



What can we do to retain sonographers?

**What can we do in the department to encourage
our staff to stay?**

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DCR Birmingham 1988

DMU Birmingham 1992

Disclaimer

This presentation is based on research conducted to the best of the presenter's abilities, acknowledging inherent uncertainties and limitations. The findings may be influenced by factors such as data quality, methodology, and interpretation, and do not guarantee real-world accuracy.

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The Current Landscape

National challenges in sonographer recruitment
Increasing demand for ultrasound services
Retention becoming as important as recruitment

Recruitment Approach

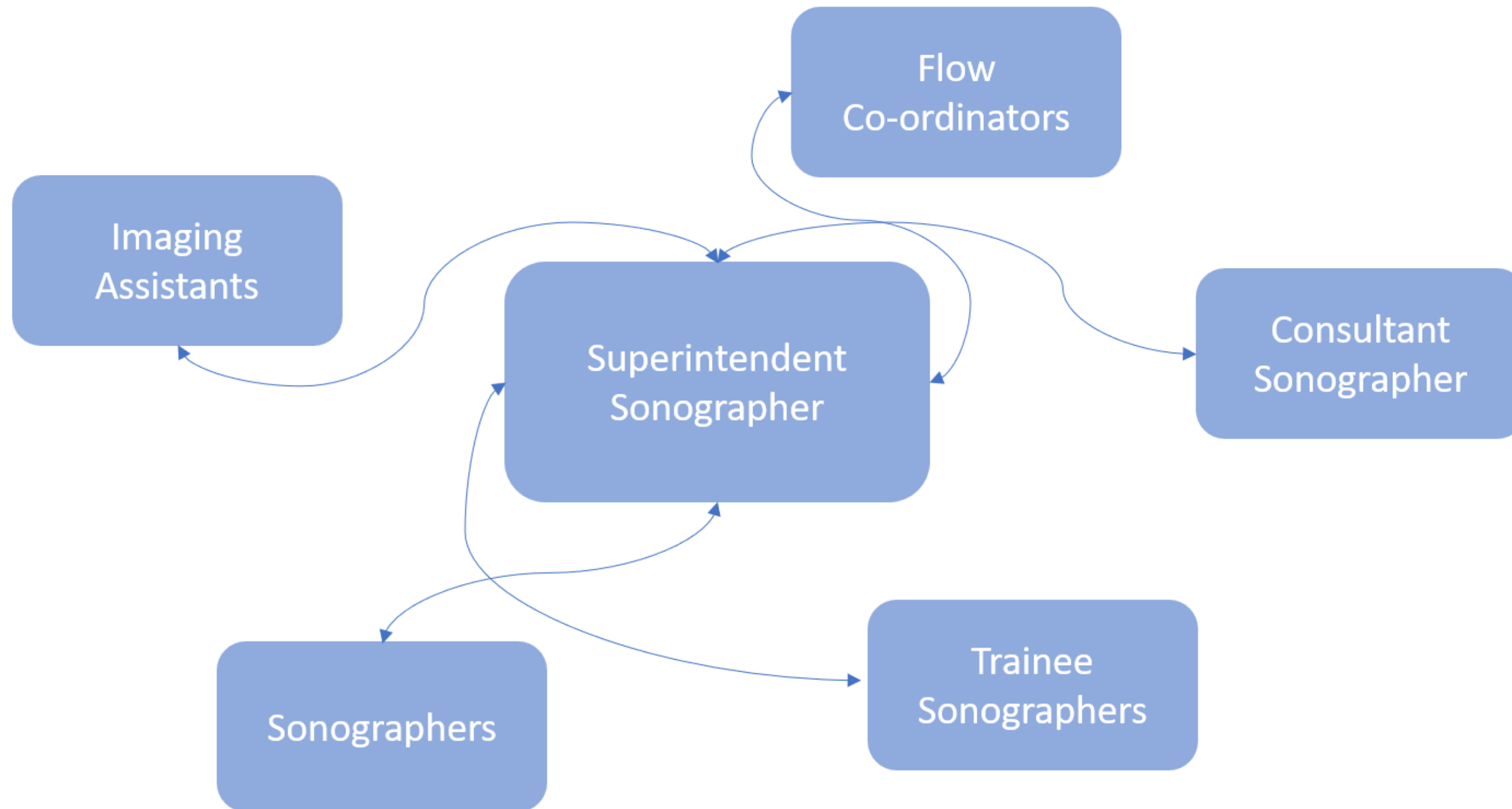
- Honest conversations during interviews
- Clear expectations and role descriptions
- Highlighting flexibility and development
- Encouraging internal progression

Number of Staff	WTE	Band 8B	Band 8A	Band 7	Annex 21 of Band 7
39	31.6	2	25	12	1

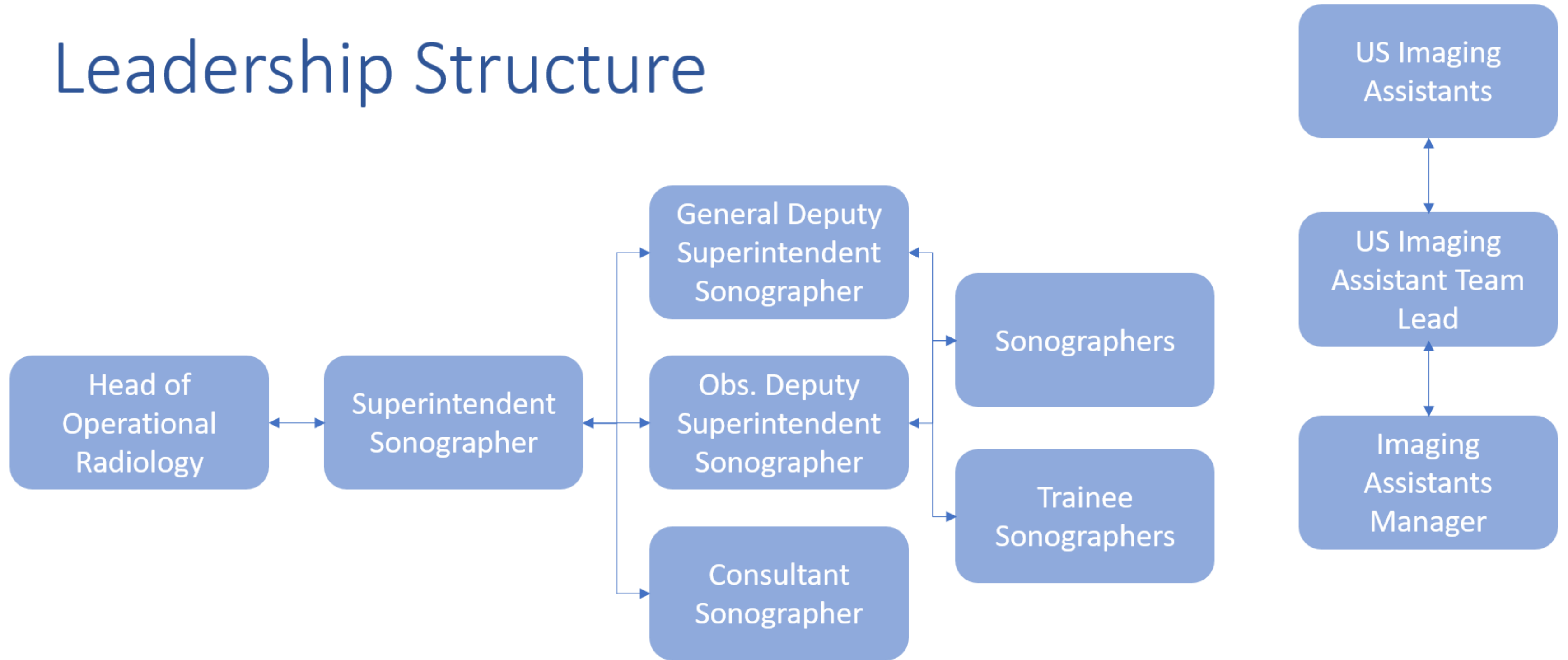
Snapshot of our department

- Fully staffed team
- Very low turnover (mostly retirement)
- Mix of experience levels
- Strong culture of flexibility and development

Leadership Structure



Leadership Structure



**Approx. 3000
NOUS scans
per month**

39 Staff

**Scan 7
days per
week**

**1 Supt.
2 Deputies**

**364 days
per year**

31 WTE

**12 General
Rooms**

**12 B7
25 B8a
2 B8b**

**6 Obstetric
Rooms**

**DM01
compliant
for over 24
months**

What Staff Tell Us They Value

- Flexibility in working patterns
- Predictability with room for personal choice
- Opportunities to grow and diversify skills
- Feeling supported and listened to.

Flexible Working Model

- 7-day service with weekend TOIL
- TOIL used to extend annual leave breaks
- Long-day options for reduced commuting
- Individual rota discussions

Variety of Clinical Work

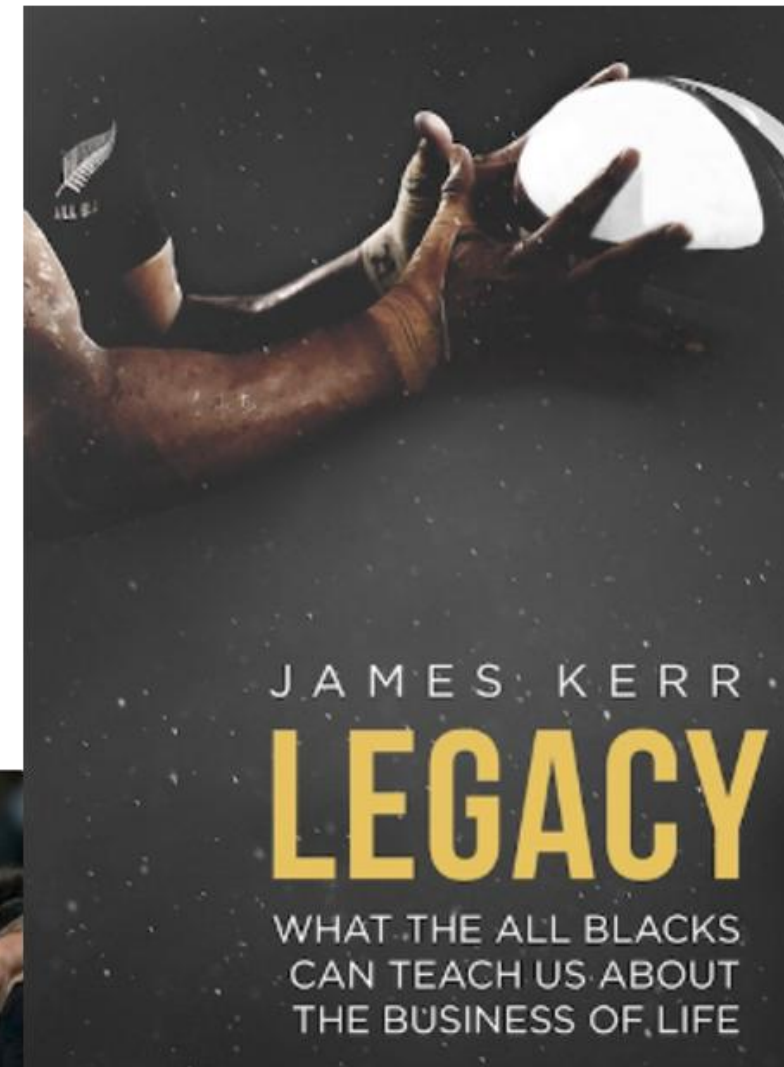
- Obstetrics
- Gynae
- General abdominal
- Emergency Department
- Vascular
- MSK
- Head & neck

Cultural Intervention with FTSU

“Create a culture.

Inspiring leaders establish rituals to connect their team to its core narrative. They use them to reflect, remind, reinforce and reignite their collective identity and purpose.”

- James Kerr
Legacy



**FREEDOM TO
SPEAK UP**
YOUR VOICE COUNTS

**Drop-in Session
for Ultrasound**

**The Royal Wolverhampton
NHS Trust**

Freedom to Speak Up provides a safe space for colleagues to talk through concerns, they might have about:

- Poor attitudes and behaviours of staff
- Disadvantageous or demeaning treatment as a result of speaking up
- Patient quality, safety and experience
- Staff capability and performance
- Bullying and harassment
- Staff safety

Pop by to a drop-in session to share any concerns you may have with the Freedom to Speak Up Guardians.

The drop-in session will take place in:
A2 – Radiology, US Department, New Cross Hospital
On: **Monday 19th June 9:30-12:30 & Friday 23rd June 13:00-16:00**

Training & Development

“The only thing worse than training your employees and having them leave is not training them and having them stay.”

Henry Ford

(Ford Motor Company)

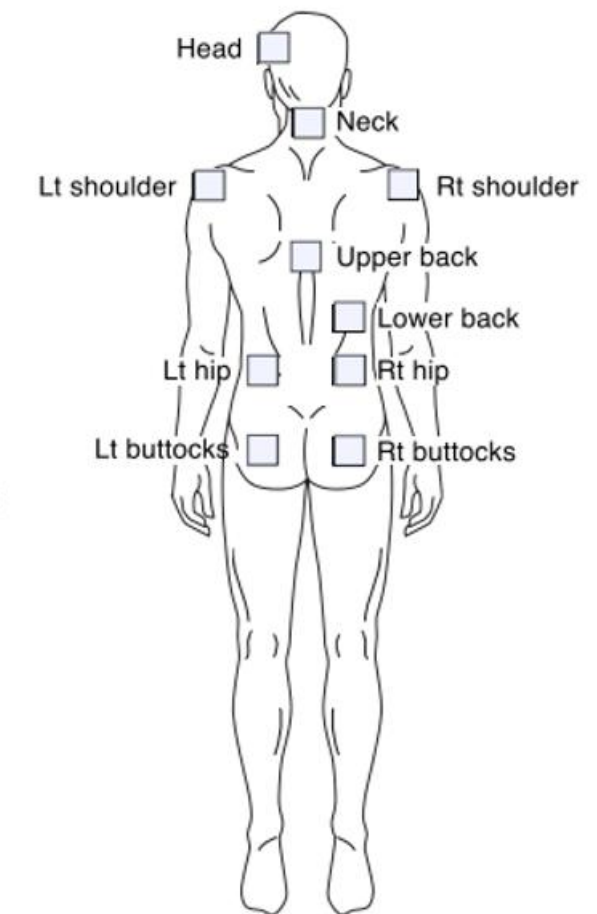
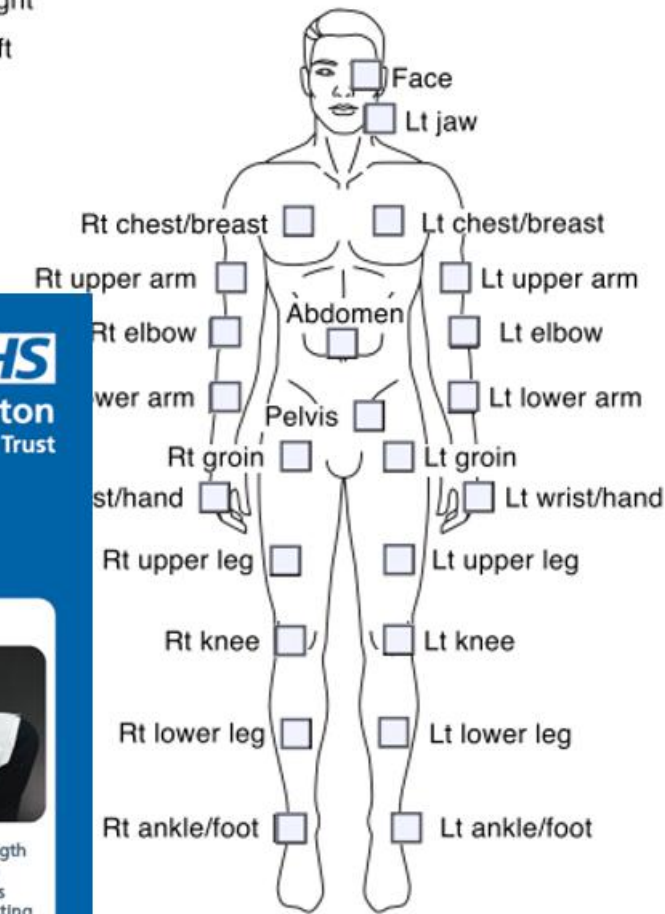
- In-house mentorship and peer learning
- Protected training time
- Access to external courses
- Support for formal qualifications

Supportive Team Culture

- Open-door management
- Regular informal check-ins
- Psychological safety for raising concerns
- Celebrating small wins

Physio Sessions

Rt = Right
Lt = Left



Postural Exercises for Wellbeing at Work

These exercises have been produced to encourage movement and stretching during the working day between daily work tasks. The exercises should not cause dizziness or prolonged discomfort, if this occurs stop and seek advice.

Neck exercises



Look up and feel a gentle stretch at the front of the neck. Then return to the centre. Look down and feel a gentle stretch at the back of the neck and return to the centre. Repeat 3 or 4 times.



Look over the right shoulder until you feel a gentle stretch and return to the centre. Then look over the left shoulder and return to the centre. Repeat 3 or 4 times to each side.

Shoulder rolls



Lift the shoulders up towards the ears, roll them back and squeeze the shoulder blades together. Return to a neutral position. Repeat 5 times.

Wrist exercises



Place the palms of the hands together in a prayer position, elbows out to the side. Feel the stretch at the wrists. Hold for 3 seconds and relax. Repeat 3 or 4 times.



Put the backs of your hands together, elbows out to the side, feel the stretch at the wrists. Hold for 3 seconds and relax. Repeat 3 or 4 times.

If you find a particular exercise more useful, repeat it more frequently during the working day to relieve postural stresses and strains.

For further clarification regarding these exercises please access the following link
XXXXXXXXXX

Back Exercises



Hands on a wall/window sill, shoulder width apart and arm's length away. Knees relaxed. Take a breath in, as you breathe out drop the chest towards the floor between the arms and push the hips back. Hold the stretch for another breath and return to the starting position. Repeat 3 times. You will feel the stretch around the shoulders and along the spine.



Stand in a corner of a room, in an upright position with the tummy gently pulled in. Place the forearms in full contact on the wall, shoulders and elbows at 90 degrees. Move the body as a whole towards the corner, keeping the spine straight and tummy pulled in. Feel the stretch around the chest and upper back. Hold for 3 seconds and return to the starting position. Repeat 3 or 4 times.



Standing upright with the hands in the small of your back. Lift your chest up and lean back over your hands, keeping the knees straight. Then return to the upright position. Repeat 3 or 4 times.

This is a good exercise to do if you have been sitting for long periods.

Key Takeaways

- Flexibility is a major retention driver
- Variety prevents burnout
- Training builds confidence and loyalty
- Supportive culture reduces turnover
- Recruitment becomes easier when staff stay
- Don't settle

Discussion

- Challenges
- Successes
- Ideas worth sharing

Thank you for listening.