

Recruitment Survey April 2006 – March 2007

During this period a total of 60 questionnaires were sent in response to adverts and 35 were returned (58%). The table below breaks the information obtained from the responses into broad specialities within the medical physics and clinical engineering professions.

	Nuclear Medicine	Radiotherapy	Engineering	Diagnostic Radiology	Radiation Protection
Total no. of posts surveyed	8	26	9	7	9
No. of responses to survey	7 (88%)	9 (35%)	5 (56%)	6 (86%)	7 (78%)
The rest of the table is based on the information from the returned survey forms only.					
Av no. of applicants per post (Range)	4.9 (0-12)	7.7 (2-17)	5.0 (1-11)	5.2 (1-8)	3.4 (0-8)
Av no. of internal NHS applicants per post	2.0	3.1	4.6	2.9	1.6
Av no. of external applicants per post	2.9	4.6	0.4	2.3	1.8
Rate of successful recruitment	86%	78%	60%	50%	43%
Proportion of posts previously advertised	29%	33%	40%	67%	29%
Posts re-advertised that were still unsuccessful	0%	33%	0%	25%	100%
Previous post holders lost to NHS (inc retirement)	43%	33%	50%	100%	14%

One other post was advertised as a head of department and this was successful with five applicants of suitable quality.

Overall 63% of posts were filled however 37% had been previously advertised with a failure to appoint a suitable applicant. A significant proportion of those posts that had been previously advertised failed to attract a suitable candidate second time around. A variety of issues may account for this from poorly defined job descriptions and under-graded posts to undesirable locations and a shortage of suitably trained staff in certain specialities; however this year the situation was made worse by the failure of some Trust's to finalise AfC re-grading. Seventeen of the sixty posts surveyed were advertised with a pre-AfC grading, of these seventeen posts there were twelve responses to the survey and only one third of these posts were filled compared to a two thirds success rate overall.

There appears to be a shortage of suitably qualified staff in the diagnostic radiology and radiation protection specialities. This situation could worsen if the expansion of the use of nuclear power takes place as the radiation protection speciality would then be competing against the nuclear industry for suitable graduates.

The number of applicants from outside the NHS probably reflects the increased use of the internet to advertise posts.