



Workforce Optimisation in Radiology

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The Current State

Modality	2 nd Quarter 2015	2 nd Quarter 2016	Percentage change
XR	22,996	25,517	+2%
US	12,204	13,664	+12%
NM	424	437	+3%
CT	3,540	4,347	+23%
MR	2,399	2,928	+22%

- No concurrent increase in number of reporting professionals.
- **2.4** radiologists per 100,000 population at WH
 - UK average of 4.8
 - RCR recommendation of 8

The Current State

- Increasing impact upon report turnaround times (RTAT):

Report Turnaround	Standard (as per NDIB)
ED	Same day
Inpatient	Same day
GP	Next day
Outpatient	Next day

→ Delayed diagnosis (eg. cancer) ... delayed treatment... poorer outcomes

→ Patient dissatisfaction, increased complaints, increased litigation

A national problem with increasing media coverage

Northamptonshire Telegraph, June 2016:

A number of patients had voiced their concerns after waiting longer than expected to receive results of scans and X-rays, with speculation that the unit was short-staffed.

Cancer Research UK, September 2016:

Finally, the experts we interviewed for the report expressed concerns about the workforce in cancer treatment, including the skilled professionals needed to carry out surgery, radiotherapy and provide cancer drugs. While each part of Northern Ireland faces different workforce pressures, the supply of oncology and radiology staff was identified as a particular concern.

Birmingham Mail, September 2016:

Crisis-hit Trust was warned about hospital X-ray problems nearly TWO YEARS ago

06:30, 15 SEP 2016 | UPDATED 12:54, 15 SEP 2016 | BY JEANNETTE OLDHAM

We told last month how Worcestershire Acute Hospitals NHS Trust (WAHT) had failed to report back on more than 11,000 X-rays dating back to January.

Guardian, January 2017

Lack of NHS radiologists 'could cause delays to breast cancer diagnoses'

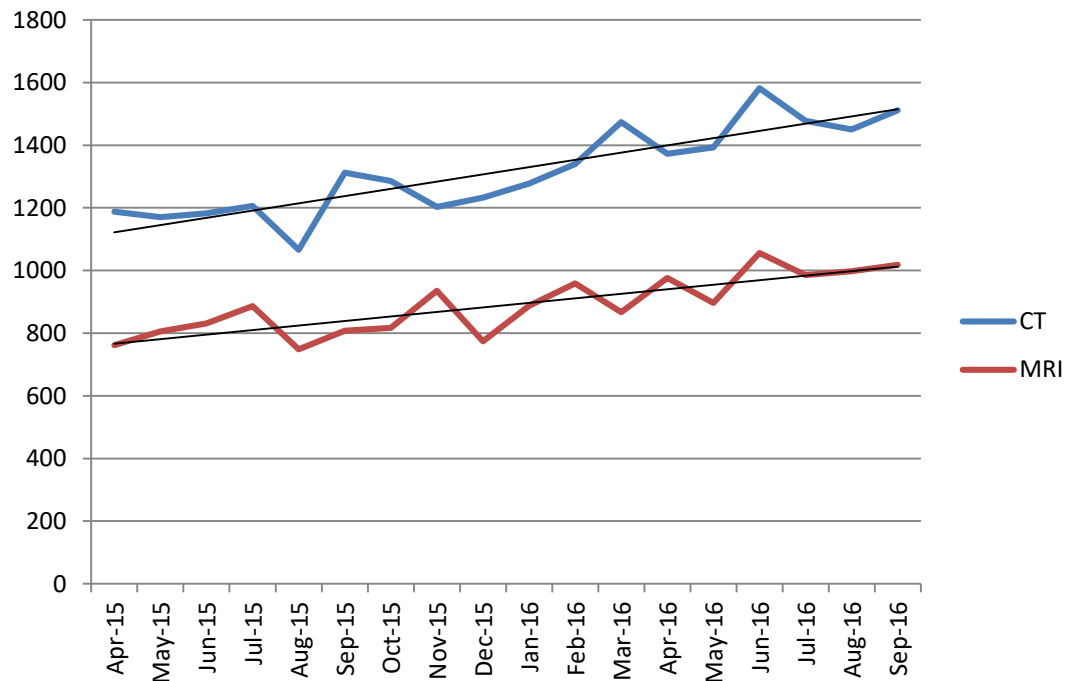
Experts fear service will not cope with demand for mammograms, with 8% of breast radiology consultant posts unfilled



A doctor analyses a mammogram. Photograph: Alamy

Future?

- Further increases in demand are expected:
 - At least annual **9% rise** for CT and MR, and at least **6%** for other modalities¹.
 - At Whittington, the recent increases have been higher than the national average.



Solutions?

Aim: *Development of a sustainable model of care to combat the rapid increases in demand and clinical risk associated with reporting delays.*

Outsourced
reporting

Bank
radiologist
reporting

Workforce
restructuring

Substantive
radiologist

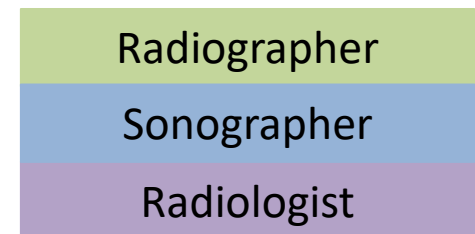
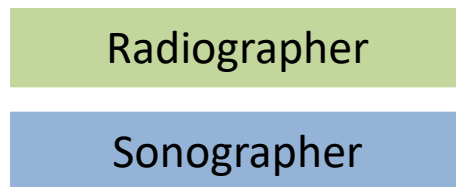
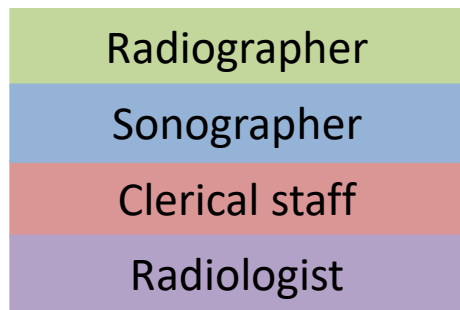
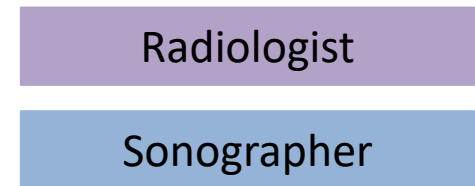
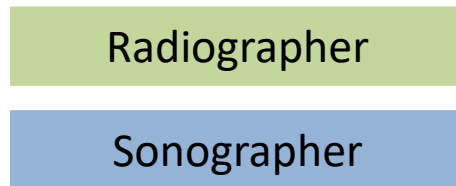
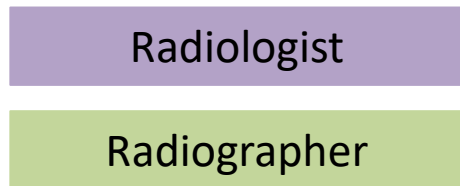
Workforce restructuring

How can the skills of AHP's be harnessed to meet the increasing demands of the department?

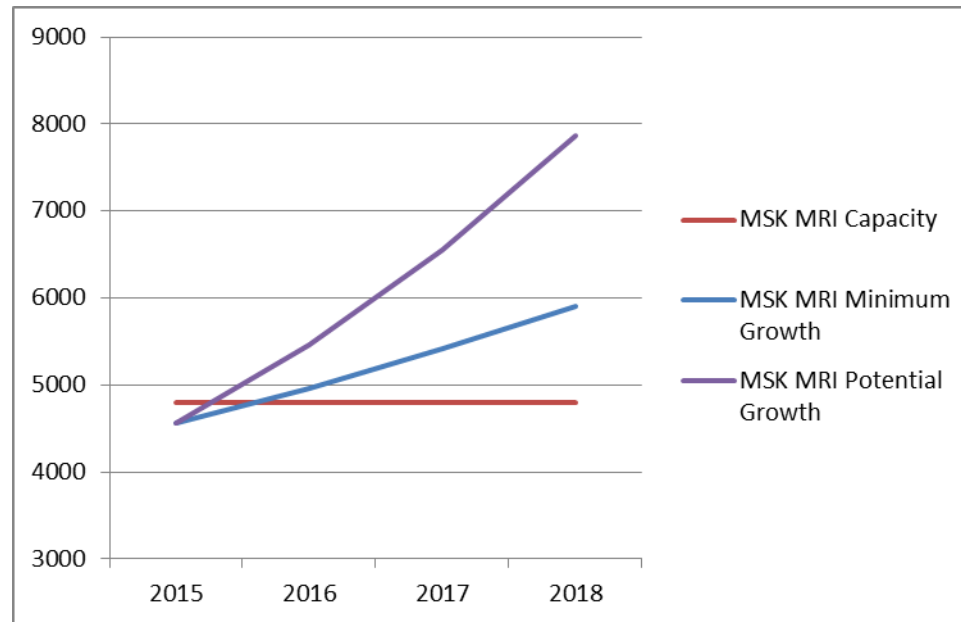
→ Allowing radiographers to work to a higher skill level.

→ Allowing consultant radiologists to focus on complex work.

Workforce restructuring



Workforce restructuring



Activity modelling to determine high growth areas

Advanced Roles for Radiographers



**Reporting
radiographer**



**Consultant
Radiographer**

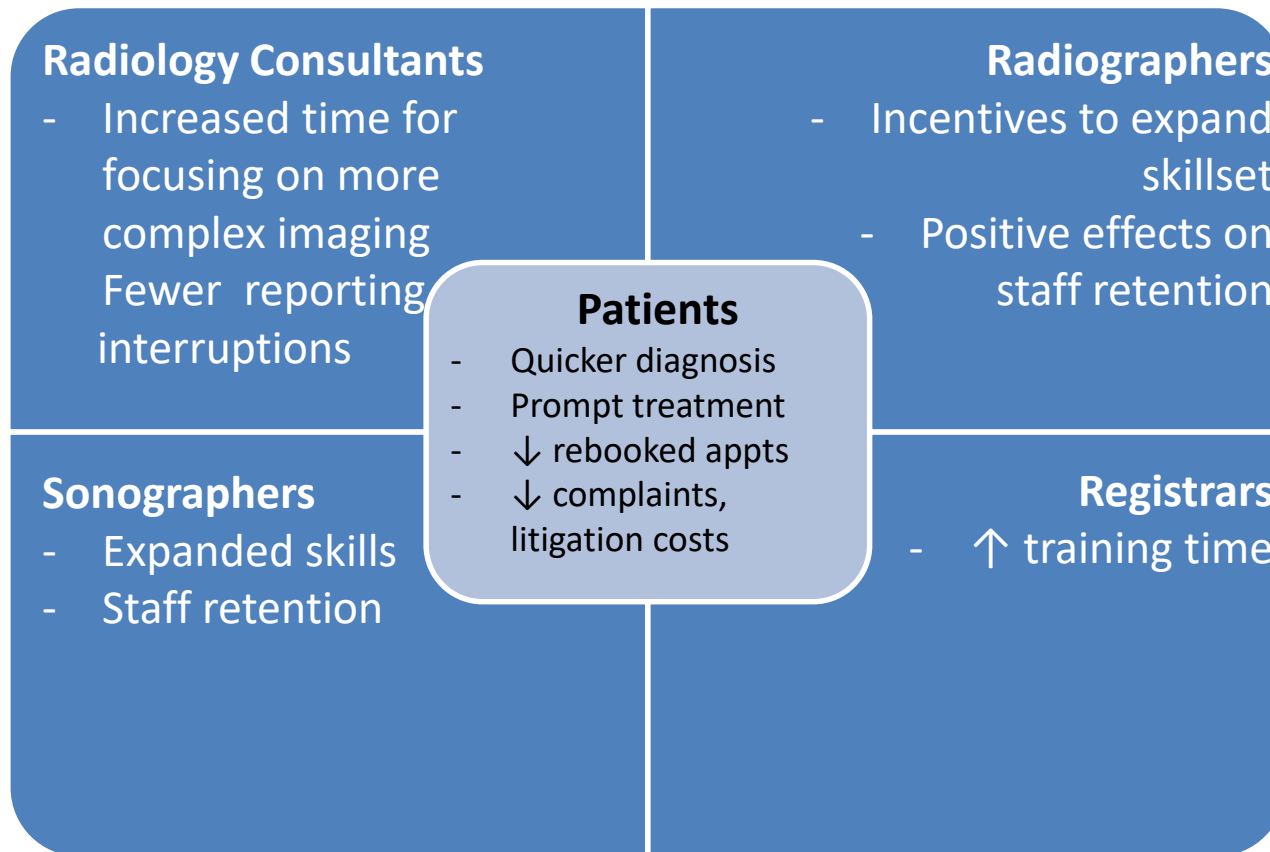


**Dynamic GI
imaging**



**Non-obstetric
sonographer**

Benefits of team-working



Sustainability: ‘in-sourcing’ rather than outsourcing

Thank You