ANZSCO 2512-11 Tasmania
Medical Diagnostic Radiographer May 2017

Current labour market rating Regional shortage Metropolitan recruitment difficulty

Previous labour market rating (June 2016) No shortage

Comments

Recent research indicates there is currently a shortage of medical diagnostic radiographers in regional Tasmania with no employers filling their vacancies. Additionally, employers located in metropolitan areas are experiencing a recruitment difficulty for medical diagnostic radiographers specialising in mammography.

Survey results

1. A Department of Employment survey of employers who had recently advertised for medical diagnostic radiographers found no vacancies were filled in regional areas and 67 per cent of vacancies in metropolitan areas were filled.
   - This compares to the statewide fill-rate of 70 per cent in 2016. While employers experienced no shortage in 2016 and received an average of 1.7 suitable applicants per vacancy, in the three years prior, employers were experiencing significant difficulties filling their vacancies, receiving less than one suitable applicant per vacancy.
2. A tightening of the labour market from 2016 was experienced in regional areas with all vacancies remaining unfilled.
   - There was an average of less than one qualified applicant per vacancy of which none were considered suitable by employers.
   - The main reason employers attributed to vacancies remaining unfilled was their regional location and the lack of available training in the state.
3. Employers located in metropolitan areas of the state reported difficulties recruiting for medical diagnostic radiographers with mammography specialisation.
   - 50 per cent of vacancies requiring mammography experience were filled.
   - There was an average of less than one qualified applicant per vacancy of which less than one per vacancy was considered suitable.
   - The main reason employers attributed to the difficulty was the lack of medical diagnostic radiographers with a post-graduate qualification in mammography.
4. Employers experiencing shortages in regional areas and recruitment difficulties in metropolitan areas indicated their inability to recruit was affecting business growth as they were unable to offer more services.

1 The methodology underpinning this research is outlined at Skill Shortage Research Methodology | Department of Employment - Document library, Australian Government and can also be accessed by the QR code.
The vacancies researched for this report included full-time and part-time positions suited to newly qualified medical diagnostic radiographers or those with experience in senior and specialist roles in areas such as MRI, CT, angiograms and mammography.

Unsuitable applicants

- Unsuitable applicants either lacked the required registration or were seeking non-ongoing employment.

Demand and supply trends

- Demand for medical diagnostic radiographers is influenced by factors such as the general health and ageing of the population with indicators showing a steady increase.
  - As at 30 June 2016, there were 311 medical radiation practitioners whose principal place of practice was Tasmania. This represents an increase of 14.3 per cent on the number recorded as at 30 June 2013.\(^2\)
  - Data obtained from the Australian Government Department of Health shows there were 466,055 eligible diagnostic imaging services under the Medicare Benefits Schedule processed for Tasmania in the 2015-16 financial year. This represents an increase of 6.9 per cent on the average of around 435,805 per annum processed in the previous five years from 2010-11 to 2014-15.\(^3\)
  - In the five years to June 2015, the number of people aged 65 years and over in Tasmania increased by 14.9 per cent.\(^4\) Additionally, as at June 2015, Tasmania had the highest proportion of people aged 65 years and over at 18.0 per cent, compared to 15.0 per cent nationally. Tasmania also has the oldest median age, which is 41.9 years, and the largest increase in median age between 2010 and 2015, (increasing by 1.9 years).\(^5\)
  - The Department’s 12 month average count of vacancies advertised online for medical imaging professionals show vacancy numbers increased substantially, from two in March 2012, to 14 in March 2015; they have since experienced a decline to nine in March 2017.\(^6\)
- The University of Tasmania (UTAS) offers a five-year combined degree training program in Medical Radiation Science (with specialisation in Medical Imaging, Nuclear Medicine or Radiation Therapy) in conjunction with Charles Sturt University in NSW. The Bachelor of Health Science/Medical Radiation Science degree will provide a recognised professional qualification in radiography. Students may use this degree to enter postgraduate courses throughout Australia. This course is currently provisionally accredited by the Australian Institute of Radiography (full accreditation in process).\(^7\)
  - Numbers of domestic graduates have remained in single figures since the inception of the course, with the average number of completions at almost six per year from 2011 to 2016.\(^8\)

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\(^3\) Australian Government Department of Health, *Annual Medicare Statistics – Financial Year 1984-85 to 2015-16, Broad Type of Service: Diagnostic Imaging*


\(^6\) Department of Employment, *Internet Vacancy Index, April 2017, 12 month moving average*


\(^8\) University of Tasmania, *unpublished data, 2011 to 2016*