



Developing a Medium to Long term Radiotherapy Workforce Strategy for Wessex

Expression of Interest: Wessex Project Lead, Band 7; 0.2 WTE for 12 months

Please email this application to Kathy Cooke, Senior Programme Manager for Workforce, Wessex Cancer Alliance (Kathy.cooke@wca.uhs.nhs.uk) by 5pm on 8th April 2024. Interview dates within the following 2 weeks. Please ensure individuals named in this form are aware that the WCA team may contact them to discuss this application.

APPLICANT	
Name	
Job title / AfC Pay scale	
Organisation	
Email	
Declaration of Support from Employer <i>I confirm support for this application</i>	
Name	
Job Title	
Email address	
Signature / Date	



SCOPE OF PROJECT:

Background

A recent report from the Thames Valley and Wessex Radiotherapy ODN (Feb 2024) highlighted that the demand for radiotherapy services within the network has grown at 1.8% per year over the past 6 years (from 2017 to 2023) with the biggest constraint on radiotherapy capacity being workforce across radiographers, health care scientists and engineers.

The Wessex Cancer Alliance is working in partnership with the ODN to address some of the radiotherapy workforce challenges across Wessex through the following project:

Project Aim:

To support the retention and development of Registered and Enhanced Practitioners in Therapeutic Radiography across Wessex

Objectives:

- 1) to develop a Wessex wide approach to the induction of newly appointed Therapeutic Radiographers at Band 5 AfC aligning with ACCEND framework, National AHP preceptorship programme and local requirements.
- 2) to make recommendations for a Wessex wide approach to international recruitment and learn-earn-return initiatives for the Radiotherapy workforce in Wessex, liaising with NHSE WTE teams (SE and SW) and the local HEI commissioned to deliver Radiotherapy Education.
- 3) to support existing Radiotherapy practice educators by e.g. mapping competencies to relevant frameworks to understand the skills mix across Wessex, undertaking Training Needs Analysis (linked to ACCEND), identifying / applying for external funding to support ongoing CPD opportunities to develop the registered / enhanced workforce, ensuring a Wessex wide approach and standardisation of training offers.
- 4) to make recommendations for radiotherapy training in the future, as technology advances, automated systems, and digital transformation change how healthcare professionals' work.

INDIVIDUAL REQUIRED:

Radiotherapy Services Manager - Please confirm that you can release, **subject to funding**, an experienced Therapeutic Radiographer with project management experience who has the skills, experience, knowledge and passion to deliver on the above aims and objectives of this project.

0.2 WTE for one year – starting date subject to negotiation – employed at current rate of pay of Band 7 or 8a. Experienced Band 6 HCP may apply and will be seconded at Band 7.



The project lead will report into the Wessex Radiotherapy Programme Manager and Workforce Programme Manager and managed by their existing Line manager.



REPORTING REQUIREMENTS:

- Report to the Wessex Cancer Alliance programme team on a minimum of quarterly basis detailing progress, issues, any variations in infrastructure, expenditure, and project's anticipated benefits/impacts as detailed within the project plan and any forecasted delivery risks. Quarterly reporting dates in 2022/23 are
 - 17 June 2024
 - 17 September 2024
 - 17 December 2024
 - 17 March 2025
- To contribute to a written evaluation of the project for Wessex Cancer Alliance at project close
- To present at a WCA events describing the project and associated outcomes during the project lifespan or at project close.

FURTHER INFORMATION:

6. Please describe your reasons for applying for the role (300 words)

7. Please describe the experience, knowledge and skills you would bring to the role (up to 800 words)

APPLICANT'S SIGNATURE:

Signature:

Date: