



EFRS

EUROPEAN FEDERATION OF
RADIOGRAPHER SOCIETIES

EFRS Survey 2 - 2012

RADIOGRAPHER SOCIETIES IN EUROPE

Published June 2013

This is the official report of the second EFRS Member Survey with the results reported by the member societies. These results were correct at a date of February 2013.

Coimbra, June 2013

Dear EFRS Members,



On behalf of EFRS Board I herewith thank all of those who contributed to this report. Your efforts in replying to EFRS surveys gives us the opportunity to build a stronger Federation, by knowing more and disseminating information about our members.

To fulfil our role as the European representative of all radiographers working in Medical Imaging, Nuclear Medicine and Radiotherapy, it's crucial to have structured and up to date information.

I would like to stress that this report belongs to each one of you and is to be used at national level according to your convenience.

I herewith thank all EFRS Board members who contributed to this report, especially Sandie Mathers who, together with our CEO, made this report possible.

*All the best
Graciano Paulo
EFRS President*

CONTENT

1. Information relating to Societies	4
<i>Membership numbers, fee, gender split, age, working population of radiographers, % of membership, postgraduate education, professional title, publications, developing standards, role of the radiographer, code of ethics, involvement in education and clinical audit.</i>	
2. Professional matters related to the current economic situation	8
<i>Employment, vacancies, changes to terms and conditions, starting salaries</i>	
3. Evaluation EFRS activities	9
<i>Documents, communication</i>	
4. Discussion	10
Appendices	12
1. National societies participating in the survey	12
2. The gender of the society membership	13
3. Membership numbers, estimate of radiographers working in the profession and ratio radiographers/inhabitants	14
4. Ministry responsible for radiographer education	15

BACKGROUND

The European Federation of Radiographers Societies (EFRS) was established in 2008. The first survey of the member societies was carried out in 2010 and on this occasion it was announced that the survey would be carried out every two years.

With this survey the EFRS fulfils one of its roles as laid down in its constitution:

“stimulating inter-state professional cooperation throughout Europe in scientific, technical, ethical, organizational and labour areas by facilitating the exchange of information between member societies”.

SURVEY SET UP

The questionnaire in 2012 not only contained a number of core questions but also explored matters which may be affecting the profession with particular reference to the economic crisis sweeping across Europe.

The survey was carried out using Survey Monkey software. The responses of closed questions were recorded electronically. There were a small number of open questions so member societies could add their free text answers, if wished.

A number of questions were repeated (with amendments) in order to clarify their understanding by member societies and to assess evolution in certain matters. Unchangeable information collected in the survey from 2010 is reproduced again in this report tagged 2010.

DATA COLLECTION

The Survey Monkey responses were noted and pasted into an Excel spread sheet where they could be reviewed. Any free text answers were also recorded to see if there were any commonality between the entries.

NUMBER OF ELIGIBLE RESPONSES

The number of EFRS member Societies in 2012 was 35. All were invited to take part and an electronic link was sent to each member Society. The questionnaire was initially open for input from June to August 2012. Reminders were sent to those which had not reacted and the link finally closed in October. 33 societies responded, but one did not complete the questionnaire. This indicated a usable response rate of 32 = 91% (32/35), representing 29 European countries (Appendix 1).

Not all the societies answered all the questions within the survey, therefore, the denominators may vary throughout the study and the total answers per question may not always total 32.

RESULTS

The preliminary results of the survey were presented during the EFRS AGM in Athens in November 2012.

1. INFORMATION RELATING TO SOCIETIES

Membership numbers

Respondents to the questionnaire stated that across the 28 Societies which completed the question their total membership was 80,195. The actual number of radiographers in Europe will be considerably more than this because four Societies did not enter their membership number and in many countries radiographers do not need to be member of the National Society to be able work as a radiographer.

A total of 13 Societies described a decline in membership since the survey 2010 with numbers ranging from over 20,000 members to under 20.

Gender split of membership

The majority 88% (24/28) of National Societies described having a majority of female radiographers than male radiographers as paying members of the Society. The Countries with a greater membership of male radiographers are Belgium, Serbia and both societies from Italy (Appendix 2).

Fees for membership

This question was asked in both the study in 2010 and 2012 so a comparison can be made and any changes noted. Responses were received from 21 Societies and ten of these showed no change in the level of membership fees. Fees vary greatly as these range from no fees (n=1) to a maximum of approx 250 Euros. Five describe a fall in fees but only by a maximum of approximately 48 Euros. Of the remaining 6 the increase was mostly small with a maximum of approximately 40 Euros.

Age of membership

Societies were asked to state the approximate percentages of their membership by age range, Six Societies did not or could not answer the question. The remainder described their member profile as shown in table 1.

Chart 1: Numbers of members in individual Societies

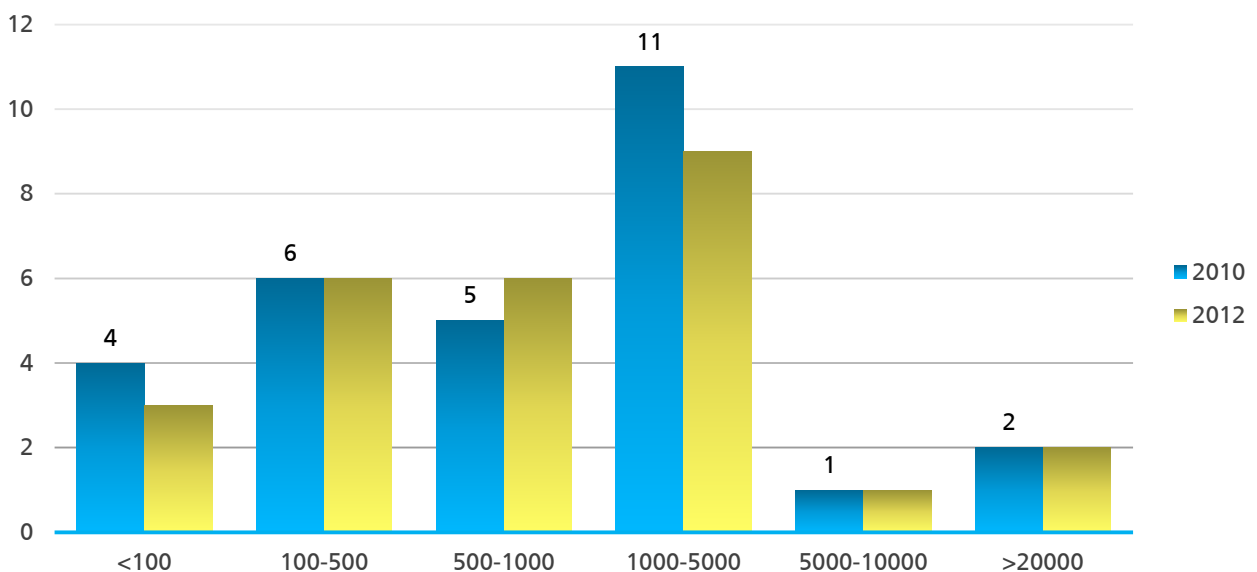


Table 1: National Societies describing approximate percentages of members by age range

Percentage of members	Less 10%	10-25%	25-50%	50-75%	over 75%
Aged less than 20 years	16	1	0	0	0
Aged 20 to 39 years	0	4	18	2	1
Aged 40-60 years	2	1	14	9	1
Aged over 60 years	15	6	0	0	0

Working population of radiographers

For the first time National Societies were asked to give information regarding the number of radiographers working in their individual countries. The total number of working radiographers described by twenty-seven National Societies was 230.035. This number should be treated with caution as four did not respond to the question and two Societies said they did not have information available. In addition registration to practice is not mandatory in most countries and the number may be an estimate (Appendix 3). Societies were asked to state the percentage of working radiographers who were members of their Societies. Responses from 28 Societies are given below and indicates membership varies greatly. Five Societies did not supply the information.

Professional title

Societies were asked if the title for the member of the profession is protected by law in their individual countries i.e. unqualified persons may NOT use the title and if they were there would be breach of the law and subject to legal prosecution. The majority (30/32) stated the title was protected with the remaining two stating it was not.

Attainment of Postgraduate education

When asked if radiographers possessed post-graduate qualifications two Societies did not respond and one stated they did not know. The remainder showed a very variable pattern. Five Societies described having no radiographers at any post-graduate level. 23 Societies described radiographers in their Countries attaining a Masters degree but the numbers ranged from less than 5 to 1000 per Country. Fifteen described having radiographers with doctorate qualifications, with the maximum being described as less than 20. The Countries with the most were Netherlands, Finland and Portugal.

Publications

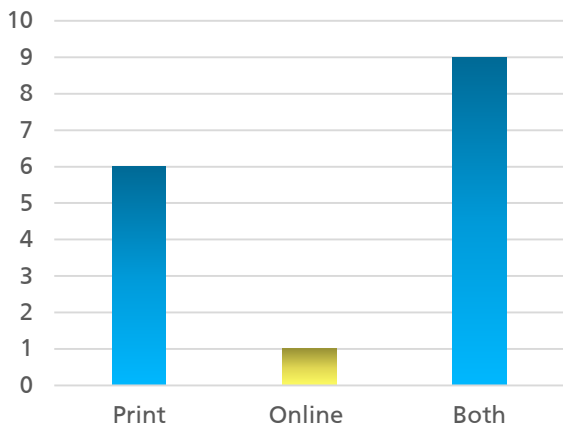
Participants were asked if their Society published journals. All 32 Societies answered the question and stated that 20 published material related to the profession, and 12 did not.

80% (16/20) described in what format they published (Chart 2). It was very interesting to see the variation in the publishing patterns of the various Societies with most publishing either monthly, 3 or 4 monthly.

Table 2: Percentage of working radiographers who are members of their National Society

% of working radiographers who are members	Number of Societies
>75%	12
50-75%	6
25-50%	7
<20%	3

Chart 2: Method of publication



Developing standards

Only two Societies did not respond to this question and the majority indicated they did develop standards in education, radiation protection and quality.

Role of the radiographer

Societies were asked if they have been involved in the development of documentation stating the role of the radiographer in their Country. The majority 88 % (28/32) were involved in such development.

Code of Ethics.

The EFRS developed a Code of Ethics and National Societies were asked if they had a code of ethics and if they did develop their own or use the EFRS document. All 32 respondents answered the question and the results are shown below.

Chart 3: Type of publication and how often they were printed

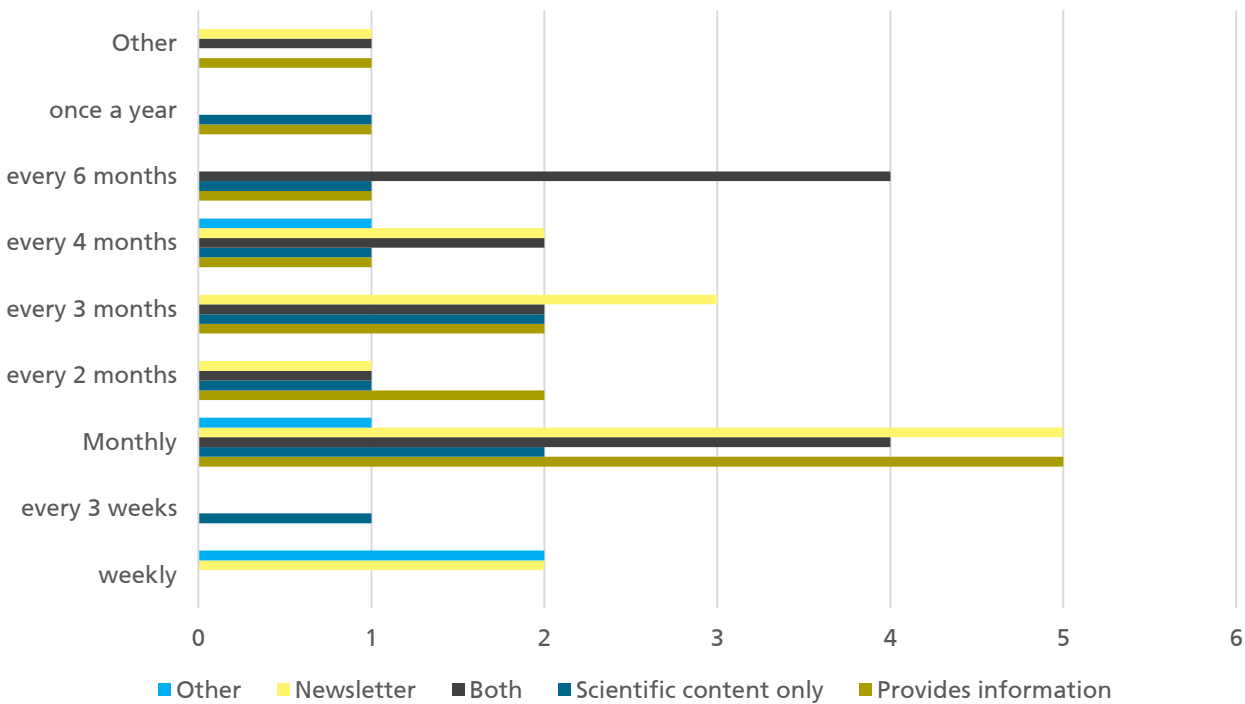
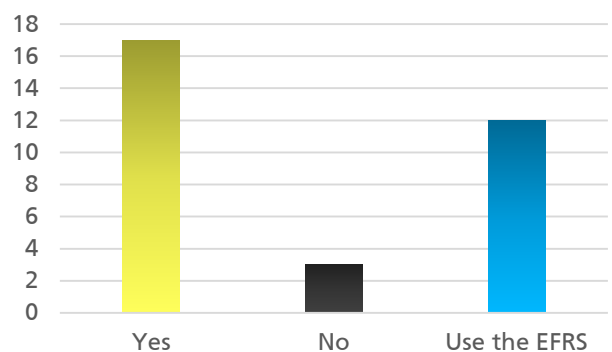


Table 3: Societies involvement in development of standards relating to the profession

Development in standards relating to the profession	Yes	No	No reply
Education	23	6	2
Radiation protection	19	10	3
Quality	22	8	2

Chart 4: Has your Society developed its own Code of Ethics or do you use the EFRS document?



Involvement in Education

Societies were asked if they were involved in matters related to education. These are indicated in table 4 below.

Table 4: Societies involved in matters relating to education

Activity	%	Number
Organising national conferences	97%	31
Research stimulation/support	69%	22
Delivery of CPD courses	63%	20
Input into Curriculum of education institutions (initial qualification)	53%	17
Validation of radiography courses	50%	16
Input into Curriculum of education institutions (post qualification)	38%	12
Accreditation of educational institutions	31%	10

The number of educational institutes delivering radiography education

Societies were asked to state the number of education institutes in their individual country and how many delivered at degree and non-degree levels. According to the figures at least 368 educational institutes are delivering radiography education. With 174 delivering degree courses and 194 delivering non-degree courses. Six countries described having private institutions delivering radiography education. Because the gathered information needs a further check, the overview is not yet published in this report but will be added to the EFRS 2012 education survey results.

Governing body

When asked which Government Ministry controlled radiographer education, from the 31 who responded approximately half described the Ministry of Education. A further 12 stated Ministry of Health, with the remainder a combination, Ministry of Science or Federation Office of Radiation Protection (Appendix 4).

Clinical Audit

The lead question in this section asked if the National Societies were aware of the requirements for clinical audit in the European Commission guidelines on clinical audit for medical radiological practices (no. 159). Of the 30 respondents the majority 60% (18/30) were aware of these requirements. Less than half (40% 12/30) said they were in a position to comply with the requirement for audit of diagnostic radiology, nuclear medicine and radiotherapy. When asked how binding the requirement is for clinical audit considered in their country, almost half of the respondents (14/30) said it was optional to carry out clinical audit, with five describing it was totally binding and seven said it was not at all binding.

When asked about the availability of post graduate education in clinical audit only seven stated there was provision. The majority said they either didn't know or there was none.

Table 5: Countries providing post-graduate education in clinical audit

Availability of post-graduate education in clinical audit	Number
Yes	7
No	9
Don't know	10
No response	4

*30 responses

2. PROFESSIONAL MATTERS RELATED TO THE CURRENT ECONOMIC SITUATION

Collecting data

Member National Societies were asked if they collected data relating to the current economical and political climate and how that was affecting the profession. Fifteen did not collect data relating to these issues at all.

Eight National Societies were unable to provide any information relating to the existence of full or part-time vacancies in their respective Countries. The number who are not collecting this information may be more, as five National Societies were non-respondents to the same question.

At the time of the 2012 member survey, thirteen national societies reported vacancies full time and part time in their countries. Those with the most vacancies were Germany and Netherlands.

Table 6: Have you as a Society collected data relating to the employment of radiographers

Society collect data related to:	Yes	No
Radiographers made redundant	6	22
Number of radiographers unemployed	8	20
Changes to radiographers contracts	5	23
Wage freezes	6	22
Vacancies not being filled	10	18
Radiographers involved in industrial action	7	21

*28 responses

Changes to terms and conditions

National societies were asked if they had seen any changes in the terms and conditions of radiographers' employment in the last 12 months (until June 2012). Over a third of the participants described salary decreases, increase in pension age, changes in working hours and weekend working. Three responses indicated changes in all of the categories and nine described no changes at all.

Table 7: Societies describe any changes seen to the terms and conditions for radiographers

The profession has seen changes to:	Yes	No
Salary decrease	43%	57%
Pension age increase	43%	57%
Working hours	43%	57%
Weekend work	32%	61%
Holidays not acknowledged	21%	79%
Wage freeze	32%	68%

*28 responses

Salaries

Societies were asked if the starting salary of radiographers had changed in the past 12 months. Only 21 Societies responded, 10 indicating a decrease of starting salary between 5-30%. Six reported an increase between 5-9 % and 6 reported no change at all.

Data from member Societies indicate that starting salaries for radiographers vary greatly across Europe.

The given amounts however are very difficult to compare, because of national differences in cost of living, tax systems, level of education etc. Therefore it is decided not to publish an overview.

3. EVALUATION EFRS ACTIVITIES

Use of documents

Since the formation of the EFRS in 2008 a number of key documents have been developed and the Board was eager to know the value placed on these documents by our member societies. It was heartening to see that these are seen as essential and

beneficial to the profession across Europe. We did ask specifically about the use of the Code of Ethics and 12 use the EFRS document, 17 have developed their own and Only 3 Societies do not use a Code of Ethics.

Table 8: How Societies described the value of EFRS documents

Document	Essential	Beneficial	Important	Useful	Unimportant
Role development	9	9	7	4	0
Code of Ethics	10	8	11	4	0
Definition of a radiographer	14	4	7	5	0

Table 9: Societies describe the performance of the EFRS in relation to communication.

	EX	VG	good	Satisfactory	Could improve	rethink
EFRS AGM Info	12	15	2	-	-	-
EFRS AGM content	8	19	1	-	-	-
EFRS AGM organisation	8	18	2	1	-	-
Providing info – EU developments	8	13	9	-	-	-
Providing info - EFRS activities	7	16	5	1	-	-
Providing info - HENRE activities	5	12	8	4	-	-
Providing info - website	6	13	4	3	3	-
Providing info - newsletters	7	11	5	6	-	-
Providing info - e-mails	10	10	9	-	1	-
Website – ease of usage	11	10	6	3	-	1
Website – relevance of contents	8	14	4	2	2	-
Communication – questions and answers	14	11	3	2	-	-
Communication – speed of reply	15	10	4	-	-	-

Communication with members

In addition, the Board wished to find out from our members how our activities were seen by our members. First we asked how our communication methods were working.

Use of English as the language of communication

The EFRS is very aware that English is not the first language of the majority of societies so we were keen to investigate if member societies had any problems with the use of English as the language of communication.

When asked if the EFRS could help with those difficulties one Society did say 'we will try to solve problem ourselves'. Seven Societies did state they would appreciate help with specific topics and these included

role development, continuing education, and work to develop competencies for radiographers. In addition the harmonisation of radiographer education and access to the publication of other European Societies and information relating to radiographer research would be beneficial.

Table 10: How Societies finds the use of English as the means of communication

Ease of use	Use of spoken English	Use of written English
Very Easy	8	8
Easy	8	12
Mostly Easy	6	5
Difficult	3	4

4. DISCUSSION

This second survey of our member Societies has given us not only an indication of their activity but also how the economic and political environment is affecting radiographers in their individual countries.

Activity of Member Societies

Total membership of the National Societies is showing a slight reduction in membership numbers.. This could be due to members choosing not to renew their membership in the current economical climate. Results also indicate that radiography is still a profession which is predominantly female. The age demography shows a larger number of radiographers over the age of 40 and 60 years and this may be an indication that workforce planning will need to be carried out to plan for the retirement of these members of the years and also encourage young radiographers to stay within the profession.

In comparison to the last survey, the current one shows a difference in the national Societies involvement relating to education. Figures indicate an increased involvement in stimulating and supporting research, and the delivery of CPD sessions and the validation of courses rather than having an input into the curriculum. This could indicate the place in the cycle of development of courses. Also Societies indicated the radiographers with Masters and Doctorate degrees and this will serve as a benchmark for the future.

There is much confusion around the issue of clinical audit and the requirement to carry it out. This emphasises the need for the ongoing development and completion of the EFRS's work relating to the process of clinical audit in order for our profession to fulfill its role in this procedure.

The profession during the current economic climate

It is very difficult to know how the profession is doing during the current economic environment as the majority of National Societies do not keep any data relating to the condition of the profession in their country. Of the eight Societies which provided data, full time or part time vacancies did exist but these were variable and in low numbers.

Although different in every country, it can be seen that almost half of the member societies have radiographers who have seen a decrease in their salary, increase in their pension age and changes in their conditions of work. The EFRS recommends that member societies attempt to collect important national data at regular intervals in a number of key areas such as salary, pensions and unemployment to have evidence as to what is happening in their countries.

As expected the starting salary for radiographers varies greatly across Europe. Half the societies who responded indicated

a decrease of starting salary from between 5-30%. Euros. Only six reported no change. This is really of concern to the profession and needs to be monitored.

It was heartening to know that the work of the EFRS is valued and being used. We know that we can never be complacent but the results show that we are communicating satisfactorily, however there is always room for improvement. Although the majority are satisfied with the website we do now acknowledge there is room for improvement and have already set in place changes which we hope will improve members use.

It must be noted that this report describes the information provided by member societies during the data collection period of the survey. If there are any discrepancies or missing values then they can serve as a reminder to all try to complete the survey as accurately as possible.

CONCLUSION

We thank all the societies who took the time to collect the data and submit it to the survey. We hope you find the results of the survey interesting and that the results give you an indication how you as a society and you as an individual are performing compared to others. Hopefully there will also be some indication of some areas you may wish to learn more about in order to improve or perhaps change some aspect of your work.

EFRS Board:

Graciano Paulo, President
Sija Geers-van Gemeren, Vice President
Hakon Hjemly, Treasurer
Csaba Vandulek, Board Member
Sandie Mathers Board Member

Dorien Pronk-Larive, CEO EFRS




APPENDICES

APPENDIX 1: NATIONAL SOCIETIES PARTICIPATING IN THE SURVEY

Austria	Verband Radiologietechnologen /-technologinnen Österreichs
Belgium	Vereniging Medisch Beeldvormers VMBV
Cyprus	Cyprus Society Of Registered Radiologic Technologists and Radiation Therapy Technologists
Czech Republic	Společnost radiologických asistentů České republiky
Denmark	Radiograf Raadet
Estonia	Eesti Radioloogiatehnikute Ühing
Finland	Suomen Röntgenhoitajaliitto ry
France	Association Francaise du Personnel Paramedical 'Electroradiologie
Germany	Dachverband für Technologen/-innen und Analytiker/-innen in der Medizin Deutschland e.V.
Greece	The Panhellenic Society of Radiotechnologists
Greece	STRAEPT Greek Society of TEI's Medical Radiological Technologists
Hungary	Magyar Radiológus Asszisztensek Egyesülete
Iceland	Félag geislafróðinga
Ireland	Irish Institute of Radiography and Radiation Therapy (IIRRT)
Italy	Federazione Nazionale Collegi Professionali Tecnici Sanitari di Radiologia Medica
Italy	Associazione Italiana Tecnici di Radiologia Interventistica
Latvia	Latvijas Radiologu Asistentu Asociacija
Lithuania	Lietuvos radiologijos laborantų asociacija
Macedonia (Fyrom)	Association and Chamber of Radiological Technologist of Macedonia
Malta	Society of Medical Radiographers
Netherlands	Nederlandse Vereniging Medische Beeldvorming en Radiotherapie
Norway	Norsk Radiografforbund
Poland	Polskie Towarzystwo Elektoradiologii
Portugal	Associação Portuguesa dos Técnicos de Radiologia, Radioterapia e Medicina Nuclear
Serbia	Udruženje radioloških tehničara i tehničara nuklearne medicine Srbije
Slovakia	Spoločnosť radiologických asistentov Slovenskej
Slovenia	Radiološki inženirji Slovenije
Spain	Asociación Española de Tecnicos en Radiologia
Sweden	Svensk Förening för Röntgensjuksköterskor
Switzerland	Schweizerische Vereinigung der Fachleute für medizinisch technische Radiologie
United Kingdom	College of Radiographers
Affiliate member:	
Sweden	Vírdförbundet (trade Union)

APPENDIX 2: THE GENDER OF THE SOCIETY MEMBERSHIP

Society	% female	% of male
Austria	80	20
Belgium	35	65*
Cyprus	60	40
Czech Republic	70	30
Denmark	75	25
Estonia	95	5
Finland	95	5
France	65	35
Germany	No reply	No reply
Greece (Pan Hellenic)	No reply	No reply
Greece (STRAEPT)	60	40
Hungary	No reply	No reply
Iceland	95	5
Ireland	85	15
Italy	40	60*
Italy (AITRI)	30	70*
Latvia	95	5
Lithuania	90	10
Macedonia (Fyrom)	60	40
Malta	60	40
Netherlands	75	25
Norway	75	25
Poland	65	35
Portugal	55	45
Serbia	40	60*
Slovakia	70	30
Slovenia	65	35
Spain	No reply	No reply
Sweden (Vardforbundet)	90	10
Sweden (National Society)	75	25
Switzerland	75	25
United Kingdom	80	20

Average 70%
Range 30% to 95%

Average 31%
Range 5% to 70%

*Denotes greater male than female membership

APPENDIX 3: MEMBERSHIP NUMBERS, ESTIMATE OF RADIOGRAPHERS WORKING IN THE PROFESSION AND RATIO RADIOGRAPHERS/INHABITANTS

Society	Estimate of total number of radiographers working in the profession	Number of inhabitants in millions	Ratio Radiographers inhabitants
Austria	2400	8,496,000	1/3540
Belgium	No info avail.	11,176,000	
Cyprus	230	671,000	1/2917
Czech Republic	3600	10,528,000	1/6323
Denmark	1665	5,615,000	1/3372
Estonia	330	1,283,000	1/3888
Finland	3495	5,437,000	1/1556
France	26000	63,839,000	1/2455
Germany	No reply	82,141,000	
Greece (Pan Hellenic)	No reply	10,758,000	1/1956
Greece (STRAEPT)	5500		
Hungary	No reply	9,925,000	
Iceland	No info avail.	324,000	
Ireland	1200	4,662,000	1/3885
Italy			
Italy (AITRI)	23500	59,687,000	1/2540
Latvia	483	2,017,000	1/4175
Lithuania	900	2,961,000	1/3929
Macedonia (Fyrom)	350	2,066,000	1/6774
Malta	150	419,000	1/2793
Netherlands	7099	16,798,000	1/2366
Norway	3000	5,078,000	1/1692
Poland	10800	38,564,000	1/3570
Portugal	4700	10,609,000	1/2257
Serbia	1200	7,203,000	1/6003
Slovakia	1300	5,401,000	1/4155
Slovenia	No reply	2,062,000	
Spain	4-5000	46,958,000	1/10435
Sweden (Vardforbundet)			
Sweden (National Society)	3300	9,592,000	1/2907
Switzerland	3200	8,062,000	1/2520
United Kingdom	26533	64,231,000	1/2421

Around 234.000

APPENDIX 4: MINISTRY RESPONSIBLE FOR RADIOGRAPHER EDUCATION

Society	Ministry of Health	Ministry of Education	Other
Austria	x		x Ministry of Science
Belgium	x		
Cyprus	x		
Czech Republic	x		
Denmark		x	
Estonia		x	
Finland		x	
France	x	x BSc	
Germany			German Federal Office for Radiation Protection.
Greece		x	
Hungary	Non degree education	x BSc	Both
Iceland		x	
Ireland	x		
Italy	x		
Latvia		x	
Lithuania	x		
Macedonia		x	
Malta	Funding from x	x	Both
Netherlands	x Profession and content of non degree education	x BSc	Both
Norway	x approval of title	x Educational programs	Both
Poland	x		
Portugal		x	
Serbia	x		
Slovakia	x	x	Both
Slovenia	x		
Spain	x	x	Both
Sweden		x	
Switzerland		x	
United Kingdom		x	

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