

On target for the future

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**Annual Report and
Accounts 2007-08**

**for the year ending
30 September 2007**

THE SOCIETY OF
RADIOGRAPHERS



The Objects

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.

ANNUAL REPORT 2007/08

**for the year ending
30 September 2007**

The Society of Radiographers is the trades union and professional body for those practicing in medical imaging and radiotherapy.

Registered office

207 Providence Square
Mill Street
London SE1 2EW

Company secretary

Richard Evans
207 Providence Square
Mill Street
London SE1 2EW

Auditors

Horwath Clark Whitehill LLP
Chartered Accountants
St Bride's House
10 Salisbury Square
London EC4Y 8EH

Bankers

Unity Trust Bank plc
Nine Brindleyplace
Birmingham B1 2HB

Solicitors

Osborne Clarke Solicitors
2 Temple Back East
Temple Quay
Bristol BS1 6EG

Investment manager

Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool L3 1NW

The Society of Radiographers is a company limited by guarantee
Registered Number 169483

The College of Radiographers is a limited company and a registered charity
Registered Number 1287383

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THE SOCIETY'S COUNCIL



Council members left to right: Linda Forret (Scotland), Ann Pollard (Midlands), Ian Henderson (London), Pauline Kimpton (South West), Andy Pitt (North West), Pam Kitto (Northern), Pam Black - Observer for Annual Delegates' Conference, Michael Graveling - President Elect (Yorkshire and North Trent), Zena Mitton - President, Kris Owden - Student Observer, Sandra Conn (Northern Ireland), Kate Brown - Observer for Annual Delegates' Conference, Jackie Hughes (Wales), Karen Cornell (Eastern), and Kenny McMurray (Scotland).

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*Gill Dolbear
Vice President (South East)*



Adele Maddison (Wales)



Sandie Mather (Scotland)

SOCIETY COUNCIL MEMBERS AND OFFICERS

For the period of this Annual Report and until 30 January 2008

ELECTED OFFICERS

President:	Mr A Pitt FCR DCR(R) to 30.06.07 Mrs Z Mitton DCR(R) DRI from 01.07.07
President Elect:	Mrs Z Mitton DCR(R) DRI to 30.06.07 Mr M Graveling BSc(T) from 01.07.07
Vice President:	Mr M Graveling BSc(T) to 30.06.07 Mrs G Dolbear MSc PgCL&T(HE) DCR(R)DMU (from 01.07.07)

SENIOR OFFICERS

Chief Executive Officer:	Mr R Evans HDCR
Director of Professional Policy:	Professor A Paterson FCR MSc TDCR DMU
Director of Industrial Relations:	Mr W Town MA DCR(T) DLS
Director of Finance:	Mr N Williams FCA
Editor Synergy – Imaging and Therapy Practice	Mrs R Deeson
Editor Radiography	Professor P Hogg DCR(R) DRI

REGIONAL REPRESENTATIVES

Scotland	Miss L Forret DCR(R) Mr K McMurray DCR(R) Mrs S Mathers MSc DCR(R) Mr M Graveling BSc(T)
Yorkshire & North Trent:	Mrs P Kitto DCR(R)
Northern:	Mr A Pitt FCR DCR(R) from 01.07.07
North West:	Mrs S Conn TDCR
Northern Ireland:	Mr K Tucker DCR(R) to 30.06.07
Wales:	Mrs A Maddison BSc, PGDip (from 01.01.07) Mrs J Hughes DCR(R)
Midlands:	Mrs A Pollard FCR DCR(R)
Eastern:	Mrs Z Mitton DCR(R) DRI to 01.09.07 Mrs K Cornell DCR(R) from 03.09.07
London:	Mr I Henderson FCR DCR(R) MSc PgCHE
South East:	Mrs G Dolbear MSc PgCL&T(HE) DCR(R)DMU
South West:	Mrs P Kimpton DCR(R)

THE COLLEGE OF RADIOGRAPHERS BOARD OF TRUSTEES (CBOT)

Chairman	Mrs N Sinclair MA BSc(Hons) TDCR
Ms P Chapman	Mr A Pitt FCR DCR(R)
Mr A Kay	Mrs A Pollard FCR DCR(R)
Mr I Eversden M.Phil	Mr I Henderson FCR DCR(R) MSc PgCHE
Mr J Foster FCA	Mr M Graveling BSc (T)
Mrs P Williams MSc BSc(Hons) TDCR	Mrs J Hughes DCR(R)
Dr K McHugh FRCR)	Mrs P Kimpton DCR(R) from 01.03.07
Mrs Z Mitton DCR(R) DRI from 04.07.07	Mr S Crimmins DCR(R) to 30.06.07
Mrs S Mathers MSc DCR(R) to 17.01.07	

The Council members and College Trustees are covered by professional indemnity insurance.

On target for the future

The Annual Report provides an insight into the work in which the Society is involved. Read it and you will realise how varied our organisation has become and how we are meeting the challenges of the 21st century.

The membership of our profession is growing more diverse. However, the founding principles of the Society of Radiographers remain the same as ever. We are proud of the Society's 'Objects' reproduced on the inside front cover of this document. They are based on the promotion of professional standards, development of radiography, services to patients and the public and to protection of our members' interests. The growing diversity of the profession is encouraging, as well as demanding on the Society, as we move to fulfil the needs of the membership.

The Society is the voice of radiography and, as such, we are the organisation the government, the public, patients, overseas radiographers and our fellow colleagues within the healthcare environment, look to for information and guidance.

We are proud of the fact we are world leaders in the promotion of radiography and role development for radiographers. We are also leading the way in developing multidisciplinary working, as our collaborations with the Royal College of Radiologists and other allied health professional bodies testify.

The future of the profession

Research is crucial to the development of any profession and it must remain at the forefront of radiographic development worldwide. We have seen an increase in the amount of research and funding has grown thanks to the support of our industry partners. It is essential that all members become active in undertaking, presenting and publishing research. Money, support and advice are available to members.

The Society of Radiographers is a membership society and is, by its very nature, reliant on the expertise and hard work of those very members. Being a member of the SoR means that you have a responsibility to the Society to act within its policies, standards and values. Members are the true ambassadors for the profession and, as such, need to be proactive in all ways to ensure our continued success as an organisation.

The Society is its members and our representatives are the vital communication links that enable us to work together. It is vital that our representatives understand the aims and objectives of our organisation. It is essential that all members are proactively involved and let members of Council know in which direction the organisation should travel.

My aim during my presidency is to encourage members to become more involved with the Society from grass roots to Council. I want to inform members of the process and the opportunities available by becoming more active in the organisation. I want to encourage more members to actively use their membership for the profession.

We must all work together to bring the excellent skills we have within our membership to the greater good of the Society and College of Radiographers and to the profession everywhere. We are crucial to modern healthcare delivery and to meeting government targets, whether in radiotherapy or diagnostic imaging. I know that radiographers are best placed to deliver quality, patient focused services.

It is an honour and a privilege to represent radiographers. I am delighted that I was chosen to be the 70th President of the Society of Radiographers. As a representative for the Society and a voice for the Society, I urge all members to get involved.



Zena Mitton DCR/DRI
President 2007/2008



The growing
diversity of the
profession is
encouraging,
as well as
demanding

Targeting success

The year up to the end of September 2007 was the second year of our Council's three year strategy and, as you read this report, I hope that you will agree that the Society is making progress in each of the three themed parts of the strategy: Membership, Organisation and Vision.

Appropriately, the report echoes the theme that the SoR is 'On Target' with respect to the profession, our services to members, and in ensuring the continuing provision of excellent patient services in radiotherapy and diagnostic imaging.

On target for radiography

The development of the radiography profession in the UK is widely regarded as being more advanced than in any other country. This report shows how the work of the Society of Radiographers has been to drive further advancement and to underpin the developments with sound policies.

The development of professional policies and guidance by the SoR is more and more attuned to meeting the needs of members in the frontline, whether this is in clinical, practice, management, education, or research.

A very large amount of progress has been achieved by our professional and educational team. The production of policy documents has taken place alongside activities to maintain standards in radiography education, support for research, speciality interests and, of course, in promoting continuing professional development for each and every member through CPD Now, Synergy – Imaging and Therapy Practice, and Radiography.

Modern professionalism involves collaboration with others and this is particularly significant for the SoR when we look at our work with the Royal College of Radiologists (RCR). The jointly published document 'Team working within clinical imaging' marks a significant milestone in joint working in the interest of excellent clinical services. Work with the RCR in radiotherapy has been similarly positive and productive, particularly in relation to the handling of incidents and errors.



Richard Evans, Chief Executive Officer

"Attuned to meeting the needs of members in the frontline"

One specific area of continuing work with the RCR is the project to establish an accreditation programme for diagnostic imaging services. This is a major priority for the SoR, which we hope to see come to fruition during 2008.

Research in all aspects of imaging and radiotherapy received a major boost as the College of Radiographers Industry Partnership Scheme was launched. By the end of September, six companies had demonstrated their commitment to radiography and to working closely in partnership with the Society, generating £12,000 for research and professional development activities. The scheme is continuing to grow and we look forward to some really productive joint initiatives, promoting excellence in patient care and with mutual benefits for radiographers and for industry.

Success in developing radiography and shaping the radiographic workforce has been accompanied by the growing influence that the SoR has in the world of health care provision across the UK and internationally. In England, we have been active contributors to the National Radiotherapy Advisory Group, work on the Cancer Reform Strategy, the National Imaging Board, and the National PACS Stakeholder Board. There is similar close collaboration in Wales and Scotland and a growing role as the devolved political administration develops in Northern Ireland. It is a tribute to the hard work of our national officers and councils in the devolved countries that the SoR retains such a positive influence.

On target for member services

Pay and conditions of service, whether in the NHS, independent health care, or educational sectors, remain a very high priority for our members and, consequently, a significant part of the work of the organisation.

Implementation of the Agenda for Change agreement remained the subject of much concern locally and nationally, with inconsistency of application, even within individual organisations, the most serious indication that government support for a national pay and conditions agreement was failing.



Our network of excellent accredited representatives makes the SoR a reality for members at a grass roots level and ensures that co-ordinated national work such as the preparation of evidence for the Independent Pay Review Body, participation in the collective Staff Council, and our own work on Health and Safety, out of hours arrangements, job profiles and the establishment of the Knowledge and Skills Framework, are all communicated widely and informed by the real experiences of our members.

The Annual Delegates Conference once again provided an excellent forum for member views to be debated and clearly presented to Council. The staff and elected members that constitute the Delegates Conference Committee have done a great job in organising and strengthening the event.

A growing number of members are taking advantage of the other conferences and events that the Society and College organise. The programme of study days and seminars has been evolving to meet the needs of members and the organising team have been improving systems for booking, payment and feedback. The SoR involvement with the organisation of UKRC and UKRO is also ensuring that these flagship congresses take more account of the requirements of the radiographic workforce and can deliver the educational and development content that is required.

The services that members hope they will never need: our professional indemnity insurance cover and representation in disciplinary or grievance procedures, remain a high priority for the Society. The indemnity cover has been increased to £5 million for every eligible member and represents astonishingly good value within the subscription fee. We know that more members are facing problems at work for which they require advice, support and representation.

On target for students

There has been additional work this year amongst student members. Constrained funding is challenging the ability of higher education institutions to provide for membership for all students. It has become necessary to plan for direct recruitment of student radiographers as members. This has resulted in closer engagement of our regional and professional officers with the universities and colleges, a review of student membership services and improved systems for handling student details at head office.

"Impressed by the dedication and commitment shown by council members"

“Important that every member is involved”

On target for patient services

At the heart of the SoR is the promotion of excellent care of patients and services to the wider public. The delivery of much of this objective is undertaken in the day-to-day work of our members in departments up and down the UK.

We know that around half of all visits to our website are made by non-members and this year has seen considerable progress in improving the public side of the site. The majority of professional policy documents are now available for public scrutiny; we host the public registers of assistant practitioners and sonographers on line; and we provide an e-mail portal for public enquiries.

The contribution of the Society to health policy making, in setting and maintaining professional standards, in promoting radiation safety, and in our collaborations with key partners, are all elements of our work that directly affect patient services. I am pleased to report that Society representatives are now actively sought to work with health departments in all four countries of the UK.

2006/7 saw the establishment of the SCoR Patient and Public Liaison Group. This group will bring a service user perspective to the work of the whole organisation. This is another important aspect of ensuring our support for and development of the radiography profession is appropriate for the context of modern health care.

Staying on target

Underpinning all of the work I have mentioned, it is important to remember that the Society of Radiographers is a business. Running this organisation efficiently within our resources is my job and one which, as a radiographer myself, I am immensely privileged to undertake on behalf of Council.

The task is made significantly more straightforward by the excellent team of staff at headquarters and working from offices around the country. I am grateful to each of them for the commitment and hard work that they put in to keep the SoR working. In particular, I would like to acknowledge Audrey Paterson, Neil Williams and Warren Town, whose support, advice and dedication is absolutely vital to all of the achievements set out in this report and to the continuing success of the Society.

As usual, we have seen some members of staff move on from the organisation during the year. Mary Embleton, Kim Sunley and Susan Henry each contributed enormously to our work and we thank them and wish them well in the future. We are pleased to welcome Hazel Gilmour and Sam Jewell as Northern Ireland Officer and Education/Student officer respectively.

Responsibility for strategy and policy and for the corporate governance of the organisation falls upon the UK Council. Members of council are elected from each region and devolved country and fulfil the role voluntarily, alongside their work commitments. I am constantly impressed at the dedication and commitment shown by the council members and thank them for their support and advice throughout the year.

The financial target

Financially, we are in a strong position, as indicated by the accounts. Our surplus rose from £219,884 to £296,884 for the year to September 2007. However, we are in a

challenging period because universities no longer automatically fund student membership. Many institutions are continuing to support as before, but face increasing pressure on finances.

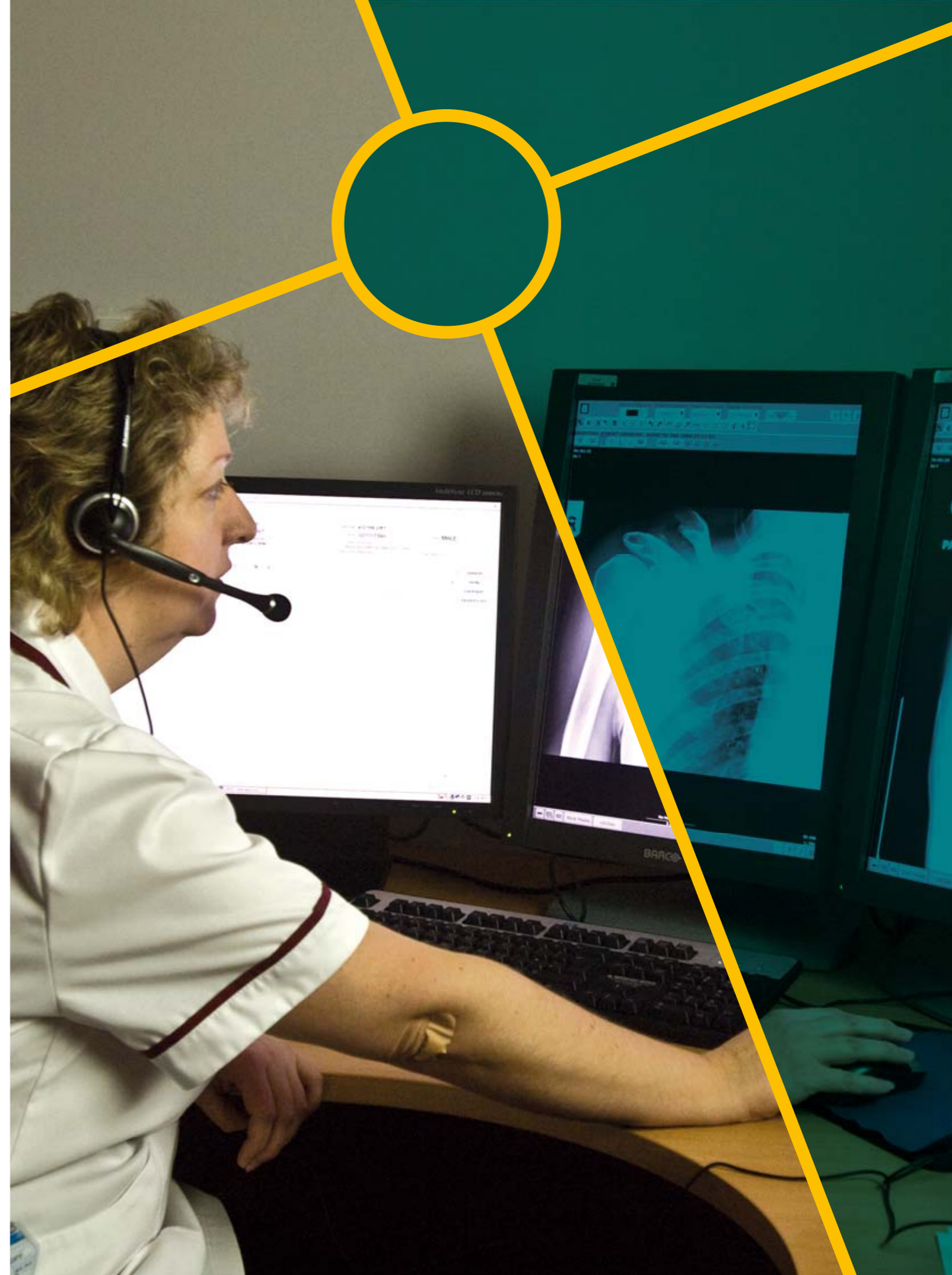
Council and staff maintain a close watch for efficiency savings to ensure the organisation continues to deliver good value for money to members and is fit to face future challenges.

The entire Society owes gratitude to those who are active within the organisation: reps, committee members, council members, those who contribute to working groups at SoR, health departments, partner bodies, networks and special interest groups.

Whether you value the Society as your trade union, or primarily as your professional association, it is ever more important that every member becomes actively involved in the SoR. Whether this means taking the trouble to respond to consultations, engaging with your local reps to promote the radiography agenda locally, or considering standing for election to UK Council or your regional committee/ council, the SoR needs us all to play our part in ensuring our Society remains 'on target'.



Richard Evans
Chief Executive Officer



Targeting improved pay and conditions

“Real concerns about government policies regarding NHS and independent sector”

Warren Town, Director of Industrial Relations



2007 was a year of change. We saw a new prime minister and new administrations in Scotland and Wales. Northern Ireland consolidated the peace process and there are high expectations of a fresh start.

One unwelcome change was the staging of the Pay Review Body (PRB) recommendations by the government because of rising inflation and the threat of a slowdown in the economy.

The staging was unpalatable given that there is no evidence that public sector pay drives up inflation. In fact, pay for public sector staff is driven by inflation. But the staging was also discredited for the small sums involved and the fact that, at the time of the decision, inflation was low. The only conclusion that could be drawn from this is that public finances were in a mess and that Gordon Brown as the new PM, wanted to firmly stamp his authority on public sector workers.

The SoR submitted written and oral evidence to the PRB to highlight the paucity of support for training, the total lack of workforce planning in all areas of the profession, and attempts to reach agreement on access to paid study time to enhance professional development.

The Society consulted with members over the staging, but with such small sums involved it was clear that even the principle could not sustain concerted action. The final ‘deal’, placated NHS lower paid staff and provided some relief for professional employees in England and Wales by way of a payment towards registration. By this time, the relationship between NHS staff and the government had been soured and SoR members, along with others in the TUC, made it clear that they will not tolerate a second year of interference in a Pay Review Body recommendation.

To push this point home, the SoR co-ordinated activity with the other allied health professions to lobby Parliament and participate in a national rally in November 2007.

The government then expressed a desire to consider the introduction of a multi year deal for pay settlements. How this would operate in practice was unclear. How it would or could operate with the NHS Pay Review Bodies was not considered, or explained, and how a three-year deal would work, if during the life of the deal there is rampant inflation, was never explained. As a result it is unlikely that a multi year pay deal will be agreed this side of the pay recommendation for the 2008 – 09 pay round.

In the summer of 2007, the prime minister stated that all public sector pay increases must be capped at 2%. By the autumn this had been modified. We were then told that around 2% on public pay would be required to tame inflation. Then, in the winter, we were told that 2% would be the target, implying that awards could be greater.

How this policy will be addressed by each country is a question that will only be answered when the PRB publish their report in late February/early March and the various administrations respond.

Until then the pay uplift for SoR members and the NHS remains decidedly uncertain.



Agenda for Change

The move to Agenda for Change (AfC) was mostly completed in 2007 and the long awaited proposals to introduce a new agreement for unsocial hours went out for consultation.

Now that the unsocial hours element of Agenda for Change is nearing ratification, the Staff Side can turn their attention to the revision of the AfC ‘on-call’ agreement. The SoR ‘on-call’ working group have met to review progress of the discussions on unsocial hours and to review SoR ‘on call’ policy.

During 2008 the SoR will monitor member numbers in each of the pay bands. We will also monitor the movement between pay bands and the progress of the Knowledge and Skills Framework .

Wales

Following the Assembly elections, Wales has a new minister for health and social care and the Society has made contact. The principality is currently undergoing major organisational change that will see the merger of several trusts.

The work of the Partnership Forum - made up of the trade unions, the employers and the Welsh Assembly - has continued and this year has seen the launch of several Forum policy documents aimed at providing guidance and advice on model policies for employers. The Forum has also started to look at restructuring to take into account the many changes that are affecting the NHS in Wales. Currently under discussion is the role of a negotiating group.

The Imaging Modernisation project is still on going and the Society also has a nominee on the Bowel Screening Steering Group, as well as being involved with various other Assembly lead projects.

The Society has held a seat on Wales TUC General Council for more than 14 years but this year saw the SoR Officer for Wales elected to the executive committee. This is the first time that the Society in Wales has held such a seat.

Work on Agenda for Change and banding of all staff has yet to be completed and therefore not all radiographers in Wales have been assimilated

Scotland

Partnership arrangements in NHS Scotland ensure that officers and representatives continue to participate actively in all Scottish health department committees and working groups which impact upon the education and employment of radiographers in Scotland.

In addition to ministerial endorsement of the Society and College's Career Framework, the Scottish government has funded an HNC course for Radiography Assistant Practitioners, post graduate courses for Advanced Practitioners, and provided support for the appointment of Radiographer Consultants.

National consultation bodies

In England a Social Partnership Forum (SPF England) was established. With ministerial direction, the SPF (England) now has a comprehensive meeting schedule and a programme of work. The SoR is represented on this body and in some of the working groups on health and recruitment.

The SoR is also represented on the Public Services Forum (government), the National Stakeholder Forum (NHS), and the Public Services Liaison Group (TUC).

Independent sector treatment centres

The 'additionality' policy to restrict NHS staff from employment with an ISTC was lifted for specific groups of radiographic staff. As a consequence of a change in policy and poor performance from some providers, a number of private sector contracts were terminated and SoR members were made redundant. Whilst the SoR was able to represent members who found themselves out of work, there are real concerns about the government's long-term policies regarding NHS services provided by the independent health care sector.

This uncertainty comes at a time when primary care trusts are being expected to commission services from a variety of providers. A number of pilot projects have been established to assist and evaluate how the trusts commission services and the SoR is on the working group.



TUC

The SoR participates in TUC Congress activity across the UK. All of the Society's motions were passed and will now be incorporated into the work plan for the country of origin.

At the Brighton Congress the Society successfully ran a fringe meeting to highlight concerns about the lack of support for occupational health services.

Personal injury

There was a decline in the number of claims in 2007. This does not mean that fewer members are injured at work. We know that factors surrounding the reporting of injuries are complex. Sadly, employers are frequently unsupportive. The nature of injury in some cases is changing. Work based stress, for example, is proving difficult to bring to effective action.

Professional indemnity

Eleven requests of support were received from members who had been accused of negligence. There are other claims that go back some years and remain unresolved.

In recognition of the increasing cost of litigation and awards in other professions, the Society has increased the level of cover for eligible individuals to £5 million pounds. We were successful in negotiating the increase at marginal cost because of the Society's good claims record and ability to manage insurance risk.

Equal opportunities

A new single equality network for members of the Society was approved under the name Equalise. The objectives are to raise the profile of equality issues and to produce materials and advice for reps to use in local negotiations.

The Minority and Ethnic Network (MENSOR) celebrated its 10th anniversary and held a reception to celebrate. The Society sent delegates to both the TUC Women's and Black Workers' conferences.

Indira Bhansali, Chair of MENSOR was nominated by the Society to the TUC Race Relations Committee and was successful in winning the seat.

Trades Union Education (TUEd)

A total of 139 new Society workplace representatives were accredited. Sixty-eight industrial relations', 52 health and safety, and 14 union learning reps received training.

There has been an increase in the number of reps being trained and this has resulted from the successful implementation of an automatic booking system. A Scottish induction course has now been adopted into the programme and will take place every two years.

During 2008 all residential courses will be held at the NATFHE venue in Birmingham, a popular choice with students and tutors. IR and H&S courses will run side by side with up to 48 students taking part. This will encourage reps to network and share the syllabus over the three days. Work to update the structure of the courses started and health and safety was the first to roll out an amended programme with greater emphasis on role-play experiential learning.

The Society is looking at the possibility of using Workers' Educational Association (WEA) course material and tutors to expand the SoR programme. Regional and national officers continue to offer reps' training through the reps meetings structure. Emphasis is being placed on recruiting and training union learning reps. They will be encouraged to campaign for protected study time.

The TUEd committee discussed issues via teleconferencing during the year and lay members offered up useful advice on their experiences of training.

Health Professions Council

The number of HPC referrals involving radiographers or associated disciplines has steadily increased. There was no discernable pattern of claims that indicated there was a trend, or particular area of work that required further examination, or a need to alert members of specific concerns. The Society has allocated the cases to three Officers and has reviewed the information and level of support we provide to members.

Warren Town
Director of Industrial Relations

“Campaign for protected study time”



Audrey Paterson, Director Professional Policy

Targeting educational and professional excellence

The volume and scope of the work undertaken by the professional, education and conferences team continues to grow year on year. This is driven by a number of factors: greater complexity in the health and education sectors; the increasing diversity of the radiography workforce; and, most crucially, the needs of the members of the Society of Radiographers.

The 'four countries' effect is now very evident and this year saw two milestones - the appointment of a dedicated Officer for Northern Ireland, mirroring arrangements already in place in Scotland and Wales, and the publication of a country specific guidance document, An Education Strategy for Scotland.

"Accreditation of assistant practitioners is well established"

Relationships with education providers

September saw the introduction in England of a standardised contract and benchmark price for healthcare professions' pre-registration programmes, and with it a fundamental change in relationships between education providers and professional bodies across the UK. As a result, the SoR consulted with colleagues in higher education institutions on the best way for the College of Radiographers to continue to work with them.

A 'one size fits all' approach was not sensible given that the size of education providers ranged from very large undergraduate cohorts and significant post-graduate education provision to further education providers with a small cohort of trainee assistant practitioners. Two options were made available: an annual fee/inclusive package, and a fee per service.

This is enabling education providers to continue to engage with the professional body and, importantly, for radiography education programmes, both pre-and post-registration education programmes to be approved by the College of Radiographers. At the time of writing, only one university (from 27) has decided not to seek College approval of its programmes.

Approval and Accreditation Board

The Board met regularly to approve education programmes for the radiography workforce, and to deliver the Society Council's policy for individual accreditation at assistant, advanced and consultant level practice.

Accreditation of assistant practitioners is now well established with a public voluntary register. In the coming year, re-accreditation will be due (accreditation operates on a two-yearly cycle) and it is anticipated this will encourage more assistant practitioners to register.

Scotland commissioned a Higher National Diploma course for assistant practitioners, approved by the SoR. This is being delivered by two further education colleges and is in addition to the certificate of higher education programme being delivered by a Scottish university. The numbers of assistant practitioners in Scotland will grow significantly over the next two to three years. The SoR, through Maria Murray, the Scottish Policy Officer, is providing ongoing support and advice to the two colleges to assist them through the bedding-in period and to ensure that the trainees benefit fully from membership of the SoR.

Wales, too, has commissioned assistant practitioner training, with an SoR approved programme running at the University of Wales, Cardiff.

Much development work on accrediting advanced practitioners took place and, during the coming year, the criteria and procedures drafted will be piloted by a number of members who consider themselves to be advanced practitioners.

For the first time the Board published a single annual report, combining a qualitative analysis of all of its work and quantitative data on pre-registration education provision. This can be accessed at <http://www.sor.org/public/app/htm>.

A worrying fact is that the number of students failing to complete their course continues to rise. Coupled with a stand still in commissioned or funded numbers of students, the trend suggests that there may not be an adequate supply of trained radiographers to meet and sustain the various cancer and waiting time targets.

Prescribing programmes

Courses are now in place in England for radiographers needing to become supplementary prescribers, with Scotland offering such courses with effect from September 2007. During the year, the first radiographer supplementary prescribers graduated and one is now practising. Other graduates will follow.

Practice Educator Accreditation Scheme

The Society and College scheme builds on existing good practice by providing a new opportunity for practice educators to focus on their professional development, using the route which best suits their personal circumstances. Interest has been strong and the accreditation scheme has been well received.

Student radiographers

The Society can no longer expect universities to pay student registration and membership fees. The Council agreed a policy whereby services for universities and students should be separated, and set an annual membership fee for students aligned to the student membership benefits package. Work is in hand to develop and improve this.

Significant improvements have been made to the student section of the website, a 'Students Voice' section has been added to Synergy News, and better timed and structured visits to all higher education institutions have been made by SoR staff.

In February 2007, the inaugural student conference took place. The next stage is to develop a student representatives' network.

Much energy was spent during the year considering how to encourage students to join the SoR, and to enable them to join easily. This resulted in a major development to both the website and the SoR's internal

membership database to support effective communication between the two systems and allow student members to sign-up on line. This facility will be rolled out to all members.

Another key development was the appointment of Samantha Jewell, a full-time member of staff to deal specifically with education and student matters.

The SoR represented the Allied Health Professions Federation on a group reviewing the NHS Bursary Scheme for students of health care professions. Disappointingly, while the group has done some useful work to ensure the bursary scheme is compliant with the ageism legislation and has addressed maternity leave arrangements, it does not have the power to improve the scheme overall.

Radiotherapy

The report of the National Radiotherapy Advisory Group (NRAG) in England was published in May and contained positive recommendations about the development of the radiotherapy workforce and the potential for all service providers to develop advanced and consultant levels of practice. Another highly positive outcome was the announcement to invest £5 million in virtual learning for radiotherapy. This will enable an immersive virtual learning environment to be placed in English universities providing radiotherapy education, and further non-immersive units to go into radiotherapy clinical centres. The aim is to develop students' confidence and skills outside of highly pressured clinical departments. The equipment will also support new skills learning for the qualified workforce such as image-guided radiotherapy. The NRAG report feeds in to the Cancer Reform Strategy for England and the Society is providing input to this further work. The SoR's own Radiotherapy Advisory Group (RAG) is engaged in developing staffing models guidance for future radiotherapy services (tertiary, regional and locally based centres), and patient information for the website.

A variety of joint projects with other bodies including work on a career framework for dosimetrists with the Institute for Physics and Engineering in Medicine (IPEM) is underway. A range of joint publications are in development:
Radiation incidents and errors - SoR, Royal

"Positive recommendations for the radiotherapy workforce"

College of Radiologists (RCR), the Health Protection Agency (HPA), and the National Patient Safety Agency;
IR(ME)R guidance for radiotherapy - SoR, RCR, IPEM, HPA);
Radiotherapy verification guidelines - SoR, RCR, IPEM;
Radiotherapy planning – Good practice guidelines (SoR, RCR, IPEM).
Whenever possible, the SoR works with relevant patient and public focused groups and, during the year, Charlotte Beardmore, Professional Officer for Radiotherapy, was invited to be an expert panel member for Breakthrough Breast Cancer. In this capacity, she contributed to the review of the charity's guidance on radiotherapy.

Imaging services modernisation

In all four countries of the UK, 'modernisation' of clinical imaging services is taking place. Officers and members of the SoR are represented in this work at all levels, including on the National Imaging Board in England (Richard Evans), the Imaging Modernisation Project in Wales (Kim Sandford), work on service and role development with NHS Education Scotland (Maria Murray), and with the Department of Health, Social Services and Personal Safety in Northern Ireland (Hazel Gilmour).

Conferences and events

After a full scale review of the conferences and events function, it is very pleasing to report that there is now a highly effective Conference and Events section, operating smoothly under the leadership of Claire Brown, ably supported by Jane Treacy.

The number and range of continuing professional development (CPD) opportunities offered to members continues to grow and there is a full programme of events which is going from strength to strength. Between October 2006 and September 2007, 12 conferences/seminars took place, some in partnership with special interest groups (SIG) and networks; the SoR exhibited at and/or sent delegations to 10 third-party congresses, and four profile raising events were hosted.

Highlights in the programme were the very successful series of workshops based around neuro-linguistic programming, facilitated by Henwood Associates, and the Legal Issues for Radiographers study days, with training provided by Bond Solon consultancy. The latter event was twice over-subscribed and will run again over the next two years both in London and elsewhere in the UK. Other popular courses will also be run again and, where possible, outside London.

Alongside the business of running conferences and events, a comprehensive piece of work was carried out to assess and review the current content of the conferences and events web pages. As a result, development work is underway to provide a comprehensive web-based conference and events management system. This will be phased in over the coming year, with significant benefits for members wanting to book and track places.



Publications and guidance documents

A range of documents were published during the year, overseen by Christina Freeman, Professional Officer, with assistance from Valerie Asemah. Included amongst these was a significant revision of the Curriculum Framework (2003). This is now the Learning and Development Framework (2007). A particularly important publication during the year was the joint SoR/Royal College of Radiologists document on skill mix, Team Working within Clinical Imaging – A contemporary view of skills mix (Jan 2007).

Other documents produced during the year were:

- Health Care Associated Infections (HCAIs): Practical guidance and advice (Nov 2006)
- Ultrasound referrals and professional indemnity arrangements (Nov 2006)
- The Scope of Practice of Assistant Practitioners in Clinical Imaging (Jan 2007)
- Safety in Magnetic Resonance Imaging (Feb 2007)
- Clinical Imaging requests from non-medically qualified professionals (Feb 2007)
- Nuclear Medicine Practice (Mar 2007)
- Consent to Imaging and Radiotherapy Treatment Examinations: An ethical perspective and good practice guide for the radiography workforce (Aug 2007)
- The contribution of imaging services to the care and management of patients with stroke and transient ischaemic attack (Sept 2007)
- The Scope of Practice of Assistant Practitioners in Radiotherapy (Oct 2007)

Website

An editorial board for the website was established in the past year which, together with the appointment of a website editor (Rachel Kelly, Synergy News Editor; with Emma Abbott taking over this role in August 2007), has enabled a range of technical matters to be resolved. Concentration is now on content and many of the web pages have seen major changes to improve the quality, quantity and accessibility of information available through www.sor.org, such as research, radiotherapy, and ultrasound. Security for members accessing the site was also improved, with the move to 'smart' passwords (including capitals and numbers).

Work on guidance documents and the website is interlinked and will continue to be so in the future. As the year drew to a close, work was taking place to implement a digital document library on the website. This will improve accessibility of guidance notes and documents, facilitate rapid up-dating of documents, and support effective archiving.

Synergy: Imaging and Therapy Practice

The monthly publication Synergy was re-launched in October 2006 with a modified title: Synergy: Imaging and Therapy Practice. The magazine now explicitly supports continuing professional development (CPD), containing general guidance on CPD and CPD Now, as well as commissioned CPD articles which contain guidance on learning, reflection and suggested further learning activities.

These are proving very popular with members who like the 'CPD through the letter-box' approach. Both the editor, Rachel Deeson, and the editorial board work hard to ensure that each edition is relevant to a wide cross-section of the membership, balancing this with carefully selected practice specific material.

During the year, further development work took place on both Synergy News and Synergy: Imaging and Therapy Practice so that they could be published digitally. The digital editions were tested with September 2007's editions and went live in October 2007. Aimed particularly at student members, they include a number of additional features that support learning and development such as live links to references and to related articles, and the opportunity to construct personalised digital libraries of articles.

"Highly effective conference and events section"



Radiography

The profession's peer review journal continues to grow from strength, with an explosion in on-line usage and the number of full text downloads (almost 100,000 during 2007, up by more than 30,000 on 2006).

A virtual special edition has become a standard feature (advanced practice in 2006, and contrast agents in MRI in 2007), and there is a plentiful supply of material being submitted for publication. Quality of submissions has also improved and this is evident in the increased rejection rate (now approximately 60%) and the fact that the time between acceptance of an article for publication and the date of publication in the paper based version of the journal is about a year. (Once a paper has been accepted, it is published on line almost immediately and is fully citeable.)

During the year, work was undertaken to appoint a new editor-in-chief to succeed Professor Peter Hogg in September 2008, and to submit an application for indexing in the journal in Medline. At the time of writing, it is pleasing to record that Dr Richard Price will succeed Peter and disappointing to note that the Medline application was unsuccessful, although the opportunity to re-submit immediately has been granted. Usually there is a three-year gap between applications).

Imaging and Oncology

The third edition of Imaging and Oncology was produced to coincide with UKRC 2007 and, again, proved popular despite the change in format brought about by changes to postal pricing. Imaging and Oncology is now an expected part of UKRC that delegates and exhibitors look forward to.

Continuing professional development:

The number of CPD endorsements given to externally provided programmes continues to grow and it is pleasing to note increasing interest from the industrial and commercial sectors.

CPD Now has undergone a number of additions and upgrades and is being delivered on an improved software platform which has resulted in fewer technical enquiries despite a large increase in user numbers – by the end of September 2007 this figure was approaching 3000. This year also saw the issuing of the first College of Radiographers' certificates of CPD accreditation. Support for CPD Now users improved during the year, with Michele Landau developing her role to deal with the majority of the enquiries and difficulties.

New sections to enable members to prepare a CPD report for the HPC and to address the requirements of the NHS Knowledge and Skills Framework were completed and went live in June 2007.

A CPD Now training programme for learning representatives and other CPD 'champions' was provided by Sean Kelly during the year and some 250 members can, in turn, train others. Currently, development work is taking place so that accreditation of advanced practice can be effected through evidence and material held in CPD Now.

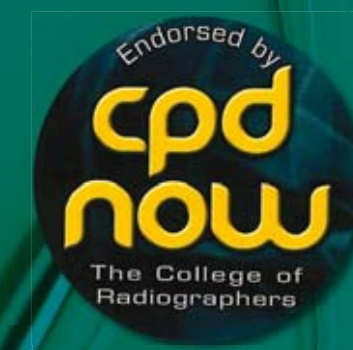
Finally, the SoR was instrumental in the launch of a 'now.net' (the platform on which CPD Now is based) users group and hosted the first meeting early in 2007. The different uses to which organisations had put the platform was discussed.

Ultrasound

The appointment of an officer, Rita Phillips, dedicated to ultrasound matters began to show results during the year, with an increasing number of calls for advice.

Rita's role also enabled the Ultrasound Advisory Group (UAG) to be established and to work effectively. UAG has provided advice on the SoR's health and safety document, Prevention of Work Related Musculoskeletal Disorders in Sonography. Continuing work relates to improving the web resources for sonographers, updating existing guidance on ultrasound practice and related matters, and developing a comprehensive Ultrasound in Practice statement.

"First certificates of CPD accreditation"



Providing advice to Council on developing the ultrasound workforce is becoming increasingly important now that the chronic shortage of sonographers has been recognised by the health departments in the UK. Particularly contentious is the decision to develop an assistant practitioner element to the ultrasound workforce and, no doubt, the UAG will be influential in agreeing a scope of practice for this group.

The SoR continues to support the work of the National Screening Committee and plans to introduce a consistent fetal anomaly screening programme across the UK. Similarly, the SoR continues to provide input into the development of guidelines on the application and use of ultrasound such as ante-natal guidance from the National Institute for Health and Clinical Effectiveness (NICE).

Sonographer regulation

An application has been prepared for the protection of the title of 'Sonographer' and for it to be included in the family of protected titles for radiography. This will be placed before the HPC in 2008. An important step in developing the application was the establishment of a National Public Voluntary Register for Sonographers, undertaken jointly with the United Kingdom Association of Sonographers and hosted by the SoR. This went 'live' in May 2007 and it is now possible for the public and employers to check the voluntary registration status of individual sonographers.

Magnetic resonance imaging

The extension to the Department of Health's national project on recruitment and retention in radiography addressed the magnetic resonance imaging (MRI) workforce specifically, with an objective to ensure that the 'four tier' career progression framework became a reality in MRI. A particular consequence of this was work with Skills for Health (the Sector Skills Council for Health in the UK) on developing and agreeing the required occupational competences underpinning MRI service delivery. This was difficult work and Kate Garas worked tirelessly to achieve an outcome that was satisfactory to the majority.

Good relationships have been maintained with the British Association of Magnetic Resonance Radiographers (BAMRR) and, during the year, this resulted in the publication of the MR safety document referred to earlier in this report.

The value, or potential value, of MRI in a number of acute clinical situations is now being recognised and the SoR has input into the emergency care strategy for stroke management, the updating of the current head injuries guidance (from NICE and the Royal College of Physicians), and the work in progress on guidance for spinal cord compression.

College of Radiographers Industry Partnership Scheme

The College of Radiographers research award scheme received a significant boost with the establishment of the College's Industry Partnership Scheme (CoRIPS) earlier in the year. The scheme has proved very popular with eight partners signed up at the close of the year. An early outcome has been the increased funding available to support research, and the decision to establish a single, larger research fund under the banner of CoRIPS. A further outcome was the first Industry Partnership seminar, which took place in January 2008.

Since the research fund was established in late 2005, five grants have been awarded directly. In September 2007, the fund also supported two RCR/CoR Pump Priming Awards to radiographer applicants and it is pleasing to note that one of these awardees achieved the highest overall score of all applicants to the pump priming fund.

Research Group

The success of CoRIPS and the popularity of the research fund has required the research group to set up a dedicated research award assessment team. The application and award process has been refined and developed to ensure the process is accessible to all, encouraging and supportive of novice researchers, and equitable and transparent. The output of this work is evident in the research webpages on www.sor.org. Work is also continuing to bring other awards within

"Number of consultant posts is growing"

the same set of procedures and, in 2007, the Leadership Award for Educators (supported jointly by the SoR and the American Society of Radiologic Technologists) was dealt with by the research award assessment team.

During the year, a new research capacity questionnaire was designed, and data collection began during June 2007. Results will be available during the first half of 2008, and will assist the research group to assess how well the profession is doing against the 2005 five-year action plan for research.

Further work of the group has included:

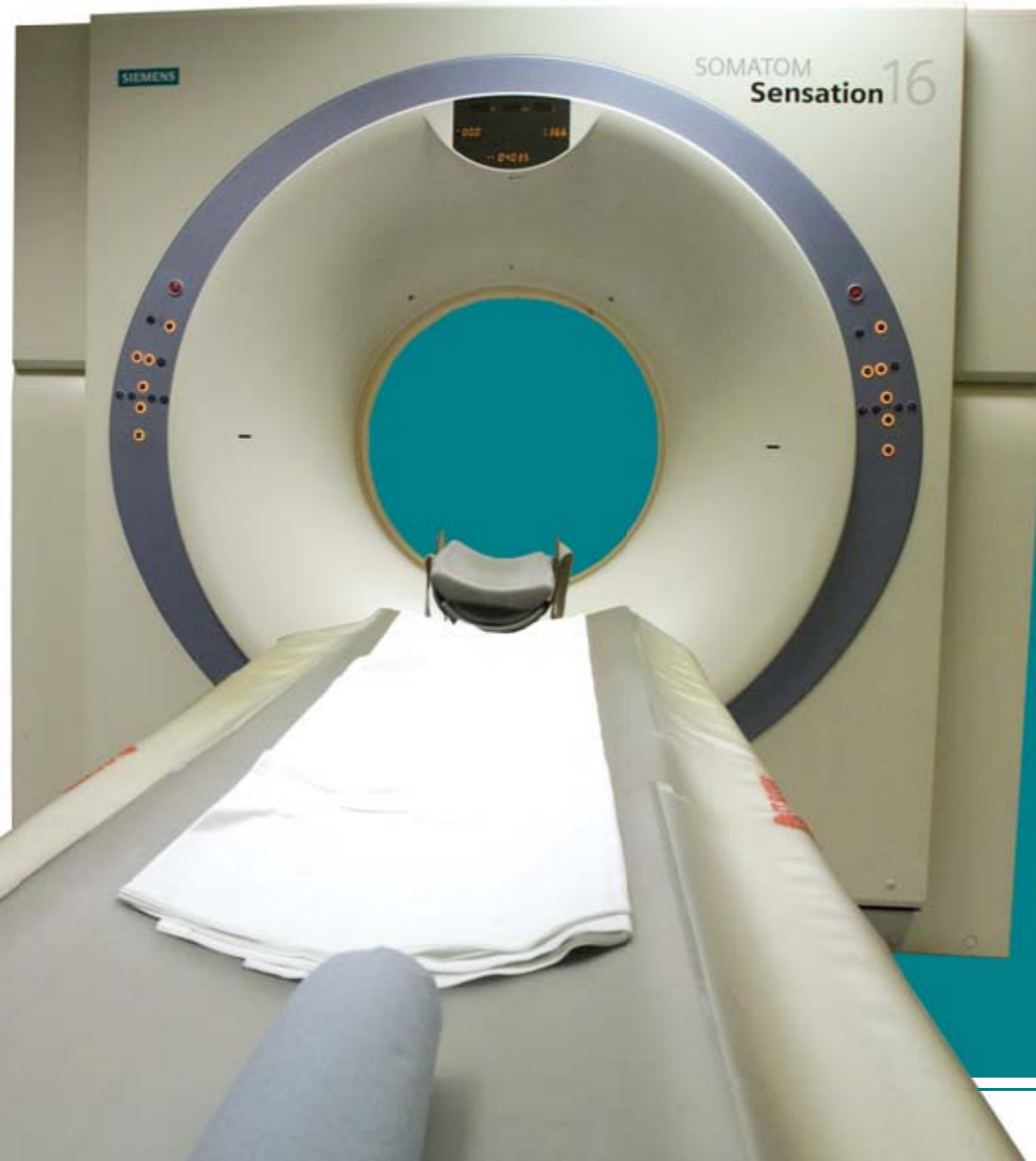
- Specifying five research priority areas each for diagnostic and therapeutic radiography;
- Giving advice and support to radiographers embarking on or engaged in research; this has included the writing of a set of reflective articles on the research process and how to get a PhD to be published in *Synergy - Imaging and Therapy Practice*;
- Assessing and commenting on the Agenda for Change researcher profiles drafted by the Job Evaluation Group at national level.

The group, through Rachel Harris, professional officer for research, has maintained several important research links, including the Research Forum of the Allied Health Professions Federation, the Academic Clinical Oncology and Radiobiology Research Network (ACORRN), and the library of the British Institute of Radiology, which the College supports with a large donation annually. Contributions to the work of NICE also feature regularly in the group's work, as well as the consultant radiographer network and the various advisory groups to Council.

Consultant Radiographer Network

The consultant radiographer network came into being very early in the year, in November 2006. A key role of the group is mutual support and assistance, together with support and advice to those thinking of becoming a consultant radiographer and those trying to establish such posts. This is vital work given the small numbers of consultant radiographers and the diversity of their roles.

During the year, the number of consultant posts grew and is now approaching 30 – still far too few for a profession the size of radiography. Importantly, consultant radiographer appointments have now been made in Scotland, and Wales continues to work towards this on an all-Wales, multi-professional basis.



The network is engaged in a number of work streams, including:

- Development of a generic induction guide for new consultant radiographers, to include a training needs analysis tool;
- An electronic special edition of *Radiography on consultant practice*
- A series of articles for publication in *Synergy - Imaging and Therapy Practice* (with links to CPD Now);
- Evaluation of the service need for consultants and the contributions they make;
- Linking with other key groups, notably the research group and the information management and technology group;
- Providing expert advice and comment to bodies such as NICE..

"Research had a significant boost thanks to CoRIPS"

Information management and technology

The SoR has for many years recognised the importance of information management and technology to the profession and the IM&T group is now one of the most established advisory groups to Council. A major review of the group took place during the year to ensure it properly reflected the diversity of the profession, the spectrum of IM&T matters, and the whole of the UK. New group members from radiotherapy, ultrasound and the private sector were welcomed, along with input from the consultant radiographers' network.

Highlights of the group's work over the past year include:

- Planning and preparation of a conference for October 2007: Clinical IT and the radiography profession: demystifying the present and planning for the future;
- Work on an IT capacity survey;
- Remaining abreast of the Connecting for Health work in England and similar initiatives in Scotland, Wales and Northern Ireland;
- Development and updating of the SoR website relative to IM&T matters.

Independent practitioners

The Independent Diagnostic Practitioners Association had become somewhat moribund, but the surge in the use of the independent health care sector created an impetus for the group to reconvene. Commissioning, professional indemnity and business acumen are particular concerns of the group and have featured regularly in their meetings. The group has also embarked on updating the SoR guidance for independent practitioners.

AfC Professional Development Group / Career Progression Board

As an early response to the Agenda for Change agreement, the SoR established a short term working body, the AfC Professional Development Group, with a remit to provide advice and guidance to the profession on relevant parts of the agreement, for example Annexes T and U.

Having completed its initial work, it was evident that a more permanent group was required to deal with career progression. Accordingly, Council approved the establishment of a Career Progression Board early in 2007, with the group meeting for the first time in the late summer.

A particular focus for the group will be related to workforce planning, enabling the SoR to give the best evidence on needs and problems to the various workforce planning forums across the UK. Providing evidence for future staffing levels is a major role of the professional team and the SoR's data is considered to be amongst the most robust and reliable by health departments.

Special interest groups

The Society values the work of its special interest groups very highly and it is pleasing to note that these remain active (although there is always room for more). Of note in the past year has been the work of the Association of Forensic Radiographers and the recognition this part of the profession has received by being included on the Register for Forensic Practitioners. The association has also been updating the guidance on forensic radiography.

The Gastro-intestinal Radiographers Special Interest Group (GIRSIG) has also been active, holding a very successful conference in November 2006, and providing expert input to a multi-professional group exploring virtual colonoscopy (CT colonography).

Public Patient Liaison Group

Some two years of planning came to conclusion in 2007, with the establishment of the SoR's Public Patient Liaison Group. This met for the first time in the summer of 2007 and has already contributed an authoritative voice to the SoR's work on strokes. The group will feed into most of the work of the professional, education and conferences section, adding a balanced public perspective to guidance documents, education approvals, and professional body accreditation of individuals.

Radiology Accreditation Programme

Work with the Royal College of Radiologists continued to develop appropriate standards and processes for accreditation of imaging services, with the aim being to support a continuing quality enhancement approach to service delivery whether by an NHS service provider, or the independent sector.



A major piloting process took place followed by significant evaluation. Work has continued on the standards and these are now in their fourth iteration, and due to go out to further consultation. The project will produce a robust set of evidence based standards.

British Cardiovascular Society

The report from the British Cardiovascular Society' working group on non-medical catheter laboratory staffing was published early in 2007. This was commissioned to establish the extent of non-medical cardiac catheter laboratory staff shortages and to suggest possible solutions. Given the central role of radiographers in cardiac catheter laboratories, and the SoR's leadership on skills mix matters, the Society, through professional officer Anne Shaw, was a major contributor to the report.

The report demonstrated that by far the largest workforce problem was in the clinical physiology workforce, with little expectation that the problem would reduce in the medium term. Skills mix may provide a partial solution (and further opportunity for radiographers) and training needs are being looked at.

American Society of Radiologic Technologists (ASRT)

The professional, education and conferences team were pleased to welcome Greg Morrison from the ASRT for an intensive three-day staff development event in March 2007. Given the number of structural changes to the section, and some new staff, the visit was timely and very beneficial.

The team were able to learn of developments in radiography in the USA, as well as the ASRT's response to these, and to explore a number of challenging matters faced by the team in the UK, many of which are similar to those facing ASRT.

A further development in the growing trans-atlantic relationship between ASRT and SoR was the inclusion of the UK in the ASRT's speaker exchange programme. As a result of this, Nancy Adams, an expert forensic radiographer, was invited to attend and speak at UKRC 2007, hosted by the SoR and the Association of Forensic Radiographers jointly. It is anticipated this will become a yearly event, and plans are in hand for UKRC 2008.

International matters

At the beginning of the year, the Society hosted the annual meeting of the European Committee of Radiographers and Radiologic Technologists, a sub-committee of the International Society of Radiographers and Radiologic Technologists (ISRRT). It is likely that this will prove to be an historic meeting because it was from this event that the European Federation of Radiographer Societies was born. Sandie Mathers, the Society's ISRRT Council member, was in attendance and became a member of the working group that brought about the formal establishment of the EFRS late in 2007.

Other highlights in terms of relationships with radiographer societies overseas have been a flying visit to New Zealand to assist with their work on advanced practice, attendance at the annual conference of the Irish Institute of Radiographers and Radiation Therapists, and at the Nordic Congress held in Sweden.

Summary

The report above provides a flavour of the scope of work of the professional, education and conferences team. Inevitably, it does not include everything that has passed through the team's hands over the past year and some things will have been omitted that some would have wanted to be included. Nevertheless, it is hoped that members, colleague professions and the public will find something of value within it and will respond accordingly.

A handwritten signature in black ink that reads "Audrey Paterson".

Professor Audrey Paterson
Director Professional Policy

THE SOCIETY OF RADIOGRAPHERS BENEVOLENT FUND TRUSTEES REPORT FOR THE YEAR TO 30 SEPTEMBER 2007

The trustees present their report and the audited accounts for the year ended 30 September 2007.

Aims and objectives

The Benevolent fund was established in 1983 as a registered charity with its own trust deed and constitution. 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."

Trustees at 30 September 2007

Sue Barlow (Chair)
Lorraine Nuttall
Denise Hardy
Gytha McBirney
Ann Pollard
Zena Mossman
Margaret Summerlin

Activity in the year

The Trustees met twice during the year to discuss requests for assistance and the awarding of grants and to develop the strategy for heightening awareness and interest in the fund. The available Trustees continued to attend and to give promotional talks at the Annual Delegates Conference and various meetings through the countries.

Income for the year to September 2007 was £10,783, £26,144 less than 2006. Income arises from many generous collections at Society meetings around the UK, but also last year the fund benefited hugely from a very generous legacy. Affiliation income from the Society credit card continued to be satisfactory. Bank interest benefited from higher rates of interest earned and partly through increases in the average amounts of balances held.

Expenditure amounted to £12,520, compared to £16,128 in 2006, mainly incurred through awarding grants to beneficiaries. Six grants were awarded this year totalling £9,133 and included assistance where beneficiaries or a close relative were suffering ill health or severe upset as well as financial difficulties.

The fund bank balances at the 30 September 2007 were £87,492, a decrease of £1,752 over the balance of the year before.

Reserves risk and investment policies

The charity's reserves amounted to £84,624 at 30 September 2007. The trustees wish to at least maintain this level of reserves and to make grants of assistance broadly to the level of the income received in the preceding financial year.

The funds are held in interest bearing accounts and the rates of interest are reviewed periodically by the trustees.

Auditors

The Auditor Horwath Clark Whitehill LLP was appointed for the year, and a resolution to re-appoint them will be put before the next Trustees Meeting.

By order of the Trustees

Mrs Susan Barlow
Chair of the trustees
6 March 2008

BENEVOLENT FUND STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR TO 30 SEPTEMBER 2007

	NOTES	2007	2006
		£	£
INCOMING RESOURCES			
Donations		2,995	8,021
Legacy		-	22,456
Income from credit cards		3,133	3,530
Bank interest		4,655	2,920
		10,783	36,927
RESOURCES EXPENDED			
Grants and donations		9,133	12,172
Envelopes and advertising		340	1,197
Sundry expenses		3,047	2,759
		(12,520)	(16,128)
Net movement in funds		(1,737)	20,799
RETAINED SURPLUS AT BEGINNING OF YEAR			
		86,361	65,562
RETAINED SURPLUS AT END OF YEAR			
		84,624	86,361

BALANCE SHEET AT 30 SEPTEMBER 2007

	NOTES	2007	2006
		£	£
CASH AND DEPOSITS			
Insight Liquidity fund		82,383	78,043
Cash at bank		5,109	11,201
		87,492	89,244
CREDITORS: amounts due within one year			
Amounts due to Society of Radiographers	3	(2,868)	(2,883)
TOTAL ASSETS			
		84,624	86,361
UNRESTRICTED FUNDS			
		84,624	86,361

Approved by the Trustees on 6 March 2008 and signed on their behalf

Mrs Susan Barlow
Chair of the trustees

COMMITTEES AND WORKING PARTIES OF COUNCIL

The table below indicates each elected member's Society commitments for the year commencing July 2007:

College Board of Trustees Executive members and officers Mrs A Pollard; Mr A Pitt; Mr I Henderson; Mr M Graveling; Mrs J Hughes, Mrs P Kimpton, CEO; DPP, DF	Meets 4 times p.a.
Investigating Committee (reports to Council) Representatives will be decided as and when required	Meets ad-hoc
Radiography Editorial Board (reports to Council) Mr I Henderson; Mrs S Mathers; CEO; DPP; DF;	Meets quarterly
Delegates Conference Committee (reports to Council) Mr M Graveling; Mrs G Dolbear	Meets 4 times p.a.
Trades Union Education Committee (reports to Council) Mr K McMurray; Miss L Forret	Meets half yearly
Health & Safety Forum (reports to Council) Mrs J Hughes; Mrs P Kitto	Meets quarterly
Royal College of Radiologists Representatives will be determined as and when required	Meets half yearly
Royal College of Radiologists Patient Liaison Groups Radiology Mrs M Waltier Oncology Ms H Colyer	Meets half yearly
British Institute of Radiology Council Observer The President	Meets half yearly
Royal College of Radiologists Faculty Board Observers The President (Radiology); Michael Graveling (Oncology)	
The Investment Committee Mr A Pitt; Mrs A Pollard; Mr I Henderson; Mr D MacManus; Mr J Foster; Chair CBoT; CEO; DF	Meets twice yearly
The Remuneration Committee The President; President Elect; Mr A Kay; Mr J Foster; Mrs P Williams; DF	Meets as required
Working Parties, Networks; SIGs, ad-hoc committees	Membership as required

CEO = Chief Executive Officer. DPP = Director Professional Policy. DF = Director of Finance. CBoT = College Board of Trustees.

MEETINGS OF COUNCIL

Month	Apologies
5th Oct 2006	Miss L Forret, Mrs P Kitto; Mr M Graveling; Mrs G Dolbear
8th Nov 2006	Mrs G Dolbear
17th Jan 2007	Mr K Tucker
7th Mar 2007	Mrs J Hughes; Mrs S Mathers; Mrs P Kimpton; Mr I Henderson; Mr K Tucker
18th Apr 2007	Mrs P Kitto
10th June 2007	Mrs P Kitto, Mrs P Kimpton
4th July 2007	No apologies
5th Sept 2007	Mrs P Kitto, Mrs S Conn

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

Under the provision of the Trade Union Reform and Employment Rights Act 1993 (TURERA) the following additional information is disclosed:

Office held	Gross Salary £	Employer's NI contribution £	Pension contribution £	Benefits £	Values £	Total £
President	-	-	-	-	-	-
Vice-President	-	-	-	-	-	-
President-elect	-	-	-	-	-	-
Members of Council	-	-	-	-	-	-
Chief Executive Officer	37,148	4,426	4,498	-	-	46,072

IRREGULARITY STATEMENT

As required by sub-section (6) (a) of the Act

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

REVIEW OF MEMBERSHIP

Increasing numbers of newly qualified radiographers see the value of joining The Society and the free trial membership period aims to help this situation continue. Membership numbers of The Society of Radiographers over the last six years continue to show a pleasing increase and are as follows:

2002: 16,028. 2003: 16,673. 2004: 17,383. 2005: 18,147. 2006: 18,635. 2007: 19,249.

Numbers of students registered with the College of Radiographers continues at a satisfactory level at present:

2002: 2,589. 2003: 2,981. 2004: 3,521. 2005: 4,068. 2006: 4,566. 2007: 4,447.

"Membership numbers continue to show a pleasing increase"

THE SOCIETY AND COLLEGE OF RADIOGRAPHERS

SUMMARY OF THE FINANCIAL RESULTS FOR THE YEAR TO SEPTEMBER 2007

INCOME AND EXPENDITURE £	Year to 30 September 2007			Combined	2006 Combined
	SOCIETY	COLLEGE	CONTRA		
Membership subscriptions	3,405,880			3,405,880	3,236,405
Other income					
Student registration grants		336,255		336,255	342,450
Magazine income	415,914	8,953		424,867	526,149
Radiology and Oncology Conferences		280,659		280,659	281,807
Seminars & courses		145,198		145,198	95,532
Regions and Branches	17,732	0		17,732	27,885
Investment income	75,794	66,633		142,427	112,977
Other income	30,032	16,626		46,658	23,073
Contribution & notional rent from Society		1,020,000	(1,020,000)	0	0
Total of other income	539,472	1,874,324	(1,020,000)	1,393,796	1,409,873
Total income	3,945,352	1,874,324	(1,020,000)	4,799,676	4,646,278
Salary costs	959,545	829,703		1,789,248	1,784,222
Operational and overhead expenditure					
Contribution & notional rent to College	950,000		(950,000)	0	0
Donation to Benevolent Fund	0			0	5,000
Donation - overseas placements		1,000		1,000	750
Agenda for change, media costs etc	31,592			31,592	41,637
Magazine & journal costs	498,652	110,166		608,818	712,093
Regional offices, Councils and reps costs	242,469			242,469	255,285
Members insurance and legal costs	332,754			332,754	226,372
Website costs & CPD costs	52,204	20,281		72,485	75,008
Radiology and Oncology Conferences		292,810		292,810	206,022
Meetings, Seminars, library and literature		307,474		307,474	251,920
ADC, TUC membership etc.	149,117			149,117	148,769
Audit and prof fees	17,215	14,031		31,246	23,797
Occupancy	102,625	24,915	(70,000)	57,540	50,994
Depreciation, FRS 17 fin adj, asset sales	44,106	47,362		91,468	109,212
HR, database & computer costs etc.	113,336	22,833		136,169	134,025
Telephone, travel, copying, postage etc	202,739	46,407		249,146	280,694
Total operational and overhead expenditure	2,736,809	887,279	(1,020,000)	2,604,088	2,521,578
Total expenditure	3,696,354	1,716,982	(1,020,000)	4,393,336	4,305,800
Surplus for the year before investment gains	248,998	157,342	0	406,340	340,478
Investment gains less losses	46,926	46,926		93,852	94,416
Pension Scheme deficit	(152,000)	(71,000)		(223,000)	(215,000)
Surplus after net investment gains	143,924	133,268	0	277,192	219,894

FINANCIAL REPORT FOR THE YEAR TO SEPTEMBER 2007

Society membership continued to grow through the year. Total income for 2007 was £4,799,676, £153,398 (3.3%) higher than last year.

Although membership subscription income increased by £169,475 (5.2%), the impact was partly offset by the declining revenue from magazine advertising, down £101,282 (19%).

Other positive features were increased income from seminars, up £49,666 (52%), investment income, up £29,450 (26%) and other income which was £23,585 higher mainly due to Industry sponsorship.

Total expenditure increased only slightly by £87,536 (2.0%) to £4,393,336 for 2007. Salary costs rose by £5,026 (0.3%) with some posts not filled through the year. Operational and overhead costs of £2,604,088 were up £82,510 (3.3%) from 2006. Under the pension accounting rules, the actuary has calculated the pension scheme deficit at £223,000, £8,000 (3.7%) more than last year. The SCOR investments again helped the bottom line, gaining £93,852 in value.

The Society and College had a combined 2007 surplus of £277,192, £57,298 (26.0%) higher than 2006.

Commentary on Income and expenditure

Total income for the whole organisation in 2007 amounted to £4,799,676, which was £153,398 (3.3%) higher than 2006.

Income from membership subscriptions amounted to £3,405,880 in 2007, a rise of £169,475 (5.2%) over 2006. The increase arose from a net 3.2% increase in members' numbers and from a 2.9% increase in subscription rates for 2006.

Member's subscriptions represented 70.1% of total income in 2007, or to put it another way, 29.9% of the income necessary to run the organisation was found from other sources.

This 'other income' amounted to £1,393,796, a small reduction of £16,077 (1.1%) from 2006 for the following reasons:

Major changes in other income for 2006 compared to the previous year were:

- Synergy advertising declined further in 2006, by £101,282 (19.2%) compared to last year, an unfortunate continuing trend due to falling recruitment revenues.
- Income from bank deposits and investments rose by 26% to £142,427, due to higher levels of funds invested and higher returns from investments.
- Student grants reduced slightly by £6,195 (1.8%) from 2006 to £336,255.
- Radiology and Oncology Congresses ran both UKRC and UKRO this year and contributed £280,659, £1,148 less than 2006.

Expenditure for 2007 across the organisation amounted to £4,393,336, an increase limited to £87,536 (2.0%) compared to 2006.

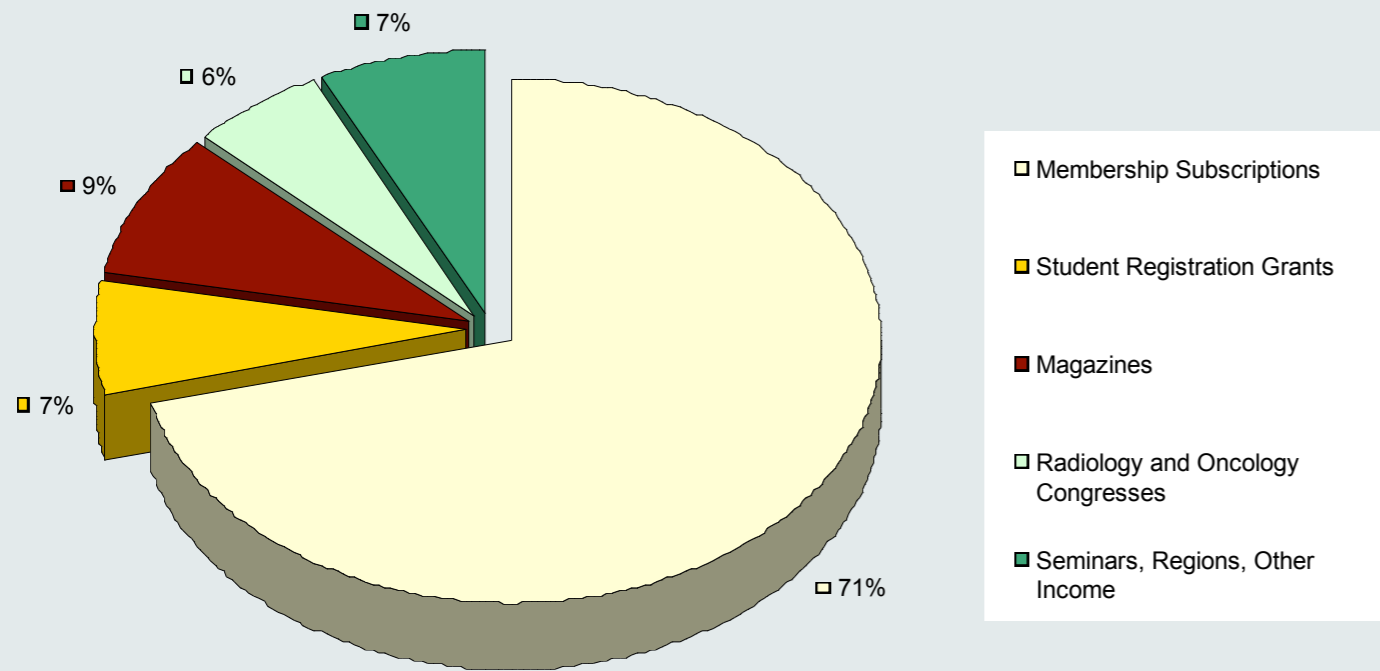
Salary costs in 2007 were £1,789,248, an increase of £5,026 (0.3%) over 2006. Staff salary rises were largely offset by staff turnover with several posts unfilled for parts of the year.

Operational and overhead expenditure amounted to £2,604,088, £82,510 (3.3%) more than 2006:

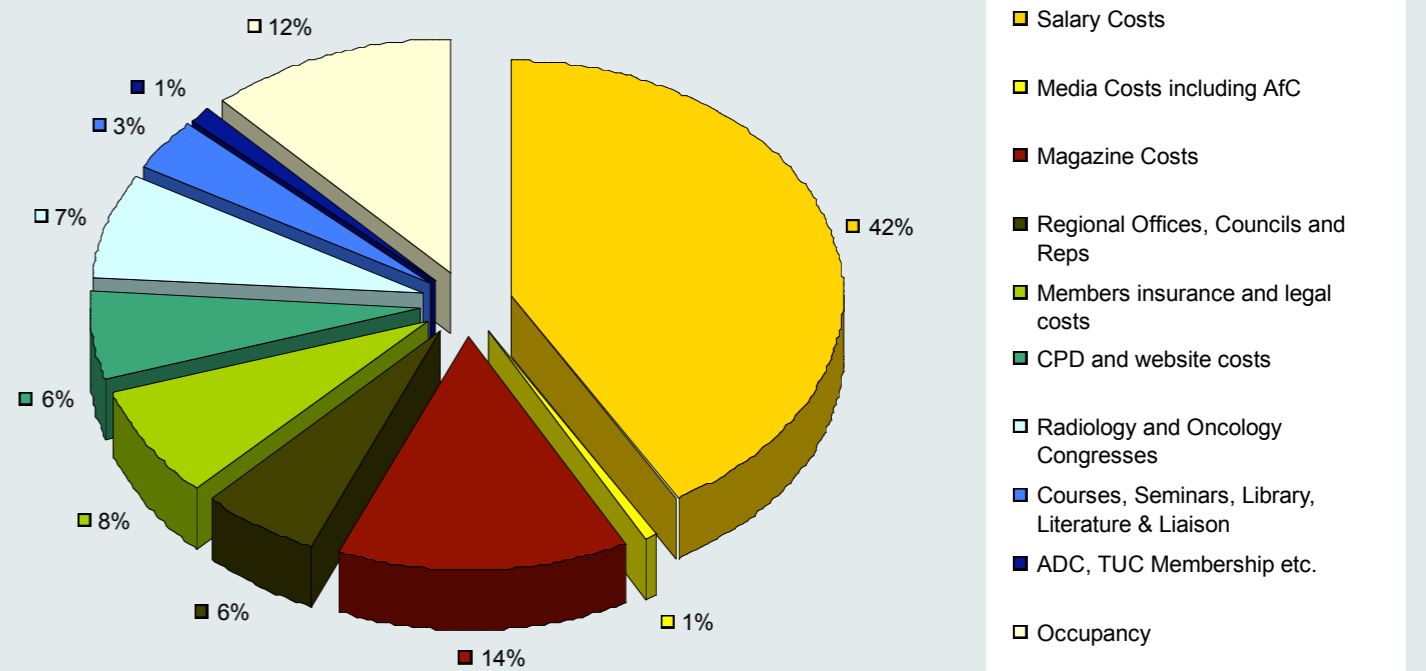
- Magazine and journal costs fell for the second year running, this time by £103,275 (14.5%) due to lower Synergy printing costs while Radiography journal costs were also down.
- Regional and Council costs again showed a small reduction of £12,816 (5.0%) from last year.
- Member's professional indemnity and legal costs rose by £106,382 (47%), mainly due to the legal costs of an industrial injury claim.
- ROC costs increased by £86,788 (42.1%) to £292,810, due partly to running the UKRO bi-annual conference in 2007.
- ADC and TUC fees costs were steady at £149,117.
- Courses, seminars, literature and liaison costs rose by £55,554 to £307,474 due to running a full seminar programme this year. The organisation continues extensive production of professional guidance literature.
- Overhead costs savings for telephone, travel copying and postage costs showed a reduction of £31,548 to £249,146 (11.2%), while Depreciation, FRS 17 adjustments were £17,744 (16.2%) lower at £91,468.

Surplus for the year at £277,192 was £57,298 higher than 2006. Income was up £153,398 whereas expenditure increased by £91,074, including a small rise in the provision for the pension scheme deficit.

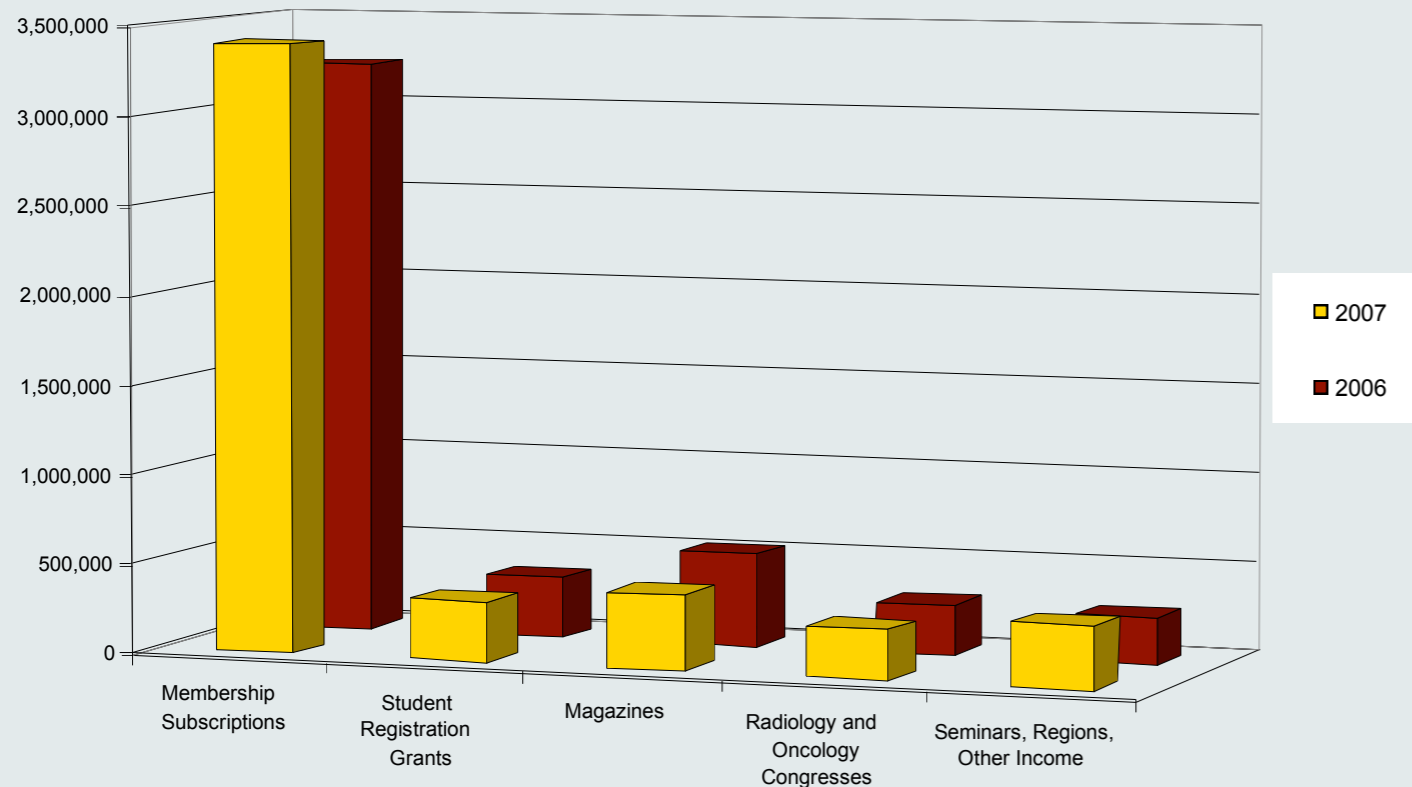
INCOME 2007



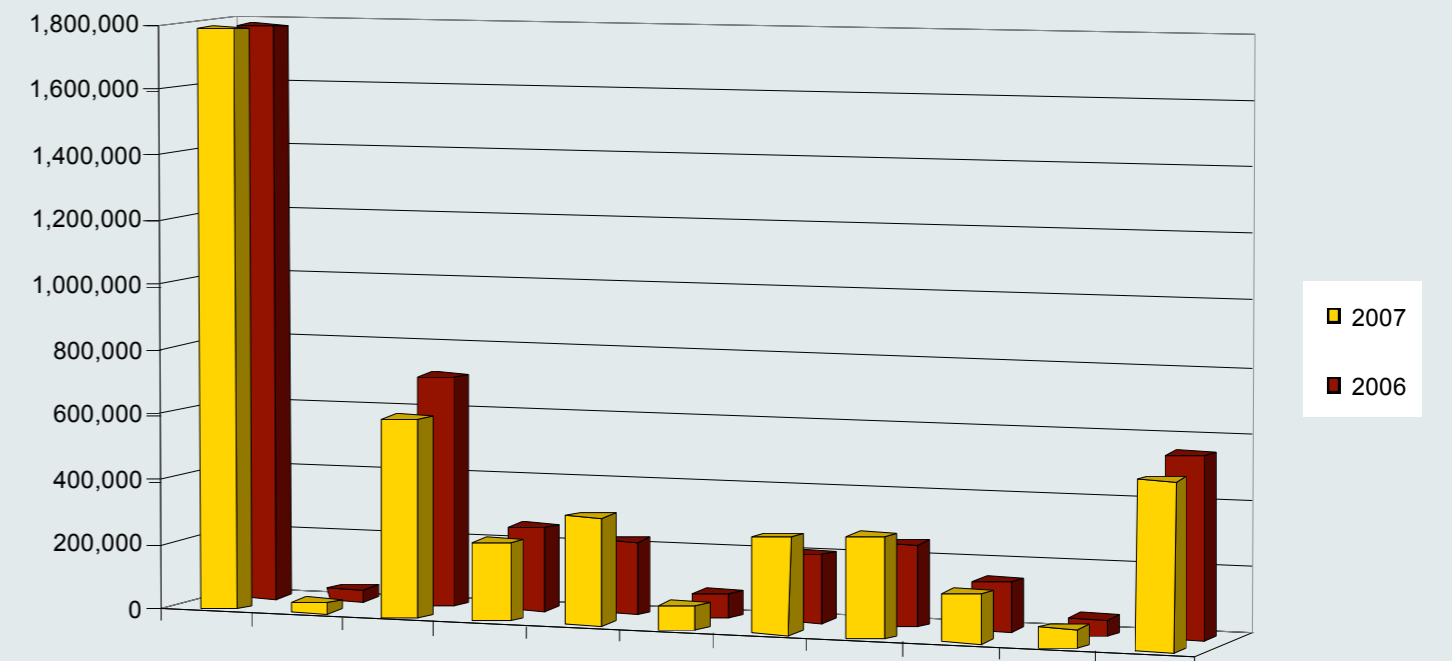
EXPENDITURE 2007



INCOME - 2007 Compared to 2006



EXPENDITURE - 2007 Compared to 2006



COMMENTARY ON THE BALANCE SHEET

Total assets at the 2007 year-end amounted to £4,262,923, £277,192 higher than the value at September 2006.

Tangible fixed assets, which include the head office property, were down £59,700 mainly due to depreciation set aside each year for replacements, which again exceeded expenditure on new assets.

The Society and College Fixed Asset investment values rose again by some 29% to £1,405,990, which included an additional £200,000 investment made in September 2007,

Current assets, less liabilities, were up by £261,038 to £2,281,791 at September 2007. This mainly reflects the increased level of money-market deposits, up by £350,000 from last year's level. Debtors fell by £87,103 to £344,669 whereas Creditors increased by £25,462 to £514,659.

The pension scheme funding liability has been increased by £242,000 from last year and now stands at £686,000.

BALANCE SHEETS AT 30 SEPTEMBER 2007

figures in £	SOR	COR	CONTRA	Combined	2006 Combined
Tangible fixed assets					
Long leasehold property		1,117,381		1,117,381	1,143,672
Office fixtures, furniture & equipment	1,555	120,745		122,300	159,760
Computers	7,979	13,480		21,459	17,408
Total	9,534	1,251,606		1,261,140	1,320,840
Fixed Asset investment	702,995	702,995		1,405,990	1,088,136
Investment in subsidiary	2			2	2
Current assets less liabilities					
Debtors	362,354	89,304	(106,989)	344,669	431,772
money-market deposits	1,000,000	1,000,000		2,000,000	1,650,000
Bank balances etc	304,257	147,524		451,781	428,178
Creditors	(373,600)	(248,048)	106,989	(514,659)	(489,197)
Total	1,293,011	988,780	0	2,281,791	2,020,753
Pension Scheme liability	(415,000)	(271,000)		(686,000)	(444,000)
Total assets at September 2007	1,590,542	2,672,381	0	4,262,923	3,985,731
Share capital		2		2	2
Reserves					
Contingency fund	2,739			2,739	2,739
Industrial injuries fund	40,000			40,000	40,000
General fund	1,962,803			1,962,803	1,654,879
Restricted fund for overseas placements		14,593		14,593	15,106
Unrestricted funds		2,928,786		2,928,786	2,717,005
Less Pension Scheme liability	(415,000)	(271,000)		(686,000)	(444,000)
Total capital & reserves at September 2007	1,590,542	2,672,381	0	4,262,923	3,985,731

Reporting on Summarised Accounts

The above figures have been extracted from the full Society Council and College Board of Trustees reports and financial statements, which have both been audited by Horwath Clark Whitehill LLP, who gave unqualified audit reports on 29 February 2008.

The auditors have confirmed to the Council and Trustees that the summarised financial statements are consistent with the full financial statements for the year ended on 30 September 2007. The Council's and Trustees' reports and financial statements were approved by Council and the Trustees and signed on their behalf on 29 February 2008 and 3 April 2008 respectively. The College report will be submitted to the Charity Commission in July.

Horwath Clark Whitehill LLP also gave an unqualified audit report on the financial statements of the Benevolent Fund for the year to 30 September 2007.

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 may be viewed at www.sor.org or obtained from The Secretary, Society and College of Radiographers, 207 Providence Square, London SE1 2EW.

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