

IPEM

Institute of Physics and
Engineering in Medicine



Ultrasound Workforce Survey Interim Report 2023

Introduction

The aim of this report is to give a summary of the most recent data collected and an overview of how the current Ultrasound workforce is coping in terms of staffing levels, including establishment, vacancies, services provided and training capabilities.

The data in this report is compiled from IPEM's Ultrasound Workforce Survey 2023, carried out in March 2023. We identified 60 NHS trusts and organisations in the UK that provide ultrasound services and an invitation to respond was sent to all heads and leads of these departments and services.

At the time of compiling this report, we achieved a response rate of 75% covering 45 organisations that provide Ultrasound support. Data was gathered on 2 professional groups: Clinical Scientists and Clinical Technologists, along with information any additional staff essential to the clinical service provision.

Executive Summary

The data gathered shows that the Ultrasound workforce is currently constricted by a high vacancy rate. The majority of centres believe that their current staffing provision is insufficient, and they are finding it difficult to recruit into the vacant positions they have.

The Ultrasound workforce is complex with many people splitting their time between Ultrasound and other specialisms, with only a small portion of their time spent supporting Ultrasound. This brings an extra barrier to training with staff struggling to find time to provide training. If the workforce is to fill the current vacant positions and increase staffing provision to improve or expand services, support will be needed in terms of training provision.

Each centre that supports Ultrasound provide differing services based on location and patient need, combining this with the differing skills mix of staff each centre has its own specific workforce challenges.

- The Ultrasound workforce has a very high vacancy rate, with 23% of Clinical Scientist posts and 13% of Clinical Technologist posts vacant.
- 79% of respondents believe that staffing provision is insufficient.
- 17% of the workforce are approaching retirement age.
- Each centre provides differing services with Breast Screening, Radiology and Antenatal screening being the most common.
- 62% of centres are STP training centres and 11% of centres are Clinical Technologist training centres in non-ionising radiations.

Workforce Headlines

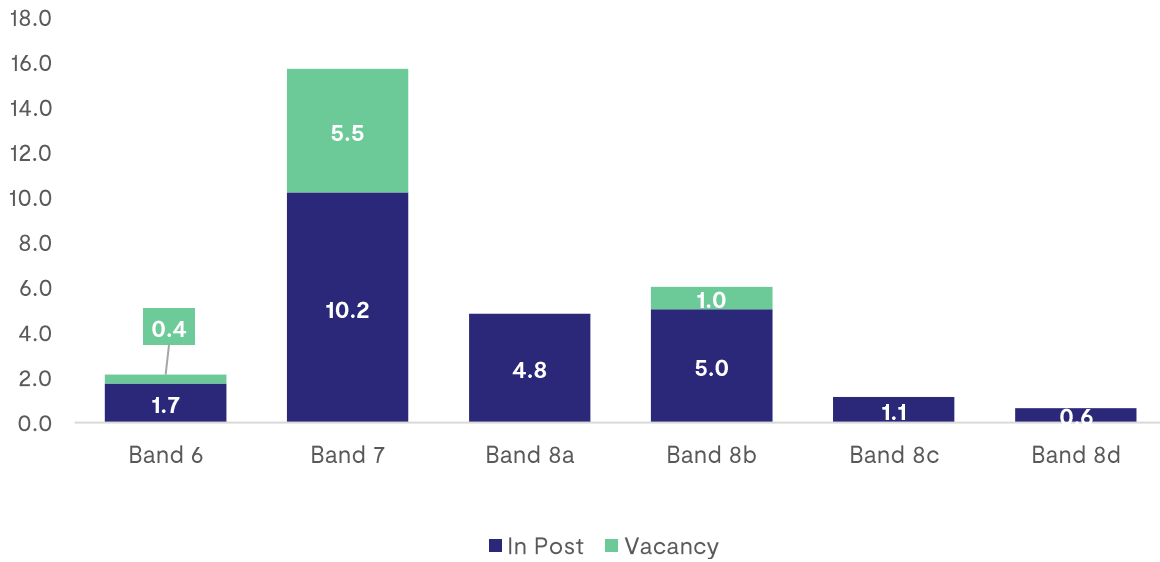
	Headcount of responding centres	Estimated Headcount across UK*	Whole-Time Equivalence (WTE) of responding centres	Estimated Whole-Time Equivalence (WTE) across UK*	Vacancy Rate
Clinical Scientists	80	100	30.5	38.1	23%
Clinical Technologists	56	70	27.4	34.2	13%
Other Staff	8	10	5.9	7.4	25%

*Estimates for missing centres made from previous responses to workforce surveys and averaging out current responses.

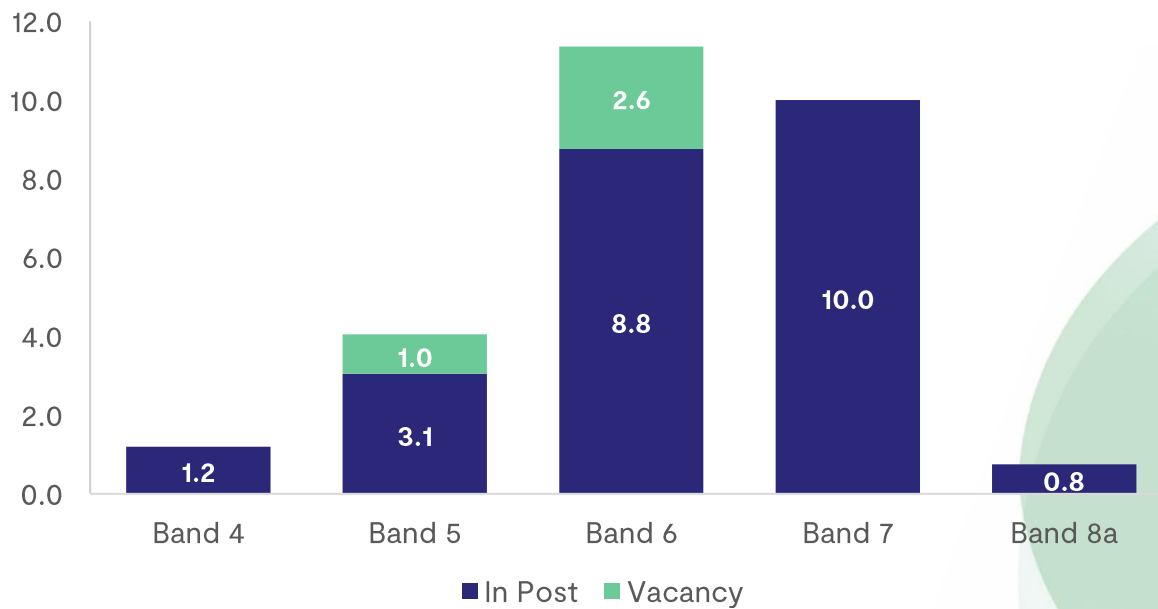
Establishment and Vacancy Rates

	Clinical Scientists	Clinical Technologists
Ultrasound	23%	13%
Magnetic Resonance	11%	0%
Diagnostic Radiology and Radiation Protection	9%	7%
Nuclear Medicine	8%	8%
Radiotherapy	7%	8%

Clinical Scientist In Post and Vacancies by Agenda for Change Banding in Whole Time Equivalence



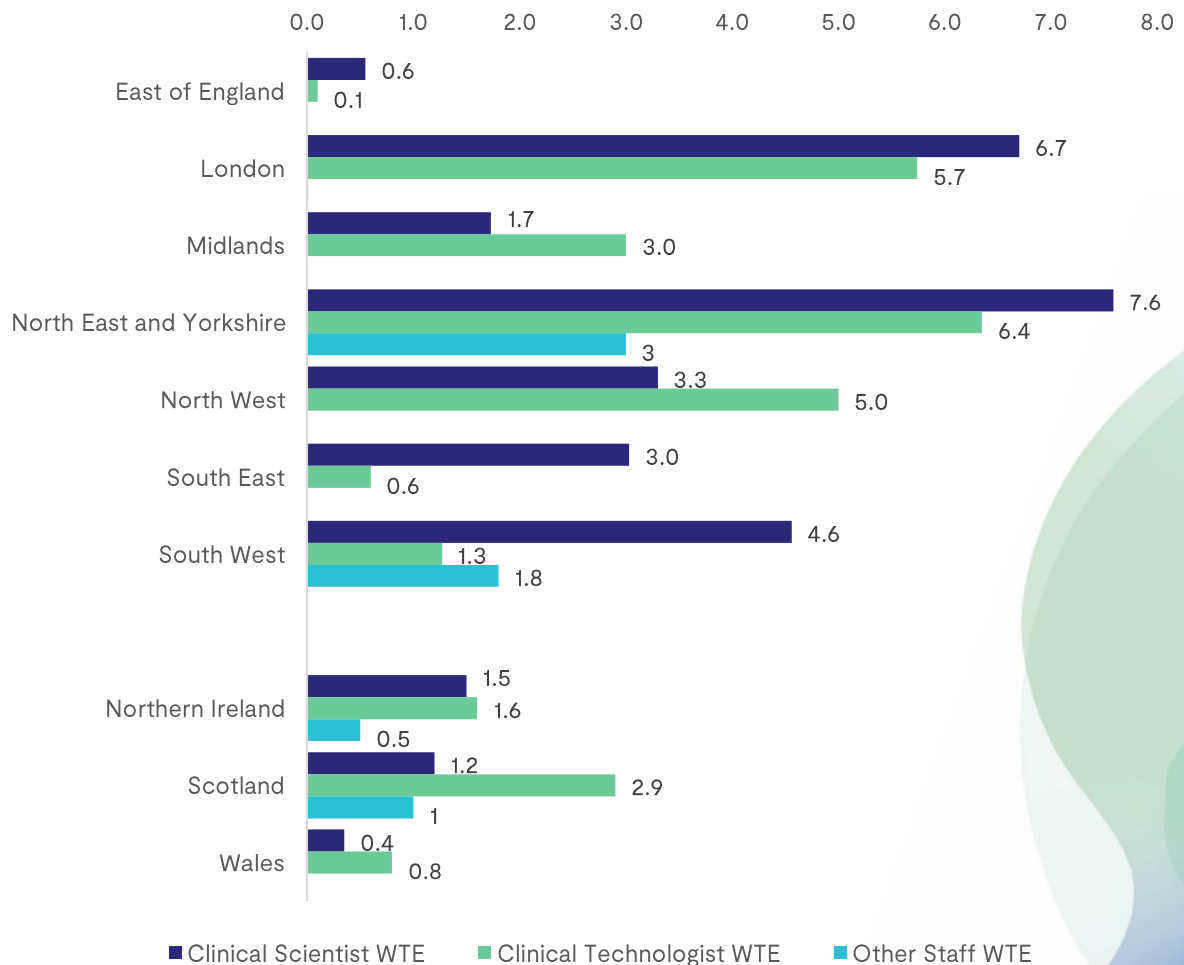
Clinical Technologist In Post and Vacancies by Agenda for Change Banding in Whole time Equivalence



Establishment by Region

	Clinical Scientist WTE	Clinical Technologist WTE	Other Staff WTE	Response Rate
East of England	0.6	0.1	0.0	40%
London	6.7	5.7	0.0	75%
Midlands	1.7	3.0	0.0	67%
North East and Yorkshire	7.6	6.4	3.0	86%
North West	3.3	5.0	0.0	50%
South East	3.0	0.6	0.0	63%
South West	4.6	1.3	1.8	100%
Northern Ireland	1.5	1.6	0.5	100%
Scotland	1.2	2.9	1.0	100%
Wales	0.4	0.8	0.0	67%

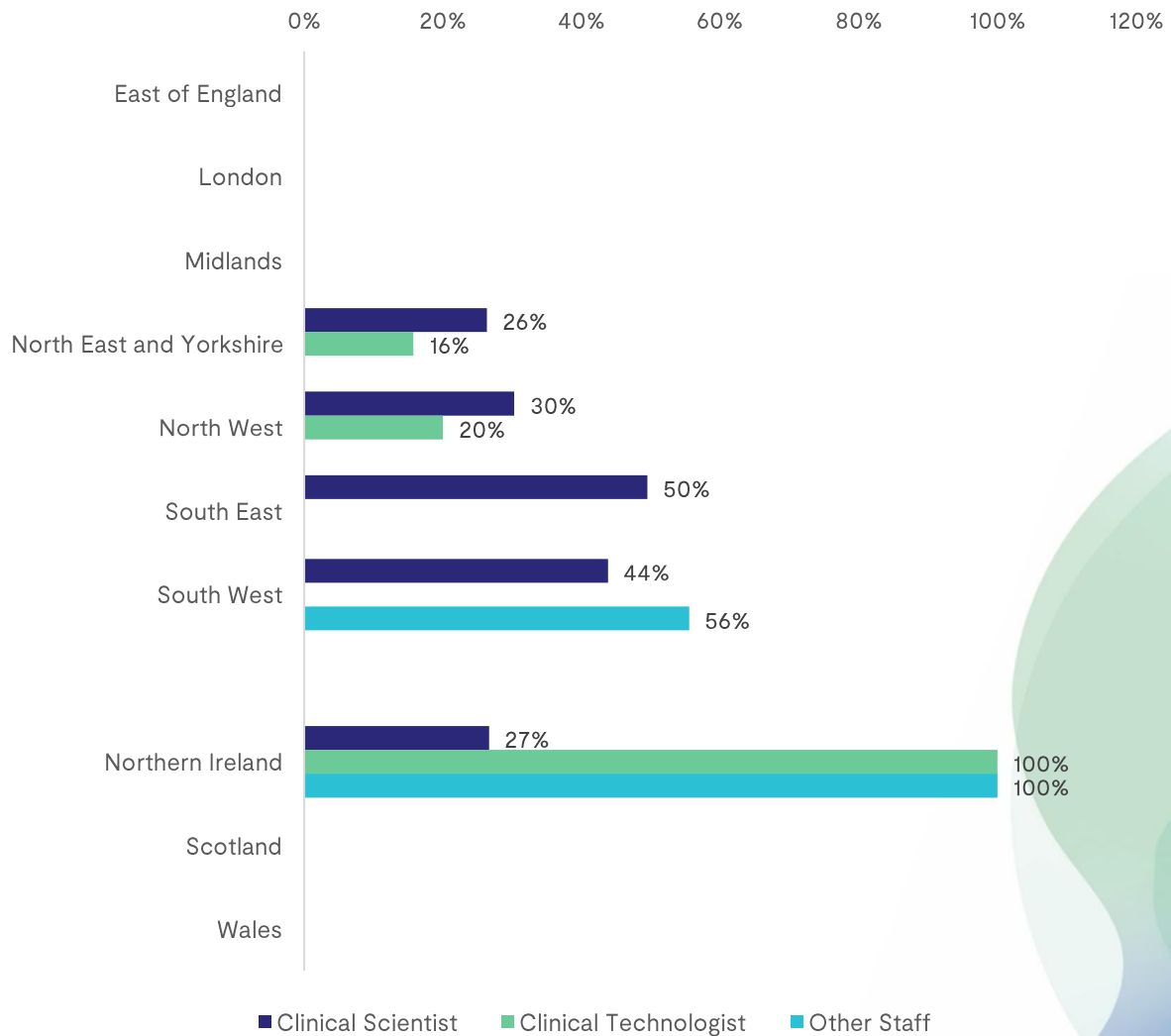
Establishment in Ultrasound by Region in Whole Time Equivalence



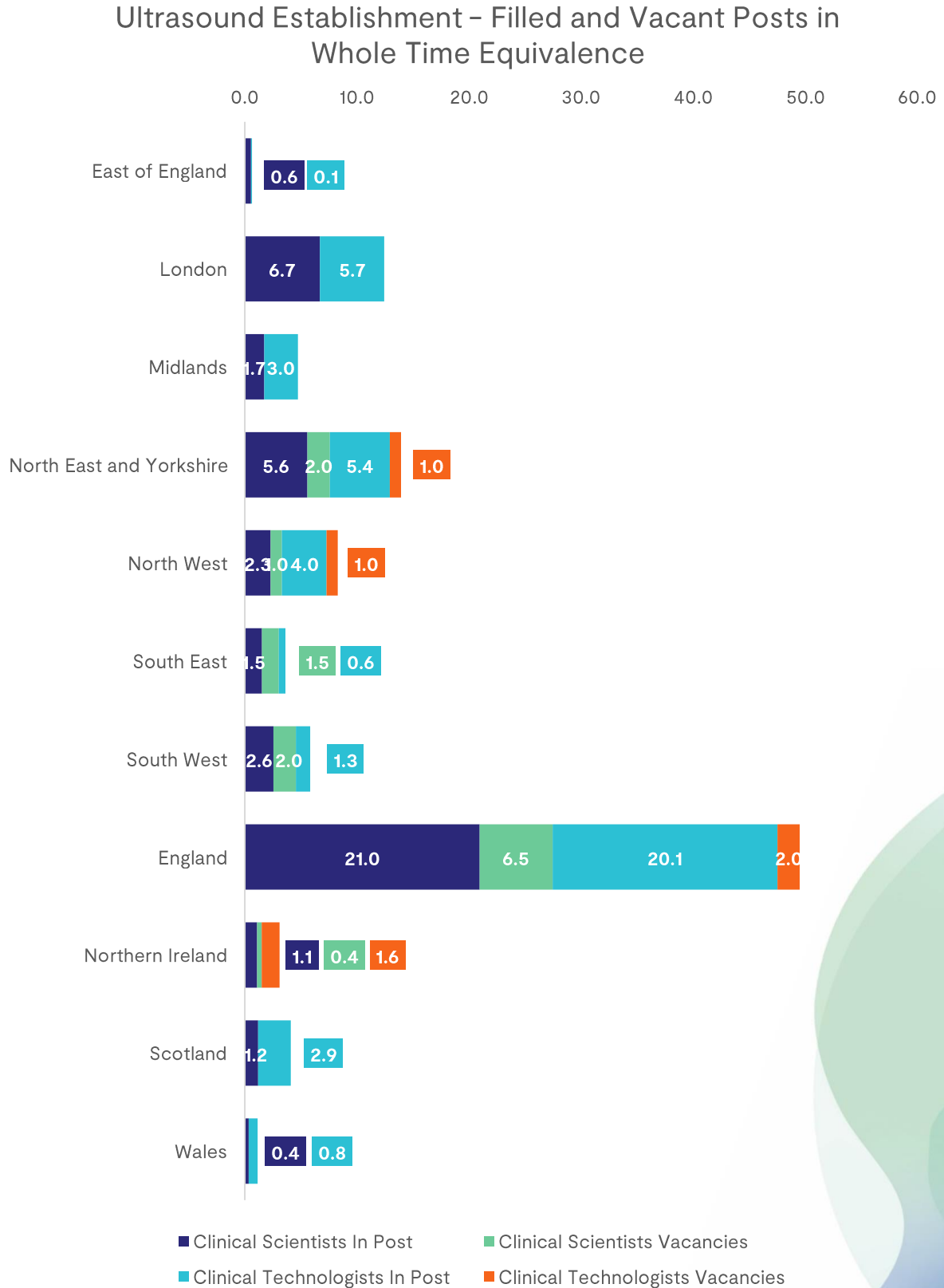
Vacancy Rate by Region

	Clinical Scientist	Clinical Technologist	Other Staff	Response Rate
East of England	0%	0%	0%	40%
London	0%	0%	0%	75%
Midlands	0%	0%	0%	67%
North East and Yorkshire	26%	16%	0%	86%
North West	30%	20%	0%	50%
South East	50%	0%	0%	63%
South West	44%	0%	56%	100%
Northern Ireland	27%	100%	100%	100%
Scotland	0%	0%	0%	100%
Wales	0%	0%	0%	67%

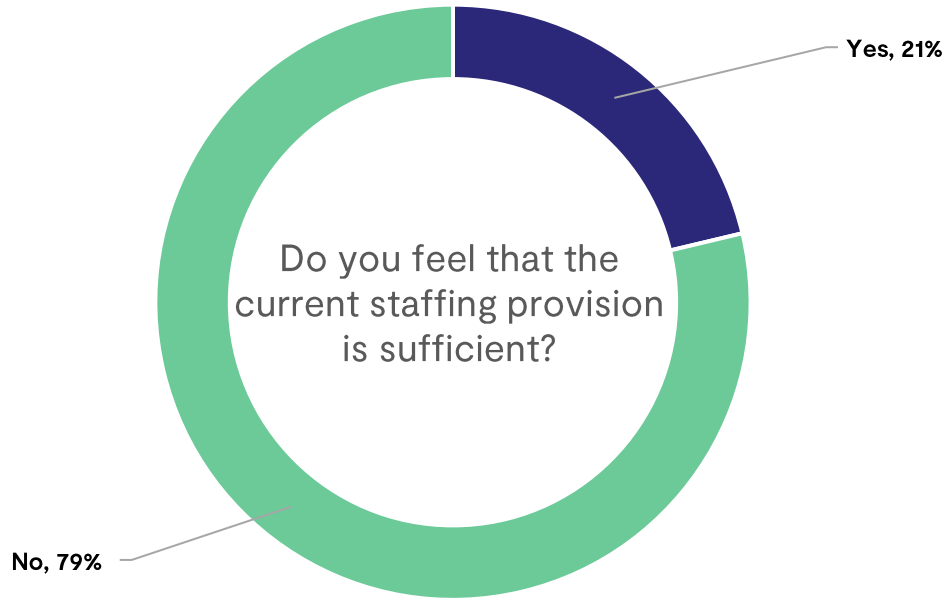
Vacancy Rate in Ultrasound by Region



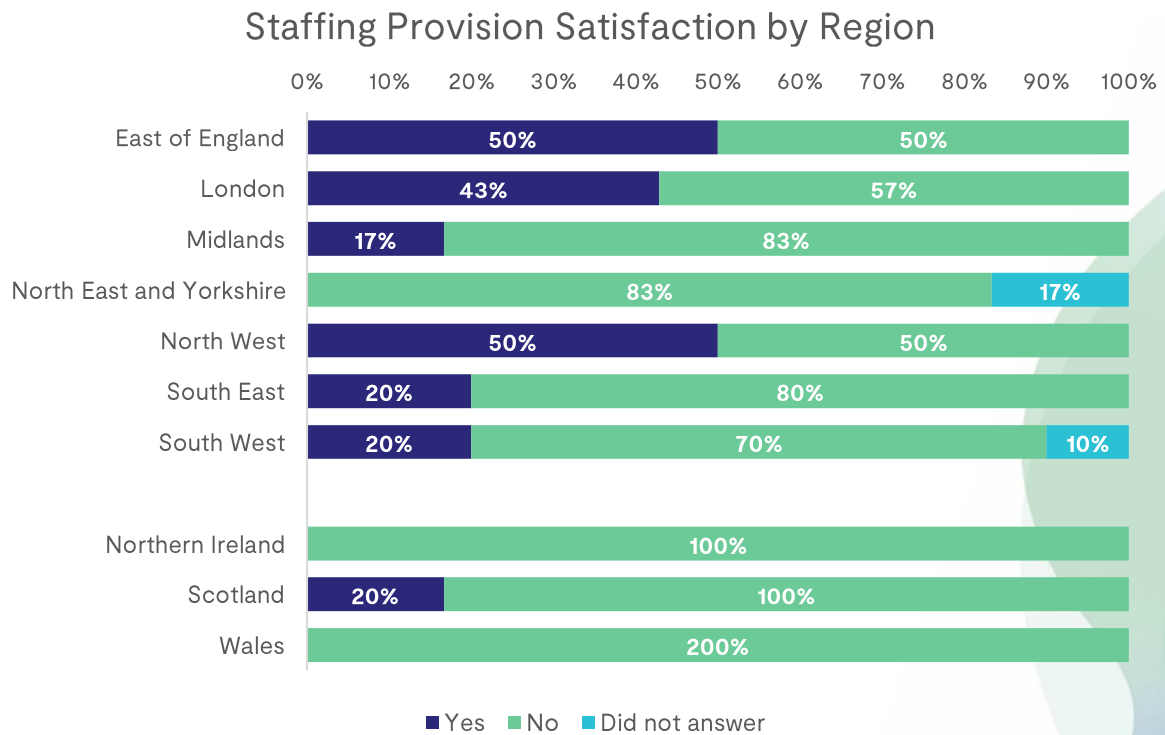
Filled and Vacant Positions by Region



Staffing Provision



Staffing Provision by Region



Desirable Staffing levels

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	30.5	23.6	58.35	6.9	27.85
Clinical Technologists	27.4	23.8	61.1	3.6	33.7

Desirable Staffing levels by region

East of England

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	0.6	0.6	1.1	0.0	0.5
Clinical Technologists	0.1	0.1	0.1	0.0	0

London

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	6.7	6.7	12.2	0.0	5.5
Clinical Technologists	5.7	5.7	8.7	0.0	3.0

Midlands

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	1.7	1.7	4.3	0.0	2.6
Clinical Technologists	3.0	3.0	6.2	0.0	3.2

North East and Yorkshire

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	7.6	5.6	11.9	2.0	4.3
Clinical Technologists	6.4	5.4	12.4	1.0	6.0

North West

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	3.3	2.3	4.8	1.0	1.5
Clinical Technologists	5.0	4.0	10.0	1.0	5.0

South East

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	3.0	1.5	8.0	1.5	5.0
Clinical Technologists	0.6	0.6	3.6	0.0	3.0

South West

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	4.6	2.6	8.1	2.0	3.5
Clinical Technologists	1.3	1.3	8.3	0.0	7.0

Northern Ireland

	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	1.5	1.1	1.5	0.4	0.0
Clinical Technologists	1.6	0.0	3.6	1.6	2.0

Scotland

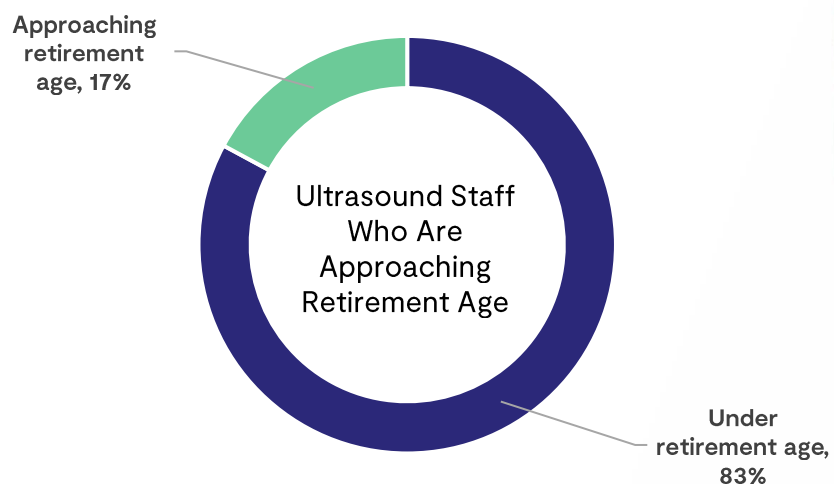
	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	1.2	1.2	2.7	0.0	1.5
Clinical Technologists	2.9	2.9	4.4	0.0	1.5

Wales

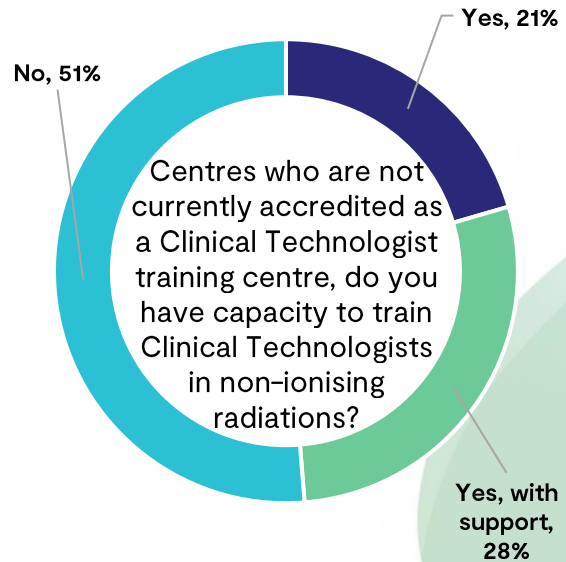
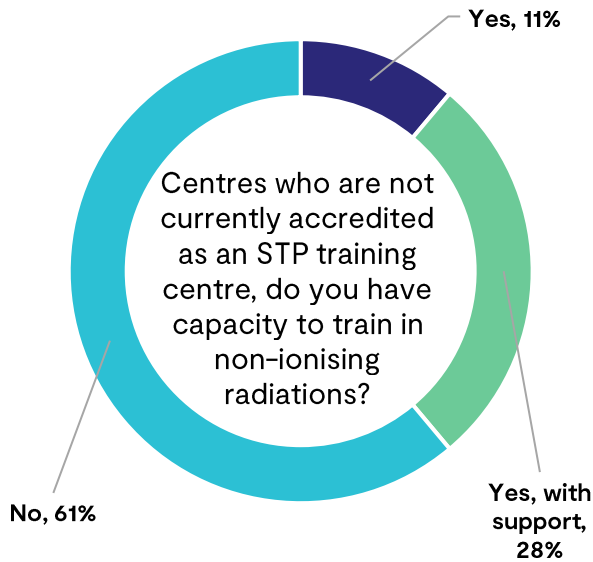
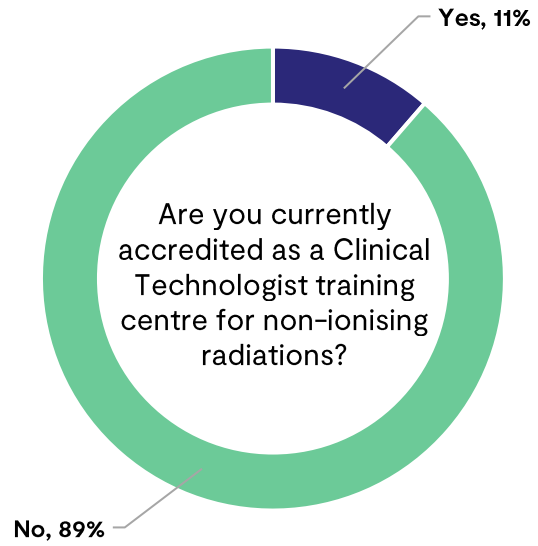
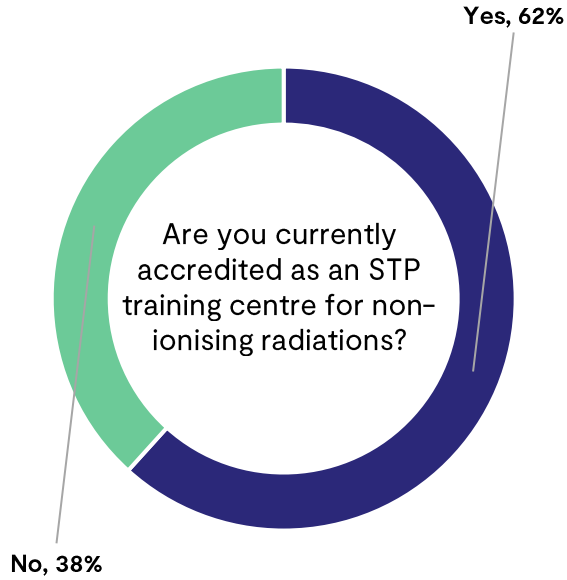
	Establishment WTE	In post WTE	Desirable staffing level WTE	Required to meet establishment in WTE	Required to meet desirable staffing levels above current establishment in WTE
Clinical Scientists	0.4	0.4	3.9	0.0	3.5
Clinical Technologists	0.8	0.8	3.8	0.0	3.0

Retirement

Those who responded to this section of the survey asking how many staff are approaching retirement age, stated there are a combined 144 WTE staff working in Ultrasound, with 24 of them (17%) approaching retirement age.



Training



Services Provided

Ultrasound Services Provided by Region

