

Radiotherapy Careers Open Day; An innovative approach to improving local recruitment.

CLARKSON, Melanie

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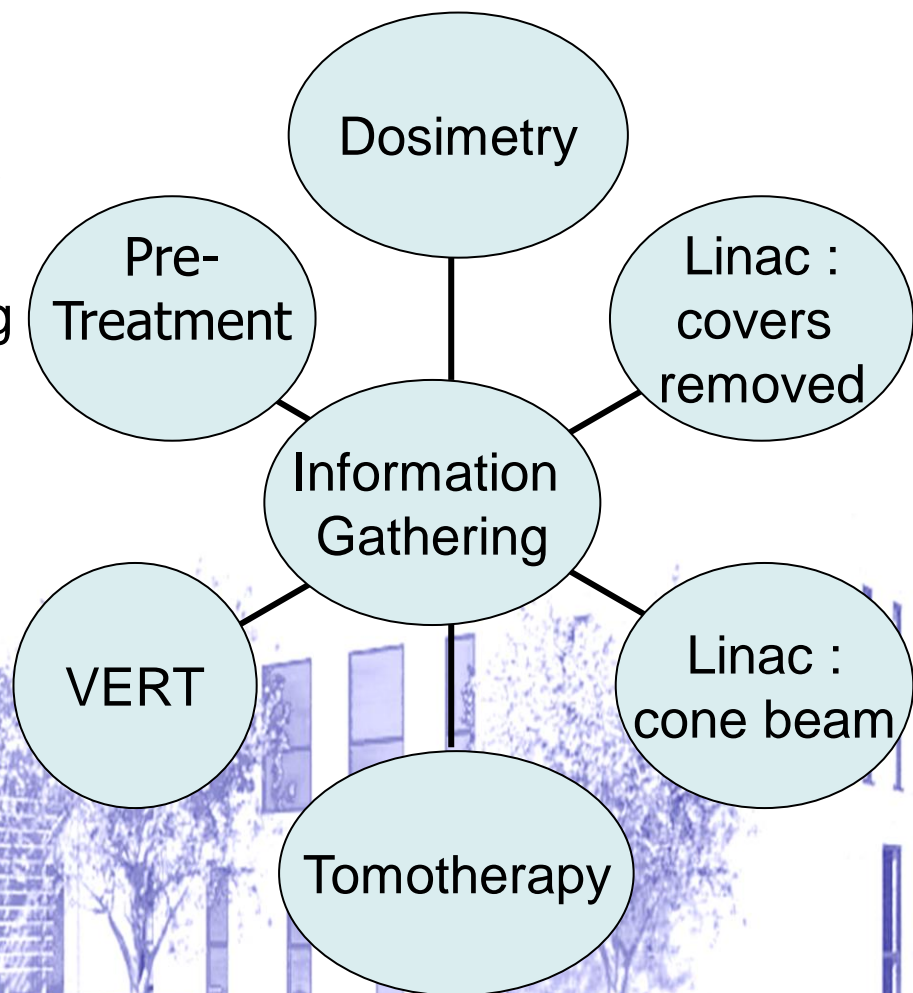
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An innovative approach to improving local recruitment

The Radiotherapy Department at The James Cook University Hospital in Middlesbrough is currently undergoing a major expansion project. One of the many practical issues that need addressing is staffing the new size department. The long term objective of the careers day is to relieve staff shortages and increase local recruitment by showcasing the careers of Therapy Radiographers, Medical Physicists and Medical Technologists. Everyone is encouraged to attend young and old. A dedicated team organise and run the bi-annual event which is widely publicised within the trust and in the local media. Supervised tours are conducted incorporating all of the key areas as shown in the diagram and there are also number of information stands.



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The need to increase both the workforce of each profession and available skills mix within a radiotherapy department has been addressed in both published research and government programmes. Our career events aim to address some of these requirements

- Kresl et al (2003) recognized the growing need to develop both ongoing and new initiatives to improve recruitment and retention within the radiotherapy workforce.
- In 2003 The college of radiographers in conjunction with Loughborough HEI published a qualitative study of the perceptions of radiography and the NHS. Greater use of open days as well as improvements in publicity and advertising were all cited as key “tactics” to improving recruitment
- The National Cancer Peer Review Programme: Manual for Cancer Services 2008:Radiotherapy Measures: Section 10-3T-122 staffing and skills mix review, reports measures for ensuring adequate staffing levels and skills mix.
- Radiotherapy moving forward: Delivering new radiography staffing models in response to the Cancer Reform Strategy'. SCoR. 2009,was published to support the implementation of these measures.

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"I enjoyed talking to the staff, seeing the equipment, confirmed my career choice "

"insight into practical side of job seeing how it works"

"an opportunity to discuss the careers with the professionals"



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*Melanie Clarkson Superintendent Radiographer: JCUH,
Gemma Burke Senior Lecturer/PDF: SHU*

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