

Kent Oncology Up-Skilling Band 6 Therapeutic Radiographers Project

Jenny Filmer: Practice Development Radiographer

Fred Swaminathan: Practice Educator



Band 6 Up-Skilling

- Project started in April 2023
- Training issues during the COVID Pandemic
- Project Aims
- Saturday training (3 Saturdays)
- Assessing staff engagement
- Setting expectations
- Internship (period of clinical supervision)
- Personal Development Plans



Saturday Training

Topics Covered:

- Clinical Reflective writing
- Incidents and Errors
- Imaging competencies
- Internship Program



Exceptional people,
outstanding care

Challenges for the Kent Oncology Centre

- Project timescale
- Retention/recruitment strain
- Proximity to London
- Additional resources required
- Thinking differently
- Workforce Strategy
- Responding to staff feedback
- Preceptorship

Outcomes of Project thus far

- 10 staff have completed the up-skilling program (April 2023-Sept 2024)
- 6 of these staff have been promoted
- 5 staff are currently undertaking their internship
- 4 staff will start in December
- 4 staff remaining to complete internship in early 2025
- Better career development opportunities for staff
- Improved staff morale and motivation

How this project meets the MTW Strategy Triangle



- Clinical Strategy
- Sustainability
- Patient Access
- People
- Patient Experience
- PRIDE: MTW Trust Values
- Exceptional people, outstanding care!

What Now?

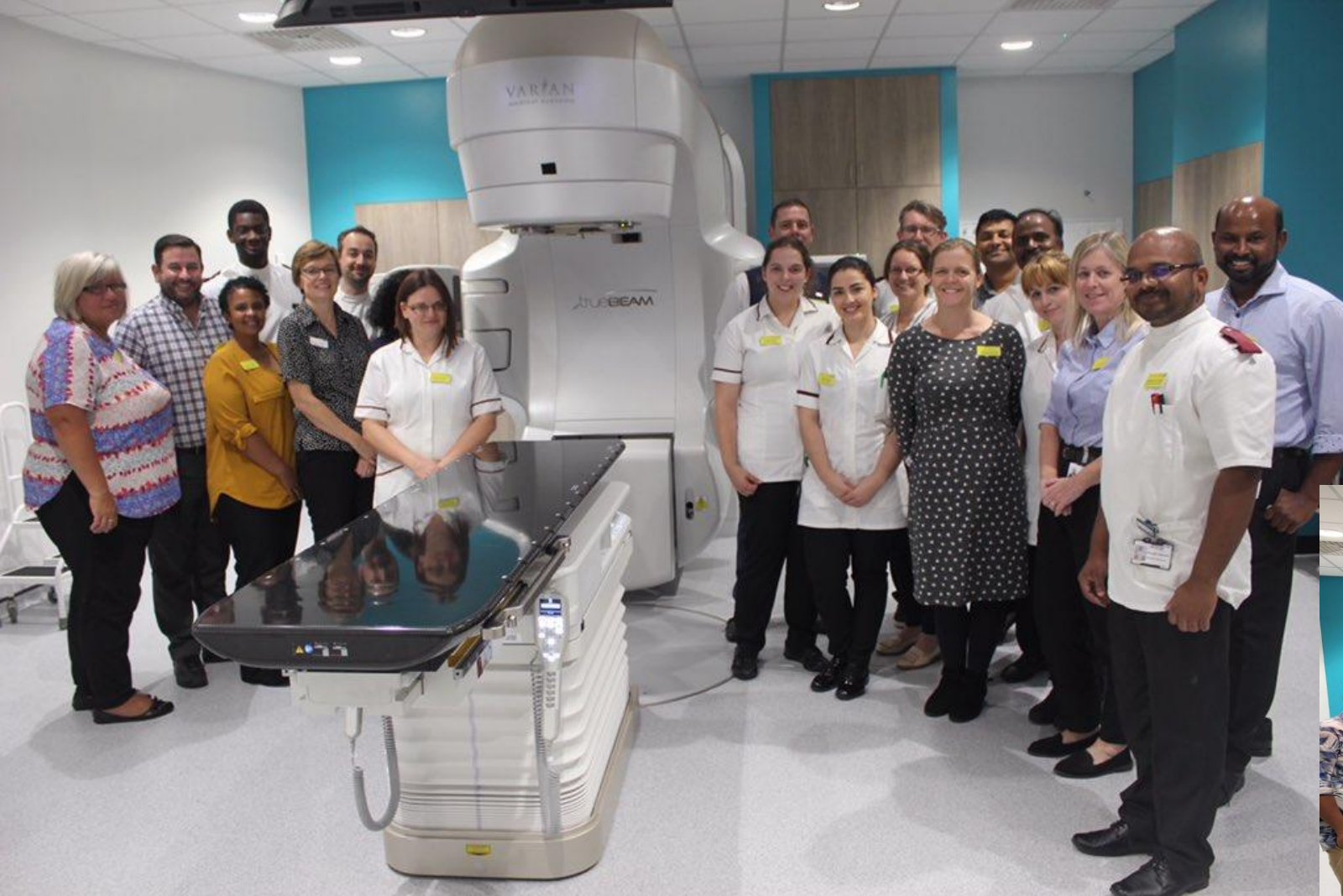


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- Personal commitment
- The Practice Development/Education Team commitment
- Preceptorship Offer
- Regional and National collaborative working
- Sharing best
- Workstreams to support staff groups
- Continue the cycle of upskilling
- Celebrate our success!

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Thank you for listening
Any Questions?



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