

Radiography or diagnostic medical imaging is the science involving the controlled use of radiation for the production of images to assist in the diagnosis and subsequent management of disease and injury. The medical radiation practitioner, in consultation with medical specialists, has immediate responsibility for producing medical images using techniques including diagnostic radiography, CT, ultrasound and magnetic resonance imaging for medical diagnosis and treatment. With additional studies radiographers can be dual trained as sonographers.



Workforce characteristics for NSW Health radiography workforce in 2040



3980
Headcount



70.3%
Female



33.5
Work hours per
week



42.1
Years average age



10.8%
Future 60+



3.4%
Aboriginal
workforce target



Demand is expected to grow **3.6%** (low demand scenario) to **3.9%** (high demand scenario).

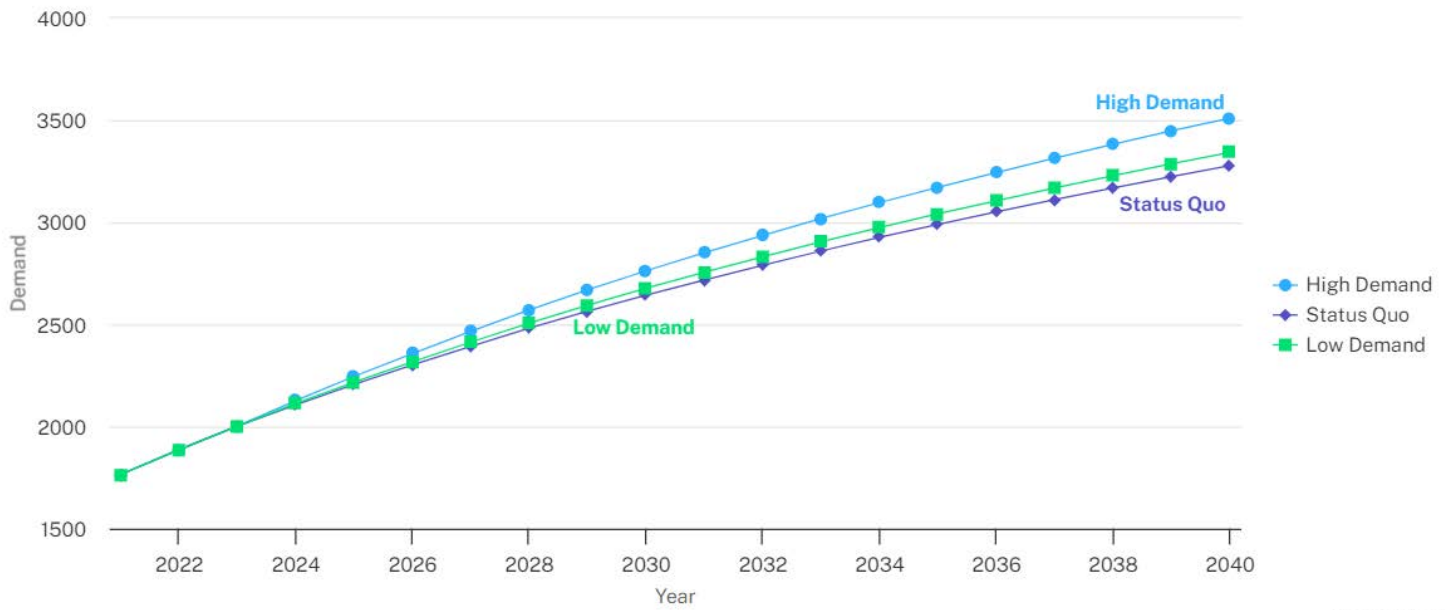
Workforce modelling indicates the need to grow the NSW radiography workforce by around **6 to 22** new professionals per annum to meet community need in 2040 across both demand scenarios.

REASONABLE
CAREER
OPPORTUNITIES

Notes

- Data source: NSW Health. Vacancy data is excluded from the workforce model. Excludes affiliated health organisations.
- Note: 2040 workforce characteristics reflect the high demand scenario.
- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances.
- Workforce that cannot be aligned to a physical location have been attributed to a pre-determined facility within each LHD/N. This may impact on Headcount shown at these facilities within the distribution map.
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

Projected FTE growth for NSW Health radiography workforce to 2040



Workforce characteristics for NSW Health radiography workforce in 2021



1910
Headcount



33.3
Work hours per week



41.1
Years average age



65.1%
Female



2.2%
Aged 60+



0.9%
Aboriginal

Metropolitan Sydney



1082
Headcount



33.8
Work hours per week



40.2
Years average age



0.9%
Aged 60+

Non-Metropolitan Sydney



850
Headcount



32.9
Work hours per week



42.1
Years average age



1%
Aged 60+

Radiography junior entrant positions into NSW Health



2017
104

2018
105

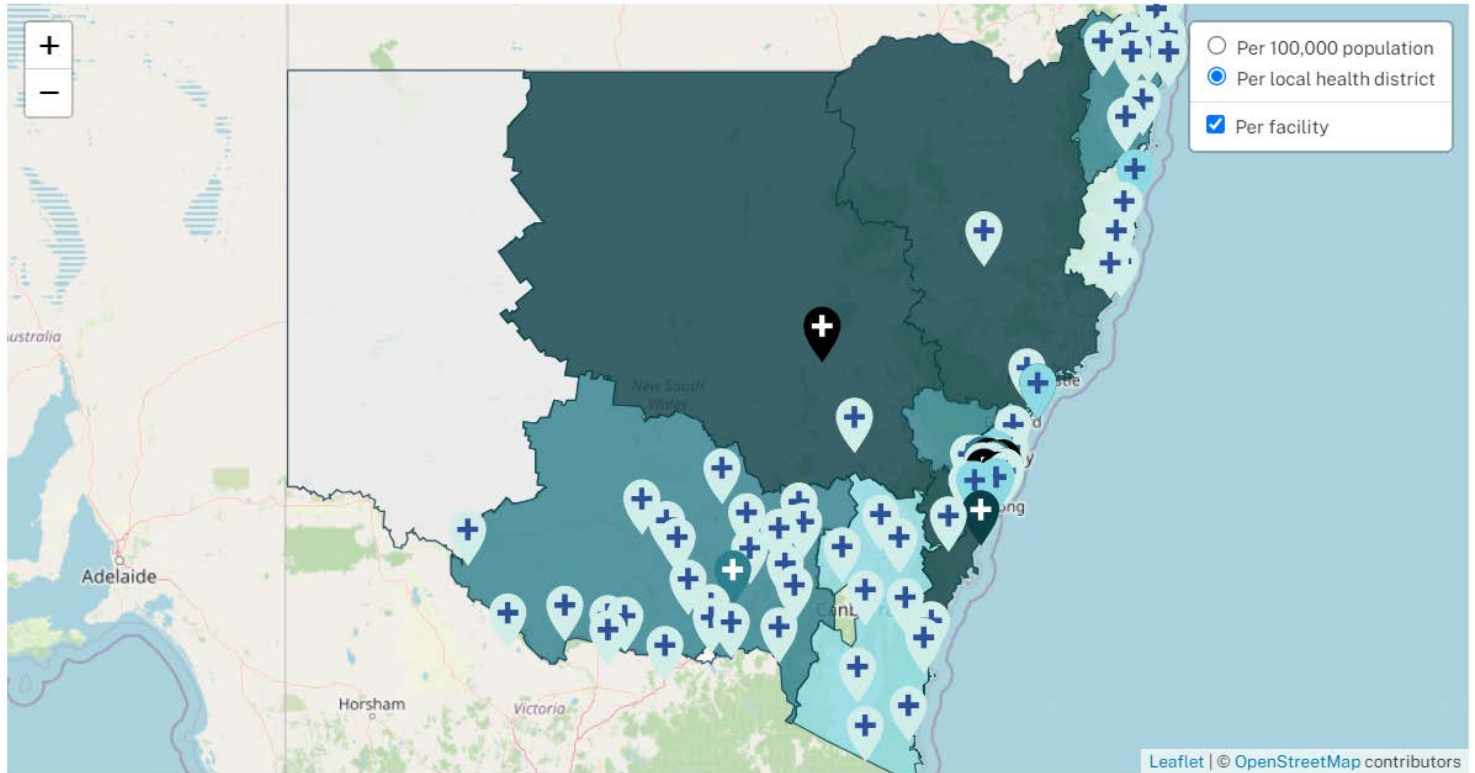
2019
131

2020
126

2021
168

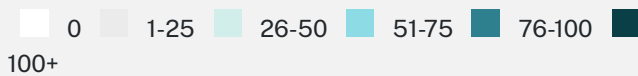
Workforce distribution for NSW Health radiography workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



Legends

Per local health district



Per 100,000 population



Per facility



Other networks

- Sydney Children's Hospitals: 1 to 10 | 1 to 10 per 100,000
- Enable NSW: 0 | 0 per 100,000
- Justice Health and Forensic Mental Health: 1 to 10 | 1 to 100 per 100,000

Workforce considerations

- Population demographics and increasing incidence of complex and chronic disease may increase demand for radiography services.
- Technology and innovation developments require radiographers to be engaged in ongoing training and education to ensure workforce skill mix reflects service need and delivery.
- Clinical educator positions and continuing professional development opportunities may help to develop and retain skilled workforce across multiple modalities (i.e. MRI, ultrasound, computed tomography).
- Physical infrastructure and major medical equipment, in addition to radiography workforce requirements to operate equipment, needs to be considered in service planning to optimise the delivery of radiography services.
- Interdisciplinary workforce availability impacts on radiography service delivery, efficiency, and scope of practice. For example, radiographers don't work in isolation. They are reliant on radiologists, cardiologists, nurses and wards persons.
- Responsiveness of on-call services is impacted by availability of suitable and affordable housing in proximity to hospitals.