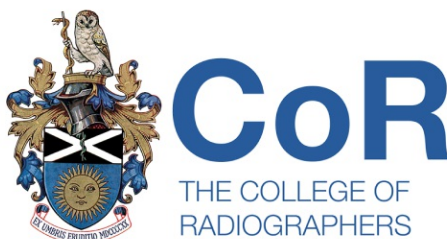


24/7 Diagnostic Radiographers At Work Study (247DRAWS) Survey

Information Sheet



PARTICIPANT INFORMATION SHEET

Risks and Benefits to Radiographers Working Beyond Standard Hours in Healthcare Provision – the Diagnostic Radiographers at Work 247 Study (DRAWS247)

Cardiff University School of Healthcare Sciences Ethics Committee:

SREC reference: REC1129

You are being invited to take part in the above research project, thank you for considering participation. Before you decide whether or not to take part, it is important for you to understand why the research is being undertaken and what it will involve. Please take time to read the following information carefully and discuss it with others if you wish. Click here for a copy of the information: [Participant Information Sheet](#)

1. What is the purpose of this research project?

This research project is a PhD study into the benefits (work life balance, career opportunities and skills development) and risks (sleep, burnout and mental health) of working in rotational shift patterns

as a diagnostic radiographer within the United Kingdom (UK).

2. Why have I been invited to take part?

You have been invited because you are a diagnostic radiographer working in the UK.

3. Do I have to take part?

No, your participation in this research project is entirely voluntary and it is up to you to decide whether or not to take part. If you decide to take part, you can complete the eConsent and continue with the questionnaire. If you decide not to take part, you do not have to explain your reasons and it will not affect your legal rights.

If you decide not to complete the survey, your response will not be recorded and no data you have entered will be stored. Unfortunately, to protect anonymity, we cannot remove your response once you have completed the questionnaire as no personal identifiable information is recorded with your recorded answers.

4. What will taking part involve?

Initially, we would like you to complete the electronic questionnaire as accurately and honestly as possible; at the end you will have the opportunity to follow a link and sign up to take part in subsequent interviews following the conclusion of this initial research. This information will be recorded separately but we will ask you for your participant response ID to review your answers during the interview.

5. Will I be paid for taking part?

No, but your participation is extremely important to help us understand the positive and negative effects of rotating shift work for radiographers.

6. What are the possible benefits of taking part?

There are no immediate personal benefits to taking part, but we hope that the findings may be used to engage the profession in optimising both patient care and staff wellbeing in the delivery of diagnostic radiography staffed services.

7. What are the possible risks of taking part?

There is a risk that during completion of this questionnaire, you may experience negative feelings and emotions around your level of wellbeing, sleep and energy. During the course of the

questionnaire and following completion, there will be links to support services and appropriate guidance should you experience these feelings. You can also contact the Chief Investigator for further signposting to support.

Jason Elliott

ElliottJ9@cardiff.ac.uk

02920 687540

8. Will my taking part in this research project be kept confidential?

All information collected from (or about) you during the research project will be kept confidential and any personal information you provide will be managed in accordance with data protection legislation. Please see 'What will happen to my Personal Data?' (below) for further information.

9. What will happen to my Personal Data?

There will be no identifiable personal data collected as part of this questionnaire. If you wish to participate in interviews, you will be required to include your name, location, some demographic details and contact information. This will be kept secure and confidential, and disposed of securely following the Cardiff University Data Protection Policy. This data will be retained until *September 2030* in accordance with the Cardiff University Research Record Retention Schedule.

Cardiff University is the Data Controller and is committed to respecting and protecting your personal data in accordance with your expectations and Data Protection legislation. Further information about Data Protection, including:

- your rights
- the legal basis under which Cardiff University processes your personal data for research
- Cardiff University's Data Protection Policy
- how to contact the Cardiff University Data Protection Officer
- how to contact the Information Commissioner's Office

may be found at <https://www.cardiff.ac.uk/public-information/policies-and-procedures/data-protection>

The anonymised findings of this survey will be shared with the Society and College of Radiographers.

10. What happens to the data at the end of the research project?

The anonymous data at the end of the project will be used primarily within Cardiff University to inform future research into radiographer workforce optimisation. It may be shared in part with the Society and College of Radiographers in communicating findings, as quotes and short extracts.

11. What will happen to the results of the research project?

It is our intention to publish the results of this research project in academic journals and present findings at conferences, in partnership with the Society and College of Radiographers. Similarly we will be producing videos and podcasts to share the results in a more accessible format. Participants will not be identified in any report, publication or presentation.

12. What if there is a problem?

If you wish to complain or have grounds for concerns about any aspect of the manner in which you have been approached or treated during the course of this research, please contact the Chief Investigator. If your complaint is not managed to your satisfaction, please contact the Cardiff University Healthcare Research Ethics Committee via HCAREEthics@cardiff.ac.uk

If you are harmed by taking part in this research project, there are no special compensation arrangements. If you are harmed due to someone's negligence, you may have grounds for legal action, but you may have to pay for it.

13. Who is organising and funding this research project?

The research is organised by Jason Elliott, a PhD researcher and Lecturer at Cardiff University – supervised by Professor Christine Bundy and Dr Dean Whybrow, with professional advice from Dr Nick Courtier. The research is funded by a Cardiff University Staff PhD Scholarship and the College of Radiographers Doctoral Fellowship awards scheme.

14. Who has reviewed this research project?

This research project has been reviewed and given a favourable opinion by the Cardiff University School of Healthcare Sciences Research Ethics Committee.

16. Further information and contact details

Should you have any questions relating to this research project, you may contact us during normal working hours:

Jason Elliott ElliottJ9@cardiff.ac.uk 02920 687540

Thank you for considering to take part in this research project.

Consent

Risks and Benefits to Radiographers Working Beyond Standard Hours in Healthcare Provision – the Diagnostic Radiographers at Work 247 Study (DRAWS247)

Chief Investigator: Jason Elliott

Cardiff University School of Healthcare Sciences Ethics Committee: SREC reference: REC1129

If you have read the Participation Information and are happy to proceed, please complete the boxes and statements below.

I have read and understood the Participation Information (download a copy [here](#))

☐ Yes

☐ No

I understand my participation is voluntary, and by proceeding I am consenting for my responses to be included in the study; I also understand that once completed I cannot withdraw my responses (as they are anonymous).

☐ Yes

☐ No

I understand my response is anonymous and no personal data will be shared.

☐ Yes

☐ No

I consent to participating, being as truthful and accurate as i can * *Required*

☐ Yes

☐ No

About You

I am a Diagnostic Radiographer *Optional*

☐ Yes

☐ No

Background

Please indicate your gender identity

- ☐ Prefer Not To Say
- ☐ Female
- ☐ Male
- ☐ Non-Binary
- ☐ Gender Fluid
- ☐ Transgender
- ☐ Other

If you selected Other, please specify:

Was this the same you were assigned at birth?

[+ More info](#)

- ☐ Yes
- ☐ no
- ☐ Prefer not to say

Please indicate your age according to the groups below:

- ☐ 21-25
- ☐ 26-30
- ☐ 31-35
- ☐ 36-40
- ☐ 41-45
- ☐ 46-50
- ☐ 51-55
- ☐ 56-60

☐ 61-65

☐ 65+

Which region of the UK do you work in?

☐ England

☐ Scotland

☐ Northern Ireland

☐ Wales

☐ Outside UK

Do you hold any additional memberships of professional organisations or Trade Unions?

☐ Society of Radiographers

☐ UNISON

☐ UNITE

☐ Other

☐ None

Working Environment

This section contains questions about your personal job role and plan.

Please indicate your grading and specialty

- ☐ Band 5
- ☐ Band 6 Specialist/General
- ☐ Band 6 Specialist Only
- ☐ Band 7 Advanced Practice
- ☐ Band 7 Team Lead
- ☐ Other
- ☐ Other

If you selected Other, please specify:

Please indicate the settings you work in as a diagnostic radiographer:

- ☐ Large hospital (Major Trauma Centre, Acute Care, Primary Care Centre)
- ☐ Medium hospital (District General/non Major Trauma Centre with Accident & Emergency)
- ☐ Small hospital (Minor Injuries/non-acute)
- ☐ Diagnostic Hub
- ☐ Rotational Post between multiple hospitals
- ☐ Cottage Hospital/Day Hospital

What areas of radiology do you rotate into?

- ☐ Outpatient
- ☐ GP

- ☐ Inpatient
- ☐ Trauma & Orthopaedics
- ☐ Fluoroscopy
- ☐ Interventional & Cardiac
- ☐ CT
- ☐ MRI
- ☐ Ultrasound
- ☐ Nuclear Medicine
- ☐ Mammography
- ☐ Reporting
- ☐ Management/Administrative

In what capacity are you employed as a Radiographer?

- ☐ Full Time Permanent
- ☐ Part Time Permanent
- ☐ Full Time Fixed Term
- ☐ Part Time Fixed Term
- ☐ Bank Staff
- ☐ Agency/Locum

What working patterns do you complete?

- ☐ Days (within 8am - 6pm)
- ☐ Extended Days / Long Days (more than 8 hours)
- ☐ Evenings (Shifts after 4pm)
- ☐ Nights
- ☐ Weekends

Please tell us how your night shift patterns are organised

- ☐ Fixed nights
- ☐ Block of nights
- ☐ Mixture of blocks and extras
- ☐ Scattered, fast switching between work times
- ☐ Scattered with blocks of switching

How many shift rosters are you currently part of?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ More than Three

Working Practice

This section covers how your shift pattern works, your rights and responsibilities

With relation to your working practices:

Please don't select more than 1 answer(s) per row.

	1 Never	2 Rarely	3 Sometimes	4 Often	5 Always	Don't Know / Prefer not to say
I work my contracted hours (on average) a week	☐	☐	☐	☐	☐	☐
When I finish my shift, I don't return to work for at least 11 hours	☐	☐	☐	☐	☐	☐
I switch frequently between days and nights	☐	☐	☐	☐	☐	☐
My shift times change at short notice	☐	☐	☐	☐	☐	☐
I am regularly asked to cover additional hours	☐	☐	☐	☐	☐	☐
I switch between specialties or areas at short notice	☐	☐	☐	☐	☐	☐
Rosters and are written collaboratively between the different areas eg Trauma, CT, other specialties	☐	☐	☐	☐	☐	☐
I work more than 12 consecutive days without two full days off	☐	☐	☐	☐	☐	☐
My average working week is 48 hours or less	☐	☐	☐	☐	☐	☐

Rate your response below relating to the Working Time Regulations (1998), a subsidiary of the European Working Time Directive:

Please don't select more than 1 answer(s) per row.

Please select at least 4 answer(s).

	1 Strongly Agree	2 Somewhat Agree	3 Neither Agree or Disagree	4 Somewhat Disagree	5 Strongly Disagree	Don't know / prefer not to say
I have been explained the WTR98	☐	☐	☐	☐	☐	☐
I understand the WTR98	☐	☐	☐	☐	☐	☐
I adhere to the WTR98	☐	☐	☐	☐	☐	☐
My job adheres to the WTR98	☐	☐	☐	☐	☐	☐

Which of the above is protected by the Working Time Regulations 1998?

☐ Contracted Hours
 ☐ 11 hours between shifts
 ☐ Frequent shift switches

☐ Short Notice Changes
 ☐ Extra shifts
 ☐ Changing Specialties from shift to shift

☐ 48 hour working maximum
 ☐ maximum 12 days

With respect to your contract and the WTR98: * Required

Please don't select more than 1 answer(s) per row.

Please select at least 3 answer(s).

	Yes	No	Don't know / don't want to say
I was asked to opt out of WTR98	☐	☐	☐
I completed a WTR98 opt out form which was given to me when signing my current contract	☐	☐	☐
I was given the choice to opt out of WTR98	☐	☐	☐

I have been told I am able to change my mind about opting out of WTR98	☐	☐	☐
I can cite WRT98 as a reason not to work different or additional shifts as planned	☐	☐	☐

If you have experienced any negative feelings or thoughts from completing this section, please consider the following for support:

MIND:

SoR Representatives:

SoR Radiate Wellbeing:

NHS:

Teamworking

With respect to your work:

Please don't select more than 1 answer(s) per row.

	1 - Strongly Disagree	2 - Somewhat Disagree	3 - Neither Agree nor Disagree	4 - Somewhat Agree	5 - Strongly Agree	Don't Know/Prefer Not To Say
We always have a full team of staff in each shift	☐	☐	☐	☐	☐	☐
We often swap to cover missing team members and balance skills mix	☐	☐	☐	☐	☐	☐
Swaps/changes and extra shifts are not obligatory and I do not feel compelled to do so at any point	☐	☐	☐	☐	☐	☐
I always follow my rota pattern	☐	☐	☐	☐	☐	☐
We are encouraged not to swap shifts to manage our work/life balance	☐	☐	☐	☐	☐	☐
I regularly switch between settings/specialities from day to day	☐	☐	☐	☐	☐	☐
The department does not expect us to work different shifts at short notice	☐	☐	☐	☐	☐	☐
The team has capacity to work together to manage off duty and any short staffing	☐	☐	☐	☐	☐	☐

I feel a responsibility to support the service and my colleagues by making short notice swaps	☐	☐	☐	☐	☐	☐
---	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Please indicate what measures your employer puts in place to support you with managing your health during shiftwork

- ☐ Online Awareness
- ☐ Access to counselling
- ☐ Access to HR support
- ☐ Occupational Health self referral
- ☐ CPD sessions and support
- ☐ Appraisals of workload, support to reduce shift load
- ☐ Engagement to make sure you are meeting WTR98
- ☐ None
- ☐ Other

If you selected other, please explain your answer

Please indicate what measures you have access to that your employer does not provide

- ☐ Online Awareness
- ☐ Access to counselling
- ☐ Health related self referral
- ☐ CPD sessions and support
- ☐ Appraisals of workload, support to reduce shift load
- ☐ Engagement to make sure you are meeting WTR98
- ☐ Trade Union Membership Support

☐ None

☐ Other

If you selected other, please explain your answer

Working Benefits & Advantages

Which of the following benefits have applied to your participation in shift working?

- ☐ Completion of preceptorship
- ☐ Increased earning
- ☐ Promotion
- ☐ Managing caring responsibilities
- ☐ Work/Life Balance
- ☐ None

Please indicate your opinions on the following:

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Somewhat Agree	Neither agree nor disagree	Somewhat Disagree	Strongly Disagree	Not applicable/Prefer not to say
Shift work is a prerequisite of any career progression	☐	☐	☐	☐	☐	☐
I am unable to care for dependants or family members without working shifts	☐	☐	☐	☐	☐	☐
Completing domestic tasks (shopping/bank) is more manageable as a shift worker	☐	☐	☐	☐	☐	☐
The additional pay for shift work improves my life	☐	☐	☐	☐	☐	☐

The range of experiences working out-of-hours have no benefit for my development	☐	☐	☐	☐	☐	☐
My technical skills have improved as a result of shift work	☐	☐	☐	☐	☐	☐

Please indicate your feeling of benefit in undertaking shifts

Please don't select more than 1 answer(s) per row.

	Extremely Detrimental	Moderately Detrimental	Slightly Detrimental	Neutral	Slightly Beneficial	Moderately Beneficial	Extremely Beneficial
Shift Work impact	☐	☐	☐	☐	☐	☐	☐

Your Wellbeing - Job Demands/Resources

The following statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, select "never" . If you have had this feeling, indicate how often you feel it by crossing the response that best describes how frequently you feel that way.

[+ More info](#)

Please don't select more than 1 answer(s) per row.

Please select at least 9 answer(s).

	Never	Almost Never	Sometimes	Often	Very Often	Always
At my work, I feel bursting with energy	☐	☐	☐	☐	☐	☐
At my job, I feel strong and vigorous	☐	☐	☐	☐	☐	☐
I am enthusiastic about my job	☐	☐	☐	☐	☐	☐
My job inspires me	☐	☐	☐	☐	☐	☐
When I get up in the morning, I feel like going to work	☐	☐	☐	☐	☐	☐
I feel happy when I am working intensely	☐	☐	☐	☐	☐	☐
I am proud on the work that I do	☐	☐	☐	☐	☐	☐
I am immersed in my work	☐	☐	☐	☐	☐	☐
I get carried away when I'm working	☐	☐	☐	☐	☐	☐

If you have experienced any negative feelings or thoughts from completing this survey, please consider the following for support:

[The Sleep Charity](#) call 03303 530 541

[MIND](#) Infoline: 0300 123 3393

[Samaritans](#) Telephone: 116 123

[Give Us A Shout](#) Text SHOUT to 85258

[Mental Health UK: Burnout](#)

[Society of Radiographers Wellbeing & Mental Health](#)

[SoR Radiate for Wellbeing](#)

[NHS Mental Health Support](#)

[Every Mind Matters](#)

Your Wellbeing - Fatigue & Burnout

Please complete this series of questions:

[+ More info](#)

Please don't select more than 1 answer(s) per row.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I always find new and interesting aspects in my work	☐	☐	☐	☐
There are days when I feel tired before I arrive at work	☐	☐	☐	☐
It happens more and more often that I talk about my work in a negative way	☐	☐	☐	☐
After work, I tend to need more time than in the past in order to relax and feel better	☐	☐	☐	☐
I can tolerate the pressure of my work very well	☐	☐	☐	☐
Lately, I tend to think less at work and do my job almost mechanically	☐	☐	☐	☐
I find my work to be a positive challenge	☐	☐	☐	☐
During my work, I often feel emotionally drained	☐	☐	☐	☐
Over time, one can become disconnected from this type of work	☐	☐	☐	☐
After working, I have enough energy for my leisure activities	☐	☐	☐	☐
Sometimes I feel sickened by my work tasks	☐	☐	☐	☐
After my work, I usually feel worn out and very weary	☐	☐	☐	☐
This is the only type of work that I can imagine myself doing	☐	☐	☐	☐
Usually, I can manage the amount of my work well	☐	☐	☐	☐

When I work, I usually feel energised	☐	☐	☐	☐
---------------------------------------	--------------------------	--------------------------	--------------------------	--------------------------

If you have experienced any negative feelings or thoughts from completing this section, please consider the following for support:

[The Sleep Charity](#) call 03303 530 541

[MIND](#) Infoline: 0300 123 3393

[Samaritans](#) Telephone: 116 123

[Give Us A Shout](#) Text SHOUT to 85258

[Mental Health UK: Burnout](#)

[Society of Radiographers Wellbeing & Mental Health](#)

[SoR Radiate for Wellbeing](#)

[NHS Mental Health Support](#)

[Every Mind Matters](#)

Your Wellbeing Overall

Below are some statements about feelings and thoughts; please indicate your experience of each over the last 2 weeks

[+ More info](#)

Please don't select more than 1 answer(s) per row.

	None	Rarely	Some of the time	Often	All of the time
I've been feeling optimistic about the future	☐	☐	☐	☐	☐
I've been feeling useful	☐	☐	☐	☐	☐
I've been feeling relaxed	☐	☐	☐	☐	☐
I've been dealing with problems well	☐	☐	☐	☐	☐
I've been thinking clearly	☐	☐	☐	☐	☐
I've been feeling close to other people	☐	☐	☐	☐	☐
I've been able to make up my own mind about things	☐	☐	☐	☐	☐

If you have experienced any negative feelings or thoughts from completing this section, please consider the following for support:

[The Sleep Charity](#) call 03303 530 541

[MIND](#) Infoline: 0300 123 3393

[Samaritans](#) Telephone: 116 123

[Give Us A Shout](#) Text SHOUT to 85258

[Mental Health UK: Burnout](#)

[Society of Radiographers Wellbeing & Mental Health](#)

[SoR Radiate for Wellbeing](#)

Anything Else?

Please leave any comments here:

Screened

Thank you for completing the information and responding. You have either not consented to participate, or you are not eligible to participate.

If you think there is an error, please contact the Principal Investigator:

Jason Elliott ElliottJ9@cardiff.ac.uk 02920 687540

Final page

Thank you for completing the information and responding. The information you have shared is valuable and will help with our findings.

If you are willing to participate in the Phase 2 interviews for 247DRAWS, please click here:

(you will need your participant response ID from this survey when you click finish)

If you have experienced any negative feelings or thoughts from completing this survey, please consider the following for support:

[MIND](#) Infoline: 0300 123 3393

[Samaritans](#) Telephone: 116 123

[Give Us A Shout](#) Text SHOUT to 85258

[Mental Health UK: Burnout](#)

[Society of Radiographers Wellbeing & Mental Health](#)

[SoR Radiate for Wellbeing](#)

[NHS Mental Health Support](#)

[Every Mind Matters](#)

If you think there is an error, please contact the Principal Investigator:

Jason Elliott ElliottJ9@cardiff.ac.uk 02920 687540