

# **Gathering Quality HHR Data: How Blood, Sweat and Tears on the Front End Improves HHR Survey Data**

October 4<sup>th</sup>, 2016



# Overview

- Constructing your survey for results
- Finding your target audience
- Engaging your survey population
- Sharing the results

# Constructing Your Survey for Results



# Engaging the Community and Stakeholders

- Work with the data available
- Work with experts in the field
- Use consultants if required

# Finding Your Target Audience



# MRTs in Canada



# Putting in the Effort

- Set your target audience
- Finding the right contacts

# Engaging Your Survey Population





# Participant Engagement

- State your rationale clearly and concisely
- What is in it for them???
- Announcement of the survey
- Provide clear instructions
- Reminders
- Incentives

# Sharing the Results



# Results

- 43% response rate in medical imaging
- 69% response rate in radiation therapy
- 95% confidence level for both surveys

# Findings

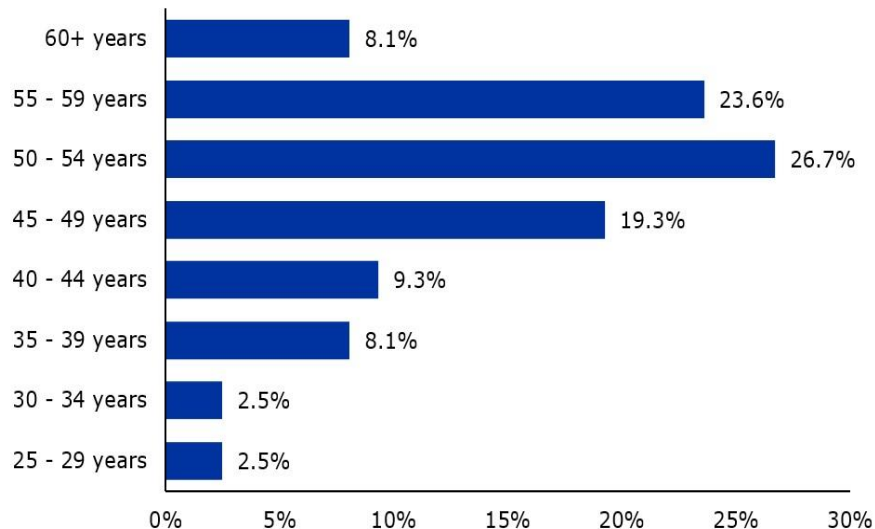
Radiological Technology / OR			<p><b>Total Vacancies</b> across 148 facilities / multiple facilities offering Radiological Technology / OR equals 148 x 0.69 (vacancy mean) = <b>102.12 FTEs.</b></p> <p><b>Projected Net FTE Increases</b> over the next three years for 148 facilities / multiple facilities offering Radiological Technology / OR equals 148 x 0.19 (future mean) = <b>28.12 FTEs.</b></p> <p><b>Mean and Standard Deviation (STD):</b> the mean is the average of all the responses, and the STD includes the range for 68% of all the responses. For example, if the mean was 4.0 and the STD was 3.0, then the range would be 4.0 + or – 3.0; that is, would range from <u>+1.0</u> to +7.0</p>
	<b>CURRENT Human Resource Profile</b>		
	This section will determine the current status of the Human Resource profile for various locations.		
	<b>Mean</b>	<b>STD</b>	
<b>MRT Staff FTE</b>	16.47	24.57	
<b>MRT Staff FTE Vacancies</b>	0.69	5.13	
	<b>CHANGES to the Human Resource Profile</b>		<b>FUTURE CHANGES to the Human Resource Profile</b>
	This section gathers data on any changes over the past year in the Human Resource profile for various locations.		

# Findings

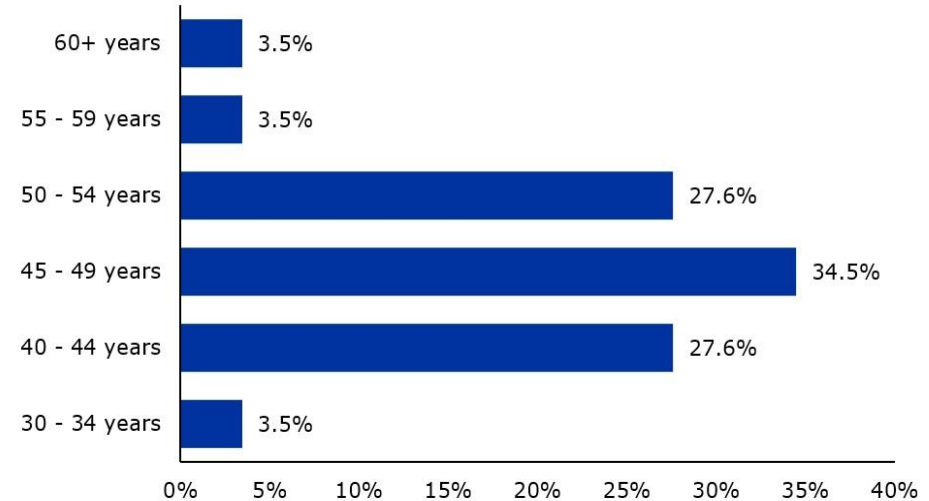
Changes in Service Volume	Number of Respondents	Percent	Number of Respondents	Percent
more than 20 % increase	1	0.7%	1	0.7%
10 - 19.99 % increase	6	4.1%	8	5.4%
0.01 - 9.99 % increase	48	32.4%	45	30.6%
No change	87	58.8%	89	60.5%
0.01 - 9.99 % decrease	6	4.1%	3	2.0%
10 - 19.99 % decrease	0	0	0	0
more than 20 % decrease	0	0	1	0.7%

# Unexpected Finding

## Medical Imaging



## Radiation Therapy



# Conclusions



# Take Home Messages

- Quality HHR data is critical for assessing your population and trends
- Significant investment of time and resources is worth the effort



# Questions???

