



ANZSCO 2512-11 Medical Diagnostic Radiographer

Queensland June 2018

Current labour market rating: No Shortage
Previous labour market rating (June 2017): Regional Shortage

Comments

No shortages are evident across the state for this occupation. Unfilled vacancies are mostly located in regional areas, which employers are mainly attributing to applicants not willing to relocate.

Survey results¹

- In this year's survey, more than half of the responses were from the state public health sector.
- Employers who advertised for medical diagnostic radiographers indicated that the overall proportion of vacancies filled within six weeks was 81 per cent, compared with 69 per cent in 2017.
 - The proportion of metropolitan vacancies filled increased from 83 per cent to 92 per cent this year, while regional vacancies continued to fill at approximately 50 per cent.
- The overall average number of applicants per vacancy remained almost unchanged in this year's survey at 2.8.
 - A higher average number of suitable applicants was reported this year, up from 0.6 in 2017 to 1.9.
 - Employers in regional areas reported an increase in suitable applicants from 0.3 in 2017 to 1.8, almost equivalent to the number of suitable applicants received in metropolitan areas, from 1.6 in 2017 to 1.9.
- In this year's survey, 95 per cent of applicants across the state were qualified, increasing from 85 per cent last year.
 - There was an average of 2.6 qualified applicants per vacancy compared with 2.2 qualified applicants per vacancy in 2017. Regional areas received an average of 3.3, which was a notable increase from 0.8 in 2017.
- Most employers sought medical diagnostic radiographers with experience ranging from one to five years. Some employers sought radiographers with experience in CT Scans, X-Rays and mammography.
- Around one third of employers surveyed reported that no suitable applicants applied to their advertised vacancies.
 - Regional employers attributed the low number of suitable applicants to the lack of interest in relocating outside the southeast corner of Queensland. Some employers stated that they offered higher wages to attract applicants to regional jobs, while others' strategies included continuing to advertise.
 - Some regional employers reported that the low number of suitable applicants resulted in increased use of locums and outsourcing.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



- A small proportion of employers and recruitment agencies expressed that they would consider overseas applicants to fill their vacancies, particularly from the United Kingdom, Canada, New Zealand and the United States of America, as these countries have training comparable with Australia.

Unsuitable applicants

- The majority of applicants deemed unsuitable were graduates without experience, or radiographers with insufficient or no experience in specific procedures such as mammography.
- Some applicants did not demonstrate an understanding of the position criteria when applying for supervisory roles and often did not demonstrate the level of experience required.
- A small number of applicants did not hold the required registration to work in Queensland, or had not completed their professional development year.

Demand and supply trends

- Medical diagnostic radiographers are employed predominantly in the health care and social assistance industry, particularly in pathology and diagnostic imaging services and hospitals.
- According to the Department of Health, the number of diagnostic imaging services provided in Queensland grew by approximately 3.6 per cent (183,000) in 2016-2017 to 5.25 million, an increase from 5.07 million in 2015-16.² A range of factors including population growth, ageing population and the increasing prevalence of chronic disease influences yearly growth in imaging services.
- The Internet Vacancy Index 12 month average data shows that Queensland medical imaging vacancy numbers shows little change over the 12 months to May 2018 however, has almost doubled since 2012-13.³
- Radiographers must register with the Medical Radiation Practice Board of Australia (MRPBA) and may apply for membership of the Australian Institute of Radiography. In Queensland, anyone who uses radiation equipment for diagnostic radiography must also hold an appropriate license issued by the State's Radiation Health Unit.
 - Figures from the MRPBA show that as at March 2018 there were 3232 medical diagnostic radiographers registered in Queensland, compared with 2919 at March 2016 (10.7 per cent increase).⁴
- The latest available data from the Department of Education reveals that since reaching a low of 128 in 2010, commencements in relevant radiography degrees have largely increased reaching 352 in 2016. Graduate outcomes were also at the highest in 2016 (163) since 2010 (132), with declines in 2012 (110) and 2015 (116), commensurate with the reduced number of commencements in 2007-08 and 2010-11.⁵
- Radiography is a specialisation under the broader profession of medical imaging. In Queensland, entry to this profession is through a bachelor degree and is offered by two universities, Queensland University of Technology (QUT) and Central Queensland University (CQU). Both degrees incorporate the equivalent of one year of supervised clinical practice, replacing the compulsory 48 weeks of supervised practice undertaken on graduation from the previous three-year courses.
- Department of Home Affairs data indicates that overseas migration is a minor source of supply to this occupation. There were six temporary resident skilled visas (class 457 and 482) granted for positions in Queensland in 2017-18 at 31 Mar 2018, marginally declining from eight visas granted in 2016-17.⁶

² Department of Health, [Annual Medicare Statistics, Financial Year 1984-85 to 2016-17](#), Queensland, Diagnostic Imaging

³ Department of Jobs and Small Business, Vacancy Report, 4 digit data, 12 month moving average, May 2018

⁴ Medical Radiation Practice Board of Australia, [Statistics, Registration Data Table - March 2018, Table 1.1, General](#)

⁵ Department of Education and Training, Higher Education Student Data Collection, 2016, customised tables

⁶ Department of Home Affairs, [Temporary resident \(Skilled\) Visa Granted Table](#), to 31 Mar 2018

Other indicators and issues

- In this year's collection of vacancies a trend of all online vacancies was apparent, with no vacancies advertised in print media over the last six months. In addition, there was a marked shift towards national or interstate recruitment agencies to help with vacancy management.