

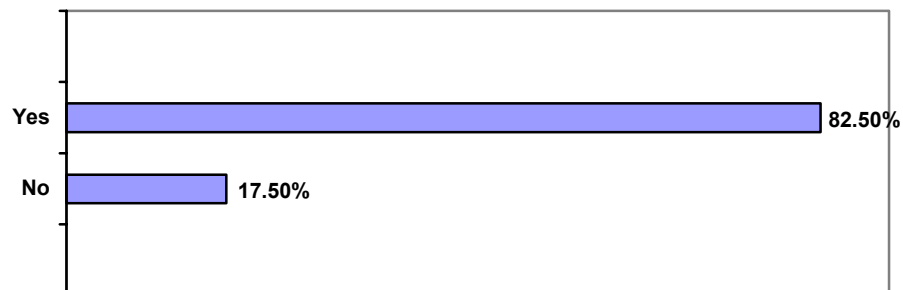
## How Can PACS Affect Recruiting?

With PACS, radiology professionals can attain a more fulfilling and productive role in their department and hospital. PACS contributes to greater productivity and efficiency for the radiology department and can generate higher demand for imaging services while improving patient care. However, a hospital cannot implement a successful system like this without adequate staffing levels and experienced technologists. So, how does PACS affect recruiting?

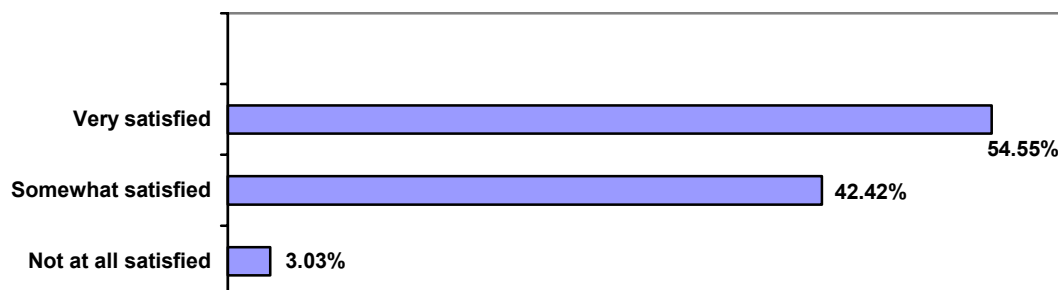
**RadSciences Group** conducted a survey to assess the opinions and preferences of radiology professionals in regards to PACS and evaluate how these results can help radiology departments use PACS as a valuable recruiting tool.

The following survey from **RadSciences Group** was conducted in the month of October 2004. All responses were voluntary and only hospital employees were surveyed. All respondents were currently employed, reside in the southwest region of the United States (AZ, NM, CO, TX, and NV) and were contacted at random.

### 1. Have you ever worked in a PACS environment?



### 2. If yes to question #1, how would you rate your overall job satisfaction working with PACS?



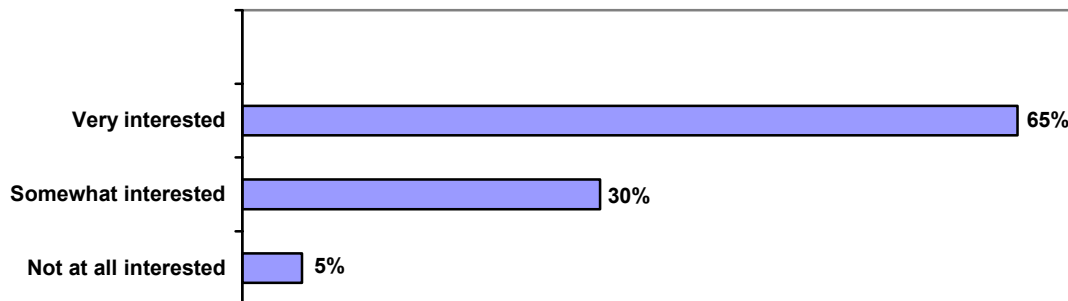
When PACS is implemented, the work flow inevitably changes. Work processes and roles will change for radiologists. Those who responded that they were somewhat satisfied or not at all satisfied on this question commented that because it was a new venture, there were a great deal

of technical problems. The anxiety these respondents experienced stemmed from being frustrated that no one was immediately available for technical support, or the time in which the problems were resolved was too lengthy.

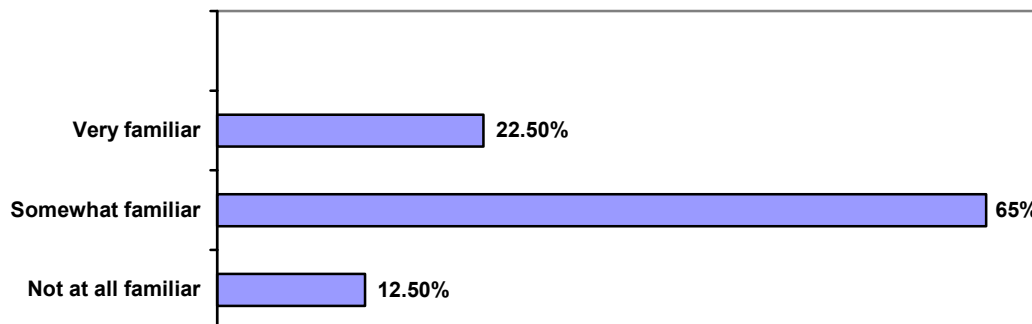
According to VHA Inc., to achieve efficiencies and a successful transition to PACS, a health care organization must:

- Maximize use of its PACS
- Ensure that it is networked with other components
- Change its work flow as necessary to accommodate the new technology
- Engage information technology expertise to support a full-time filmless environment

### 3. How interested are you in learning more about PACS and its capabilities?



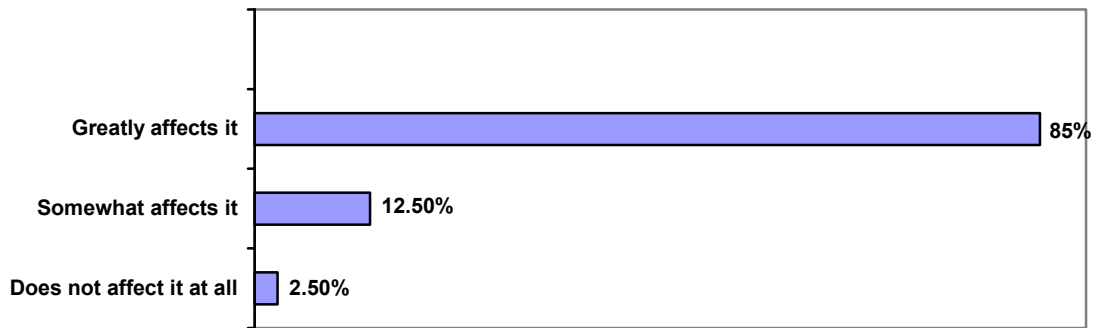
### 4. Relating to the functionality of PACS, how familiar are you with this technology?



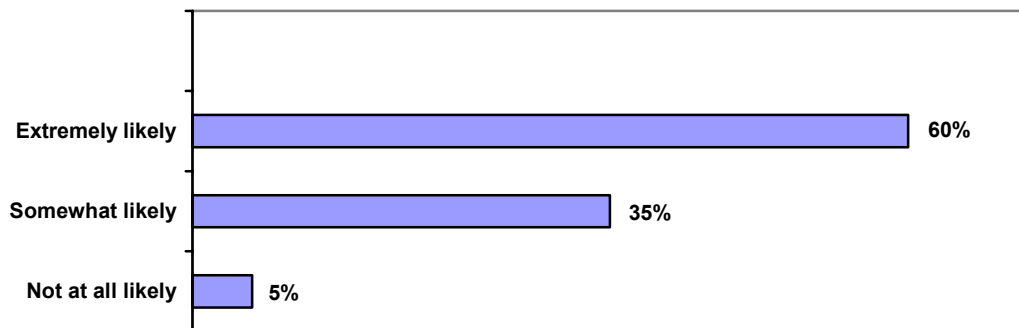
In order for a health care organization to be competitive when it comes to recruiting, it must provide comprehensive and on-going training.

It is estimated that more than 65 percent of all U.S. hospitals will put PACS into place by 2007. As a result of conducting this survey, we found that even though most respondents have worked or are currently working in a PACS environment, the majority are not very familiar with the functionality of the system. Proper training of PACS is essential not only to be able to understand and operate this new technology, but to execute a smooth transition for the organization. This also helps radiologists understand their role and feel comfortable in their new working environment.

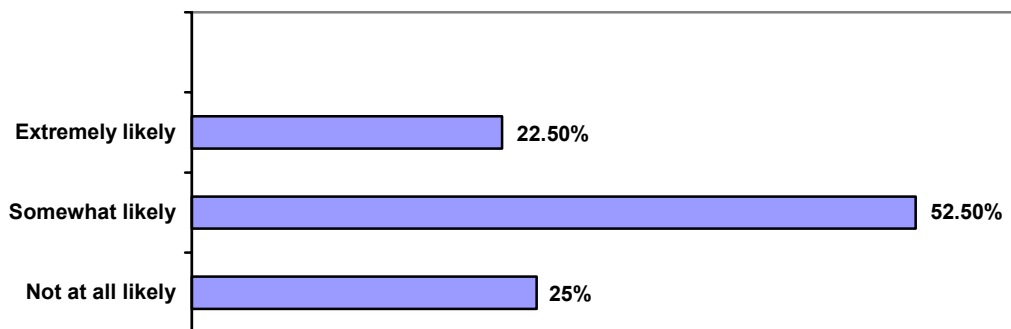
**5. How do you feel PACS affects the overall productivity of a radiology department?**



**6. Everything else being equal, how likely would you be to choose a position in a hospital with PACS over one without PACS?**



**7. Assuming that you do not currently work with PACS, how likely would you be to make a job change for the sole opportunity to work with PACS?**



Although only 22.5 percent of those surveyed said they would be extremely likely to make a job change exclusively for the opportunity to work with PACS, an astounding 95 percent said they would be more likely to choose a position in a hospital with PACS over a hospital without it.

When PACS becomes more commonplace in healthcare, we believe “PACS-experienced” radiologists will become a commodity, as well as technologists with an information technology background. The demand for these professionals will force hospitals to be competitive in recruiting efforts particularly in the rural areas where PACS can create a more attractive package for prospective candidates.

## **Observations and Conclusions:**

According to the opinions of those surveyed, **RadSciences Group** has found the following to be the most important components to a successful PACS system:

- Multiple department or organization-wide implementation
- Skilled technical support readily available
- Supportive leadership
- On-going training

We observed that even though PACS will not influence candidates exclusively, it does have a significant impact. We also found that the quality of implementation, technical support and usage of PACS plays a tremendous role in the effects of using this technology as a recruiting tool.

The implementation of PACS may reduce the recruitment of full time radiologists and technologists as a result of its efficiencies. However, it will generate more placements for PACS administrators and eventually an information services team in larger hospitals. In the first three quarters in 2004, **RadSciences Group** saw an increase in the recruitment of PACS Administrators of more than 50 percent as compared to 2003. We anticipate this number will increase by more than 100 percent in 2005.

For more information on PACS Administrator recruitment services, please call **RadSciences Group** at (800) 804-2345.