



Some respondents find it useful to gather all the required information using this PDF version before starting the online census. Note that depending on your responses to some questions online, you may not see all the questions. For example, if you answer yes to question 3 online, you will skip question 4.

2024 Radiotherapy Radiographic Workforce Census

Welcome

Welcome to the UK radiotherapy radiographic workforce census 2024. The Society of Radiographers and the College of Radiographers is carrying out this survey which sits alongside the similar IPEM physics and RCR Clinical Oncologist workforce censuses. The results of this survey will inform the work of professional bodies, workforce planners within each UK country, commissioners, and providers of radiotherapy. It is important we obtain information from all centres delivering radiotherapy, both NHS and private centres, and from all the UK countries.

The data will be published by country and by cancer centre name. [You can find previous submissions on the SoR website](#) or contact Spencer Goodman using the details below.

Please answer the census on behalf of your cancer centre provider. Please include all radiographic staff within your budgetary control EXCEPT radiotherapy support and administrative staff. You will be asked about workforce levels in each AfC band as of 1 November 2024. If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band.

All questions must be answered. The census may take you up to 35 minutes to complete. Please contact Spencer Goodman on 020 7740 7257 or email at spencerg@sor.org if you have any questions about this census.

Fair Processing Notice

In this notice, "We", "Us" and "Our" mean the Society of Radiographers Limited, registered in England and Wales, company number 00169483 and the College of Radiographers, registered in England Wales, company number 01287383. Our registered office is 207 Providence Square, Mill Street, London SE1 2EW.

We will use the data supplied by you for the purpose of research. Our lawful basis for processing personal information is to fulfil the legitimate interest as a professional body. We will retain all information you submit as verification of your participation.

Data is collected and stored by Alchemer, made available to Us as account holders; all information collected is kept confidential and secure. Any personal data which are submitted to Us will have appropriate safeguards applied to ensure compliance with the Data Protection Act 2018 and summarised in our [privacy policy](#).

Unless stated otherwise, all personal information is anonymised while organisational information is identifiable. We reserve the right to share responses to this survey with relevant stakeholders; if these stakeholders are not based in Our organisation then appropriate agreements will be put in place to ensure anonymity and confidentiality. Information will be kept in accordance with our data retention schedule.

For detailed information about how we use your information please see our full [privacy policy](#).

If you have any questions or concerns about Our use of your personal data then contact our [Data Protection Officer](#) [email link to dpo@sor.org. Alternatively, you may wish to liaise with the [Information Commissioner's Office \(ICO\)](#).

1) Your details*

Name*

Forename: _____

Surname: _____

Email address *: _____

Job Title : _____

2) For which healthcare organisation are you responding?*

- Aspen Healthcare
- Barking, Havering and Redbridge University Hospitals NHS Trust
- Barts Health NHS Trust
- Belfast Health and Social Care Trust
- Betsi Cadwaladr University Health Board
- Brighton and Sussex University Hospitals NHS Trust

- () Cambridge University Hospitals NHS Foundation Trust
- () East and North Hertfordshire NHS Trust
- () East Suffolk and North Essex NHS Foundation Trust (Colchester Hospital & Ipswich Hospitals)
- () GenesisCare
- () Gloucestershire Hospitals NHS Foundation Trust
- () Guy's and St Thomas' NHS Foundation Trust
- () HCA Healthcare UK
- () Hull University Teaching Hospitals NHS Trust
- () Imperial College Healthcare NHS Trust
- () Lancashire Teaching Hospitals NHS Foundation Trust
- () Maidstone and Tunbridge Wells NHS Trust
- () NHS Grampian
- () NHS Greater Glasgow and Clyde
- () NHS Highland
- () NHS Lanarkshire
- () NHS Lothian
- () NHS Tayside
- () Norfolk and Norwich University Hospitals NHS Foundation Trust
- () North Middlesex University Hospital NHS Trust
- () North West Anglia NHS Foundation Trust
- () Northampton General Hospital NHS Trust
- () Nottingham University Hospitals NHS Trust
- () Oxford University Hospitals NHS Foundation Trust
- () Portsmouth Hospitals University NHS Trust
- () Royal Berkshire NHS Foundation Trust
- () Royal Cornwall Hospitals NHS Trust
- () Royal Devon and Exeter NHS Foundation Trust
- () Royal Free London NHS Foundation Trust
- () Royal Surrey County Hospital NHS Foundation Trust
- () Royal United Hospitals Bath NHS Foundation Trust
- () Rutherford Cancer Centres
- () Sheffield Teaching Hospitals NHS Foundation Trust
- () Somerset NHS Foundation Trust
- () South Tees Hospitals NHS Foundation Trust
- () Southend University Hospital NHS Foundation Trust
- () Swansea Bay University Health Board
- () The Christie NHS Foundation Trust

- () The Clatterbridge Cancer Centre NHS Foundation Trust
- () The Leeds Teaching Hospitals NHS Trust
- () The Newcastle Upon Tyne Hospitals NHS Foundation Trust
- () The Royal Marsden NHS Foundation Trust
- () The Royal Wolverhampton NHS Trust
- () The Shrewsbury and Telford Hospital NHS Trust
- () Torbay and South Devon NHS Foundation Trust
- () Trustees of The London Clinic
- () United Lincolnshire Hospitals NHS Trust
- () University College London Hospitals NHS Foundation Trust
- () University Hospital Southampton NHS Foundation Trust
- () University Hospitals Birmingham NHS Foundation Trust
- () University Hospitals Bristol and Weston NHS Foundation Trust
- () University Hospitals Coventry and Warwickshire NHS Trust
- () University Hospitals Dorset NHS Foundation Trust
- () University Hospitals of Derby and Burton NHS Foundation Trust
- () University Hospitals of Leicester NHS Trust
- () University Hospitals of North Midlands NHS Trust
- () University Hospitals Plymouth NHS Trust
- () Velindre NHS Trust
- () Western Health and Social Care Trust
- () Worcestershire Acute Hospitals NHS Trust

3) Are you responding for all therapeutic radiography hospital sites at your organisation?

Yes

No

4) You have said you are not responding for all hospital sites at your organisation. Please tell us which sites you are responding for.

Information about your Radiotherapy Service

This census asks for the number of treatment machines and the total daily number of clinical hours of treatment that the service operates to provide some additional context to the numbers of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager.

5) Commissioned machines

| | No. of machines | Total daily hours available |
|---------------------|-----------------|-----------------------------|
| Linear accelerators | | |
| Planning CT Scanner | | |
| Planning MRI | | |

Establishment and in-post figures

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the NHS Employers' website.

6. Please provide ESTABLISHMENT, IN-POST figures and JOB TITLES at each pay band as of 1 NOVEMBER 2024.

This question asks for:

- Establishment WTE - this is what is included within the RT Service Managers budget
- Number of staff in post WTE - WTE of all staff in post
- Number of staff in post HEADCOUNT - number of staff in post which would give an indication of numbers of staff who don't work full-time and could be used to project future training requirements.
- Number of staff in an apprenticeship role HEADCOUNT - this is to establish how many of the No. of staff in post HEADCOUNT are via an apprenticeship training route.

Please put an entry into each box below to progress to the next question. You may have to enter 0 to progress.

| | Establishment WTE | Number of staff in post WTE | Number of staff in post HEADCOUNT | Number of staff in an apprenticeship role HEADCOUNT |
|----------|--------------------------|------------------------------------|--|--|
| Band 3 | | | | |
| Band 4 | | | | |
| Band 5 | | | | |
| Band 6 | | | | |
| Band 7 | | | | |
| Band 8a | | | | |
| Band 8b | | | | |
| Band 8c | | | | |
| Band 8d | | | | |
| Band 9 | | | | |
| Band N/A | | | | |

Vacancy figures (WTE)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

7) Please provide VACANCY Whole Time Equivalent (WTE) figures as of 1 NOVEMBER 2024.*

Please put a DECIMAL number into each box below to progress to the next question. You may have to enter 0 to progress.

There are some additional blank rows should you require. However, these are not mandatory.

| | Posts VACANT (WTE) | Radiotherapy radiographic workforce JOB TITLES |
|----------|--------------------|--|
| Band 3 | | |
| Band 4 | | |
| Band 5 | | |
| Band 6 | | |
| Band 7 | | |
| Band 8a | | |
| Band 8b | | |
| Band 8c | | |
| Band 8d | | |
| Band 9 | | |
| Band N/A | | |
| | | |
| | | |
| | | |

Three-month vacancy figures (WTE)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

8) Please provide THREE-MONTH VACANCY Whole Time Equivalent (WTE) figures as of 1 NOVEMBER 2024.*

Please put a DECIMAL number into each box below to progress to the next question. You may have to enter 0 to progress.

There are some additional blank rows should you require. However, these are not mandatory.

| | Posts VACANT FOR 3 MONTHS (WTE) | Radiotherapy radiographic workforce JOB TITLES |
|----------|---------------------------------|--|
| Band 3 | | |
| Band 4 | | |
| Band 5 | | |
| Band 6 | | |
| Band 7 | | |
| Band 8a | | |
| Band 8b | | |
| Band 8c | | |
| Band 8d | | |
| Band 9 | | |
| Band N/A | | |
| | | |
| | | |
| | | |

Establishment by site (WTE)

This question asks for the number of therapeutic radiographers working under the budgetary control of the radiotherapy service manager.

For support with definitions of Advanced Practitioners and Enhanced Practitioners from the NHS Employers website, please [click here](#).

9) Therapeutic radiographer establishment by SITE (whole time equivalent) as of 1 NOVEMBER 2024.

*This question was first requested to be included in the 2021 census. As this is an evolving data-set, we thank you for your previous input. We understand this information may not be available for all centres, however, please do include any relevant information you may have available.

*Enhanced Practitioner definition:

The national definition of Enhanced Practitioners is still relatively new Framework. The intention is to ascertain numbers of those staff that have either an Enhanced Practitioner Title or equivalent in terms of Post Graduate Qualifications and are not in the Advanced Practitioner Category. Therefore, classifying staff that have moved on from Practitioner level and have some form of Post Grad qualification as a baseline necessity for the role.

Please **do not include figures if practitioners are currently working towards a qualification as this will be captured in the next year's census.*

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress. There are four additional blank rows should you require. However, these are not mandatory.

| | Enhanced practitioners WITHOUT M-level qualification | Enhanced practitioners WITH ANY M-level qualification | Advanced practitioners WITHOUT M-level qualification | Advanced practitioners WITH ANY M-level qualification | Consultant practitioners WITH Doctoral level qualification | Consultant practitioner WITHOUT Doctoral level qualification |
|------------------|--|---|--|---|--|--|
| Brachytherapy | | | | | | |
| Breast | | | | | | |
| GI (upper/lower) | | | | | | |
| Gynaecological | | | | | | |
| Head and neck | | | | | | |
| Lung | | | | | | |

| | | | | | | |
|-------------------------------------|--|--|--|--|--|--|
| Neuro | | | | | | |
| Palliative | | | | | | |
| Prostate | | | | | | |
| Rectum | | | | | | |
| Information management & technology | | | | | | |
| Professional development | | | | | | |
| Research / clinical trials | | | | | | |
| Technical development | | | | | | |
| Practice educator | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |

Total establishment (headcount)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy helpers or admin staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

10) Please provide ESTABLISHMENT headcount figures as of 1 NOVEMBER 2024.

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | Radiotherapy radiographic workforce establishment (HEADCOUNT) |
|----------|---|
| Band 3 | |
| Band 4 | |
| Band 5 | |
| Band 6 | |
| Band 7 | |
| Band 8a | |
| Band 8b | |
| Band 8c | |
| Band 8d | |
| Band 9 | |
| Band N/A | |
| | |
| | |
| | |
| | |

Long-term absences (headcount)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

*Long term sickness absence is defined as any continuous period of 28 calendar days or longer for the purposes of the following question.

11) Please provide LONG-TERM ABSENCES headcount figures as of 1 NOVEMBER 2024.*

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | Posts with post holder on CAREER BREAK (headcount) | Posts with post holder on NON COVID-19 related LONG TERM SICKNESS ABSENCE (headcount) | Posts with post holder on COVID-19 related LONG-TERM SICKNESS ABSENCE (headcount) | Posts with post holder on MATERNITY / PATERNITY / PARENTAL LEAVE (headcount) | Posts with post holder on an active SECONDMENT (headcount) |
|---------|---|--|--|---|---|
| Band 3 | | | | | |
| Band 4 | | | | | |
| Band 5 | | | | | |
| Band 6 | | | | | |
| Band 7 | | | | | |
| Band 8a | | | | | |

| | | | | | |
|-------------|--|--|--|--|--|
| Band 8b | | | | | |
| Band 8c | | | | | |
| Band 8d | | | | | |
| Band 9 | | | | | |
| Band N/A | | | | | |

Predicted retirement (headcount)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

12) Number of radiotherapy radiographic workforce posts with post holder due to RETIRE (headcount) over the next 5 years.*

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | Retire between 1 November 2024 and 31 October 2025 (headcount) | Retire between 1 November 2025 and 31 October 2026 (headcount) | Retire between 1 November 2026 and 31 October 2029 (headcount) |
|----------|--|--|--|
| Band 3 | | | |
| Band 4 | | | |
| Band 5 | | | |
| Band 6 | | | |
| Band 7 | | | |
| Band 8a | | | |
| Band 8b | | | |
| Band 8c | | | |
| Band 8d | | | |
| Band 9 | | | |
| Band N/A | | | |

Leavers (headcount)

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

13) Number of radiotherapy radiographic workforce posts where the post holder has LEFT since the last census date, 1 NOVEMBER 2023? (We will use these figures to calculate staff turnover.)*

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | Leavers (headcount) |
|----------|---------------------|
| Band 3 | |
| Band 4 | |
| Band 5 | |
| Band 6 | |
| Band 7 | |
| Band 8a | |
| Band 8b | |
| Band 8c | |
| Band 8d | |
| Band 9 | |
| Band N/A | |

14) What were the reasons that therapeutic radiographers left their posts?*

(Select all that apply.)

- None have left
- Promotion in another RT centre
- Retirement
- Left profession but still working in health services
- Left profession and working outside of health services
- Education - radiotherapy
- Personal reasons such as moving home, change in personal circumstances, health issues
- Move to Proton services
- Other - please state: _____

15) If you selected the option for *having left the profession but still working in health services*, please state the number of therapeutic radiographers who have moved to mammography.

| |
|--|
| |
|--|

Protected titles

15) Please confirm what title(s) you use in your centre.*

(Select all that apply)

Remembering that our HCPC-protected titles are:

- *Therapeutic radiographer*
- *Radiographer*

Therapeutic Radiographer

Radiographer

Advanced Clinical Practitioner

Advanced Practitioner

Advanced Therapeutic Radiographer

Consultant Radiographer

Consultant Therapeutic Radiographer

Dosimetrist

Enhanced Practitioner

Planning Radiographer

Pre-treatment Radiographer

Radiation Therapist

Radiotherapist

Review Radiographer

Therapy Radiographer

Trainee Advanced Clinical Practitioner

Treatment Radiographer

Other - please state: _____

Recruitment

This census asks for the number of therapeutic radiographers, assistant practitioners, trainee assistant practitioners and clinical support workers (delivering radiotherapy) working under the budgetary control of the radiotherapy service manager. Please do NOT include radiotherapy support or administrative staff in the figures.

If your centre does not use AfC bands then place your answers in the response marked Band N/A or use the approximate pay band. You can see the NHS AfC pay bands on the [NHS Employers' website](#).

17) Number of radiotherapy radiographic workforce posts where post holder(s) have been or are planned to be RECRUITED INTERNATIONALLY. *

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | INTERNATIONAL RECRUITMENT between 1 November 2023 and 31 October 2024 (headcount) | PLANNED international recruitment between 1 November 2024 and 31 October 2025 (headcount) |
|----------|--|--|
| Band 3 | | |
| Band 4 | | |
| Band 5 | | |
| Band 6 | | |
| Band 7 | | |
| Band 8a | | |
| Band 8b | | |
| Band 8c | | |
| Band 8d | | |
| Band 9 | | |
| Band N/A | | |

18) Have you supported a RETURN TO PRACTICE radiographer between 1 November 2023 and 31 October 2024? *

Yes

No

19) How many therapeutic radiographer students do you feel can be supported in total, at one time? The intention for collecting this data is so it can be cross matched with the HEI data on numbers being placed.*

20) Please provide the number of therapeutic radiographer STUDENTS for each year of study that are supported within your radiotherapy centre as of 1 November 2024. *

Please put a WHOLE number into each box below to progress to the next question. You may have to enter 0 to progress.

| | Number of therapeutic radiographer STUDENTS (headcount) |
|------------------------|--|
| Year 1 | |
| Year 2 | |
| Year 3 | |
| Year 4 (if applicable) | |

Number of posts filled by agency staff

21) As of 1 November 2024, were you using any agency therapeutic radiographers? *

Yes

No

22) Why were agency therapeutic radiographers being used?

(Select all that apply)

Due to an increase in the therapeutic radiographer establishment

Due to existing vacancies in the therapeutic radiographer establishment

To cover long-term absence

Other - please specify: _____

23) As of 1 November 2024, how many agency therapeutic radiographers were used (headcount)?

(Please enter WHOLE numbers.)

| | Band 5 equivalent (headcount) | Band 6 or greater equivalent (headcount) |
|-----------------------------------|--|---|
| Agency staff trained in the UK | | |
| Agency staff trained overseas | | |

Therapeutic radiographers employed in dosimetry

We would like to know the number of therapeutic radiographers employed in dosimetry. Normally we do not capture this information when the radiographers are not under your budgetary control.

Please could you therefore indicate the total number of radiographers employed in a dosimetry role in your trust. In response to this question, please include those **both within and outside of your budgetary control**. We are aware that you may have already included those in your budgetary control in previous answers.

24) Number of therapeutic radiographers employed in dosimetry as of 1 NOVEMBER 2024 (headcount).*

(Please enter a WHOLE number. You may have to enter 0 to progress.)

| | As of 1 November 2024, how many staff working in dosimetry in your department are WITHIN your budgetary control | As of 1 November 2024, how many staff working in dosimetry in your department are OUTSIDE your budgetary control |
|------------------|--|---|
| Band 5 | | |
| Band 6 | | |
| Band 7 | | |
| Band 8a | | |
| Other – write in | | |

25) How many other therapeutic radiographers are you aware of working within cancer services (for example, but not limited to, sonography, mammography, research etc) who are not in your budgetary control and are not included in the question above (headcount)?*

(Please enter a WHOLE number.)

Final page - your comments

25) Please use the box below to provide any comments you may have related to your submission. If you are over-established at any AfC bands, please give details here.

Thank You!

Thank you for taking our survey. Your response is very important to us.