

Workforce and training needs

- Head of imaging BWH (radiologist)
Obs Gynae etc
- Chair Radiology Cancer network
- Chair RUG subgroup workforce

Background West Midlands

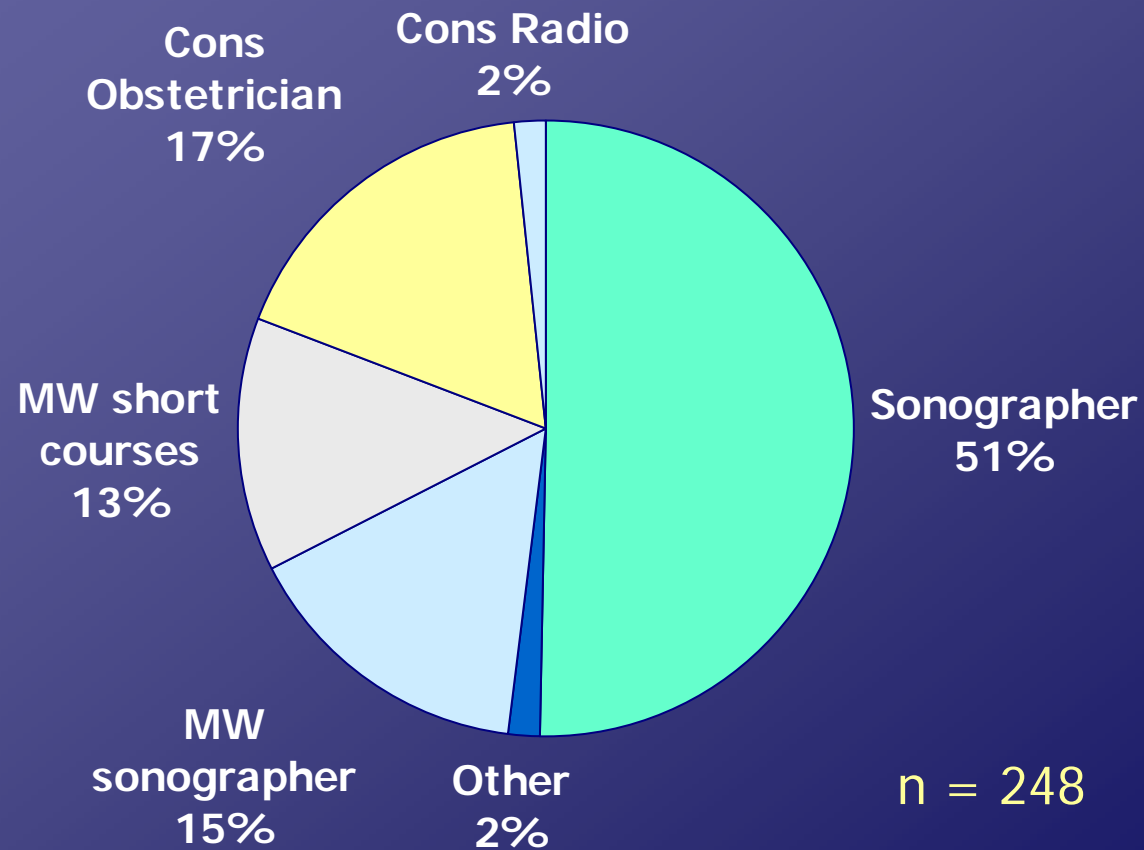
- Staffing
 - 50% have vacancies
 - Approx. 13 WTE posts
- CPD/training
 - 70% had problems being released for training
 - 92% due to staff shortages



Workforce issues

- No direct entry/accreditation
 - No undergraduate entry for US training
 - Qualified radiographers and midwives only
 - Sonography is not recognised as a specialty by the Health Act (1999)
 - Therefore no statutory requirement for ultrasound practitioners to receive accredited training.
 - NSC standards for qualification for those performing screening scans
- Recruitment & retention
 - RSI/MSD
 - Age of workforce
- CPD/training

West Midlands workforce profile



RUG Workload/Workforce survey 19/20 units

Barriers to change Workforce

- National shortage of sonographers all specialities*
- National workforce planning
 - No guidance on staffing levels
 - No guidance on appropriate scan duration
 - Ultrasound represented within Maternity Matters?

*Bates J, Deane C, Lindsell D. Extending the provision of ultrasound services in the UK. London: British Medical Ultrasound Society, 2003.

West Midlands work

- West Mids Regional US Group (RUG)
- Subgroups
 - Workforce (Chair J McHugo)
 - Serial scanning (J Gardosi)
- Survey of staffing/activity
- SHA Ultrasound Workforce plans
 - ALL ULTRASOUND SPECIALITIES

BCU survey of year 3 radiology students 2008

- Final year radiology students (n=83)
- Surveys administered directly in a session attended by 39 students
- Total responses received, n = 39.
- 1/3 students were interested in working in medical ultrasound
- Equates to 27 newly qualified radiographers interested in this area of practice

Barriers to change Workforce 2

- Training new sonographers
 - Sonography is not recognised as a speciality by the Health Act (1999)
 - No direct entry/accreditation
 - National support HPC accreditation/Voluntary Register
 - Training is essential but places additional burdens on departments undertaking it
 - Funded locally
 - Priority given to staff who contribute to service
 - New roles – Assistant Practitioners & Health Care Assistants

Barriers to change Workforce 2

- Retaining staff within service
 - Musculoskeletal disorders
 - Affects up to 80% of sonographers†
 - Age of staff
 - Midwives short courses
 - 35+ (13%) midwives performing dating scans have completed short courses in 1st trimester
 - NSC specifies minimum qualifications for those undertaking antenatal screening scans
 - will not meet the NSC minimum qualifications

†Society of Radiographers. The causes of musculoskeletal injury amongst sonographers in the UK. SoR, London: 2002

Regional Progress 3

- RUG Workforce Subgroup
 - Working with SHA Workforce Specialists
 - Restructuring BCU course
 - Earlier contribution to service
 - Service modelling
 - SHA Ultrasound Workforce Planning
 - SUCCESSFUL Investment bid
 - Training for 18 new sonographers

Task-specific training

- Short courses for midwives developed by BCU/RUG in 2003
 - 1st trimester or 3rd trimester module
 - 5 days theoretical teaching + 100 hours clinical placement
 - Same level as a diploma in medical ultrasound
- Not (yet) accredited by CASE
- 33 students completed the course

Barriers to change

Other resources/pressure

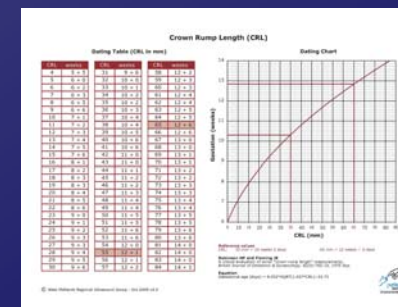
- Management structure
- Environment – machinery, rooms, setting
- Poor information systems
- Other service developments
 - Gynae waiting times/Cancer targets
 - 83% of obstetric sonographers work in gynaecology
 - Newborn screening, AAA
- Population changes – obesity, risk factors

- Need more trained sonographers



Regional Progress

- Regional Ultrasound Group
 - Network of sonographers & obstetricians from all maternity units plus other key representatives
 - Support for implementing of region-wide changes
 - Standardised regional practice
 - Regional initiatives ahead of national guidance
 - Training - MW short courses, basic US course SpRs
 - Regional Surveys
 - Policies - dating standards



Postgraduate qualifications

- PG Certificate (1 year)
 - obstetrics
- PG Diploma (2 year)
 - Obs/gynae or Obs/abdo
- Masters MSc (3 year)
- CASE Accredited Institution (West Mids):
 - B'ham City University
 - Some BCU students from outside WM
 - Some WM staff trained outside WM (Derby/Salford)

Clinical placements

- Training is essential but places additional burdens on clinical departments undertaking it
 - Training posts need to be funded
 - Back-filling for trainers as patient throughput reduced
 - Other training pressures e.g. junior doctors
- BCU estimate of West Midlands clinical placements, n = 30
- Source of trainees
 - Qualified radiographers
 - Midwives – limited
 - Assistant Practitioners

Developing skills

- Ultrasound as a screening programme
 - Consent
 - Quality assurance/audit and monitoring
 - Counselling skills
- New techniques
 - 1st trimester
 - Nuchal translucency
 - Nasal bone, Ductus venosus, Tricuspid regurgitation
 - 2nd trimester
 - Outflow tracts
 - Echocardiography
 - 3rd trimester
 - Doppler

Other resources

- Machinery
 - 2007 national allocation £731,700
 - 2002 national allocation £337,000
 - Generated an additional £241,000 local funding
 - Ongoing replacement/maintenance strategy
- Environment
 - Rooms – private, dark, air conditioned
 - Community settings
- Poor information systems

Other issues

- Management/Accountability
 - Radiology
 - Women/Children's services
- Other service developments
 - Newborn screening programmes
 - Gynae waiting times
 - Cancer targets
 - Children's diagnostics
- Other difficulties
 - Maternal BMI
 - Repeat scans

Other information/work

- BMUS Strategy Document 2003 *Extending the provision of ultrasound services in the UK*
- NSC Fetal Anomaly Screening Programme
 - Minimum qualifications for Antenatal Screening Scans
 - Education and Training Expert Group
 - QA arrangements
- Skills for Health
 - developing National Occupational Standards