

**RADIOLOGIST WORKFORCE SURVEY  
BREASTSCREEN AOTEAROA  
DECEMBER 2004**

A total of 50 surveys were sent out; 36 (72%) completed questionnaires were received. The questionnaires were sent to the clinical leaders of Lead Providers to distribute to all radiologists working within the programme consisting of BSAN (n=10), BSM (n=13), BSCC (n=7), BSC (n=5), BSS (n=12), BSHC (n=3).

Returns were:

BSAN	8 out of 10 responses	BSC	3 out of 5 responses
BSM	7 out of 13 responses	BSS	9 out of 12 responses
BSCC	6 out of 7 responses	BSHC	3 out of 3 responses

QUESTION	Subcontractor	Lead Provider	Total (Sc & LP)
Do you work for a subcontractor or Lead Provider?	18	18	36
On average, over the last year, how many BSA screen read mammograms have you read per week?	Total Sc reads = 1,662/week (range 40 – 250 mamms) average reads = 92 each per week (= 46 women)	Total LP reads = 2,505/week (range 65 – 300 mamms) average reads = 139 each per week (= 69 women)	Total Sc & LP reads = 4,167/ week (combined average reads = 116 each per week) (= 58 women)
<b>FTE Equivalents (Reading only)</b> Including 2 <sup>nd</sup> reads	1,662 x 42 = 69,804 (÷2 = 34,902 women screened) ( ÷7,500 women screened = <b>4.6 FTE</b> equivalency)	2,505 x 42 = 105,210 (÷2 = 52,605 women screened) ( ÷7,500 women screened = <b>7 FTE</b> equivalency)	4,167 x 42 = 175,014 (÷2 = 87,507 women screened) ( ÷7,500 women screened = <b>11.7 FTE</b> equivalency) for 36 Radiologists

QUESTION	Subcontractor	Lead Provider	Total (Sc & LP)
What hours do you work per week (on average within BSA only, in: Direct patient contact (including assessment, biopsy, ultrasound etc)?	Sc total = 66 hours = 3.6 hours average (range 1-9)	LP total = 71 hours = 3.9 hours average (range 0-13)	Total Sc & LP = 141 hours = 3.9 hours average (range 0-13)
What hours do you work per week (on average) within BSA only, in: MDM and QA?	32 hours total/week = 1.8 hours average (range 1 – 12)	34.5 hours total = 1.9 hours average (range 0.5 – 10)	68 hours total = 1.9 hours average (range 0.5 - 12)
<b>Total BSA Hours Worked (excluding reading)</b>	Total Sc = 98 hours/week (5.4 hours/week each) <b>= 0.13 FTE</b>	Total LP = 105 (5.8 hours/week each) <b>= 0.15 FTE</b>	Total hours Sc & LP = 209 hours/week (5.6 hours/week average) <b>= 0.14 FTE</b>
Do you want to or are able to increase your existing hours working in BSA?	Total Sc 'Yes' = 9 Total Sc 'No' = 9	Total LP 'Yes' = 10 Total LP 'No' = 8	Total 'Yes' = 19 Total 'No' = 17
If your answer was 'yes' how many extra hours per week?	1-7 extra hours (5 indicated 2 hours extra, 2 indicated extra hours "as required") <b>= 0.03 – 0.12 FTE Extra</b>	1-8 extra hours (3 indicated 8 hours extra, 2 indicated extra hours "as required") <b>= 0.03 – 0.2 FTE Extra</b>	1-8 extra hours (average extra hours = 3.7, median = 2 hours extra) <b>= 0.03 – 0.2 FTE Extra</b> <b>Average = 0.05 Extra</b>

Those radiologists who indicated they were able to or willing to **increase** hours in BSA equated to **0.6 – 3.8 FTEs** (based on the 36 responses).

<b>QUESTION</b>	<b>Subcontractor</b>	<b>Lead Provider</b>	<b>Total (Sc &amp; LP)</b>
<b>Total FTEs Worked</b>	<b>Sc Average 4.7 FTE</b>	<b>LP Average 7.1 FTE</b>	<b>Sc &amp; LP Average 11.7 FTE + 0.14 = 11.8 FTE</b>
<b>Total FTE Extra Able/Willing to do</b>	<b>Sc = 0.03 – 0.12 FTE</b>	<b>LP = 0.03 – 0.2 FTE</b>	<b>Sc &amp; LP = 0.03 – 0.2 FTE</b>

BSA Options Report (2004) indicated there were 60 radiologists working within BSA working on average around 6 hours per week (0.15 FTE), which equates to 9 FTE radiologists. Presently there are 50 radiologists working within the programme, which would incorrectly indicate there are 7.5 FTEs.

As this Radiologist Workforce Survey is from 72% of the workforce, results need to be extrapolated to include the other 28% non responders. Presuming the non responders reported equivalent numbers as the responders, this would equate to an estimated 16 FTEs based on the reported screening volumes in the survey for 100% of the radiologist workforce.

BSA women screened to June 2004 were 108,965 (estimated 217,930 double reads). If we assume a 2% recall rate, the 217,930 will include an approximate 4,358 third reads which equals 2,179 women. Therefore,  $108,965 - 2,179 = 106,786$  (14.2 FTE). As the Radiologist survey was carried out November/December 2004 after BSA Age Extension (1 July 04) the June 2004 numbers of women screened are less than survey actual numbers screened. Based on the formula one radiologist FTE is required for every 7,500 women, (and minus the 3<sup>rd</sup> reads), this figure would indicate that 14.2 FTE radiologists within the programme at that time. The survey showed 11.8 FTEs for the 36 radiologists; if we subtract that from the 14.2 FTEs estimated, the difference is 2.4 FTEs distributed amongst the 14 non responders. This could indicate the non responders are reporting less than the responders.

Based on the BSA Funding Model (2005) (Options Report but includes annual screening for women 45 – 49 years, therefore overestimates projected radiologist numbers) the following radiologist FTEs are:

	<b>2004/2005</b>	<b>2005/2006</b>	<b>2006/2007</b>	<b>2007/2008</b>
Estimated Radiologist FTEs	19	20	22	24

Comments regarding ability or willingness to increase hours were:

- Can do extra reading in the weekends and/or evenings.
- Could do more reading.
- Long term, I would like to increase hours in breast screening.
- Would read more films if they were ready/hung for reading.
- Would like to increase hours in BSA but unable to at present due to other commitments
- Lack of time, need to decrease hours elsewhere to enable increase hours in breast screening.
- If funding to radiologists were increased would be willing to do more.
- Unable to increase hours due to personal commitments.
- Would like to do half time breast screening.
- Cannot increase hours, other commitments elsewhere.
- Not able to due to present workload.
- Would like to decrease hours in breast screening.
- Needs significant financial compensation to cover other work.
- Breast screening is already too onerous and very stressful.
- “I would prefer not to be doing mammography and will be looking to exit as soon as practicable”
- Difficulty recruiting MRTs and expanding facilities.

### **Previous Information on BSA Radiologists**

Royal Australian and New Zealand college of Radiologists (1999) indicated the number of radiologists working within BreastScreen Aotearoa was 54 (NSU, Status Report, 2001). The NSU, Workforce Development Stocktake Survey (2001) identified 38 radiologists working within BSA. Information was collected from 27 of them. Findings indicated they worked an average of 9.5 hours/week for BSA (range 1-40 hours), which is contrary to the Options Report, which stated the average was 6 hours.

As can be seen with previous inconsistent workforce statistics, it is important that workforce surveys are carried out regularly, and completed by as many of the sample, to ascertain accurate projections and information.