



Academi Ddelweddu
Genedlaethol **Cymru**
National Imaging
Academy **Wales**

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National Imaging
Academy Wales

National Imaging Academy Wales 3-Year Strategy

2024 - 2027





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Introduction

What is the National Imaging Academy Wales?

National Imaging Academy Wales (NIAW) was established in 2018 to facilitate the increased capacity for Radiologist training in Wales. The Academy's scope of ambition is much wider, supported by the Business Justification Case and Welsh Government's Imaging Statement of Intent.

NIAW provides a dedicated training facility responsible for:

- Supervised diagnostic imaging workforce training, teaching and development.

NIAW is achieving its ambition to:

- Provide a dedicated training facility responsible for the supervised diagnostic imaging workforce training, teaching and development.
- Act as a natural hub for collaboration, research and innovation within the diagnostics community.

NIAW intends to:

- Enable and invest in research, education and training, providing support across NHS Wales Imaging Services.
- Facilitate innovation and research projects, collaborating with NHS Wales, academia and industry.



Strategic Context and Alignment

Well-being of Future Generations Act (2015)

The Well-being of Future Generations Act (2015) sets out its vision to have a society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.



NIAW supports this vision by:

- Providing a flexible, responsive and collaborative approach to workforce training, innovation and research.
- Enhancing existing opportunities to optimise the diagnostic imaging workforce role in the referral, acquisition, interpretation and reporting of diagnostic images.

Strategic Context and Alignment

Imaging Statement of Intent, 2018

The Imaging Statement of Intent expresses Welsh Government's desire to:

- Support an evolving and sustainable imaging workforce for the future.
- Establish a strong academic and research base on which evidence-based innovations can be developed, evaluated and deployed within diagnostic imaging services across NHS Wales.



NIAW supports the statement of intent by:

- Facilitating training, education and continued professional development (CPD) for diagnostic imaging professionals across NHS Wales.
- Working collaboratively with academic, industry and NHS partners to develop, evaluate and implement innovative technologies and practices.
- Ensuring public involvement and engagement is central to what we do and is visible in all of our business.
- Investing in training, innovation and research in diagnostic imaging across NHS Wales.
- Investing and supporting the identification, evaluation and training in the use of new equipment and technologies that offer effective and sustainable imaging equipment to NHS Wales Imaging Services.
- Ensuring engagement with all NHS Wales Health Boards and Trusts is central to what we do.
- Supporting equitable access to imaging informatics systems across Wales.
- Ensuring quality improvement and appropriate governance is central to what we do.

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Strategic Context and Quality Alignment

NIAW is committed to ensuring quality improvements are visible in all elements of its business.

International Organisation for Standardisation (ISO) is an independent, non-government international organisation.



NIAW will invest in quality by:

- Appointing a Quality Manager.
- Ensuring continuous improvements are central to the business.
- Implementing a Quality Management System.
- Working towards and obtaining certification for the globally recognised standard for quality management, ISO9001.

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Our Vision and Mission

Our *Vision* is to facilitate and lead diagnostic imaging training, innovation and research, providing a natural hub for collaboration in diagnostic imaging for NHS Wales.

Our *Mission* is to empower the diagnostic imaging community to continually improve NHS services by enabling the fulfilment of their professional and academic ambitions.



We will achieve this by:

- Giving our commitment to deliver the best service for our patients.
- Listening to our NHS colleagues across Wales to identify and try to address gaps in training within the imaging community.
- Collaborating with the NHS Wales imaging community to standardise training quality across Wales.
- Working with our NHS colleagues, academia and industry partners to create research opportunities that drive personal and professional success.
- Developing our teams by providing opportunities to enhance their skills and knowledge.
- Creating a supportive culture of curiosity, learning and innovation.
- Ensuring quality is at the centre of what we do.

Strategic Aims

- 1 Facilitate and develop training, innovation, collaboration and research across NHS Wales Diagnostic Imaging.
- 2 Engage with NHS Wales organisations to ensure their needs are at the heart of what we do, evidenced across our business delivery.
- 3 Facilitate learning and development opportunities that aid change and reconfiguration of current service models to improve patient care pathways.
- 4 Enable partnership working, aiming to achieve best value through the sharing of skills, experience and/or resources from all collaborators.
- 5 Identify and prioritise programmes and projects that will have the most significant impact on diagnostic imaging services.



"A significant element of the solution to addressing the large workforce shortfalls" (Imaging Statement of Intent, 2018)

Key Priorities

Training & Continuing Professional Development

- Utilise NIAW's unique capability within NHS Wales Imaging viewing workstation facility.
- Prioritise training where there is an identified diagnostic imaging service need.
- Prioritise training which is not currently being facilitated or supported in NHS Wales, avoiding unnecessary duplication.
- Facilitate necessary increased training where there is insufficient diagnostic imaging service capacity.

Research & Evaluation

- Provide a hub for research within diagnostic imaging.
- Host service evaluation projects to contribute to imaging service improvements.
- Promote a culture of research and evaluation across the diagnostic imaging community.
- Facilitate knowledge and skills to support effective research and evaluation across the diagnostic imaging community.
- Provide governance and quality guidance and support.

Innovation

- Create the capability to anticipate, test and respond to emerging trends and challenges.
- Support the Imaging community to feel confident when engaging in new ways of working and implementing new technology.
- Provide a facility to support innovation within diagnostic imaging.

Collaboration, Trust & Partnership

- In all we do, consider those with protected characteristics and minority groups when using healthcare services.
- Facilitate and enable collaboration across NHS Wales, academia and industry.
- Share intelligence to strengthen our understanding of the challenges impacting the diagnostic imaging community.
- Build on existing working partnerships to strengthen ongoing relationships.



Our Deliverables

Training & Continuing Professional Development

- Provide a supportive learning environment with a culture of trust and collaboration.
- Facilitate mentorship, coaching and leadership.
- Facilitate the acquisition of knowledge and skills, achieving increased confidence of NHS Wales Imaging Service educators through supported academic and practical experiences.
- Improved onboarding experience for trainees and trainers.
- Support Radiographer managerial training.
- Appoint POCUS lead.
- Create and implement POCUS training strategy.
- Expand training to the wider Diagnostic Imaging Community including Radiology Clinical Support Workers.
- Establish a multidisciplinary community of postgraduate educators, mentors and tutors committed to promoting improvements in education.
- Support Imaging Professionals' Continuing Professional Development (CPD).
- NIAW maintains a welcoming training environment and is a great place to work.
- Develop an alumni scheme for ex-trainees and others to continue to be involved and contribute to NIAW across the Diagnostic Imaging disciplines.

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Research & Evaluation

- Ensure NIAW is enabled to provide national radiology reporting capability.
- Facilitate and enable research and evaluation.
- Appoint a Research Lead.
- Gain a formal quality accreditation to ensure a high-level of quality and patient safety is at the heart of what we do (ISO 9001).
- Use research evidence to contribute to the improvement of NHS Wales diagnostic imaging services.
- Facilitate the use of routinely collected diagnostic imaging data to inform service improvement and research.
- Create a resource portfolio to support and signpost research projects.
- Embed evaluation and research within NIAW functions.

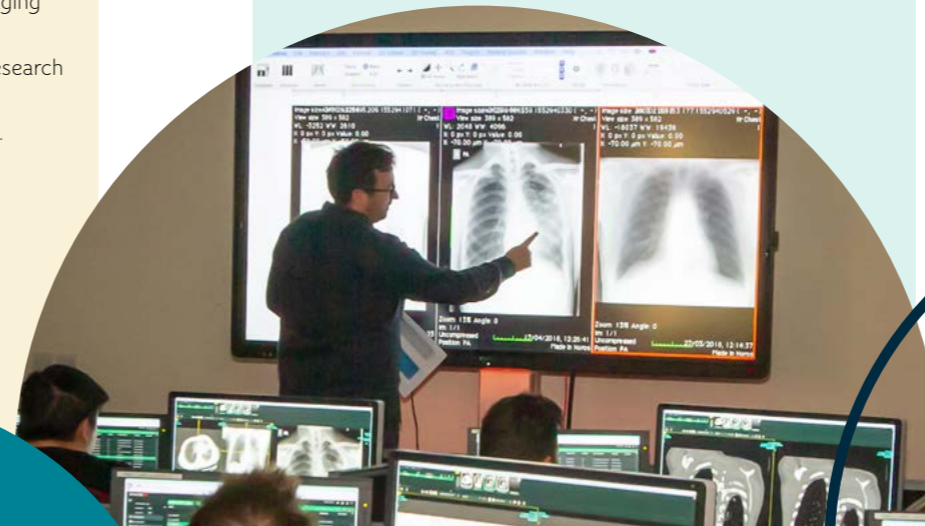
Innovation

- Follow the data and implement Power BI solutions to improve NIAW operations.
- Contribute to training and research, informing innovation within NHS diagnostic imaging.
- Provide support through the data we gather to implement solutions for service improvements.
- Facilitate regional and national evaluations of imaging equipment and medical devices.

Collaboration, Trust & Partnership

- Ensure the patient is central to our training, innovation and research.
- Share knowledge and information across NHS Wales.
- Ensure NIAW strategy is aligned to the imaging statement of intent and has a positive impact on imaging services across Wales.
- Facilitate and support information sharing across NHS Wales through the active participation in regional and national strategy, service delivery and special interest groups/boards.
- Develop and maintain trusted relationships with academia, industry, Welsh and UK Governments.
- Build NIAW reputation within the wider Diagnostics Community.

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Our Stakeholders



Internal Team

- Our Team, Administration, Managerial, Technical, Trainers & Trainees
- Hosted Organisation (Cwm Taf Morgannwg University Health Board)

NHS Wales Family

- NHS Executive
- Health Education & Improvement Wales
- Local Health Boards (Executives/ Workforce Planning/Management)
- Imaging Professional/Specialties
- Radiologists/Radiographers/Sonographers
- Radiology Support Workers
- Allied Health Professionals/ Healthcare Scientists
- Public Health Wales (Screening Services)
- Welsh Risk Pool
- Digital Health & Care Wales

Innovation & Research

- Academics
- Health Care & Research Wales (HCRW)
- Life Science Organisations/Health Data Research
- National Data Resource (NDR)
- Other Research Organisations

Industry Specialist

- PACS Providers
- AI Providers
- Radiology Equipment Manufacturers
- Suppliers for Educational materials

Wider Community

- Schools and Colleges

Professional Bodies/Forums

- Royal Colleges of Radiologists (RCR)
- British Medical Association (BMA)
- Society of Radiographers (SoR)
- British Medical Ultrasound Society (BMUS)
- Other Royal Colleges
- Welsh Partnership Forum
- Diverse Cymru
- Regulator Bodies
- Health & Care Professions Council (HCPC)
- Community Health Councils

Locality

- Local Media
- Community Outreach
- Local Business

Government & Industry Partners

- Welsh Government (Health)
- National Programmes (imaging)
- NHS Nations/Healthcare Organisations
- Radiology Imaging Academies across UK (International)

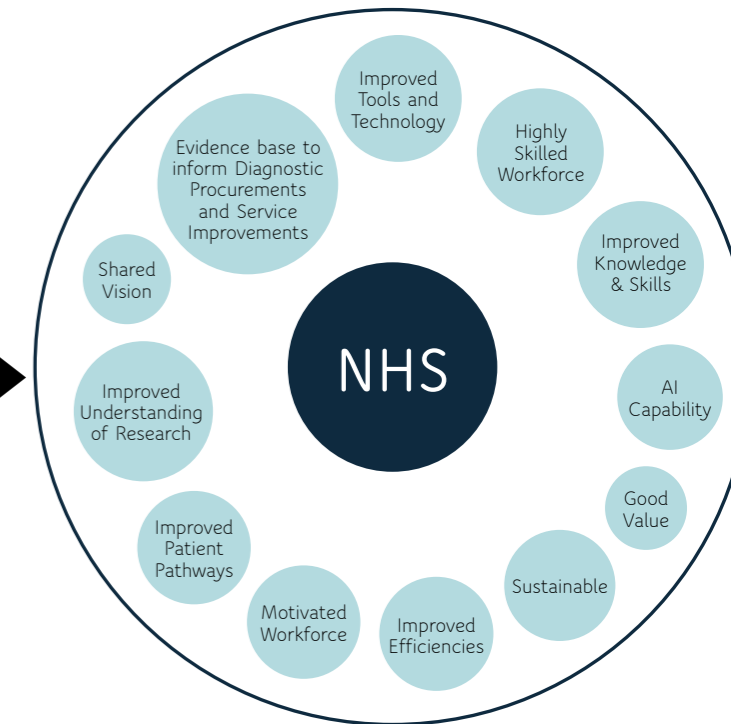


What Success Looks Like

NIAW is a facility enabling NHS Wales



Outcomes





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