



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, 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 development and long term growth of Radiotherapy Workforce across Wessex as outlined in the NHSE Long term Workforce Plan 2023.

Objectives:

- To review relevant apprenticeship opportunities, current apprenticeship recruitment and retention in the radiotherapeutic and physics workforce areas, across a variety of roles, grades and academic levels.
- Liaise with local HEIs and work with systems / Trust apprenticeship teams to make recommendations to build a locally-committed radiotherapy workforce, representative of the community it serves, that is more likely to be retained over time, ideally through the creation of supernumerary apprenticeship posts.
- Review local training capacity across Wessex in conjunction with systems and relevant HEIs with a view to expanding training places, particularly through apprenticeships, articulating key barriers to expansion and what will be required to overcome these.
- Support WCA with the Wessex wide cancer careers project and develop a plan to promote radiotherapy as a protected specialism and valued profession in Wessex, understanding local workforce potential and building a workforce representative of the community it serves.

INDIVIDUAL REQUIRED:

Please confirm that you can release, **subject to funding**, an experienced Therapeutic Radiographer / Medical Physicist 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, and project's anticipated benefits/impacts as detailed within an agreed project plan and any forecasted delivery risks. Quarterly reporting dates in 2024/25 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 / Date