

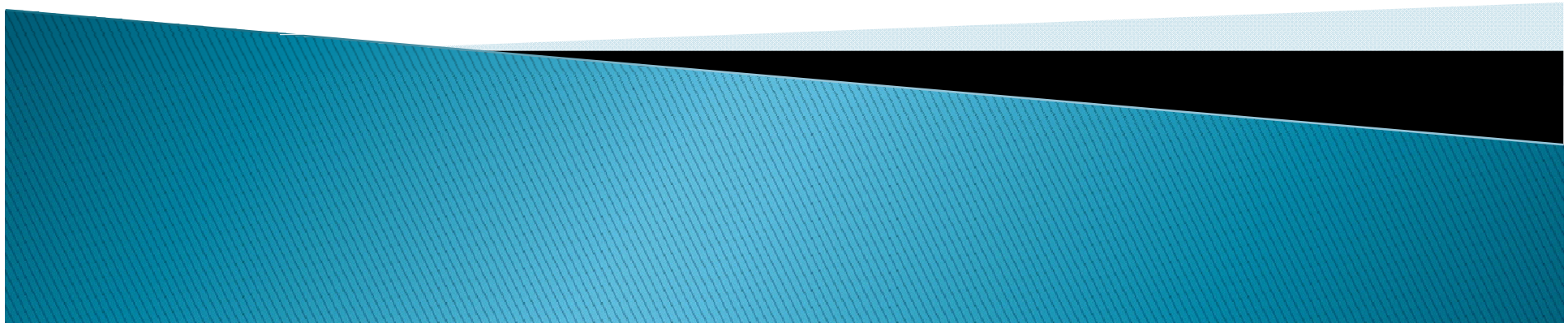


GIG
CYMRU
NHS
WALES

Cydweithrediad
Iechyd GIG Cymru
NHS Wales Health
Collaborative

Imaging – Opportunities & Challenges – A Welsh Perspective

Jane Fitzpatrick, Director, Strategic Programmes, NHS Wales
Strategic Advisor for Imaging & Pathology, Welsh Government

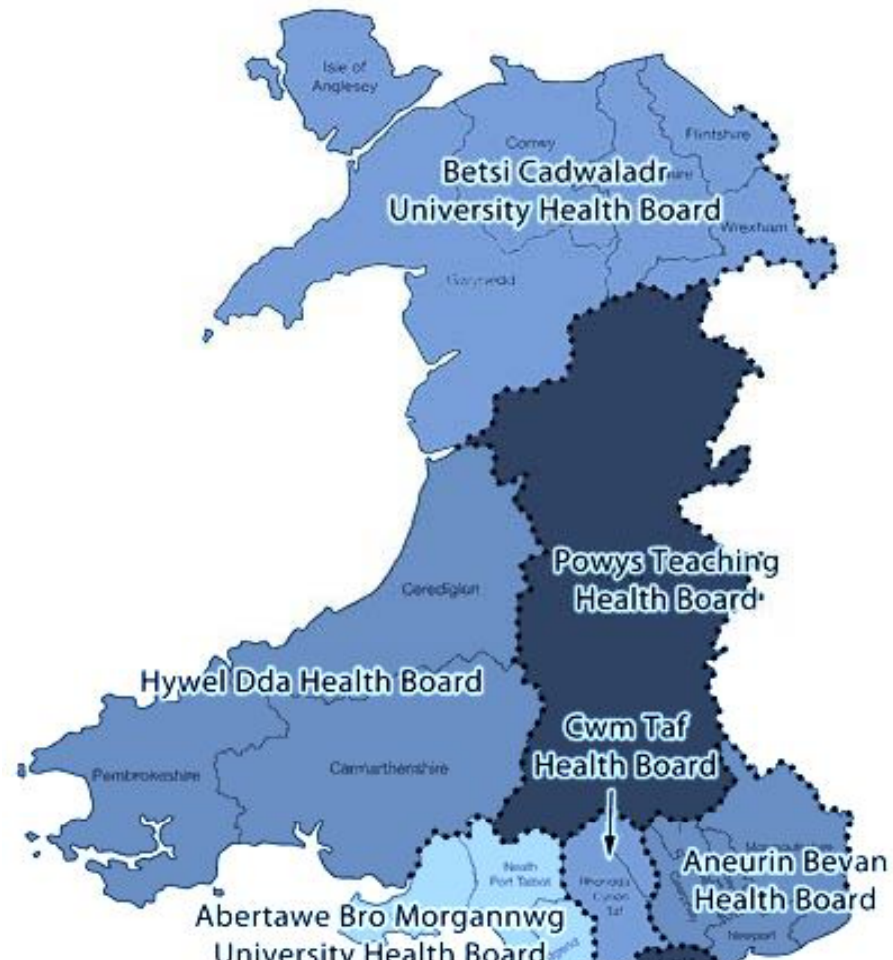


HS Wales

Population 3 million

7 Local Health Boards

3 NHS Trusts



Key considerations

There is a UK Radiologist workforce crisis

The continued increase in demand for CT and MR scans, has far outstripped service capacity

There are insufficient trainees to meet current Consultant Radiologist vacancies; largely due to a shortage of training posts

Insufficient Radiologists has resulted in reporting backlogs; delays in the diagnosis of cancer and other serious conditions

Increasing reliance on private outsourcing companies to maintain radiology reporting workload , which is costly and suboptimal for local service delivery.

Local Context (Wales)

Clinical Radiology has the largest projected shortfall in Wales of any major medical speciality (-39%)

In 2014, 12% of Consultant Radiologist posts vacant in Wales; 2016-18 situation worsening with 74 vacancies (including retirements)

Workforce demographics for Wales highlighted:-

- > 40% NHS Wales Radiologists 50+ years old
- 12% of NHS Wales Radiologist workforce 60+ years old
- 35% of Radiographers aged 50+ years old

There is great difficulty in recruiting Consultant from outside Wales due to the UK Radiologist workforce crisis

Workforce impact

* WAO Report Findings April 2017

Increased waiting times

Increased reporting turnaround times

Increased turnaround times for emergency inpatient referral

Reduced training and appraisals

Wellbeing of staff

Outsourcing costs (Projected £11.1m 2017–2020)

Case for Change

And the pressure keeps increasing...

- “early diagnosis” agenda
- 3% threshold for suspected cancer referral
- 28 day target for “diagnosis or the all-clear”
- New technology – personalised medicine
- Rising public and patient expectations

Universal Context

Brexit

Austerity

Demography

Devolution

Lifestyle

Social Care

Workforce

Environmental change

Recent Welsh Policy Context

The Parliamentary Review

The White Paper– Services fit for the future

A new 10 year strategy in 2018 – The NHS

Plan for Wales

Imaging Statement of Intent

March 2018

Addresses the current challenges in diagnostic and therapeutic imaging in NHS Wales.

Signals the Welsh Government's commitment to adopt a new strategic approach to the development of high quality, effective and sustainable imaging services for NHS Wales that address the needs of the population, respond to current and future policy direction and ensure long term sustainability

Imaging Statement of Intent – Priority Areas

20 Actions identified

8 Key areas

- Public Involvement & Engagement
- Workforce Development
- Equipment
- Quality
- Services
- Informatics & Information (Inc. Performance)
- Research & Innovation
- Governance

Public Involvement & Engagement – Actions

NHS Wales to develop meaningful linkages with the public to facilitate co-production of imaging services.

Workforce Development – Actions

The NHS Wales Imaging Academy will be established to develop a sustainable and flexible imaging workforce to deliver a modern, responsive diagnostic imaging service for Wales.

HEIW will facilitate the development of an integrated workforce training strategy for Radiologists, Radiographers, Sonographers, Advanced Practitioners, Assistant Practitioners and other Imaging Healthcare Professionals in Wales.

Welsh Government, in conjunction with NHS organisations, will establish funding models to allow the delivery of a national approach to workforce training that is appropriate for modern, flexible training combined with regional service provision.

Equipment – Actions

Welsh Government will continue to support the development of a prioritised and sustainable capital replacement programme.

NHS Wales will establish a co-ordinated approach to identifying, evaluating, prioritising and adopting new imaging technologies across NHS Wales.

NHS Wales will ensure that regional utilisation and workforce considerations are central to equipment procurement decisions.

Quality – Actions

NHS Wales will develop an evidence-based, data-driven and outcomes focused quality improvement framework that is based on the principles of prudent healthcare.

NHS Wales, working with Welsh Government, will commission and evaluate research to support efficient and prudent use of imaging modalities and clinical imaging pathways.

Services – Actions

NHS Wales will develop a regionally networked approach for the delivery of imaging for the population of Wales to ensure equitable access.

Welsh Government, in collaboration with all NHS Wales organisations, will develop an all Wales strategic plan for the delivery of imaging services to maximise workforce and imaging capacity utilization.

Integrated service delivery plans for imaging will be delivered across Wales.

Informatics & Information – Actions

Welsh Government will support the drive to a Once for Wales imaging platform based on agreed national standards across NHS Wales.

NHS Wales will implement state-of-the-art business support informatics and radiology systems that can capture and report data in a consistent way to deliver a modern imaging service.

Welsh Government will revise performance indicators to reflect and support the development and maintenance of a modern imaging service, including time to reporting, not just time to investigation.

Research & Innovation – Actions

Welsh Government will establish a strong research and academic base, with national and international collaboration, for imaging including radiology, radiography and medical physics in Wales.

NHS Wales will provide effective imaging support for high quality service delivery and other research studies and innovation in Wales.

Governance – Actions

Welsh Government to create a National Imaging Network, accountable to NHS Wales' Chief Executives, to co-ordinate imaging service development and provision for the Welsh Government and NHS Wales.

Welsh Government to support the creation of a high level advisory board to the National Imaging Network.

Medical Imaging Subcommittee will be reconfigured in order to support the imaging service improvement agenda.

Workforce Development – Actions

The NHS Wales Imaging Academy will be established to develop a sustainable and flexible imaging workforce to deliver a modern, responsive diagnostic imaging service for Wales.

What is the Imaging Academy

A dedicated state of the art facility for training which will:-

- Increase capacity for training whilst maintaining capacity at the hospital
- Provide advanced classroom teaching with reporting on fully functional workstations
- Provide comprehensive teleconference facilities and e-learning software support for teaching and training

The training experience at the Academy will be enhanced with :-

- a fully functional three room ultrasound suite which will facilitate actual patient investigations and
- simulators for ultrasound and interventional vascular procedures

Benefits of an Academy

Facilitates a significant increase in capacity in the number of Radiology trainees (from 42 –110 over 5 years)

Capacity facilitates a sustainable Consultant Radiologist workforce and resilience of service for the future

Provides an enhanced learning experience and offers new approaches to training delivery which may improve recruitment and retention

Facilitates rapid adoption of innovations in service, e.g. a hub for reporting of imaging and a facility for hosting regional Multidisciplinary Team Meetings with teleconference facility

Increased opportunities to introduce innovative technology

Benefits of an Academy

Facilitates development of a Radiology research portfolio in Wales in partnership with Academic institutions and Industry

Enables expansion of remit to develop radiographers, sonographers and other imaging professionals in advanced roles- supports workforce agenda.

Cost reduction – will gradually reduce the dependency on outsourcing (Wales currently £5.9m over 3 years and this will continue to increase with reduced numbers of Radiologists; in UK, outsourcing costs were 51m in 2014, 88m in 2015)

Education – provides comprehensive approach to training support through Health Board access to include iCode teaching software on every workstation in Wales

Sign in

News

Sport

More

/S

World

Business

Politics

Tech

Science

Health

Family & Education

More ▾

Wales Politics

Wales Business

North West

North East

Mid

South West

South East

Pencoed radiology and imaging plan unveiled

[f](#) [t](#) [v](#) [e](#) [Share](#)

The new National Imaging Academy for Wales will be based in Pencoed, Bridgend, and is due to be up and running by mid-2018.

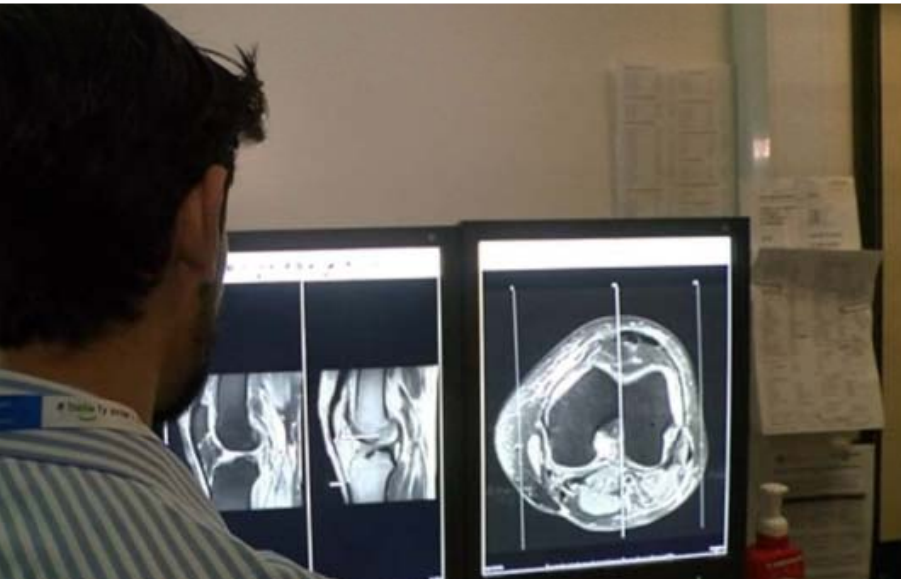
Health Secretary Vaughan Gething will announce the plan on Friday.

He said the academy would "play an important role" in helping to increase the number of trained radiologists.

It will provide specialist training, in partnership with the existing provision at hospital sites throughout south Wales.

▪ **Imaging scan trials to target tricky head cancer**

It will feature state-of-the-art workstation suites, simulation training and a lecture theatre.





Academi Ddelweddu
Genedlaethol **Cymru**

National Imaging
Academy **Wales**





National Imaging Academy Wales

Building detail

Lecture theatre (110)

2x Workstation Classroom

1x e-Learning Room

Seminar Room

Quiet Room

Simulation Room (+adjacent preparation room)

US Suite – 3x rooms

2x Meeting Rooms (1 suitable for MDT)

Board Room



Questions