 11 short courses
- 2 assistant practitioner programmes approved/reapproved
- 80 assistant practitioners
- 11 advanced practitioners
- 5 consultant practitioners
- 15 new practice educators and 19 re-accreditations

In addition, 84 events were awarded CPD endorsement by the College

An annual training event for CoR volunteer assessors, outlining the College standards for approval, was well supported and held to ensure consistency in approach in relation to programme approval and individual practitioners accreditations.

The **Practice Educator Accreditation Scheme** was refreshed during the year and accreditation was integrated into the College's CPD Now planning, recording and evaluation system. This followed publication of the new Health and Care Professions Practice Education Guidance, which had significant input from the College's Education and Accreditation officer. This guidance aims to enhance the quality of practice educators' knowledge and skills and therefore enhance the experience of learners in the clinical setting.

A mobile application for SoR members was developed to plan, record, track and update their continuing professional development 'on the go' via their smart phone or tablet for Android and iOS devices. The app synchronises to the member's main **CPD Now** portfolio.

On-line tutorials for the accreditation process and a new graphic supporting the understanding of the radiography career framework across clinical practice, research, leadership and education are being promoted to support high standards of professional development and to increase the numbers of practitioners already working at advanced and

consultant level in seeking College accreditation.

A comprehensive review of the **ISAS Standard** took place to ensure it remains patient focused and aligned to the Care Quality Commission key lines of enquiry. Twenty-four services in England have achieved ISAS accreditation with a hundred or so other imaging services engaged with the accreditation scheme at various points including all NHS services in Wales. Discussions continue with health boards in Northern Ireland.

Advanced practice therapeutic radiographers can now train to undertake **independent medicines prescribing** to meet service need. This is a very welcome development for patients receiving treatment for cancer. Independent prescribing rights for diagnostic radiographers is under review.

The **Scope of Practice** surveys for Diagnostic and Therapeutic Radiography were undertaken and will be published during 2016/17. These provide evidence about the development of the profession and inform key stakeholders across a wide range of work streams about changing practice.

A wide range of guidance documents were published during the year, including a revision of the *Vision for Therapeutic Radiography* which helps inform the government's ongoing cancer priorities in improving outcomes for patients and demonstrates the increasing contribution of therapeutic radiographers. Guidance is being developed to support the public

understanding of the role of the radiographer in MRI.

A working group, including patient representatives, is reviewing the College's **Patient Consent** guidance using the NICE accreditation process.

'Have you paused and checked?' posters and prompt cards, to act as a reminder of the checks required prior to the clinical examination, were launched to support MRI and ultrasound practitioners, building on the success of those developed for clinical imaging.

A joint document with the Royal College of the Radiologists and the Institute of Physics in Engineering and Medicine, under the aegis of the Clinical Imaging Board, evaluated the installed equipment and operations of **CT services** in the NHS across the UK. The purpose was to audit equipment specification and its utilisation, details of operational aspects of services, and to ascertain the planning of NHS radiology services to maintain and develop CT capacity. A similar study has been initiated for MRI.

Key objectives for 2016/17

- To increase the numbers of practitioners seeking accreditation at all levels, through ongoing promotional activity
- To increase the number of services seeking and achieving accreditation for ISAS, through raising awareness and understanding of the importance of quality and accreditation systems. This will require a planned programme of educational activity with the Royal College of Radiologists.
- To roll out the opportunity for on-line forums and communities to wider groups of the membership
- To publish, promote and disseminate the outcomes from the Scope of Practice surveys to key stakeholders
- To continue to maintain and develop links between the College and Education Institutions, including the new relationship with the Heads of Radiography Education (HRE) group; essential to maintain

educational standards and meet service requirements.

- Contribute to and support national work relating to the apprenticeship agenda to support the development of standards
- To complete a range of guidance documents to support the understanding of the specific roles and changing practice of radiographers within CT, and Breast Imaging services.
- To complete the Public Voluntary Register renewal process for sonographers

ENHANCE THE PUBLIC UNDERSTANDING OF IMAGING AND RADIOTHERAPY

The professional officers have contributed advice and leadership to national work streams and consultations being led by the Department of Health and arm's length bodies to ensure the contribution that radiographers can make in delivering patient centred services in an ever-changing environment is understood and appreciated.

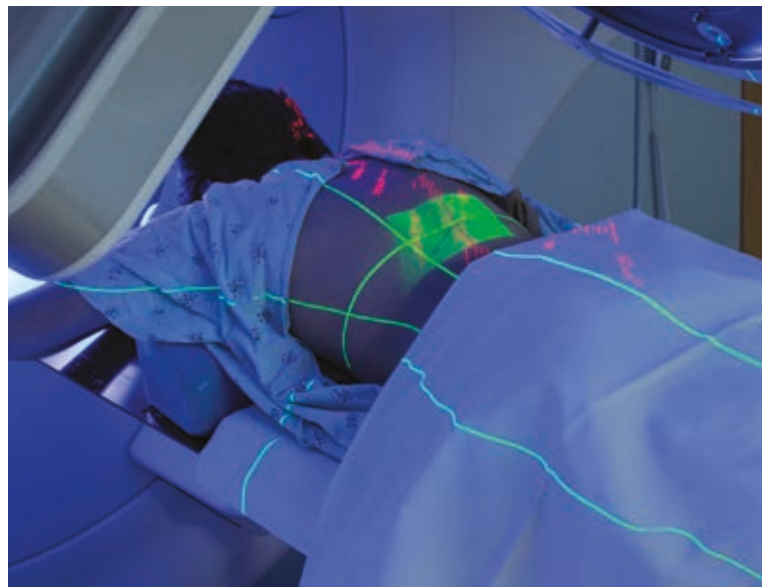
Specific work streams established by Health Education England (HEE) in relation to the radiography and sonography workforce, advanced clinical practice, the impact and management of the change from student bursaries to loans, and retention of therapeutic radiography students, have been a focus over

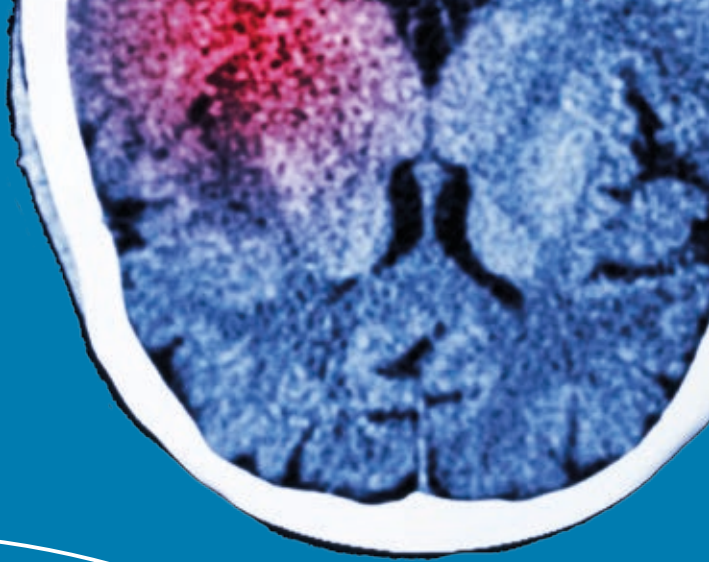
the year. There has been significant work with Cancer Research UK into analysis of the non-surgical oncology workforce, and with **Macmillan Cancer Support** in relation to therapeutic radiographers and their role in supporting cancer patients.

Following the publication of the **Cancer Taskforce's** *Achieving excellent cancer outcomes: a strategy for England 2015-2020* report in July 2015, the College was invited to the membership of the newly formed Independent **National Cancer Advisory Group**. The remit of the group is to confirm and challenge the National Transformation Board plans to move the Taskforce's recommendations forward.

The College's **Public and Patient Liaison Group** (PPLG) met three times during the year and PPLG members have been invited to participate in relevant consultations with third-party bodies and other College working groups including the Clinical Imaging Board, Radiology Errors and Near Misses Working Group, and participating in the drafting of the therapeutic radiography workforce guidance review, work with Prostate Cancer UK, and the research priorities project.

Guidance continues to be developed to support the understanding of the role of the radiographer and new practitioner case studies were added to the **Radiography Careers** website to inform potential students and





careers' advisors of the opportunities the profession offers.

The 6th **National Conference for Radiology Managers**, attended by more than 300 delegates and organised jointly with Philips Healthcare, presented a good opportunity to focus upon the importance of accreditation, to network and understand challenges and opportunities for the profession.

The College continued to have significant representation at the Radiological Society of North America meeting, the American Society of Therapeutic Radiation Oncology conference, the European Congress of Radiology, the European Society of Therapeutic Radiation Oncology, and meetings of the International Society of Radiographers and Radiological Technologists.

The inaugural **International Advanced Practice Conference**, hosted by representatives from the College, the AIR, and CAMRT enabled expertise to be shared and the collaboration of practitioners between countries. Planning started immediately for the next event.

The College has continued to have an influential presence in many UK multi-stakeholder events such as the British Nuclear Medicine Society spring meeting, Symposium Mammographicum, the British Association of MR Radiographers annual conference, the NCRI Cancer Conference, the British Medical Ultrasound Society Annual Scientific Meeting, and the Northern Ireland Awards and Conference for Allied Health Professionals.

The College agreed to support the integration of the United Kingdom Radiological Congress (UKRC) and the United Kingdom Radiotherapy and Oncology Congress (UKRO) during 2016 with the conference and exhibitions in Liverpool providing an excellent opportunity to meet and engage with healthcare professionals, share recent developments and make contact with potential new industry partners. The outcomes from this successful event will help inform the planning for a combined event from 2017.

Key objectives for 2016/17

- To collaborate with key stakeholders to ensure that the workforce needs for ultrasound clinical imaging and radiotherapy services are appropriately planned for, taking account of the changing service needs and to support the delivery of safe and effective high quality services for patients.
- Ensure the profession is equipped to meet the challenges of delivering proton services in England.
- Continue to collaborate with key national stakeholders in supporting the development of the ultrasound workforce to meet growing service demands.
- To continue to promote engagement of the profession in the work of the College through serving on internal College professional advisory groups.
- To continue to work with the cancer charities in supporting the work of the profession and impact upon patient care.
- To increase lay input across the work of the College through increasing involvement in consultation responses and to continue to increase the engagement in the professional advisory groups.
- Contribute to the second Leading the Way International Advanced Practice Conference being planned for 2018

CONFERENCES, SEMINARS AND OTHER LEARNING RESOURCES

The College organised 11 educational events during the year, attended by a total of more than 650 delegates.

Events included 'Caring for patients with dementia', 'Social and commercial aspects of the NHS fetal anomaly screening programme', a meeting for heads of radiography education institutions, which discussed flexible approaches to sonographer education and leadership events, including a new workshop 'Managing under pressure: essential skills for tomorrow's leaders'.

The College's annual **Student Conference** saw a record attendance, with exhibiting companies adding an extra dimension to the event for the first time.

The annual **Radiotherapy Conference** was as popular as ever and continues to support the development of first time presenters, including students and researchers who have received CoRIPS funding. The number of proffered papers and poster submissions continues to increase, supporting the goal of increasing research activity, with the event offering an excellent opportunity for professional networking.

The College continues to support the development of specific e-learning materials through the **e-Learning for Healthcare** programme. Twenty-one new sessions have been completed and published, including several MRI, three cardiac, two neuro-intervention, dental and some general sessions. Fifty adult skeleton sessions have been reviewed and updated, including the updating of images. To support the development of the existing radiography workforce, as the NHS high energy proton radiotherapy service is introduced, a multi-professional e-learning programme for proton radiotherapy is being developed, with expertise from the College's professional staff. More than 100 sessions are now tablet compatible.

An on-line training tool, offering a different opportunity for learning, was successfully piloted and further evaluated to support and increase members' use of CPD Now and understanding of the practitioners' accreditation system.

Key Objectives for 2016/17

- To explore opportunities to enable further dissemination of conference material to the wider membership
- To grow the e-Learning for Healthcare portfolio with submission of proposals for further sessions
- To develop and integrate the on-line training opportunities for engagement with and development of the profession

- To offer a wide ranging and topical conference programme to the profession

BUILD PROFESSIONAL CREDIBILITY THROUGH RESEARCH

The College's new five-year Research Strategy with three key aims was approved for publication and is the most ambitious to date with clear targets for the profession.

- Embed research at all levels of radiography practice and education
- Raise the impact and profile of radiography through high quality research focused on improving patient care and/or service delivery
- Expand UK radiography research capacity through development of skilled and motivated research-active members of the profession

An online collaborative forum has been developed and piloted to continue to support and grow the research network for the radiography profession. This has offered an opportunity for increased engagement, skills development and new collaborations through on-line monthly discussions focused around published research.

Dr Rachel Harris, the College's professional and education manager, was appointed chair of the **Council for Allied Health Professional Research**. It continues to support researchers at all levels.

A joint report of a research project between the College and **Prostate Cancer UK**, *The Prostate/Urology Specialist Cancer Workforce: Provision of Specialist Therapeutic Radiographers in the Treatment and Care of Men with Prostate Cancer*, was published and promoted. The research findings were presented at a well-supported joint conference. An online forum is supporting practitioner's networking and sharing evidenced based practice.

The **Industry Partnership Scheme (CoRIPS)** has two new members, with 29 commercial partners now providing funding

and strengthening the opportunity for radiographer led research. Two rounds of applications were received from radiographers seeking research funding. Nine projects were funded, totalling more than £70,000, including one student award.

The College's international journal, *Radiography*, continued to grow and develop with publication frequency being increased from four to five times a year and the title became the official journal of the European Federation of Radiographer Societies (EFRS). A submission was made to Medline and the outcome is awaited. The profile of the journal continues to increase through the review of papers within *Radiography* as part of the international twitter journal club, #MedRadJournal.

Key objectives for 2016/17

- To complete, publish and promote the College's research priorities
- To promote the availability of CoRIPS funding for radiography research and to support the profession in the application process, as well as growing the radiography evidence base aligned to the new College Research Strategy.
- To increase the numbers of partners within the College of Radiographers Industry Partnership scheme.
- To increase the number of European Radiography Societies subscribing to *Radiography* through the agreement with EFRS.
- To review the publication strategy for Radiography
- To continue to promote CAHPR opportunities to members, so increasing collaborative approaches to research.

Radiography in Scotland

Many of the College's activities and achievements described in this report are UK wide, however, there are specific activities in Scotland where health policy is largely devolved to the Scottish Government. The College employs a full time professional officer in Scotland, who leads much of the important work undertaken to represent the profession and promote

best practice. Notable activities in Scotland during the year included;

- Membership of the Scottish Government's Small Occupations Group, reviewing education, training and the numbers of the sonographer workforce.
- Participation in the Scottish government's Shared Services Agenda for Radiology, particularly focussing on the role of reporting radiographers across Scotland.
- Ongoing membership of the Scottish Clinical Imaging Network Steering Group and Demand Organisation sub-group. Development of a self-assessment tool to support the continuous improvement in quality standards in imaging.
- Ongoing membership of the Scottish Cancer Task Force (SCT). The Scottish cancer strategy entitled *Beating Cancer - Ambition and Action* has moved into an implementation stage.
- A review of the education and training requirements of Radiography assistant practitioners in Scotland, in liaison with NHS Education for Scotland, with a view to finding new ways of training which may lead to an apprenticeship.
- Participation in the AHP Academic Heads Group on behalf of the AHP Federation Scotland, with a view to supporting ongoing education in Scotland.

Key objectives in Scotland for 2016/17

- To continue to promote the role of the radiography profession in delivering high quality, effective and patient-centred compassionate healthcare for the Scottish public.
- To provide expert advice and guidance for the Scottish government, the Scottish Health Department and NHS Scotland, the radiography profession and workforce in Scotland, radiography education providers, and radiography researchers/ those engaged in research related to the profession.

Therapeutic radiographers gain independent prescribing rights



In a very welcome development for patients receiving treatment for cancer, advanced practice therapeutic radiographers will now be able to train to undertake independent prescribing if there is a service demand.

The change, which is now enshrined in law, will smooth the patient pathway by allowing practitioners to prescribe medicines that might be given before, during or after radiotherapy.

Eligible practitioners in England will be trained under the Health and Care Professions Council's approved programmes. Existing therapeutic radiographer supplementary prescribers will be able to undertake a conversion course to become independent prescribers.

The administrations in Northern

Ireland, Scotland and Wales will decide whether to adopt the same practice.

"This is a great leap forward and will be of significant benefit for patients," said Philip Plant, the chair of the College of Radiographers' (CoR) Patient and Public Liaison Group (PPLG). "The Society's PPLG were most supportive of the consultation that took place prior to the decision and it will help to build on the excellent relationship that patients already have with radiographers."

The joint chairs of the Society's Prescribing Group, Sarah Griffiths and Jancis Kinsman, also welcomed the news: "We believe this move will streamline the care that our patients receive by allowing us to be flexible with our prescribing to fully meet their needs."

SoR publishes guidance on intimate examinations

The SoR has published new guidance for diagnostic and therapeutic radiographers on best practices for carrying out intimate examinations and the use of chaperones.

The new document provides an update on the previous guidance from the Society published in 2011.

It is intended to be used

alongside intimate examination policies already in place at trusts, health boards or other healthcare providers.

The guidance also contains important advice on teaching student radiographers to carry out intimate examinations in a safe way.

The guidance advises radiographers to:

- Familiarise yourself with local and national guidelines
- Get consent for the examination, explain what will occur
- Offer a chaperone
- Give patients privacy to dress and undress
- Avoid light hearted or personal comments
- Stop if the patient asks
- Keep careful records

Rachel Harris appointed chair of the CAHPR



DR RACHEL HARRIS, professional and education manager for the SCoR, has been appointed chair of the Council for Allied Health Professional Research (CAHPR).

Rachel is a well-known champion of research. She has worked for the SCoR as research lead since 2006 and is the driving force behind the organisation's

research strategy. Rachel's initial foray into research was in the early 1990s when she investigated the psycho-social implications of head and neck cancer.

In her role as CAHPR chair, Rachel is looking to persuade colleagues that research should be an essential part of service delivery and patient care.

CoR Annual Radiotherapy Conference 2016

The College of Radiographers' Annual Radiotherapy Conference continues to go from strength-to-strength, and this year was no exception as another sell-out crowd gathered in Bristol to hear about the latest research, innovation, clinical experience and strategy for cancer treatment.

A key message was the need to reduce the burden on the front-end of services, with increasing pressure on radiographers and the massive burden of an unprecedented increase in cancer patients on the horizon.

Director of professional policy at the Society and College of Radiographers, Charlotte Beardmore, said: "We as a population drink too much, smoke too much and eat the wrong things. We need to think about how we front-load the front-end of the treatment pathway to reduce the treatment burden.

"We haven't got the funding to keep investing in treatments and more money needs to go into public health."

This was backed up by Daniel Hutton, change manager/therapeutic radiographer, at The Clatterbridge Cancer Centre NHS Foundation Trust, who drilled down into the importance of radiographers' roles in public health.

Radiographers promote the profession and share ideas on World Cancer Day

Healthcare professionals across the UK and around the world united to support World Cancer Day on 4 February.

The occasion provided the chance to spread the word and get as many people discussing cancer as possible, to raise awareness and education, as well as encourage governments and individuals to take action.

Radiographers took to social media networking sites to champion the vital work they do, and share ideas and experiences. They also shared information in their departments and opened up conversations about the disease and its care with family and friends.

Charlotte Beardmore, director of professional policy at the SCoR, said: "The contribution radiographers make to the cancer pathway, from screening to diagnostics through to treatment and ongoing care, is crucial in the way the disease is treated."

CoR publishes joint guidance for practice educators

The role of the practice educator is vital for supporting learners in the workplace. To make the expectations of the role clearer, new guidance has been published by the College of Radiographers (CoR) in association with 16 other professional bodies.

The Health and Care Professions Practice Education Guidance aims to support practice educators across the allied health professions.

One of the aims of the guidance is to ensure practice educators keep up-to-date with current best practice. Louise continues: "We want to give them the confidence and skills to create a clinical teaching and learning environment which includes their fellow practitioners and encourages others to take ownership of education and learning too.

University of Bradford honours Professor Audrey Paterson OBE

Professor Audrey Paterson, former director of professional policy at the SCoR, has been awarded an honorary doctorate by the University of Bradford for her contribution to the development of radiography education.

A member of the UK Council of the SCoR for 12 years, Professor Paterson was president of the SCoR in 1993/4. She was the UK council member for the International Society of Radiographers and Radiological Technologists for four years and the steering group co-ordinator for the World Sonographer Association between 1988 and 1991.

In June 2011 she was awarded the Order of the British Empire in the Queen's birthday honours list. She retired from her position at the SCoR in April 2014.



SCoR CEO Richard Evans is awarded an OBE

Richard Evans, the chief executive officer of the Society and College of

Radiographers, was recognised in the 2016 Queen's Birthday Honours List.

The awarding of the Officer of the Order of the British Empire has been made by the prime minister 'for services to radiography'.

Richard collected his OBE at Buckingham Palace on 11 October. The honour was presented by Prince William, Duke of Cambridge.

Richard's three children Frances, Freya, and Jonathan shared their father's special occasion.

Speaking about the day, Richard said: "It was an amazing experience to see inside Buckingham Palace and humbling to meet many inspiring people also receiving awards.

"I felt very proud to be a radiographer and grateful for all of the opportunities the profession has offered me. I was particularly pleased that Frances, Jonathan and Freya were able to be there with me. We had a great day."



International Radiographer Advanced Practice Conference

work being done by the College of Radiographers (CoR) in conjunction with colleagues around the globe, to develop definitive definitions of advanced practice, both clinically and educationally, in the UK and across the world.

Presentations and papers across the event were wide-ranging, from discussing advanced practice from a manager's point of view; benchmarking advanced clinical best practice; to personal reflections of role development. Uniquely, it included perspectives from representatives of professional bodies outside the UK.

Other highlights included workshops on subjects such as patient care and what it means;

accreditation; how to make the most of research opportunities; and how to plan for an advanced practice role.

Also speaking, was Suzanne Rastrick, Chief Allied Health Professions Officer (CAHPO), NHS England, who discussed the challenges faced in the health service and how the profession must consider the delivery of healthcare in terms of health and wellbeing in spite of funding gaps, while maintaining high levels and care and quality.

"There is real opportunity in adversity," she said. "It makes us think differently. Advanced practice is understanding how you can pitch your skills into what's needed for the future and appropriately into this planning process."



Advanced practice is about providing a better outcome for the patient and creating new career opportunities for radiographers, said Charlotte Beardmore, director of professional policy at the SCoR.

"We want to add value to improve patient outcomes and we have so much more to offer," she told delegates at Leading the Way, a conference organised by Sheffield Hallam University and held at its city centre campus, in September.

Charlotte spoke about the

SoR survey shows 60% of students subjected to bullying

More than 60% of students feel they have been subjected to bullying whilst on clinical placement, according to new research by the Society of Radiographers.

The data comes from a survey of 500 student members of the Society.

Respondents anonymously shared some of the shocking incidents they had experienced on

placement, including:

Lyn West-Wigley, Health and Safety Officer at the Society, said: "The survey doesn't make pleasant reading and it identifies there is a problem.

"The SoR has a list of recommendations prioritising our next steps and we will continue to engage with universities and clinical placements to work towards

eradicating the problem."

One measure being put into action by the Society is the implementation of a requirement that when a higher education course is subject to re-accreditation, the clinical placement must have at least one practice educator who has attended the practice educator's scheme and received a formal qualification.

Sixth National Conference for Radiology Managers

Richard Evans welcomed more than 300 delegates to the sixth national Conference for Radiology Managers in May. The theme this year was 'Radiology the new horizon: Equipping your workforce today to manage the demands of tomorrow'.

"Most people get into health work because they want to make a difference and what you learn here today will make a big difference, make things better – for the service, you, the team, your department and of course, the patients," Richard said.

Acknowledging that most of the delegates attending were coming from very challenging circumstances in their own organisations, he asked: "What's brought everybody here

today? Have you been before and if so, what has brought you back? Are you coming back because something went right?"

It can be difficult to find the time to reflect on your own services and to plan for the future. The conference provided attendees with the time, space and support which is so often lacking in daily routines. It was a "wonderful opportunity for attendees to meet people with similar problems".

Richard asked: "Have you come with a mission? Is there something on the programme you are particularly interested in? This is a great opportunity to meet up with people and share information and



ideas, to learn something new and find out what's going on outside your own organisation."

Radiography Awards 2016

Radiographers play a crucial role, said SCoR President Steve Herring, as he welcomed guests to the 2016 SCoR Awards this year

"Each member of the profession is special. Every day, radiographers provide excellent patient care and every day radiology managers do more with less and encourage their team to excel," he said.

Radiography Team of the Year award was won by a group of mammographers from the north west.

The team set up the WoMMeN (Word of Mouth Mammogram e-Network) project in 2012 to create a social networking and information hub

for women invited for breast screening and wanting to know more about it.

Jane Hall, a Macmillan information and support radiographer at Lincoln County Hospital, was named Regional Radiographer of the Year for the Yorkshire & North Trent Region, and has been voted overall UK winner by the Society & College of Radiographers.

UK Diagnostic Student of the Year was Marianne Kipling, of Birmingham City University. Marianne, who achieved a First Class Honours degree in diagnostic radiography this summer, recently took up her first post as a diagnostic radiographer at



Warwick Hospital.

Sarah Smith, a recent graduate of Sheffield Hallam University, was named as Therapeutic Student Radiographer of the Year. She achieved a first class honours degree and has been awarded a full scholarship for a PhD, which she began in October.

World Radiography Day 2016

Imaging and radiotherapy departments across the globe marked World Radiography Day this year, with a variety of events to celebrate the profession and raise awareness of the role of radiographers.

Members of staff at Great Ormond Street held a fund day for children to raise the profile of the department and reduce patient

anxiety through fun games, teaching and equipment and demonstrations of the equipment.

TV personality Jeremy Kyle helped staff at Sunderland Park Hospital celebrate their day, as he was filming there on 8 November.

Other events included a pub quiz in Derby, displays of posters and artefacts, bake sales, and a 'skeleton'



staff greeted patients at The Royal Victoria Hospital in Belfast.



BENEVOLENT FUND TRUSTEES REPORT

The Trustees present their report and the independently examined accounts for the year ended 30 September 2016.

AIMS AND OBJECTIVES

The Benevolent fund was established in 1983 as a registered charity and is governed by a trust deed dated 16 June 1983, and a Supplemental Deed of Trust dated 23 November 2006. The objects of the charity are “the assistance and relief of persons in the United Kingdom being members (including student members) and former members of the Society and their dependants who are in necessitous financial circumstances and in particular such of them as are old, sick or incapacitated.”

PUBLIC BENEFIT

The Trustees have paid due regard to the guidance on public benefit published by the Commission in exercising their powers and planning the activities of the charity. The Trustees are satisfied that the Trust has charitable purposes as set out in the Charities Act 2011 covering the prevention and relief of poverty for the public benefit.

TRUSTEES AT 30 SEPTEMBER 2016

Pamela Knowles (current Chair)
Neil Williams
Mitan Patel
Kathy Burgess
Brigitte Faubert
Rosemary Boutle
Angela Duxbury
Sue Taylor

Four new Trustees: Brigitte Faubert, Rosemary Boutle, Angela Duxbury and Sue Taylor were appointed during the year. The responsibility for the overall management and organisation of the charity rests with the Board of Trustees. The Board comprising of seven Trustees are drawn from or are appointed by Society Council. (Numbers exclude the Chair of the Board). Policies and procedures, together with a Handbook for the

induction and training and guidance of trustees have been prepared and currently this is conducted according to need.

ACTIVITY IN THE YEAR

The Trustees met twice during the year to discuss management of the Fund, and strategy. Requests for assistance and the awarding of grants are regularly discussed via an online facility. Other activity between formal meetings of the Board also included the recruitment and selection process for replacement trustees for appointment during the year by the UK Council of the Society.

Receipts for the year to September 2016 were £11,638, £3,103 more than 2015 mainly due to an increase in donations and a late receipt of Gift Aid income. Receipts from donations rose by £2,606 from £6,389 last year to £8,995 in the current year mainly due to two large donations. A £5,000 donation was made from the Society which is consistent with the previous year and receipts from the collections at Society meetings around the UK have shown an increase from £424 in the previous year to £573. Affiliation receipts from the Society credit card continue to decline.

Payments in the year amounted to a total of £12,445 compared to £3,732 in 2015. The increase was mainly due to an increased number and value of grants awarded. Eleven awards were granted in the current year totalling £10,830 compared to seven awards granted in the previous year totalling £2,306.

The short term deposit balance at 30 September 2016 was £76,323 and the Fund's bank balance was £50,224. The aggregate of £126,547 represented a decrease of £807 over the total of the balance of the year before. The Trustees would like to thank all those who have made

donations in the year or otherwise supported the Fund and also UK Council for their continued support of the Fund.

INVESTMENT, RESERVES AND RISK POLICIES

The Trustees concluded that the current level of reserves held would not support investment in equities or investment funds without impacting on the fund's ability to meet its charitable objectives. As a result, the Trustees will continue to use interest bearing cash deposits. This approach will be kept under regular review. If the Trustees choose to invest in the future, an agreed investment policy has been adopted in order to safeguard the capital resources of the Fund. It considers the level of risk of the investment strategy, investment management selection, investment restrictions and its ethical policy which precludes investment in armaments and tobacco stocks.

RESERVES

The charity's reserves amounted to £126,547 at 30 September 2016. The Trustees wish to hold sufficient reserves to be able to ensure continuity in the operation of the charity in the event of a large variation of income and/or increase in applications for financial assistance. To address this inherent uncertainty the Trustees deem it prudent to aim to hold the equivalent of two years' income in a readily accessible deposit account and a minimum of three years' income equivalent on deposit on appropriate notice. This approach will be kept under regular review.

RISK

The Trustees have reviewed the major risks facing the fund at each meeting.

*Mrs Pamela Knowles
Chair of the Trustees*

SOCIETY OF RADIOGRAPHERS BENEVOLENT FUND

Receipts and Payments Accounts for the Year ended 30 September 2016

| | Unrestricted funds 2016 | | Last year 2015 | |
|-------------------------------|----------------------------|-----------------|-------------------|----------------|
| | £ | £ | £ | £ |
| Receipts | | | | |
| Donations | 8,995 | | 6,389 | |
| Gift Aid reclaimed | 406 | | - | |
| Income from credit cards | 914 | | 999 | |
| Bank interest | 1,323 | | 1,147 | |
| Total Receipts | | 11,638 | | 8,535 |
| Payments | | | | |
| Awards made | 10,830 | | 2,306 | |
| Bank charges | 29 | | 102 | |
| Sundry expenses | <u>1,586</u> | | <u>1,324</u> | |
| Total payments | | (12,445) | | (3,732) |
| Net (payment)/receipts | | (807) | | 4,803 |
| Cash funds last year | | 127,354 | | 122,551 |
| Cash funds this year | | 126,547 | | 127,354 |

STATEMENT OF ASSETS AND LIABILITIES As at 30 September 2016

| | 2016 £ | 2015 £ |
|------------------------------|----------------|-----------|
| CASH FUNDS | | |
| Short term deposit | 76,323 | 75,000 |
| Cash at bank | 50,224 | 52,354 |
| Total cash funds | 126,547 | 127,354 |
| OTHER MONETARY ASSETS | | |
| Gift Aid due | 158 | 359 |

The information on page 28 and above has been extracted from the full Society of Radiographers Benevolent Fund Report and Accounts for the year ended 30 September 2016, as signed by the Chair of Trustees on 22 February 2017. The full accounts can be accessed by Society members at www.sor.org/about-us/statutory-documents/legal-reports-accounts

30 A crucial public perspective



The Patient and Public Liaison Group (PPLG) gives patients and the public the opportunity to influence the work of the Society & College of Radiographers (SCoR) and ensure their views are represented.

Empowering patients to share in decision making ('no decision about me, without me'), the PPLG, a group of highly committed individuals, meets several times a year and provides opinions, input and support on various aspects of the SCoR's work, including documents, consultation responses and strategy.

It also contributes to SCoR working groups and boards as well as external organisations on which the SCoR has representation.

A recent example is the support that the PPLG provided during the consultation process that led to independent prescribing rights being granted for therapeutic radiographers. The group continues to support the campaign for diagnostic radiographers to achieve the same status.

There are currently six lay members of the PPLG and membership is open to anyone. They are recruited via national advertisements and radiographers are encouraged to approach patients whom they believe could make a valuable contribution to the group.

Two PPLG members are **Linda Samuels** and **Barbara Jones**.

Linda is a founder member and during the past eight years she has been actively involved in

most aspects of the group's work, from inputting views on the SCoR's response to the Francis Report, to working closely with the National Radiotherapy Implementation Group.

She also has been an influential member of the National Cancer Action Team. The group was also instrumental in bringing about the National Radiotherapy Patient Experience Survey and responded to the NHS cancer strategy - the Five Year Forward View.

Linda firmly believes that the group's work is highly valued by the SCoR and that the experience of patients will be better as a result of the group's work.

A lay member of the PPLG for over a year, **Barbara Jones** worked originally as a therapeutic radiographer. Her work with the PPLG has allowed Barbara to continue to make a difference in how cancer sufferers are treated, even in her retirement.

She has been an active member of the Radiotherapy Advisory Group, working on guidelines for staffing radiotherapy centres. Last year she had the opportunity to visit the Houses of Parliament and meet with Andrea Jenkyns MP, who chairs a cross-parliamentary committee on NHS patient safety.

Barbara is committed to making a difference to the future of the radiography profession and the patients it cares for, rather than sitting back and watching it happen.

“By joining it shows you’re not just going to sit back and watch everything happen, that you want to try and make a difference to what will happen in the future in one really important branch of healthcare.”

“I’ve met many incredible people and seen some of the vast amounts of work that goes on. It really makes you appreciate what is done for the patient and gives you a small but not insignificant insight into the NHS. It’s incredibly enjoyable.”



SOCIETY AND COLLEGE OF RADIOGRAPHERS

Financial report for the year to September 2016

31

(All figures rounded to £000s)

TOTAL INCOME

Income for the year to September 2016 was £6.977m, £359,000 (5.42%) higher than last year. Membership subscription income increased by £368,000 (6.43%) through increased member numbers, combined with a modest average 0.86% increase in subscription fees from the previous year. Other income decreased by £9,000 (1.01%) to £882,000 mainly due to decreases in magazine advertising revenues offset by increases in course accreditation and approvals and investment income.

TOTAL OPERATING EXPENDITURE

Expenditure increased by £63,000 (0.99%) from the restated total for the previous year required by the implementation of Financial Reporting Standard 102 to £6.386m for the year to September 2016. Within this overall rise, staff costs increased by £206,000 (6.98%) compared to the previous year and operational and overhead expenditure decreased by £143,000 (4.24%) to £3.228m. The fall in operational and overhead expenditure included reductions in members' insurance and legal costs, lower industrial relations related costs and a lower overall level of research grants awarded compared to the previous year.

SURPLUS/ (DEFICIT) FOR THE YEAR

The Society and College achieved an operating surplus in 2016 of £591,000 (2015-restated-£295,000) before investment gains of £1.022m and pension scheme actuarial losses under FRS102 of £1.613m. As a result of these investment gains and pension scheme actuarial losses combined, the bottom line deficit in 2016 for the Society and College was (£130,000), £136,000 down on 2015. The increase in pension scheme actuarial losses from the position reported at the end of the previous year was significantly affected by the immediate impact of the 23 June 2016 Referendum outcome on financial markets, including corporate bond yields on which the discount rate used to value Scheme liabilities on 30 September 2016 was based.

Income and expenditure summary for the year ended 30 September 2016

| | | | | 2016 | 2015 |
|--|------------------|------------------|-----------------|----------------|----------------|
| | Society £'000 | College £'000 | Contra £'000 | Total £'000 | Total £'000 |
| INCOME | | | | | |
| Membership income | 6,095 | - | - | 6,095 | 5,727 |
| Other income | 343 | 2,599 | (2,060) | 882 | 891 |
| Total Income | 6,438 | 2,599 | (2,060) | 6,977 | 6,618 |
| EXPENDITURE | | | | | |
| Staff Costs | 1,800 | 1,358 | - | 3,158 | 2,952 |
| Other operating expenses | 4,307 | 981 | (2,060) | 3,228 | 3,371 |
| Total Expenditure | 6,107 | 2,339 | (2,060) | 6,386 | 6,323 |
| Gains / (losses) on investments | 511 | 511 | - | 1,022 | (262) |
| Surplus / (deficit) for the financial year | 842 | 771 | - | 1,613 | 33 |
| Actuarial (losses) on defined benefit pension scheme | (1,064) | (679) | - | (1,743) | (27) |
| NET MOVEMENT IN FUNDS FOR THE YEAR | (222) | 92 | - | (130) | 6 |

32 COMMENTARY ON INCOME AND EXPENDITURE

Total income for the whole organisation in 2016 amounted to £6.977m, £359,000 (5.42%) up on 2015.

Income from membership subscriptions amounted to £6.095m, a rise of £368,000 (6.43%) over the previous year. The increase was the result of a 5.00% rise in the number of members coupled with a modest average 0.86% increase in subscription fee rates from the previous year.

Other income amounted to £882,000, a decrease of £9,000 (1.01%) from 2015 for the following main reasons:

- a) Magazine advertising revenue declined by £54,000.
- b) Income from Conferences, Seminars and e-Learning decreased by £8,000 due to a slightly lower number of educational events held in the year.
- c) Other income reduced by £12,000, largely due to the phasing of project funding received from Prostate Cancer UK.
- d) The above decreases were off-set by increases in:
 - (i) Course Accreditation and Approval income of £11,000
 - (ii) Website advertising revenue of £16,000
 - (iii) Charitable donations received of £5,000
 - (iv) Income from regional committees and national councils of £2,000
 - (v) Income from investments of £31,000

Expenditure for 2016 across the organisation amounted to £6.384m, an increase of £63,000 (0.99%) from 2015.

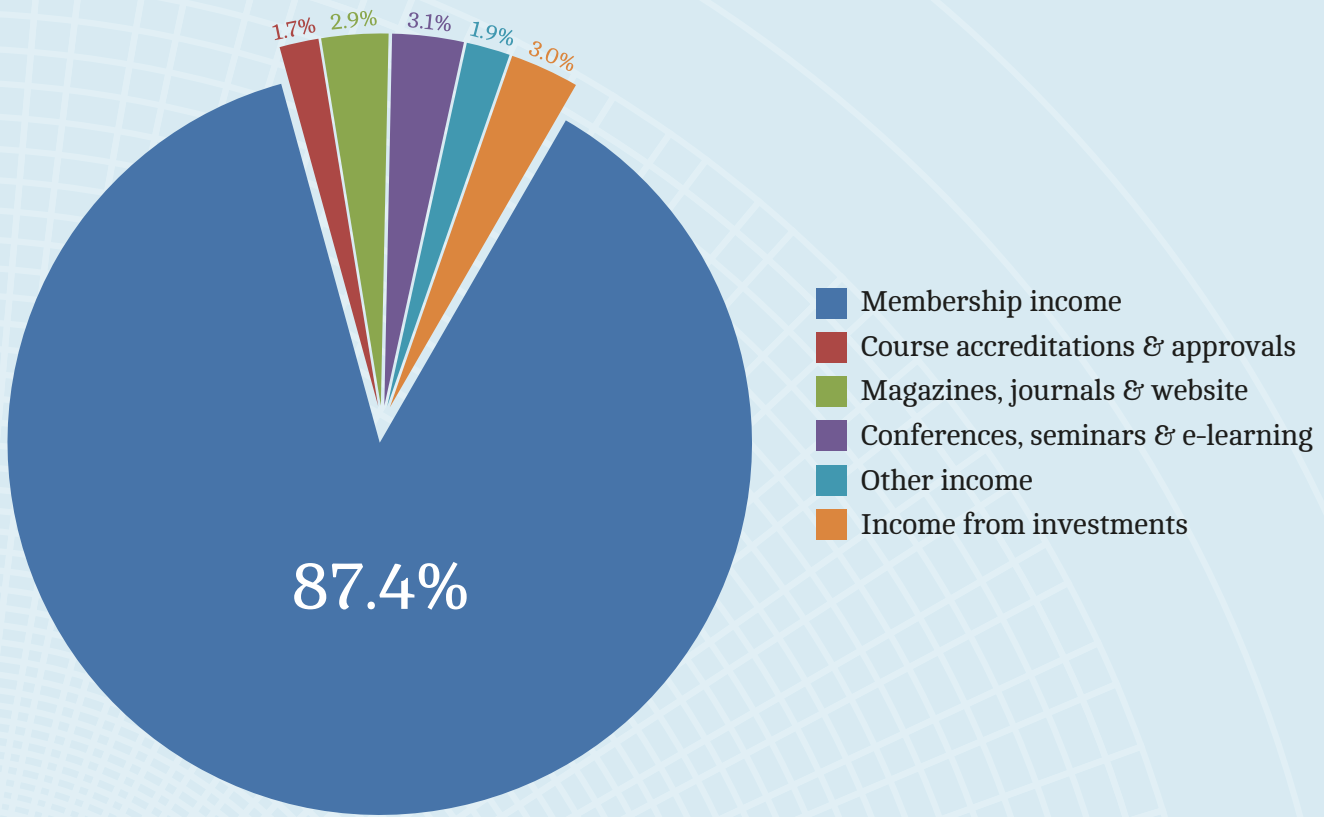
Staff costs in 2016 were £3.158m, an increase of £206,000 over 2015 and reflected an inflation-linked pay award for 2015-16, additional staff recruitment within the year equivalent to 1.5 full-time posts, temporary staffing to cover short-term project capacity shortfalls and increased pension scheme costs.

Operational and overhead expenditure amounted to £3.228m, £143,000 (4.24%) less than 2015. This net decrease in costs was largely attributable to the following:

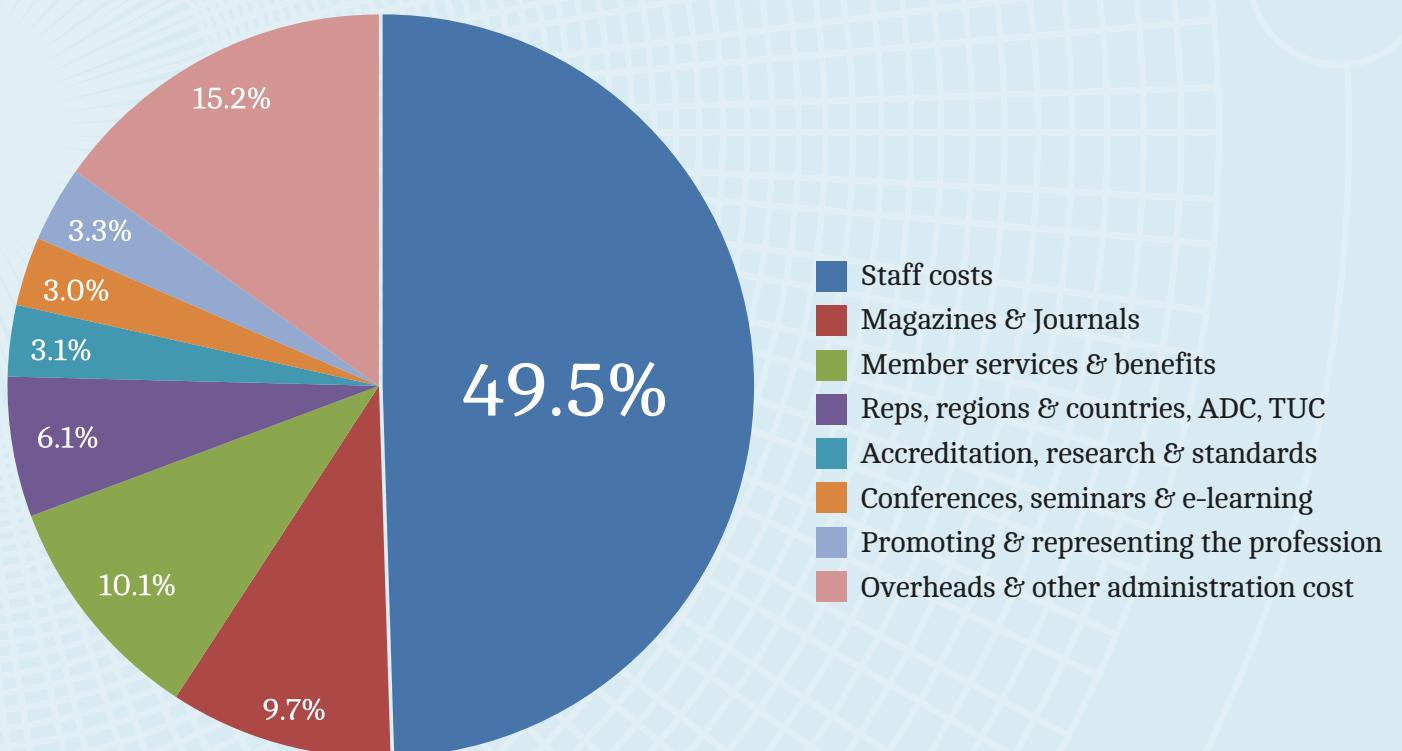
- a) A return to established budgeted support costs for the Benevolent Fund following completion of the pilot Helpline project.
- b) Decrease of £11,000 in magazine publishing costs reflecting the decline in advertising revenue.
- c) Increases in Members' Professional Indemnity Insurance offset by reductions in the cost of legal advice and support for members resulting in a net decrease of £45,000 from the previous year.
- d) Reduction of £30,000 in Ballots, campaigns and other industrial relations costs compared to the previous year.
- e) A net decrease in research costs of £36,000 mainly as a result of a fall in grants awarded under the Fellowship category compared to the previous year.

Surplus for the year before investment gains increased by £296,000 from 2015 to £591,000 in 2016.

INCOME - WHERE DOES IT COME FROM?



EXPENDITURE - HOW IS IT SPENT?



COMMENTARY ON THE BALANCE SHEET

Total assets at the 2016 year end amounted to £7.814m, a decrease of £130,000 from the value at September 2015 for the reasons set out in the previous section. Tangible fixed assets, which include the head office property, increased by £341,000 following completion of the full refurbishment of the first floor of Quartz House.

The Society and College fixed asset investments amounted to £7.562m, an increase of £1.688m in value in the year inclusive of income re-investment.

Current assets less liabilities at £743,000 were £405,000 lower than at September 2015. The pension scheme liability as calculated under FRS102 increased by £1.762m from September 2015 to a liability of (£1.870m) as at the end of September 2016; an outcome adversely influenced by the volatility in investment markets at the year-end point following the 23 June 2016 Referendum outcome.

Corresponding to the decline in Total Assets described above, the Society's and College's combined reserves decreased by £130,000 in the year, the amount of the Deficit after Investment Gains and Actuarial Losses, to a total of £7.814m as at 30 September 2016.

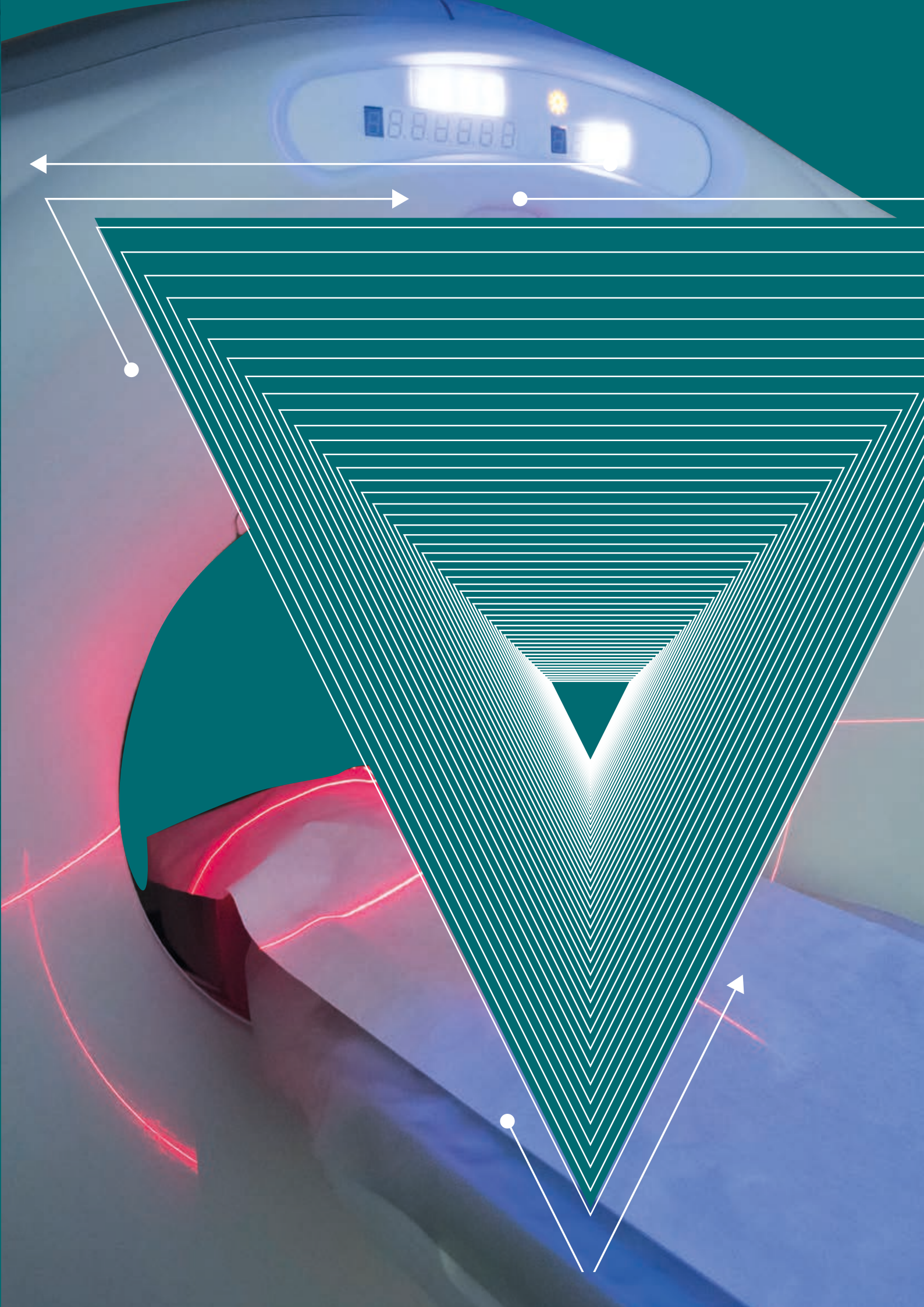
Balance sheet as at 30 September 2016

| | Society £'000 | College £'000 | Contra £'000 | 2016 Total £'000 | 2015 Total £'000 |
|--|------------------|------------------|-----------------|------------------------|------------------------|
| FIXED ASSETS | | | | | |
| Intangible assets | 58 | 12 | - | 70 | 62 |
| Tangible assets | 77 | 1,232 | - | 1,309 | 968 |
| Fixed asset investments | 3,781 | 3,781 | - | 7,562 | 5,874 |
| Investment in subsidiary | - | - | - | - | - |
| | 3,916 | 5,025 | - | 8,941 | 6,904 |
| CURRENT ASSETS LESS LIABILITIES | | | | | |
| Debtors | 464 | 80 | (315) | 229 | 199 |
| Cash at bank and in hand | 775 | 607 | - | 1,382 | 1,744 |
| Creditors | (499) | (684) | 315 | (868) | (795) |
| NET CURRENT ASSETS | 740 | 3 | - | 743 | 1,148 |
| Pension scheme (liability) | (1,183) | (687) | - | (1,870) | (108) |
| TOTAL ASSETS AT 30 SEPTEMBER | 3,473 | 4,341 | - | 7,814 | 7,944 |
| Share Capital | - | - | - | - | - |
| RESERVES | | | | | |
| General fund | 4,656 | - | - | 4,656 | 3,763 |
| Restricted funds | - | 18 | - | 18 | 37 |
| Unrestricted funds | - | 5,010 | - | 5,010 | 4,252 |
| Pension scheme funding reserve | (1,183) | (687) | - | (1,870) | (108) |
| TOTAL CAPITAL AND RESERVES | 3,473 | 4,341 | - | 7,814 | 7,944 |

REPORTING ON SUMMARISED ACCOUNTS

The above figures on pages 31 and 32 have been extracted from the full Society Council and College Board of Trustee reports and financial statements, which have both been audited by Crowe Clark Whitehill LLP, who gave unmodified audit reports in February 2017. The Council's and Trustees' reports were approved by Council and the Trustees and signed on their behalf on 15 February 2017 and 28 February 2017 respectively. The College report will be submitted to the Charity Commission in July.

These summarised financial statements may not contain sufficient information to gain a complete understanding of the financial affairs of the above entities. The full reports, audit reports and financial statements are accessible by Society members at www.sor.org/about-us/statutory-documents/legal-reports-accounts and may be obtained from The Secretary, Society and College of Radiographers, 207 Providence Square, London SE1 2EW.





SoR

THE SOCIETY OF
RADIOGRAPHERS

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