

Human Resources : Workforce & capacity - Medical Imaging Technology
Proactive Release : 21 August 2019

14 August 2019

[Redacted]

E-mail: [Redacted]

Dear [Redacted]

Official Information Act (1982) Request

I write in response to your Official Information Act request, dated 22 July 2019. You requested the information related to the Medical Imaging Technology workforce at CM Health, as outlined in the document (**attached**) to this letter.

We have responded to each of the questions below, noting where we do not hold collated retrospective information.

I trust this information satisfactorily answers your query. If you are not satisfied with this response you are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act.

Please note that this response or an edited version of this may be published on the Counties Manukau DHB website.

Yours sincerely,



Fepulea'i Margie Apa
Chief Executive Officer
Counties Manukau Health

For each of the quarters beginning Q3 2017 through to Q3 2019 (inclusive of both), could you please provide:

1. Quarterly totals, separated by modality, of **DHB expenditure on outsourcing examinations** in the following imaging modalities:
 - General X-ray/plain films;
 - CT;
 - MRI;
 - Angiography and Cath Lab;
 - Mammography.

Refer to Table 1:

FY	commences	X-ray	CT	MRI	Cath	Mammo *
2017/18	Q1 July-Sep	Nil	Nil	\$ 424,105	Nil	\$ 106,907
	Q2 Oct -Dec	Nil	Nil	\$ 489,247	Nil	\$ 93,839
	Q3 Jan-Mar	Nil	Nil	\$ 434,962	Nil	\$ 90,788
	Q4 Apr-June	Nil	Nil	\$ 440,391	Nil	\$ 68,451
2018/19	Q1 July-Sep	Nil	Nil	\$ 415,284	Nil	\$ 79,101
	Q2 Oct -Dec	Nil	Nil	\$ 491,283	Nil	\$ 72,538
	Q3 Jan-Mar	Nil	Nil	\$ 445,140	Nil	\$ 74,899
	Q4 Apr-June	Nil	Nil	\$ 293,141	Nil	\$ 86,010
2019/20	Q1 July- Dec	Nil	Nil	\$ 40,714	Nil	Not available

Table 1

2. Quarterly **total numbers of outsourced examinations** in the following imaging modalities:
 - General X-ray/plain films;
 - CT;
 - MRI;
 - Angiography and Cath Lab;
 - Mammography.

Refer to Table 2:

FY	commences	X-ray	CT	MRI	Cath	Mammo *
2017/18	Q1 July-Sep	Nil	Nil	625	Nil	1,857
	Q2 Oct -Dec	Nil	Nil	721	Nil	1,630
	Q3 Jan-Mar	Nil	Nil	641	Nil	1,577
	Q4 Apr-June	Nil	Nil	649	Nil	1,189
2018/19	Q1 July-Sep	Nil	Nil	612	Nil	1,374
	Q2 Oct -Dec	Nil	Nil	724	Nil	1,260
	Q3 Jan-Mar	Nil	Nil	656	Nil	1,301
	Q4 Apr-June	Nil	Nil	1,296	Nil	1,494
2019/20	Q1 July only	Nil	Nil	60	Nil	N/A

Table 2

*Mammography outsourcing is for BreastScreen outsourcing only.

- I. This option is primarily used to increase the number of screening locations, to give women the ability to access screening facilities closer to their home or work, and to increase access and participation in the programme. It is not to provide additional services due to workforce shortages.

II. CM Health mammographers provide screening services at some of our outsourced facilities, these have not been included in the volumes above; we have recorded only those procedures carried out by non-CMDHB staff.

3. **Budgeted FTE and Actual FTE figures** at the last day of each quarter (but for the present quarter the most up-to-date data available at the time of your response to this request) separated out by the following:

- General X-ray/plain films;
- CT;
- MRI;
- Nuclear Medicine; - **Not Applicable**
- Angiography and Cath Lab;
- Mammography;
- RIS/PACS;
- Radiology Assistants

Refer to Table 3

Financial year	Budget/ actual	X-ray*	CT *	MRI *	Cath *	Mammo #	RIS/ PACS	Assists	Patient Care Assistants (Admin)
2017/18									
Q1 July-Sep	Budget				65.05	9.80	3.0	0.00	10.00
	Actual				37.17	8.04	3.0	0.00	10.00
Q2 Oct –Dec	Budget				65.05	9.80	3.0	0.00	10.00
	Actual				41.22	8.79	3.0	0.00	10.00
Q3 Jan-Mar	Budget				65.35	9.80	3.0	0.00	10.00
	Actual				48.22	10.24	3.0	0.00	10.00
Q4 Apr-June	Budget				65.35	9.80	3.0	0.00	10.00
	Actual				51.82	8.34	3.0	0.00	10.00
2018/19									
Q1 July-Sep	Budget				65.35	9.90	3.0	0.00	10.00
	Actual				53.45	9.03	3.0	0.00	10.00
Q2 Oct -Dec	Budget				66.89	9.90	3.0	0.00	10.00
	Actual				57.39	8.12	3.0	0.00	10.00
Q3 Jan-Mar	Budget				66.89	9.90	3.0	0.00	10.00
	Actual				61.85	9.74	3.0	0.00	10.00
Q4 Apr-June	Budget				66.39	9.90	3.0	0.00	10.00
	Actual				52.79	9.70	3.0	0.00	10.00
2019/20									
Q1 July only	Budget				66.39	9.90	3.50	0.00	12.00
	Actual				48.45	9.70	3.00	0.00	11.00

Table 3

- * At CM Health Radiology Services, Medical Radiology Technician staffing FTE is not reported separately per modality, to help ensure a greater flexibility for staffing allocations and development
- ** RIS/PAC staffing - these FTE are non-MRT staff, and not on MRT MECA scales.

- # Mammography MRT’s are employed by BreastScreen Aotearoa, and not CM Health Radiology Services
4. Quarterly **totals of ‘Weekend Work Penalty Clause’ payments** made pursuant to Clause 8.0 of the APEX & DHBs MRT MECA. If the data is available, please provide anonymised totals for individual employees.

Our data does not record a specific code to represent exactly this type of a penalty payment for MRT only. In payroll, we identified any payments to Radiology staff, where a coded lump sum payment of \$250 was made as below (Table 4 and 5):

Financial year	commences	Total Payments
2017/18	Q3 July	\$ 250
	Q4 Oct	\$ 250
	Q1 Jan	
	Q2 Mar	
2018/19	Q3 July	
	Q4 Oct	
	Q1 Jan	
	Q2 Mar	\$ 250
2019/20	Q3 July	

Table 4

Radiology Staff	attend_date	week_days	Hours
Staff MRT A	23/07/2017	Sunday	1
Staff MRT B	08/10/2017	Sunday	1
Staff MRT C	09/06/2019	Sunday	1

Table 5

5. Quarterly **expenditure on overtime payments** made under Clause 7.5 of the MRT MECA due to employees not being provided with an adequate continuous break.

The “No 9-hour break” is paid at Overtime rates, as per the MECA document. The overtime rate is calculated as in 1.3 clauses of APEX MRT DHB MECA. In the Onestaff roster application, the code is called “No9hrBrk” or “9HB”. We identified the following payments as below (Table 6 and 7):

Financial Year	commences	Total Payments
201/18	Q3 July	\$ 879.55
	Q4 Oct	
	Q1 Jan	\$ 652.38
	Q2 Mar	
2018/19	Q3 July	
	Q4 Oct	\$ 398.10
	Q1 Jan	\$ 281.25

Financial Year	commences	Total Payments
	Q2 Mar	\$ 210.94
2019/20	Q3 July	

Table 6

Radiology Staff	hrs_multi	attend_date	Hours	Amount
Staff MRT 1	1.5	07/09/2017	5.75	\$ 367.81
Staff MRT 1	2	07/09/2017	6	\$ 11.74
Staff MRT 2	2	29/03/2018	9	\$ 652.38
Staff MRT 3	2	19/11/2018	8	\$ 398.10
Staff MRT 4	2	03/03/2019	3	\$ 210.94
Staff MRT 4	2	05/03/2019	1	\$ 70.31
Staff MRT 5	2	20/04/2019	3	\$ 210.94

Table 7

6. **Average Wait times** - Complete data for the below table for in-patients.

The information for the wait list times as requested is not how we store the data in the RIS (Radiology Information System).

We are providing the following indicative details on the days waiting per category as at end July 2019, noting that use of 'average' reflects a significant range for individual wait times. All referrals are reviewed on receipt for clinical prioritisation and allocation, with referrers advised on current wait times.

Refer to Table 8:

Inpatient Waiting, by Urgency - as at July 2019 (days)				
Dept	Urgent	High Suspicion of Cancer	Semi-urgent	Non-urgent**
MRI	0	0 - 1	0 - 1	0
<i>Nuclear Medicine</i>	~	~	~	~
Mammography*	0	0	0	0
CT	0	0-1	0-1	0
Angio/ Cardiology	N/A	N/A	N/A	N/A
Fluoroscopy	0	1-3	1	0
Theatre	0	0	0	0
Emergency - General	0	0	0	0
General - Other	0	0	0-1	0

Table 8

** Mammography, service is a screening programme, therefore not usually completed as inpatient case. While there are service waiting lists for patients in our diagnostic service, this is not due to mammography services, but due to other factors.

**In-patients who require non-urgent imaging in any modality are completed as an out-patient appointment.

We do not provide Nuclear Medicine services at CM Health.

7. **Average Wait times** Complete data for the below table for out-patients.

Refer to Table 9:

Outpatient Waiting times, by Urgency - as at July 2019 (days)				
Exam Dept	Urgent	High Suspicion of Cancer	Semi-urgent	Non-urgent
MRI	0	1 - 6	7 - 14	14 - 42**
<i>Nuclear Medicine</i>	~	~	~	~
Mammography*	0	0	0	0
CT	0	0 - 1	1 - 6	14 - 42
Angio/ Cardiology#	N/A	N/A	N/A	N/A
Fluoroscopy	0	0 - 1	7 - 14	14 - 42
Theatre	~	~	~	~
Emergency - General	~	~	~	~
General - Other	0	0	14 - 28	28 - 42

Table 9

* Mammography, while there are service waiting lists for patients in our diagnostic service, this is not due to mammography services, but due to other factors.

** There are some outliers in this timeframe – who have waited up to 70-80 days, often due to the patient postponing an appointment or when we have been short-staffed. The MRI waitlist is markedly reduced in 2019.

Cardiology Outpatients - indicative wait times for all referral types (by procedure types) are available on the CMDHB website.

We note that details of Radiology service wait-lists, Diagnostic Access Targets (CT, MRI and Cardiac Angiography) results, Faster Cancer Treatment (FCT) targets, and Service’s mitigation is publicly reported in reporting to the Hospital Advisory Committee of the CMDHB Board.

- 8. The following details on **all current vacancies/ advertised positions** for all employees whose work falls within the coverage clause of the MRT MECA – (i.e. all MIT, MRI, etc.) roles.
 - o Position title.
 - o FTE of the role, broken down by modality where applicable.
 - o How many weeks the role has gone unfilled/how long the role has been advertised for, whichever is longer.

As at 31 July 2019, the following vacancies were approved to recruit (ATR) – (Table 10).

Modality	Position title	FTE	Approval date (Time Vacant)
Radiology - MRI	MRI trained Medical Radiation	2.90	21-Jun-19

Modality	Position title	FTE	Approval date (Time Vacant)
	Technologists (Full time)		
Radiology	Medical Radiation Technologists (Casual employees)	0.00	28-May-19
Radiology	Medical Radiation Technologists (Radiographers)	7.40	27-Feb-19

Table 10

Note: recruitment is a fluid process, with staff departures, new applications, interviews and offers occurring through this period. As noted in recent statements, our Radiology Service has an ongoing recruitment campaign, with offers and new starts occurring on a continuous basis. There is now an additional ATR for 9.0 FTE in Medical Radiation Technologists, giving a total of 12.3 FTE being recruited.

ENDS