

Imaging Workforce and Education Transformation Programme (IWETG) – High-level Work Plan

	Workforce Development and Standardisation	Workforce Planning	Digital and Technological Infrastructure	Wider Imaging Workforce
Short-Term (0-2 Years)	<ul style="list-style-type: none"> ❖ Identify how imaging activity could be allocated across the entire Radiology Workforce from Support Workers to Medical Consultants. This will be speciality and modality specific. ❖ All Wales Scope of Practice Documents to be developed for each staff group with supporting standardised Job Descriptions and Person Specifications ❖ Work with HEIW to undertake a review of current education and training against future requirements as detailed in standardisation documents and workforce plans 	<ul style="list-style-type: none"> ❖ Establish workforce planning community of practice for Radiology Services to include central repository for workforce planning reference material/ sharing of good practice ❖ Facilitate the development of organisation level plans to support the training and recruitment of trainee Radiographers ❖ Ensure that consistent and reliable workforce information is available to enable effective workforce planning and facilitate the collection and monitoring of data on a local and national level. 	<ul style="list-style-type: none"> ❖ Establish a coordinated national approach to horizon scanning for innovations and improvements in technology and diagnostic equipment ensuring workforce transformation opportunities are clearly defined 	<ul style="list-style-type: none"> ❖ Clearly define scope and approach to developing supplementary workforce development strategies for wider imaging workforce. ❖ Repeat workforce planning approach (6 step model) for wider imaging workforce. Produce additional workforce development strategies that will contribute to the overall Imaging Workforce Model for Wales

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<p>Medium-Term (2-5 Years)</p>	<ul style="list-style-type: none"> ❖ Support to development of part time route to registration for Assistant Practitioners in Wales ❖ Work with HEIW to develop/ commission training as required ❖ Explore how advanced and extended skills of Radiology workforce can be most effectively utilised. To include looking at sessional job planning and remote reporting ❖ Develop Imaging Workforce CPD Strategy 	<ul style="list-style-type: none"> ❖ Capacity for Organisations to train Radiographers clearly identified and incorporated into workforce plans ❖ Support RSMs/ CDs to workforce plan to ensure that increased number of Radiology Trainees are recruited into Consultant Radiologist posts in Wales 	<ul style="list-style-type: none"> ❖ Support RSMs to introduce new workforce models as a result of new Radiology Informatics System (RIS). Promote shared learning on implementation/ application of new RIS with regards to workforce transformation opportunities ❖ Define the training needs and associated timelines to achieve technological and digital transformation i.e., RISP or new equipment 	<p><i>Medium-term workplan to be informed by recommendations outlined within additional imaging workforce plans</i></p>
<p>Long-Term (5+ Years)</p>	<p>All-Wales Career Pathway from Health-Care Support Worker to Non-Medical Consultant Practice developed with a supporting strategy for CPD that clearly identifies all development and progression routes available</p>		<p>Training in place to enable the adoption of new technologies (i.e., AI) to support new ways of working</p>	<p><i>Long-term workplan to be informed by recommendations outlined within additional imaging workforce plans</i></p>