

Motions

ADC 2023



SoR

THE SOCIETY OF
RADIOGRAPHERS



Public Policy

MOTIONS 1 - 10

Motion 1

Subject: NHS Crisis

The NHS has not been allowed time to recover post COVID – With no intervention from Government to help. We now face an unprecedented demand on all services.

There are stories of patients waiting in ambulances for more than 15 hours before admission to hospital.

Patients are being treated on hospital floors and in corridors. With a real danger to life in these circumstances.

This cannot continue – The NHS is there to help save lives – Not to be the cause of loss of life. Everyone who uses the NHS needs to feel that they have a say in matters and to be able to hold the government accountable for the current unforgivable state that we find our NHS to be in.

Conference calls upon UK Council to work with other health unions to stage a priority campaign to fight for more resources for health and social care that are so desperately needed, and to highlight the importance of Imaging across all services.

South West Region

UK Council will support this motion

Motion 2

Subject: Cancer Strategy

The Government's recent decision to scrap a dedicated cancer strategy is a decision that will cost lives. Health secretary Steve Barclay axed the ten-year plan in favour of a major conditions strategy' that will examine all major conditions, including chronic respiratory disease and dementia.

While cancer survival rates have improved, the UK continues to lag behind much of Europe with the gap set to widen further if the backlog caused by Covid is not addressed.

A long-term plan for cancer is more critical than ever after more than a decade of declining funding for cancer services compounded by the Covid-19 pandemic. Cancer is the single largest cause of death in the UK and one of the most serious healthcare burdens.

This conference calls upon UK Council to challenge the government on this.

Yorkshire & NT

UK Council will support this motion

Motion 3

Subject: Covid sick leave for NHS staff

During the Pandemic the Government called healthcare workers "heroes". Health care professionals in all four countries worked on the front line. We put our health at risk to care for others, working with limited PPE and often with less than safe staffing. We supported patients in the most difficult and desperate times being exposed to the virus before the introduction of vaccinations. If we caught Covid we were asked to isolate, however it did not count towards our sick record, this has now changed and as a result it is not unreasonable to deduce that staff could lose their job because of a work place acquired illness.

UK Council calls upon conference to support lobbying both the UK government and NHS employers to overturn this decision.

UK Council

Motion 4

Subject: Reducing DNA's

Patients who do not attend (DNA) for out-patient hospital appointments cause delays in the diagnosis and subsequent treatment of their own, and other patient's, illnesses, with potentially hazardous consequences. This also impacts upon waiting lists. In Imaging departments, we see many DNAs. This is extremely frustrating as we are always aiming to reduce waiting lists and ensure effective patient management – leading hopefully to prompt diagnosis and treatment where necessary.

Conference calls upon UK Council to engage with NHS England/Scotland/Wales and Northern Ireland to produce a campaign to make the public aware of the cost of DNAs, both monetarily and on waiting lists.

Eastern Region

UK Council will support this motion

Motion 5

Subject: HMRC Mileage Rates

The rate for which NHS employees are remunerated for using their own vehicle for work related journeys mirrors the rate set by the HMRC and currently stands at 45p per mile. This was set in 2011 and has not changed since then.

In 2011 the average cost of petrol was 117p per litre. And we all know where the price of fuel has gone since then. At its height of over £2 per litre using an average car doing 35 mile per gallon meant that staff were in affect paying employers to come to work.

In addition there have also been other increased costs in motoring associated with inflation, servicing replacement parts and insurance etc.

UK Council calls upon conference to support a campaign to review and increase the HMRC milage rate to better reflect the cost of travel.

UK Council

Motion 6

Subject: Cost of Living Supplements

Due to the expense of living in London, NHS staff that live in central London are entitled to 20% uplift of their pay. This is called NHS London Weighting. Staff working just outside London are entitled to a 15% uplift and those that work in the fringe zone of London are entitled to a 5% uplift. Many other areas are now finding housing and transport costs are on a similar level to London and this is causing staff shortages in those areas, or that staff have to travel a long way to work.

Conference calls upon UK Council to lobby for equality in cost of living weighting areas across the UK.

Eastern Region

UK Council will listen to this debate

Motion 7

Subject: Imaging Referrals

During the previous decade, referrals for diagnostic imaging tests have increased. To facilitate this, the number of non-medical referrers entitled to refer patients for diagnostic imaging has grown and includes registered allied healthcare professionals from a broad range of primary and secondary care services. In some cases, non-medical referrers may represent a high proportion of the total imaging referrals from primary and secondary care. Services would benefit from guidance on managing the governance of entitlement for referrers. Conference calls upon UK Council to work collaboratively with the professional bodies and their Ionising Radiation (Medical Exposure) Regulations 2017 specialist members to develop a consistent governance framework and to lobby Trusts to ensure they provide adequate resources to for this vital task.

London

UK Council will listen to this debate

Motion 8

Subject: Minimum Service Strike Bill

We all know that the UK government's initial response to the current round of industrial actions was not to negotiate with unions but to try and make industrial action less effective.

The government has made no secret about the fact that that minimum service level bills aim to limit the impacts of strike action on the lives and livelihoods of the public so they have access key services during strikes.

These bills are totally missing the point. Years of inaction, underfunding and mismanagement has led to staff to undertake the only course of action possible to try and improve conditions for both staff and the patients they serve.

UK council calls upon conference to support working with the TUC and other unions to defend the right to strike in the UK.

UK Council

Motion 9 - Withdrawn



Motion 10

Subject: Reform for UK Honors System

The UK Honours System is used to recognise individuals of particular merit in their field in terms of achievement and service. The system dates to chivalric practices of the Norman era and has undergone various reforms over time. The system is synonymous with the British Empire and some have suggested are a celebration of Britain's Imperialist past.

Many worthy nominees are faced with the dilemma of rejecting a well-deserved award or accepting a post-nominal binding them to an uncomfortable affiliation. Many accept with reservation in order to promote their cause or in honour of those that have assisted their work. There is a long list of recognisable names that have rejected and returned awards in the past. In view of The Society of Radiographers commitment to Equality, Diversity and Inclusion;

UK Council seeks the support of Conference to support the campaign to reform the UK Honours System to replace the use of the word Empire.

UK Council

Health Safety and Wellbeing

Motions 11 - 15



Motion 11

Subject: Dose Monitoring

The workforce shortage within diagnostic radiography and the focus on reducing diagnostic waiting times has resulted in the utilisation of staff in different more flexible ways. This includes looking at the use of regional staff banks and cross Trust contracts. A barrier to this is the challenge to provide radiation monitoring for these staff across all roles. Staff are given multiple dosimeters one for each site. This use of multiple dosimeters poses logistical problems for the member of staff as well as requiring their doses to be consolidated to provide a full dose record.

Conference calls upon the council to investigate alternative methods of dose monitoring which would better support more flexible working models.

Yorkshire & NT

UK Council will support this motion

Motion 12

Subject: Safe Staffing

This conference notes with concern the shortages of radiographers and radiographic aids throughout the NHS and the potential negative impact upon members health and wellbeing alongside patient care.

Considering this, conference asks council to consider what it feels are safe working levels within departments and to issue a report on its findings.

North West

UK Council will listen to this debate

Motion 13

Subject: Safe Manual Handling of Patients

Safe manual handling of patients is becoming an increasing issue in Radiology departments.

The population is ageing, as are obesity levels which causes more patients to need assistance to stand or pat sliding. Staff levels in many departments are at the bare minimum out of hours and staff can feel pressurised into unsafely moving patients. This can cause back and other musculo-skeletal problems for staff and increase sickness levels. Radiographers have a higher incidence of work-related injury (WRI). Musculoskeletal injuries represent over 40 % of radiographers WRI.

Staff need to be empowered to say NO to unsafe practice and not be made to feel guilty for delaying imaging of a patient until enough people are present to safely move the patient, and be assured the Society of Radiographers will support anyone who has issues in their department.

Conference calls upon UK Council to support a campaign for raising staff and patient awareness of the issues of unsafe practice and to promote manual handling compliance.

Eastern Region

UK Council will support this motion

Motion 14

Subject: Mental Health

Conference notes that one in four adults suffer from some form of mental health condition and that mental health is one of the key reasons for sickness absence within the NHS. The Mental Health Foundation states that: "evidence suggests that 12.7 per cent of all sickness absence days in the UK can be attributed to mental health conditions. Ensuring staff are supported and cared for with their mental ill health is paramount." Mental health covers a wide range of diagnosis which require expert advice and support.

Conference calls upon UK Council to investigate the options of a dedicated fully trained Mental Health Officer to support members in crisis.

London

UK Council will oppose this motion

Motion 15

Subject: Bullying in the Workplace

It seems to be accepted that bullying is endemic within the NHS. The cost to the individuals being bullied is their confidence, their happiness and their ability to function at their best in the workplace.

The cost to the NHS is the sick leave the individual may take, the drop in productivity, the cost of providing counselling, the cost of the time off for the individual to receive that counselling, the cost of having team efficiencies split by one or more bullies. In most private sector industries such behaviour would not be tolerated and the offending individual would be reprimanded. Within the NHS and within the Universities who are teaching our next generational workforce we are taught that bullying is not to be tolerated. Yet, in practice, it seems there is no mechanism in place to tackle these bullies that are making an environment that is already difficult to work in, more difficult.

What is the point of speaking out if nothing can be done and nothing will be done.

Conference calls upon UK Council to work with the NHS to make a pledge to working towards a reduction in workplace bullying.

South West

UK Council will support this motion

Students

Motions 16 - 19



Motion 16

Subject: Student Claims for Financial Reimbursement for Costs on Placement

Since September 2020, all students on pre-registration diagnostic and therapeutic radiography courses have been able to apply for a training grant from the NHS Learning Support Fund (LSF) and claim reimbursement for their travel and accommodation expenses while on placement. Students must be registered on an eligible training programme and also eligible for tuition fees and maintenance support through the appropriate Student Finance authority in England, Wales, Scotland or Northern Ireland. In practice, the student experience across the UK has been one of a lack of parity in the amount and timeliness of reimbursement for such expenses, which has placed some in a difficult financial position, possibly unable to continue their courses, which then impacts the supply of newly qualified staff which the NHS needs. These difficulties are particularly acute for students who have been placed at hospitals a considerable distance from their universities.

This conference calls upon the UK Council to investigate the disparities between the regions of the UK and to press for more rapid payment of expenses once claims are submitted.

Midlands

UK Council will support this motion

Motion 17

Subject: Placement Distances

Placement allocations and capacity can be a challenge for Higher Education Institutions (HEIs) due to an increase demand for students to train and by new courses being validated. The solution adopted by HEIs is to ask some students to travel further away from their university, this may require a change in term time accommodation and can result in students being away from their families to attend placements sites. This can therefore require additional commuting or extra accommodation costs. Students need to have commuting time reduced at a time where they are expected to be full time committed to their studies and the cost of living is so high. This is particularly a concern with students with young families. This practice may also have an impact on attrition from courses and reduction in the wellbeing of students. Students appreciate the situation that HEIs have with regard to placement capacity but are concerned of the impact that placement distance can have upon student retention and wellbeing.

Conference calls upon UK Council to ask HEI's providers to be transparent with students at the recruitment phase, providing clear information about the range of placement requirements that they may be required to attend during their pre-registration program. This will help students make informed decisions about the feasibility of studying at a particular HEI.

London

UK Council will support this motion

Motion 18

Subject: Radiographer Guidance in Supporting Students

The guidance on the SoR website covering what is expected from radiographers when clinically supporting/educating students, currently dates from 2011 ('Roles and Responsibilities in Clinical Education') and things have changed so much since then; (mental) health and wellbeing is much more of concern (for both clinical staff and students) as well as the changes coming into HCPC SoPs regarding this. Then the legacy of covid, many newly qualified staff who registered before/during this time might not be as confident in teaching, etc.

Conference calls upon UK Council to put in place a process to update the information available to members and to survey student radiographers' in order to ascertain their perceptions of clinical placement since covid.

Midlands

UK Council will support this motion

Motion 19

Subject: Student Delegation at ADC

The student forum has continued to grow year on year. With over 70 active members many of whom are involved in working groups and initiatives. All of this is in addition to full time studies and done for the benefit of student members. The forum is comprised of a very diverse group, with neurodivergent, members of the LGBTQ+ community, minority ethnic groups, undergraduate, postgraduate, apprentices and all regions being represented.

We are asking council to consider a rule change to create a student delegation comprised of the student forum. This year the forum has worked collectively to bring forward several motions based on issues and concerns students have voiced throughout the year. This is a process the forum wishes to continue with student matters being presented by student representatives through a student delegation.

There would also be the added benefit of more none-forum students being able to engage with their regions through ADC places, rather than compete with forum members. Attending ADC could be the first step for students outside the forum to begin increasing their involvement with the Society and radiography community. This potentially could improve student member retention and the conversion of student members to fully qualified members.

South East

UK Council will listen to this debate

Pay, Terms and Conditions

Emergency Motion 1 & Motions 20 - 24

Emergency Motion 1

Lack of pay offer NI

The permanent health secretary Peter May gave a statement regarding pay “there will be no capacity to afford a pay uplift in 2023-24 in this context without implementing corresponding cuts to expenditure on services or additional funding being made available in-year.” This was reiterated by Secretary of State for NI Chris Heaton Harris at a recent meeting with Cora Regan, National Officer for NI.

Northern Ireland's Allied Health Professionals are already the most underpaid in the UK, and with no functioning government are struggling to be heard. This lack of pay rise, when we see offers being made across the UK, is disheartening and diminishes what we do as healthcare workers. No pay rise will only deepen the divide between us and will further impact the workforce within Northern Ireland reinforcing the feeling of NI Radiographers being 2nd class citizens.

Conference calls upon UK Council to help provide all necessary support to our National Officer as she continues to engage with the department of health.

Northern Ireland

Council will support this motion

Motion 20

Subject: Publicising A4C Terms and Conditions with Regards to Working Hours

Due to staff shortages and the need to deal with the Covid backlog radiographers are being asked to undertake significant amount of overtime. The need to earn additional funds has never been more evident with the rise in the cost of living however we in Wales feel that Management could take advantage of the situation putting the health of the work force and hence service delivery in harms way.

There is a general responsibility for employers and employees, under health and safety law, to protect its workforce. Control on working hours should be regarded as an integral element of managing health and safety at work and promoting health at work.

Section 27 of the A4C terms and conditions identifies the rules we are employed by with regards to rest periods. We in Wales feel it is the duty of the SoR to remind members of these terms and conditions.

This Conference calls on UK council to work with the SoR full time officers to produce article(s) in our professional publications explaining employment terms and conditions with regards to working hours and rest periods.

Wales

UK Council will support this motion

Motion 21

Subject: Unfair Working Conditions for Agenda for Change (AfC) Band 8 Staff

AfC Band 8 staff are not able to claim overtime in the way other staff groups can and were given a disproportionate pay rise in the previous pay deal to all other bands which is causing staff at this level to have increased responsibility and stress without any financial advantage.

Conference asks that Council lobby NHS Employers to allow AfC Band 8 staff to claim overtime payments to make the workplace a fairer environment.

South East

UK Council will support this motion

Motion 22

Subject: Members Remaining Able to Work up to the Increasing Retirement Age

Members have brought up the link between the increasing retirement age and fitness to work at the same level. There is no special class status anymore but as the recent government review has recommended bringing forward an increase in state pension age of 68 to 2037/9 with the potential to be raised again.

To be working up to 68 the physical and mental effort required, especially for those who report or perform complex investigations with a high rate of mechanical injury, such as Ultrasound, is very high and members are retiring earlier than the current state pension age as they are struggling with continuing to work at the same level. As the NHS pension is now linked to the state pension members are incurring pension losses and some suffering significant financial detriment which is affecting their wellbeing, especially in this cost of living crisis.

Conference calls upon UK Council to ask the Society of Radiographers to enter into dialogue with other unions to look at the options available for / ways to support members who will be affected by the increasing retirement age.

Midlands

UK Council will support this motion

Motion 23

Subject: Pay Review Body

The pay review bodies are supposed to be an independent advisory service to advise the government on pay rises for public sector services.

It is clear that this is not solely true, and it is implied that the pay review bodies are not independent.

The proposed pay rise is always based on submitted information from both sides. But the offer will reflect what the government has advised they can afford.

We call upon UK council to work with other health care unions to push for the review body to be truly independent.

South West

UK Council will support this motion

Motion 24

Subject: Pay Review Body

During the much-delayed negotiations during February and March 2023 with the Royal College of Nursing regarding pay for 2022/23, the government also offered a 5% substantiated pay rise for 2023/34. This offer has been made without submitting any evidence to the Pay Review Body (PRB) or utilising its services in any way. This followed a refusal by 14 Health Unions and the British Medical Association to submit evidence in January and questioning the PRB's impartiality.

Conference the time has come for the Society of Radiographers to join into discussions with the other health unions on how National Health Service pay rises should be set in the future. Conference calls upon UK Council to enter discussions with the other trade unions as to whether there should be a policy change regarding the current PRB system and a potential return to collective bargaining.

London

UK Council will oppose this motion

Equalities

Motions 25 - 28



Motion 25

Subject: Protected Characteristics Disparity Ratios

Conference, the Secretary of State for Health no longer requires National Health Service Trusts (NHS) and Boards to publish Protected Characteristics Disparity Ratios. This could result in these groups of staff having a lesser chance of career opportunities and fewer Black and Minority Ethnicity staff in high powered roles.

This conference calls upon United Kingdom Council to encourage NHS Trusts and Boards to continue to collect and use this data to ensure that they are accountable if there is a disparity shown and to encourage Society of Radiographers Industrial Relations Representatives to ensure this data is reported regularly through Local Partnership Forums.

Equalise

UK Council will support this motion

Motion 26

Subject: Equality, Diversity, Inclusion and Belonging

The Society of Radiographers has engaged in EDIB work centrally in the last few years as part of its journey to becoming a more inclusive and anti-racist membership organisation. UK Council has provided visible leadership and has made a commitment to become an anti-racist organisation.

Regions and Countries are integral to the work of the SoR at the frontline in all aspects including EDIB and would benefit from investment locally to support them to understand and address key and emerging issues in their areas.

This conference calls upon UK Council to provide training, resources and investment to regions and countries to enable them to participate in challenging and strategic conversations with members to influence change.

Yorkshire & NT

UK Council will support this motion

Motion 27

Subject: Practice-based Support for Neurodiverse Students

When student radiographers disclose that they are neurodivergent (autistic, ADHD, dyslexic, dyspraxic, dyscalculic, etc) to their university, it is standard practice for the student and the university's specialist advisors to co-produce an academic support plan, detailing the adjustments the student requires. It is also policy that a support plan, specific to the requirements of placement, is co-produced.

It is vital to establish what support neurodivergent students are actually receiving, the impact it is having and if/where improvements can be made, as research shows that without this support, students have poorer academic outcomes, poorer well-being and increased potential for attrition.

Conference calls on council to survey the neurodivergent student population on how they feel about the support they receive. The outcome should be published and used as a foundation to create a national policy, thus ensuring a consistent, unified and equitable approach to student support UK-wide.

Midlands

UK Council will support this motion

Motion 28

Subject: Non-gendered Terms in Healthcare Information

The use of gendered terms in healthcare is a long-established practice, particularly with reference to anatomical sites historically associated with only one gender. This use extends as far as colours traditionally associated with genders being used in departments dedicated to those sites, for example pink breast clinics, or having only single-gender visual resources used, such as male icons being used in association with prostate cancer. This practice creates an environment which is less welcoming for service users not of the assumed gender, either in the cases of those who are in a subset of disease groups which is non-gender specific or because they no longer identify with the gender assigned at their birth. This creates avoidable barriers to service users accessing these resources.

This conference calls upon UK Council to advocate for the use of non-gendered terms and visual resources being used in relation to anatomically specific sites in healthcare establishments, charities, and patient information and to update its published information accordingly.

Equalise

UK Council will support this motion

SoR Policy and Engagement

Motions 29 - 46

Motion 29

Subject: The White Ribbon Campaign

The White Ribbon Campaign is a global movement aiming to end violence against women. The overwhelming majority of violence against women is perpetrated by men. Their aim is to challenge and address the long established and harmful attitudes, systems and behaviours that perpetrate gender inequality and violence against women.

The Society of Radiographers is committed to promoting equality both as an employer and as a membership organisation. As part of this commitment it would be entirely appropriate for the SoR to sign up to become a White Ribbon Campaign supporter Organisation and commit to signing up to the White Ribbon Promise to never use, excuse or remain silent about men's violence against women.

UK council calls upon conference to support joining with the White Ribbon Campaign to end violence against women.

UK Council

Motion 30

Subject: Learning Experience in the Workplace

Conference recognises the importance of retaining students in training as our future workforce, and Diagnostic and Therapeutic Radiographers in clinical departments have a professional responsibility to contribute to their learning. To successfully complete their programme, it is important that students feel welcomed and supported by the existing workforce. However, with increasing workplace pressures, students are not only exposed to difficult working circumstances, but staff have ever more limited time, and in some cases willingness, to support them in training. This can result in students reporting clinical environments and staff as unwelcoming, which impacts their learning experience and motivation to continue in the profession.

Conference requests that council develop standardised guidance for clinical departments, for the provision of dedicated learner support, and emphasises the responsibility of the workforce to provide a welcoming environment for students despite clinical pressures.

North West

UK Council will support this motion

Motion 31

Subject: Promoting of Mammography Career-recruitment and Retention in Mammography

The current shortage of Mammographers across the UK is due to a large retiring workforce, lack of awareness and stereotypes associated with the profession. Mammography is a low-profile radiography profession which isn't promoted as much to Radiography students compared to high profile modalities like CT and MRI. Radiographers no longer necessarily undertake several years of general radiography before undertaking more specialist roles, often with the opportunity to embrace increased scope of practice and skill mix earlier in their careers (Kathryn T et al, 2017). It is important for students to have exposure to specialist areas of radiography to promote equal and positive perception of all areas of the profession and facilitate informed career planning. Shortage of mammography workforce is affecting cancer services as clinics are having to be cancelled and staff are burn out.

The role of a Mammographer is essential in breast cancer diagnosis, and it is important there is a safe number of mammographers to image and care for patients, and work with clinicians to help in the service user pathway. By filling the gap of mammographer it helps with extra duties held by mammographers, such as training. The introduction of Assistant Practitioner role in breast imaging has been beneficial to breast screening, however Assistant Practitioners cannot undertake full duties of Mammographer in assessment clinics/symptomatic clinics etc, which are an essential part of service user pathway to diagnosis.

Conference calls upon UK Council to help promote Mammography Radiographer role to future Radiographers and help with retention of Mammographers.

Midlands UK Council will listen to this debate

Motion 32

Subject: Promoting Opportunities and Consistency in Student Assessment Across Placement Sites

With increased numbers of students on placement and staff shortages across many sites, it is a challenge to ensure students are appropriately and consistently supported to meet their clinical learning objectives. Within this pressured environment, it is important that expectations are clear and well communicated among staff and students alike. Conference there is anecdotal evidence to suggest that the expected standard students are required to meet to achieve competencies, and certain performance ratings, can vary significantly between sites, even within the same pre-registration programme. Competencies and performance ratings impact progression and degree classifications. Furthermore, some staff are not allowed to approve a sign-off or give performance feedback, due to a minimum band requirement, lack of training, or both. Because of this, during some rotations, a student may have limited opportunities to work with staff who are able to assess them. This situation can create wide discrepancies in attainment among peers performing to a similar standard at different sites, leading to feelings of discouragement, which may damage prospects for retention.

Conference calls upon UK Council to develop and promote guidance for all placement sites to follow in order to ensure consistency during placements and equal access to opportunities for progression.

London

UK Council will support this motion

Motion 33

Subject: HIV Stigma in Healthcare

Modern treatments for HIV / AIDS have revolutionised quality of life for those living with the condition and preventative measures have produced the potential for it to be eradicated within a generation. The greatest risk to eradication is the stigma of testing and preventative measures. There is still much misunderstanding of the condition even within healthcare settings bred from public health campaigns of the 1980's and 1990's.

UK Council seeks the support of Conference to develop a resource on how radiographers can support the reduction of HIV /AIDS stigma in healthcare settings.

UK Council

Motion 34

Subject: Artificial Intelligence

Conference recognises the advancements in AI and vast potential in aiding and improving diagnosis. It also recognises that the Society has a committee monitoring the potential impacts on the profession. However, a number of concerns are being voiced by members of the profession as to the possible detriment to reporting radiographers and how they work.

Conference calls upon the society to issue a report on the potential positive and negative impacts of AI and report back to next year's ADC.

North West

UK Council will support this motion

Motion 35

Subject: SOR Website and Trade Union Campaign Information

During the 2022-23 pay dispute, it became clear that members were unable to easily access clear, concise and current information on the NHS Pay disputes across the four UK Nations on www.sor.org. Some members and reps reported that the SOR website:

- Was hard to navigate
- Was difficult to search for or find, trade union resources
- Was seldom updated
- Had no option to comment or query articles
- Failed to prioritise the SOR's essential role as a trade union

In summary, the SOR website has failed on all basic counts as a primary tool of trade union campaigning which should be its priority as the front facing platform of the organisation.

Conference calls upon UK Council to ensure as a priority that www.sor.org provides members with clear, concise and current information on any trade union campaign, ensuring that it is also easy to access and interact with.

Scotland UK Council will support this motion

Motion 36

Subject: Publishing for Regional and Country Events

Conference notes that a number of study days in 2022 were cancelled. Engagement with members is becoming ever more difficult. Synergy has lost its Regional and Country Events pages making the advertising of events difficult. With Synergy having gone to a digital format from May 2023 publicising Regional and National events could be impacted further.

Conference calls upon UK Council to investigate and report back on how Regions and Countries can restore robust communication to engage with members

Midlands

UK Council will support this motion

Motion 37

Subject: Printing of Synergy Magazine

A printed copy of Synergy allows the Society of Radiographers to engage on a wider scale with members and non-members alike than solely digital communications.

A printed copy of Synergy magazine overcomes the challenges of accessing digital formats. Digital formats presume members have access to technology. However out-dated NHS computers are in demand due to increasing workload. Whilst use of personal devices is discouraged during working hours.

Furthermore, a move to digital format is encouraging activities the Society of Radiographers recommends against in its wellbeing advice. This includes failing to maintain a work life balance, increasing time access information which can cause stress and increasing time looking at screens.

It must be highlighted the Society of Radiographers announcement moving Synergy to a digital format has already been met with a negative response.

The Society of Radiographers principal argument for stopping printing of Synergy is sustainability however Synergy Magazine is already printed on sustainably managed resources and can be disposed in recyclable waste.

Conference calls upon UK Council to continue to offer the option of sending a printed copy of Synergy Magazine to members at no extra cost.

South East **UK Council will oppose this motion**

Motion 38

Subject: Communicating with Members and Their Representatives

The 2022-23 pay dispute highlights the fundamental importance of effective, swift and accurate communication. This includes the provision of information to members as well as to the Regions and Countries who may have to act on such information or provide contextual support to members within their area. Failure to deliver this essential component of member service effectively, compromises a basic functional requirement of the organisation and has potential implications where actions might be challenged. This is particularly relevant in a climate of increasing anti-union legislation. The Society of Radiographers must have robust, efficient and rapid mechanisms for communication and the dissemination of information in order to avoid failing in the service it provides to its members.

Conference calls upon UK Council to commission a review of protocols, systems and processes for communication with the membership and its representatives in order to modify or develop arrangements that are fit for purpose whilst minimising risk to the organisation.

Scotland

UK Council will support this motion

Motion 39

Subject: Ballot for Strike Action

Conference notes with disapproval that the Society of Radiographers (SoR) was one of a few healthcare unions not to ballot their members due to a low response from the survey to ballot. Conference believes that this was due to the poor communication from Headquarters to its members.

Conference calls upon UK Council to investigate the SoR communication handling of the survey to ballot Radiographers to identify the reasons for the low response rate and ensure that any further communication/survey will involve reps prior to the sending out of the survey to ensure that the wording is clear and direct to ensure a higher response.

London

UK Council will support this motion

Motion 40 - WITHDRAWN



Motion 41

Subject: ADC Delegate and Motion Submission Timeframe

Conference recognises the valuable work that all attendees of ADC do in shaping the future of the Society but notes that due to delegation lists being finalised at similar time to motion submission, new attendees may not be aware of the process or able to write a motion in time for submission to DCC or to the ADC Final motions list.

Conference asks that council and DCC ensure the attendee list is finalised with enough time prior to motion submission that delegate leads can meet in their preferred format and discuss with their delegations in order that every attendee gets the chance to submit a motion.

North West

UK Council will oppose this motion

Motion 42

Subject: Engagement of Members in SCoR Activities

The Covid19 pandemic has effectively articulated the value and benefit of enabling meetings and other gatherings to take place virtually. It is well understood that even post-Covid, many meetings will continue to take place virtually or in a hybrid form and this is generally considered to be a desirable state of affairs, particularly in the current climate. Many meetings do however require a face to face component and the need to maximise representation particularly from those in remote and rural areas is an evident priority. This can be difficult from a technological standpoint where the need to ensure that all participants can engage effectively is fundamental and using venues that can provide hybrid facilities can have a significant resource implication. The need to facilitate and encourage engagement from all members is an evident priority, whether this be for SCoR meetings specifically or those involving other stakeholders.

Conference calls upon UK Council to ensure that the potential resource commitment for Regions and Countries is accepted, particularly in terms of venue costs, and enable software utilities that facilitate virtual or hybrid meetings to be available to Regions and Countries.

Scotland

UK Council will support this motion

Motion 43

Subject: Public Health and Health Promotion in Radiography

ADC has seen motions over the years on the radiographer's role in health promotion and the prevention of poor health. The current guidance from The Society of Radiographers dates to 2011, in that time frame radiographic practice has evolved enormously.

Radiographers have great influence on the health of the nation from radiation protection, screening services and management of radiotherapy side effects to detection of domestic violence risks and the environmental impact of healthcare. However, when interacting in public health forums, especially in the presence of other AHP's that practice solely in public health, the language used can be prohibitive to identifying good public health practices in radiography.

UK Council seeks the support of Conference to develop a new public health in radiography guidance document replacing and building on the 2011 document to promote the contribution of radiographers in this work stream.

UK Council

Motion 44

Subject: Lobbying and Influencing on Behalf of Service Users and Members

It is a basic remit for trade unions and professional bodies to engage with Government and other relevant bodies in order to influence their actions, either for the benefit of service users and the public generally, or for the wellbeing of their members. It is assumed that SCoR engages in some form of activity with the UK Government, governments of the other UK nations, and associated bodies. Whilst it has been indicated that SCoR has a policy in this respect, the objectives and strategic priorities of it is unclear to members. No policy document or statement appears to be accessible.

Consequently, it is unclear how lobbying and influencing takes place and it is unclear who in the organisation holds responsibility for this work. Does SCoR have staff specified for this work and is there any recorded knowledge of the effectiveness or impact of activities? The current situation is not transparent, so it is reasonable that SCoR should articulate the approach to its influencing activities across all Nations of the UK, indicating priorities and commitments, and reporting on its successes. This is a core activity that fully aligns with the SCoR strategic imperative.

Conference calls upon UK Council to publish a statement for members, outlining the organisation's policy and activity on lobbying and influencing across all nations of the UK.

Scotland

UK Council will support this motion

Motion 45

Subject: Active Signposting to Community Services

From the 1st September 2023, updated "HCPC Standards of Proficiency" will require registrants to promote public health and prevent ill-health. This may involve providing advice, referrals, ... or other interventions, which may not be directly connected to the reason their patients sought care.

Active signposting is well-suited to busy Radiology and Radiotherapy departments where contact time with individual patients is limited. Using this approach radiographers can use healthy conversations to quickly establish whether a patient would benefit from accessing a local service, and can provide the contact details of the service if the patient has the ability to self refer. It is important that nationwide guidance is disseminated to ensure another health inequality is not being created.

Conference calls upon UK Council to develop concise guidance to support members and radiology and Radiotherapy departments to integrate active signposting into everyday practice to meet the updated standards of proficiency.

North West

UK Council will support this motion

Motion 46

Subject: Gender Reveal Ultrasounds

Over the last few years there has been an ever growing trend of parents wanting to discover the gender of their baby through a gender reveal. Within the NHS, the most common time to visualise the gender of a fetus is at the anomaly scan, performed between 18 and 21 weeks gestation.

Many patients now wish for this to be written down for them to be opened at a later date, often by a relative/friend. Some trusts/Health Boards do not advocate this process, with some completely opposing the writing down of the gender by staff, leading to a, sometimes, very difficult conversation with the parents.

Conference calls upon UK Council to introduce guidance for staff and departments when asked to write fetal gender.

Northern Ireland

UK Council will listen to this debate

HCPC

Motions 47 - 48



Motion 47

Subject: HCPC Registration for Newly Qualified Radiographers

The HCPC places requirements on radiographers to be placed and remain on the HCPC register during their career. While a newly qualified radiographer is awaiting their HCPC registration to be confirmed, they are only allowed to work within a reduced scope of practice.

The timeframe for processing of applications is stated to be 10 working days on the HCPC website. Having an application approved in this published timeframe has not been the case for many recently graduated students, with some waiting a great deal longer than that for their application to be approved. New applicants to the HCPC are also required to pay an additional Scrutiny fee (currently £68.68p) on top of their registration fee. The HCPC do not appear to be working in the best interests of the professions they represent by allowing individuals to experience such delays.

With Radiology and Radiotherapy departments across the country experiencing a crisis in staffing levels, a thorough but timely checking and approval process must be in place. This will allow individuals to obtain their HCPC registration and begin working.

Conference calls on UK council to open up a dialogue with the HCPC, and to liaise closely with them with the intent to ensure that the process of approving new applications for radiographers is robust and consistent in meeting the 10 working day deadline, and effectively communicating with individuals if this time frame will need to be extended, and the reasons why.

North West UK Council will support this motion

Motion 48

Subject: Assistant Practitioners

Assistant Practitioners are now an integral part of many departments structure, they provide a high-quality service within their scope of practise, however the direct supervision that they require limits the time radiographers can dedicate to supporting and training student Radiographers.

The regulation of the assistant radiographer practitioner role would reduce the direct supervision that this staff group currently require and free capacity to provide more high-quality supervision and training to student radiographers as well as providing protection and assurance to the public.

Conference calls upon UK Council to pursue this approach directly with the HCPC.

Yorkshire & NT

UK Council will oppose this motion

Education and Training

Emergency Motion 2 & Motions 49 - 58

Emergency Motion 2

Reduction in Undergraduate places in Ulster University

The Department of Health in NI have confirmed the reduction in undergraduate student places in Ulster University by 14%.

This is another blow to NI who already face the longest waiting times in the UK and a direct contradiction to the diagnostic radiography workforce review which recommended a 10% incremental rise in undergraduate places. In addition, the move from Jordanstown to Magee campus has discouraged applications from NI and encouraged applications from ROI. While this is a good thing in general, and we welcome our colleagues from the South the students from ROI are more likely to move back home as the pay and conditions are perceived to be better in ROI. This in turn will affect long-term recruitment and retention.

We call on UK Council to lobby NI Department of Health to restore the 14% cut and implement the 10% increase recommended by the review, for undergraduate students.

Northern Ireland

Council will support this motion

Motion 49

Subject: Apprenticeships

The apprenticeship training programme currently running in England has tremendous potential for allowing students from all social and economic backgrounds to have access to registered training in both therapeutic radiography and diagnostic imaging. We acknowledge the amount of work and support by the Society of Radiographers and their Professional Team which has enabled these apprenticeship degree programmes to be piloted and develop.

Conference calls upon UK Council to advise and give support to those countries/regions who have not yet established this academic route, to allow them to do so.

Northern Ireland

UK Council will support this motion

Motion 50

Subject: Practice Educators

With an ever-increasing demand and a 10.55% UK vacancy rate (2020 Diagnostic Radiography census) the society suggests that 6,000 new radiographers are needed in the workforce. This is putting an increased pressure on training schemes, whether apprenticeships or university-based courses.

Student clinical experience is highly influenced by their interactions with the radiographer in charge of their training. In some trusts this is a clinical liaison radiographer, who does this role in addition to their clinical practice, fitting dealing with students in and around their other duties. Whereas some sites have practice educators who have ring-fenced time, often externally funded to an extent, to dedicate to their students or apprentices. In the College of Radiographers Career and Education Framework (November, 2022) Practice Educators are mentioned at length as a potential career destination for radiographers, despite this position not being ubiquitous around the country.

We call on the council to commit to researching the best model for the clinical education of apprentices and students to aid the learning experience for both working radiographer and student.

South East

UK Council will support this motion

Motion 51

Subject: LGBTQI+ Awareness Training for Educators and Mentors

There is an increase in students and trainees openly identifying as LGBTQI+ undergoing training and attending clinical placements. These students, along with others of protected characteristics, are integral to our courses and clinical placements as well as our future workforce. Sometimes due to a lack of awareness, avoidable situations can arise which negatively impact the student and trainees experience. Students and staff work in partnership with each other, and it is important that there is open communication between them. By having awareness training, it allows for positive working relationships which facilitate students ongoing growth.

This conference calls on the UK council to engage with higher education providers and clinical placement staff to promote LGBTQI+ training to enable students and trainees to have the best possible experience while on placement.

Equalise

UK Council will support this motion

Motion 52

Subject: Training of Doctors to Request Imaging Correctly

Across the country newly qualified doctors have the right to refer for imaging. A recent study found in almost a third of radiological requests doctors have not seen the patient they are requesting imaging for, most likely as a result of shift working patterns. This does not fulfil the IRMER (2017) criteria and potentially exposes patients to unnecessary and inappropriate radiation. This can cause the wrong patient to be requested for imaging, or not the most appropriate imaging modality to be requested. Clinical histories need to be full and include all relevant details to assist the decision making of what is the best imaging for the patient. Radiologists and radiographers accepting and protocolling imaging are the gatekeepers of departments, and assuring patients get the correct test at the right time.

Conference calls on UK Council to lobby the Doctors training and governing bodies to increase training on Imaging and IRMER (2017), and the need for full clinical histories to be provided.

Eastern Region

UK Council will support this motion

Motion 53

Subject: Education of Representatives

Conference notes that one of the roles of the Trade Union Education Committee (TUEd) is there to support representatives training, for example IR rep training but sometimes there is a training course that may not come under the umbrella of the current Education Committee's remit but would help support an individual's representative training. Recently the London region were approached for funding for an Industrial Relation Representative to attend a discrimination Law Conference ,but on discussion felt that if this was offered to an individual, for fairness this kind of funding should be available to all representatives and managed centrally.

Conference suggests that the committee's function could be broadened to allow representatives to attend other relevant training by providing a fund and guidance as to how to access this funding to support representatives in attending relevant courses that are not currently covered.

Conference calls upon UK Council to work with the TUEd to discuss this further with the aim to set up a fund and protocol to cover wider training opportunities.

London

UK Council will support this motion

Motion 54

Subject: Raising the Profile of the Profession

With the ever increasing demand for staff across the radiography profession it is important to make it and the Society of Radiographers stand out to potential students in career fairs and other areas.

Conference calls on UK council to develop an educational pack to aid promotion of the radiography profession and Society of Radiographers.

Wales

UK Council will support this motion

Motion 55

Subject: Lecturers in Universities

Student to Lecturer ratio in Radiography courses are not regulated.

Other courses have a minimum number of lecturers / course staff to support the students. For example, in physiotherapy they have a minimum number of staff needed. Radiography does not. So, there can be one person looking after many, many students - this is causing the workload to be too heavy, and the ability to completely support all the students needs to be limited.

Conference calls upon UK council to research safe numbers of educational staff for radiography students and to provide guidance to education providers.

South West

UK Council will support this motion

Motion 56

Subject: Pre-registration Research Modules

The SoR code of professional conduct speaks of using up to date evidence (section 1.1) and monitoring practice using reflection, and evidence from audit and research (2.3).

However, conducting research is not a formal part of many radiography degrees. Some have students plan a research project that is never then undertaken, some have a choice of research projects or literature reviews which could be conducted, whereas some plans for revalidation of courses omit a radiography specific research project altogether. If we wish to move the profession forward, to embrace evidence-based practice and to have radiographers as key researchers in clinical settings.

If we wish to fulfil our own code of professional conduct as practicing professionals. If we wish to provide the best care for our patients, we must engage with and understand the mechanics of research.

The best place to begin to develop this toolkit and this knowledge bank is in formal education.

We call upon council to act to protect research modules, projects and education in our pre-registration radiography education and to ensure these key areas are not lost or downplayed potentially deskilling the future workforce before they begin.

South East UK Council will support this motion

Motion 57

Subject: Mental Health

The World Health Organization defines mental health as "a state of mental wellbeing that enables people to cope with the stresses of life, realize their abilities, learn well, work well and contribute to their community. Fluctuations in mental health during our lives is normal, and recovery from mental ill health is more likely when people receive the right help at the right time. "According to NHS Digital, mental ill health accounts for over 20 per cent of sickness absence in the NHS. The British Medical Association states nine out of ten people who experience mental health problems say they face stigma and discrimination as a result. NHS trusts should have supportive initiatives in place to ensure staff mental wellbeing in the workplace, and to maintain the quality of patient care. Therefore, it is important that staff understand the factors that affect mental health, and have regular wellbeing conversations with their managers. Managers must also have the right skills to support their staff and be able to respond compassionately to individual needs.

Conference calls upon UK Council to consider putting in place mental health training for reps and managers so that these staffs feel more confident and equipped in supporting staff with mental health illness.

London

UK Council will support this motion

Motion 58

Subject: To Develop Environmental Champion Role

Conference recognises that the climate emergency is the gravest threat currently facing humanity and that we all have a part to play in tackling the issue. It is recognised that the NHS aims to be the world's first net zero national health service, on 1 July 2022, the NHS became the first health system to embed net zero into legislation, through the Health and Care Act 2022.

We in Wales feel it is now time to develop SoR Environmental Champion in order to work with management on delivering on this ambitious target.

This Conference calls on UK council to work with the SoR full time officers to

- Develop an SoR Environmental Champion position
- Provide Environmental Champion with resources to help mobilise other members

Wales

UK Council will support this motion