

## **Recruitment Survey**

The Hospital Physicist's Association maintains an ongoing survey to assess the recruitment situation for medical physicists and clinical engineers. The information for this assessment is obtained by sending a questionnaire to departments that advertise such jobs within the NHS. The questionnaire tries to establish the number and suitability of applicants for the post advertised and the length of time a post remains unfilled or how many times a post is advertised before being successfully filled. We gratefully acknowledge the assistance of those colleagues who take the time to complete these questionnaires. The information collected is used by the association in negotiations with the NHS employers over issues that affect the terms and conditions of our members and also general workforce planning and training.

The information is published here and is freely available for use. We would hope that if you use these reports you would acknowledge the source as "The Hospital Physicists Association a national branch of Unite the Union" and that you would encourage your colleagues to complete any questionnaires we send to them in the future or even to contact us proactively with information.



Overall 55% of posts were filled however 38% had been previously advertised with a failure to appoint a suitable applicant. A significant proportion (50%) of those posts that had been previously advertised failed to attract a suitable candidate second time around.

This year it was possible to observe a difference in success in recruiting different grades of staff with posts advertised at the lower and higher grades much easier to fill than posts in the 8a/8b/8c bands. The breakdown of advertised posts in each pay band was: 46% band 7, 25% band 8a, 12% band 8b, 9% band 8c, 6% band 8d and 2% band 9.

The data did not show any significant trend with region.

There appears to be a shortage of suitably qualified staff in the radiation protection speciality compared to the other medical physics specialities; this probably reflects the lower number of posts (posts advertised broke down by specialism as: 53% radiotherapy, 17% diagnostic radiology, 10% nuclear medicine, 10% medical engineering, 7% radiation protection and 3% IT & senior management) and hence a reluctance amongst trainees to specialise in an area where advertised posts are few and far between.

84% of the returned questionnaires provided details as to the future of the previous job holder indicating whether they still worked for the NHS or had left for the private sector or retired etc. From this it is known that 21 physicists and engineers (36%) left the NHS during the period. If this sample is extrapolated to the whole sample then the NHS could have lost 56 physicists/engineers in the 12 months.

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June 2008