

Summary of the current state of the Radiotherapy Physics Workforce

This data is compiled from IPEM’s Radiotherapy Workforce Census, carried out in November 2019, with a capture date of 15th November. An invitation to respond was sent to all heads of Radiotherapy Physics in the UK, at all centres delivering radiotherapy including NHS, Independent and Proton services. At the time of compiling this report, the response rate to the survey is 89% covering 60 centres. Data was gathered on three professional groups: Clinical Scientists, Clinical Technologists (Physics/Dosimetry) and Clinical Technologists (Engineering). Information was also gathered on other staff essential to the clinical service provision.

Establishment, Headcount and Vacancy Rate

	Establishment from Responses (WTE)	Headcount from Responses	Estimated* Total Establishment (WTE)	Estimated* total Headcount	Vacancy Rate
Clinical Scientists	819.3	824	910	915	9.2%
Clinical Technologists (Physics)	518.5	544	576	604	9.3%
Clinical Technologists (Engineering)	292.58	288	325	320	11.6%

*Based on the responses provided to previous surveys and the size of the centres who didn’t respond.

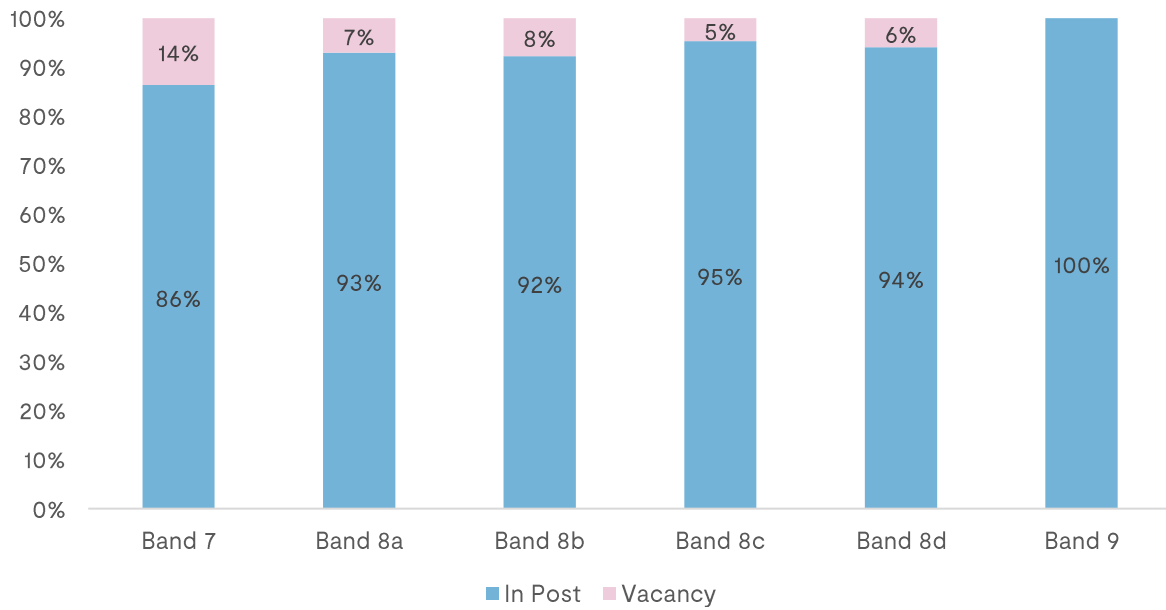
Clinical Scientists

- Vacancy rate is up 1.2% from 8% in the 2017 census
- Initial analysis suggests that the vacancy rate has returned to the 2015 level after previously decreasing in the 2017 census
- Even training at the current levels of commissioning of STP places, the Scottish Training Scheme, and steady contributions from Route 2, the shortage will **not** be redressed in the next 5 years
- Considerable increase in the numbers training are required to redress the shortfall in even 8 years
- Data from the NSHCS in June 2019 shows that the attrition rate of the STP programme is 15%
- Retention rate is high; of those trained since 2008, 80% remain in the profession
- Radiotherapy Physics (Scientist) is on the National Shortage Occupation List (NSOL), which should facilitate recruitment from outside the EEA, by removing the requirement for the Resident Market Labour Test, and also imposing individual minimum salary requirements rather than the general Tier 2 minimum
- The impact of any changes to EU migration, or registration of equivalent EU qualifications with HCPC is yet to be quantified but many departments report employing significant numbers of EU staff; any loss will deepen the shortage

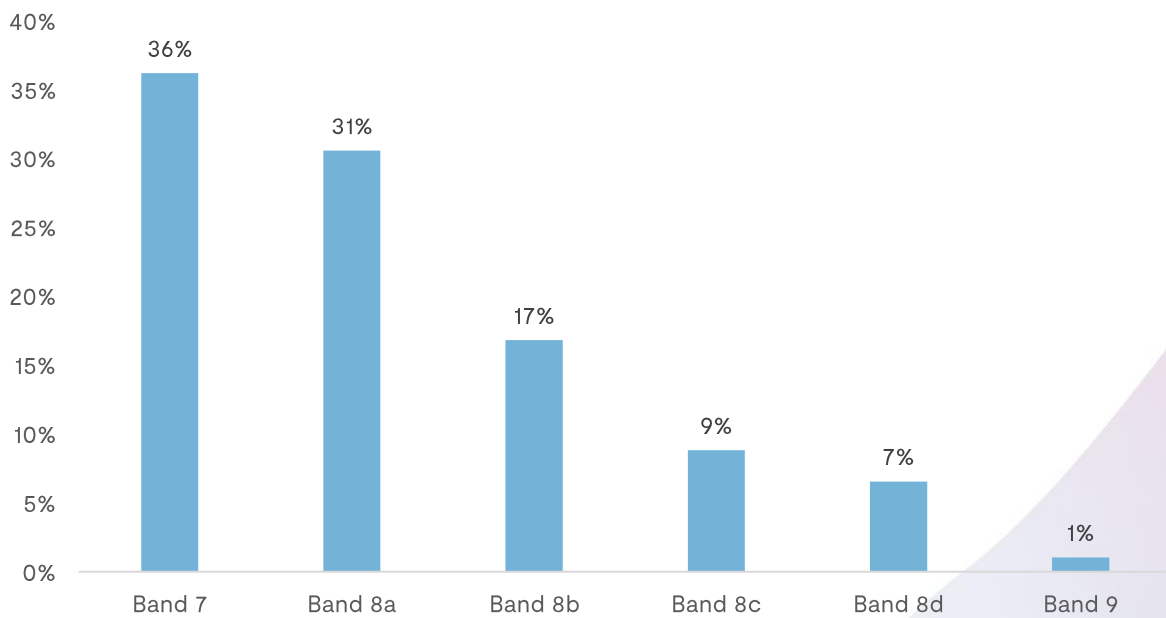
further, which this already-depleted workforce does not have the resilience to absorb

Agenda for Change Banding

Radiotherapy Clinical Scientist Vacancy Rate by AfC Band



AfC Banding Distribution of Clinical Scientists in Radiotherapy

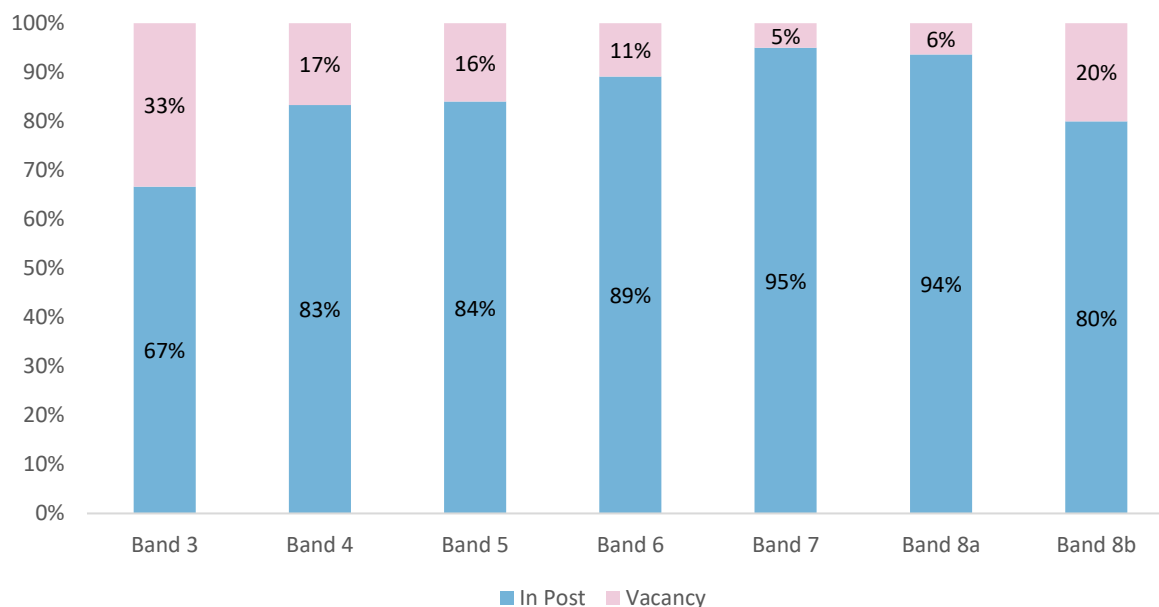


Clinical Technologists (Physics)

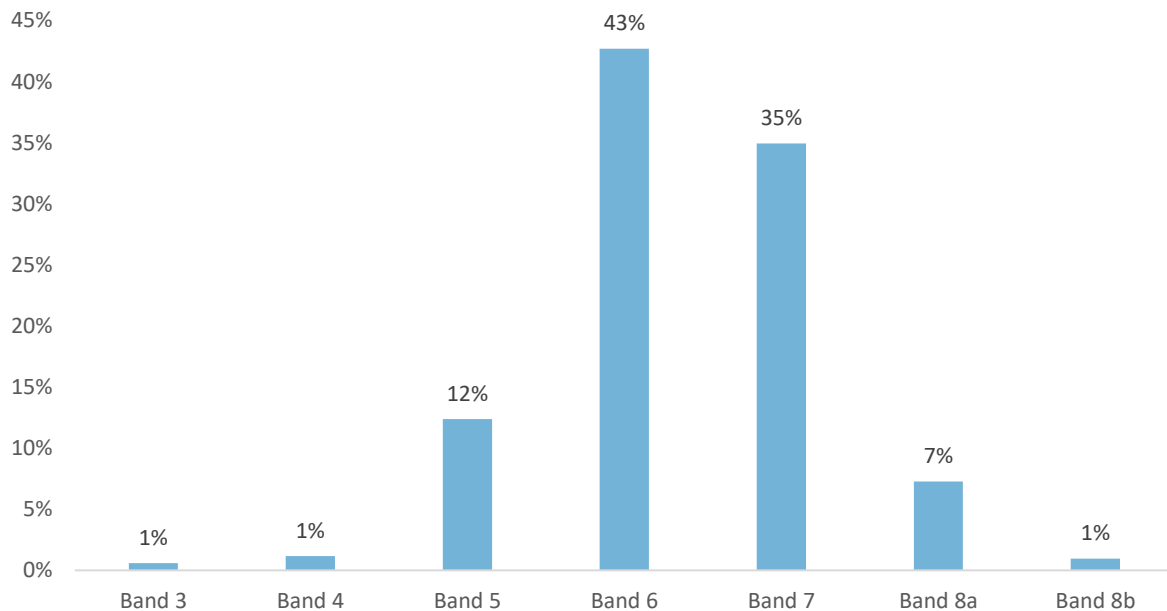
- Vacancy rate is up 3.1% from 6.2% in the 2017 census
- The IPEM Technologist Training Scheme continues to provide a number of qualified staff.
- Practitioner Training Programme degree courses were not attracting students (with the exception of the [BSc \(Healthcare Science, radiotherapy physics\) programme at the University of Swansea](#) where 3 places are commissioned annually and funded by the Welsh Assembly. This course is now accepting applications for unfunded places, and well as students who are able to find their own placements.
- In September 2017 the [University of Cumbria launched a new BSc \(Healthcare Science, radiotherapy physics\)](#)

Agenda for Change Banding

Radiotherapy Clinical Technologist (Physics) Vacancy Rate by AfC Band



Agenda for Change Banding Distribution of Clinical Technologists (Physics) in Radiotherapy

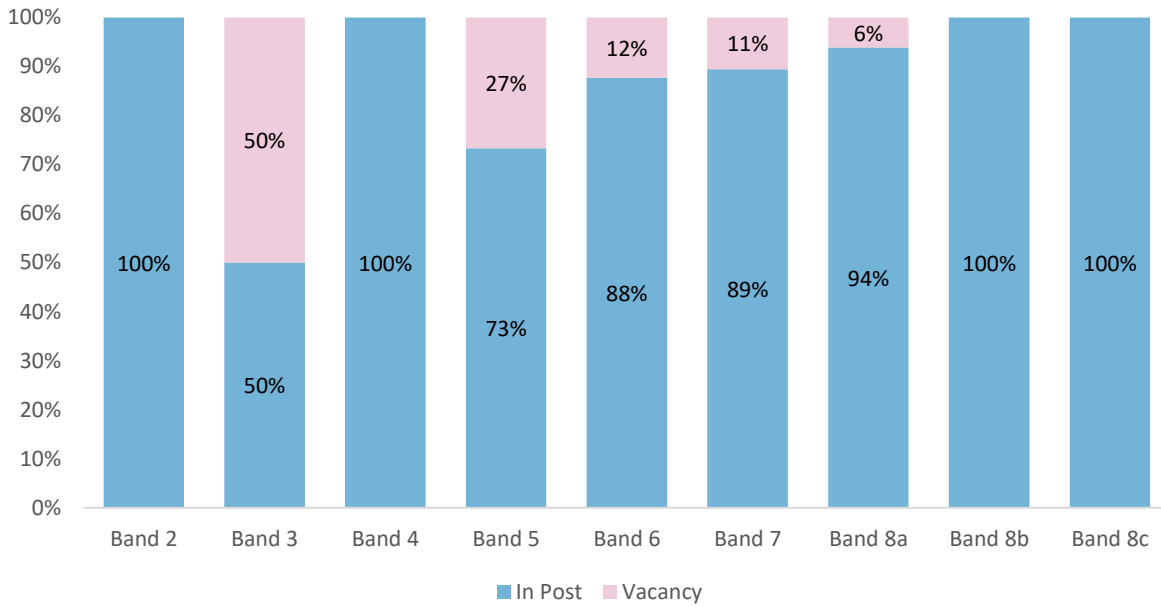


Clinical Technologists (Engineering)

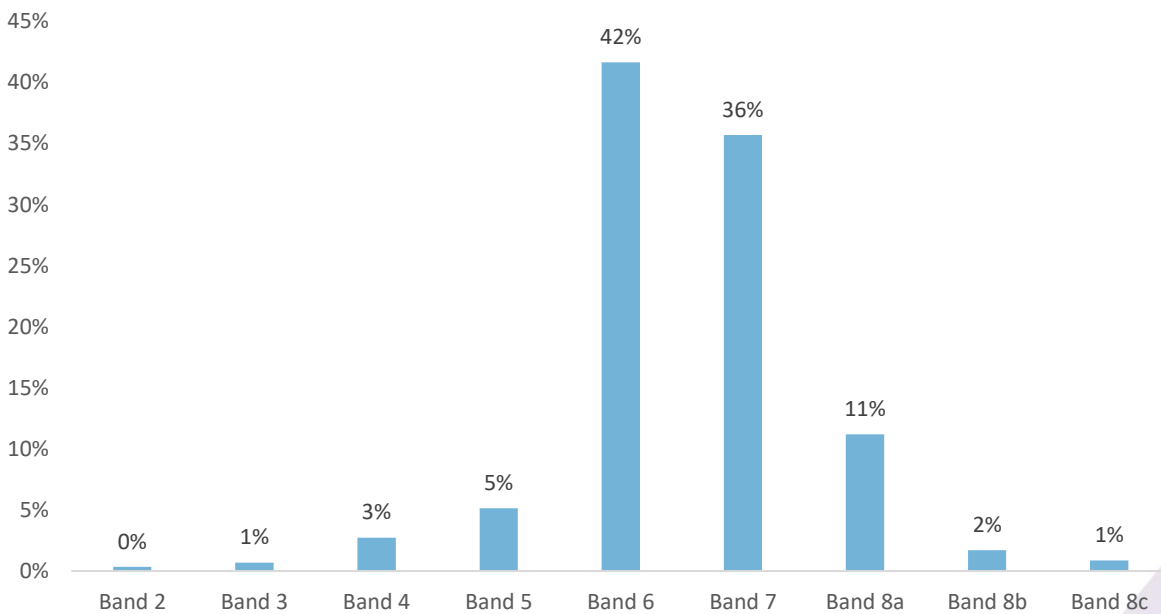
- Vacancy rate is up 5.3% from 6.3% in the 2017 census
- The age profile of this workforce is also concerning with 78% over 40 and a 3rd of the workforce approaching retirement age
- The Practitioner Training Programme degree in engineering at Bradford University operated from 2012–2018 but is now closed and will not be taking any further students. A very small number qualified in Radiation Engineering (approximately 2 annually from 2015–2018)
- The [University of the West of England opened a new PTP compliant course in Clinical Engineering](#) in September 2016. This course is open as a distance learning option for those employed in a substantive post in a relevant NHS department.

Agenda for Change Banding

Radiotherapy Clinical Technologist (Eng) vacancy rate by AfC Band

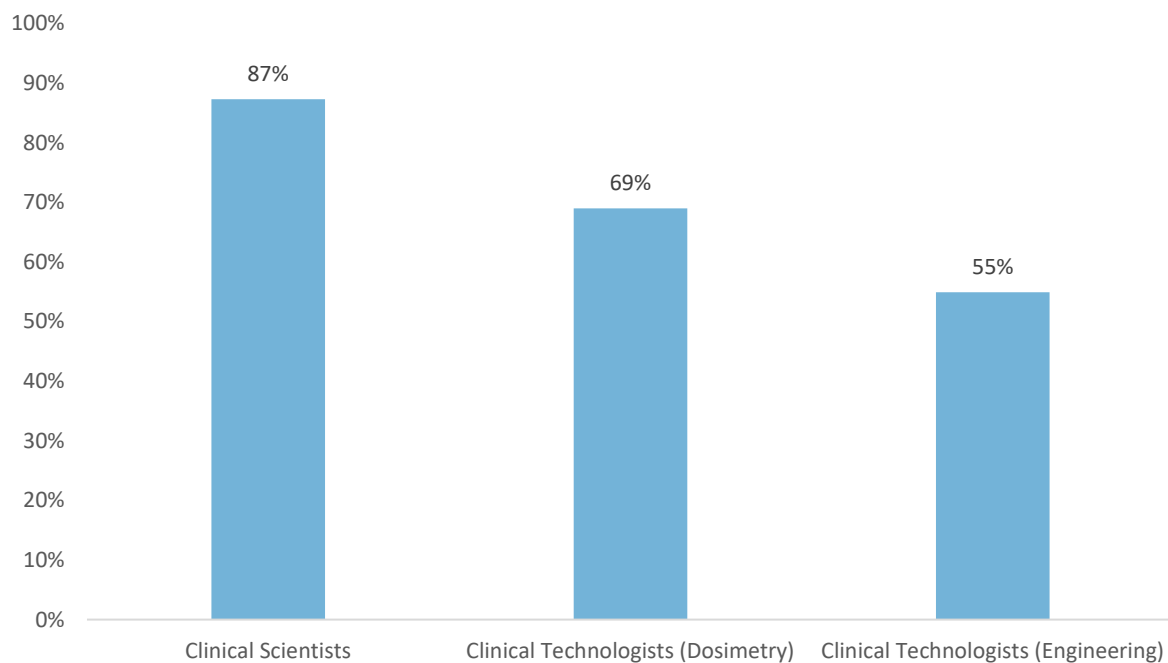


Agenda for Change Banding Distribution of Clinical Technologists (Engineering) in Radiotherapy



Comparison between IPEM recommended and actual staffing levels

% of IPEM Recommended Staff are actually in Post



Age Profile

Radiotherapy Workforce Age Profile

