



## Group purpose

The East of England Radiotherapy Network Consultant Radiographer group is responsible for the support and development of Consultant Radiographer collaborative practice across the region.

In summary, the Consultant Radiographer group is responsible for:

- Providing peer support and critical companionship to established / trainee / newly appointed Consultant Radiographer posts across the network
- Building successful collaborative partnerships to develop and support the advancement of therapeutic radiographer practice across the network
- Working collaboratively to produce ODN documents, policies, and procedures, in conjunction with other ODN groups as appropriate.
- Undertaking regional projects with the aims to share and publish outcomes locally, regionally, and nationally

## Group Members

The group members from the five constituent providers of radiotherapy within the East of England making up the Network are:

- Cambridge University Hospitals NHS Foundation Trust (CUHFT)  
Kate Burton, Neuro-Oncology
- East Suffolk & North Essex NHS Foundation Trust (ESNEFT)  
Rachel Laker (Ipswich site), Breast  
Keir Williamson (Colchester site), Breast
- Norfolk & Norwich University Hospitals NHS Foundation Trust (NNUH)  
Kim Whitlock, Breast  
Sam Worster, Brachytherapy
- North West Anglia NHS Foundation Trust (NWAFT)  
Helen Gregory, Palliative  
Aileen Considine, Prostate

There are currently no members from Mid and South Essex NHS Foundation Trust (MSEFT)





The membership of the Consultant Radiographer group comprises the following:

- Chair – Rachel Laker
- Deputy Chair – Kim Whitlock
- Secretary – On rotational basis to be agreed at each meeting

### Highlights to date

- Synergy article
- Ongoing Critical companionship
- National engagement to develop interview questions for Consultant and Advanced Practice radiographers
- National support of radiographers new to post
- Data collection for Impact study
- Discussions with RadChat regarding webinar series
- National engagement with Service Leads to support introduction of Consultant roles in their departments and training documentation requirements
- Promotion of Consultant Radiographer Group on EoE RTN website

### Synergy article - Supporting the workforce: East of England Consultant Radiographer Network

## News: The EofE Consultant Radiographer Group feature in Synergy

9 April 2025 | News



Fantastic to see the East of England Radiotherapy Network Consultant Radiographer Group feature in the April edition of Synergy. Read more about the group, the peer support role they offer, and find out more about their project to evaluate the impact of consultant radiographers across the region: [Supporting the workforce: East of England Consultant Radiographer Network](https://society-of-radiographers.shorthandstories.com/synergy-04-24/professional/supporting-the-workforce-east-of-england-consultant-radiographer-network/index.html)

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## National engagement and support

The group received various national requests this year for support and advice with Consultant level posts including the

- Introduction of new Consultant Radiographer posts
- Production of possible interview questions
- Training requirements and competency documentation

We have developed standard question templates for interviews of advanced practitioners and consultant roles which have been shared nationally. We have also provided support for departments implementing new consultant radiographer posts, assisting with training requirements and competency documentation, plus suggested job plans, and job descriptions

We met with 2 newly appointed consultant radiographers at our last meeting in this series, to provide support during the initial stages of their roles and advise on competency/authorisation documentation that may be useful to support them moving forward. We agreed that we were happy to arrange further meetings to provide ongoing support and development for their roles.

## Continuation of Impact study

The group continued this large project, moving onto the data collection phase.

This required the agreement of how we would code our workload for parity of results and at which systemic levels the work is completed (micro, meso, macro).

Outlook diaries were used over a 12-week period, to categorise our day-to-day work into colour coded 15 minute time slots. The data was then transferred onto a spreadsheet for analysis.

The analysis of the results has begun, and discussion points are being investigated. We will continue this project into the next series of meetings, with an aim of publication during this next period. We recognise that our initial timeline forecasts may have been rather optimistic considering our clinical responsibilities, as high workload and clinical commitments have reduced the group's ability to progress this project.





## Aims for 2026-27

- Continue the Impact Study with results analysis and discussion completion
- Investigation into submission at UKIO
- Inclusion in the CRUK NAHP programme publication - Beyond Bedside
- Rad chat webinar series
- Assess development of regional appraisal tools
- Continue to assess and develop shared regional documentation as need requires (e.g. competencies, business cases, SOP)
- Continue to support new and established posts within the region
- Continue to promote the group nationally and provide support for other regions
- Support extension of role development across the region e.g. cross-site interviews, new job description review

## Funding requirements to support group for 2026-7

At the end of the 2025 series of meetings, members agreed that the group was of value to continue, and quarterly meetings were appropriate and achievable. The most suitable day for the majority of the group was agreed and future dates were suggested.

Funding requirements to continue the group;

Venue hire (Active Business Centre, Bury St Edmunds)	= £680 + vat
Welcome refreshments	= £70 + vat
Total for 4 meetings per series	= £750.00 + vat

## Challenges and barriers

Clinical workload pressures have been extremely high this year therefore workforce and clinical workload challenges remain the main barriers preventing development of projects or reducing ability to engage with the group.

There are still no members from Mid and South Essex NHS Foundation Trust (MSEFT) which is a barrier to having full regional engagement within the group, and means we are missing out on the wealth of experience they could bring to the regional group. We would be keen to provide support and advice regarding the implementation of Consultant level posts if appropriate in the future.

