

Welcome to Imaging Insight which aims to keep staff and stakeholders informed and up to date on the work of the Lancashire & South Cumbria (LSC) Diagnostic Imaging Network and other related updates.

Key decisions taken at the March Lancashire & South Cumbria Diagnostic Imaging Network Board:

- The workstream priorities for 2022/23 were endorsed. These are being incorporated into the 2022/23 Network Operational Plan.
- The Board voted on the name/strapline for the Network which was agreed as: **Lancashire & South Cumbria Diagnostic Imaging Network: A Picture for Health**
- Agreed modalities in scope at this stage are MRI, CT, Non-Obstetric Ultrasound, Plain X Ray, Radionuclide and Dexa.

Getting in Touch

We welcome your involvement, comments, and ideas. If you have any feedback or would like to share ideas or an issue or priority which you feel should be taken into consideration for any of the workstreams, please don't hesitate to get in touch

Lsc.diagnosticimagingnetwork@nhs.net



5 Year Recruitment Plan for Radiographers

In November 2020, Professor Sir Mike Richards released a detailed report on the recovery and renewal of diagnostic services following an in-depth investigation. The report included a defined list of key recommendations, as well as evidencing a clear annual growth in diagnostic demand.

By utilising the Sir Mike Richards report, and in conjunction with local network capacity and demand modelling, Janet Fletcher (Workforce Project Manager for the LSC Diagnostic Imaging Network (DIN)) and Moira Rawcliffe (Workforce Workstream Lead for the LSC DIN) have led in the development of a business plan to facilitate the required workforce in both acute providers and Community Diagnostic Centres within LSC. The business plan describes a requirement of an additional 120 radiographers over the next 5 years (24 per year), whilst outlining a clear plan to achieve this alongside the standard recruitment requirement of each trust.

This is the first LSC radiology recruitment plan at a network level and has been developed closely with the 4 trusts to incorporate local needs and insight. The business plan will work towards the joint recruitment of radiographers, for local trust employment, by recruiting in readiness rather than at risk.

Parallel to the business plan and in direct conjunction, Health Education England (HEE) have been working on the sourcing of radiographers through close collaboration with universities and education systems. Through this new network approach, the Diagnostic Imaging Network hope to increase the number of newly qualified radiographers, as well as attracting those with experience while tackling increasing recruitment pressures.

If you would like to learn more or read the business plan, it can now be found on the Healthier Lancashire and South Cumbria website via scanning the QR code at the bottom of each page.



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Meet the Diagnostic Imaging Network Team

Name: Claire Kindness-Cartwright

Title: Senior Programme Manager for the Lancashire and South Cumbria Diagnostic Imaging Network.

An experienced programme manager who has worked on LSC wide collaborative programmes of work since 2013, initially supporting Stroke and Vascular programmes and since 2018 the Diagnostic Imaging Programme.

Over the past few years, working with clinical and non-clinical colleagues within imaging departments across our four Provider Trusts, a really strong foundation for collaborative working has been developed. Identifying common challenges and sharing information, learning and experience across organisations has helped to develop solutions and this has been particularly evident in response to COVID.

As we move forward as a collaborative Diagnostic Imaging Network we will embrace the challenges ahead – together – and welcome involvement from colleagues across our LSC system. Our combined knowledge, skills and expertise will help to shape and successfully deliver key priorities to further improve experience and outcomes for both patients and staff.

Fun Fact: Claire loves to travel. Working in Japan for 2 years; teaching English in primary and secondary schools, fulfilled her desire to “go and do something completely different” after leaving university. Going back for a holiday is on the wish list!

Each edition of *Imaging Insight* will highlight a member of the Diagnostic Imaging Network Team.



Empowering the Workforce

In 2019, the Diagnostic Radiology Group established a subgroup focused solely on imaging workforce, this would include the retention, development, and future of NHS staff. Now in 2022, the Workforce Working Group (WWG) is established, including representation from each of the trusts, and has derived a clear set of objectives to drive future projects, this includes the planning and improvement of radiography and radiology workforce development and training, as well as a network level review and formulation of recommended next steps.

Detailed project plans/timescales are currently being worked up for the key workforce priorities agreed for 2022/23 which are:

- ❖ Implementation of a Five-Year Recruitment Plan allowing for the additional recruitment required to meet increased diagnostic imaging demand.
- ❖ Implementation of a standardised approach for bandings, roles, and terms of employment for Diagnostic Imaging Network staff within Lancashire and South Cumbria.
- ❖ To understand, review and implement a clear career development framework/staffing structure across Lancashire and South Cumbria in line with current guidance.
- ❖ To understand and review variations in current pay and conditions for additional clinical activity across Lancashire and south Cumbria in comparison to those within the independent sector.

The WWG are continuing to strive for a healthier Lancashire and South Cumbria through tailored workforce projects however, if there is something you feel should be addressed, please get in touch through LSC.DiagnosticImagingNetwork@NHS.net.



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