

EverlightRadiology

Radiology Unlocked
**The Global Radiologist
Report 2025**



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The Global Radiologist Report 2025



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Dr Dan Rose
Medical Director,
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Introduction

Radiology is a cornerstone of modern healthcare, with radiologists acting as the health sector's unseen heroes. They're involved in around 80% of patient episodes (The Royal College of Radiologists, 2021), from the emergency room right through to routine and elective care. Radiology is also a specialism that is undergoing significant transformation, with the volumes of CT, MRI and X-Ray scans steadily growing faster than the radiologist workforce that is required to interpret those studies (RSNA, 2022). As technology advances and patient demands evolve, radiologists face increasing pressure to deliver accurate and timely diagnoses, with increased workloads contributing to high rates of burnout and extended patient wait times, while fuelling demand for teleradiology and AI solutions to manage capacity challenges (The Royal College of Radiologists, 2023) (Medscape, 2023) (Fortune Business Insights, 2023).

To better understand how these pressures are impacting radiology, we went directly to those on the frontlines of diagnostic medicine. Our comprehensive survey of over 700 Consultant Radiologists from 50 countries reveals their firsthand insights on the critical pressures facing the field,

their strategies for managing rising demand, their attitudes to advancing technologies, and their hopes and recommendations for the future of their profession.

This report lays out the key findings of the survey, exploring the impact of teleradiology, the demands of overnight work, the potential of Artificial Intelligence (AI) and the future of the radiology profession. By capturing the perspectives of radiologists worldwide, the research aims to highlight both the challenges and opportunities facing radiology, and propose solutions to enhance both patient care and radiologists' working conditions.



Dr Dan Rose

Medical Director
Medical Leadership Council
Everlight Radiology

“There was broad agreement that the radiology profession faces significant challenges, including radiologist burnout, workforce shortages, brain drain, and the impact of overnight shifts on radiologists’ wellbeing and patient safety.”



63%

Almost two thirds of radiologists believe overnight working has a negative impact on performance and patient care



98%

of respondents said that outsourcing to teleradiologists benefits their healthcare systems.



57%

do not routinely use AI

Executive summary

In autumn of 2024, Everlight Radiology conducted a comprehensive online survey with 708 Consultant Radiologists located across 50 countries. The research was designed to provide a first-hand perspective on the state of radiology globally, and particularly in the four geographies in which Everlight operates: the United Kingdom (UK), Australia, New Zealand and Ireland.

Radiologists were asked to share their primary areas of concern for the profession, as well as their views on potential solutions, including outsourcing to teleradiology companies and the private sector more broadly, and the introduction of AI. It is important to note that fewer than one third of the radiologists surveyed worked for Everlight, with 70% working elsewhere across public and private healthcare globally.

There was broad agreement from radiologists that the radiology profession faces significant challenges. When asked to identify the most pressing challenges, over half (53%) identified radiologist burnout as their top concern, followed by workforce shortages (49%) and brain drain – the exodus of locally-trained clinicians (40%). The impact of overnight shifts also emerged as a key concern, with respondents highlighting the negative effect on radiologists' health and well-being, and many expressing concerns over the detrimental impact of overnight working on reporting accuracy and patient safety.

Teleradiology was widely recognised for bringing numerous benefits for clinicians and their patients. The ability to outsource reporting to external radiologists was highlighted as a crucial support service for hard-pressed healthcare systems, with almost two thirds welcoming its ability to help clear backlogs (73%) and alleviate workload pressures (72%). Teleradiology careers were also broadly recognised as offering several advantages over hospital-based roles, including increased flexibility in work hours (84%) and location (58%) and the opportunity to report from overseas, while still supporting domestic hospitals and patients (48%).

Opinions were mixed on the role and relative value of Artificial Intelligence (AI) within radiology. While the majority of radiologists agree that AI shows promise, uptake and attitudes varied widely. Many radiologists are not yet regularly using AI (57% of respondents say they do not use it routinely in their roles), and it is largely seen as a valuable tool to support, not replace, human expertise.

When asked for their solutions to the challenges facing the profession, radiologists called for a larger workforce through greater investment in training the next generation of specialists, as well as better vetting of imaging requests and better communication with other teams around the role, proper application and potential of radiology reporting.

Who we asked

To gather insights into the current state of radiology and identify key areas of success, concern and improvement, we conducted a comprehensive and anonymous survey in September 2024 with research agency Censuswide. We received responses from 708 radiologists from across 50 different countries. This diverse respondent pool has provided a broad perspective on the current state of radiology globally, and how attitudes to the challenges and opportunities faced vary by location, sector and experience.

Employer

30% of respondents work with Everlight in some capacity, with just 11% identifying Everlight as their main employer.

70% of respondents worked for another hospital, healthcare setting or teleradiology company.

Healthcare sector

65% of respondents primarily worked for a public hospital, including 37% who worked primarily for the NHS and 28% who worked for public hospitals outside of the UK.

20% worked primarily for a private hospital or clinic.

16% worked primarily for a teleradiology provider, with 5% of these respondents working for a non-Everlight provider.

Gender

The survey respondents were 60% male and 40% female,

a slightly more balanced gender spread than the global radiology gender balance of 66.5% male and 33.5% female¹.

Location

45% of respondents were based in the UK and Ireland, and 16% were based in Australia and New Zealand.

The remaining 39% were based across the globe, including 4% in India and 2% in Dubai.

Age

20% of respondents were aged under 35 years

36% were aged 35-44 years

25% were aged 45-54 years

19% were over 55 years of age



1 Cater SW, Yoon SC, Lowell DA, et al. Bridging the gap: identifying global trends in gender disparity among the radiology physician workforce. Acad Radiol. 2018;25:1052-1061. doi: 10.1016/j.acra.2017.12.021. [DOI] [PubMed]

Methodology

Everlight Radiology conducted a comprehensive and anonymous 19 question survey. It ran from 19 September 2024 to 7 October 2024 to gather insights into the current state of radiology and understand the perspectives of radiologists.

The survey was conducted by specialist research agency (Censuswide).

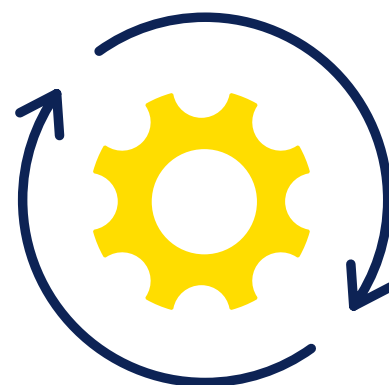
The questionnaire was designed in accordance to the Market Research Society code of conduct which is based upon the ESOMAR principles (for more information visit www.esomar.org). An online quantitative methodology was used to collect the data for this survey and respondents were invited to participate in the survey via email.

The survey was issued using Everlight Radiology's own database of 12,000 subscribed radiologists (linked to its free education platform everlearning) from over 50 different countries. The database includes Everlight Radiology's own staff and those not employed by Everlight (these radiologists are employed by a mix of public sector hospitals, private sector hospitals/clinics and other teleradiology companies).

An incentive was offered to encourage survey completions (chance to win a £250 Amazon voucher).

The survey received responses from 708 radiologists across 50 countries. The highest response rate from radiologists came from countries where Everlight has headquarters (United Kingdom, Australia and New Zealand).

The data was collected via a secure CensusWide online platform that allowed respondents to feel comfortable expressing their views anonymously. Once the data was collected, it was tabulated in an excel file by question number and the data was provided in an excel format along with a virtual insight box that allows the data to be viewed in a variety of formats.



What we found

Burnout, backlogs and brain drain: long-term threats to radiology

Rising levels of fatigue and emotional exhaustion emerged as the most significant threat to the long-term sustainability of radiology as a profession. More than half (53%) of respondents identified burnout and stress as their primary concern, underscoring the toll that

high workloads, constant vigilance, and the demands of diagnostic accuracy are taking on radiologists worldwide. Fears about burnout were highest in the United States (67%), Pakistan (63%), Ireland (62%) and Australia (58%), and lowest in India and Dubai (both 36%).

Long-term future of radiology Q16. What, if anything, are your biggest concerns regarding the long-term future of radiology? (select up to 5)



53% Burnout was the biggest concern regarding the future of radiology

49% Were worried about a rise in backlogs and delays due to a shortage of radiologists

40% Said loss of knowledge through 'brain drain' was also a big concern

28% (1 in 4) radiologists are concerned about the over-reliance on AI in diagnosing patients

“Remote interpretation of medical images allows radiologists to support under-resourced areas, providing expertise to rural hospitals or regions lacking specialised medical staff.”

Workforce shortages are another pressing concern for respondents, with 49% citing they are concerned about the impact of delays and backlogs stemming from the scarcity of trained and qualified radiologists. This figure rises to 58% among UK-based clinicians. For just over two in five respondents (42%), these shortages pose a direct threat to patient safety, and risk compromising care due to prolonged wait times and overextended staff. Additionally, 33% report that workforce shortages impede service development inhibiting innovation to meet rising demand.

Beyond immediate operational challenges, many radiologists expressed concern over the long-term implications of these shortages. A significant 40% flagged a ‘radiologist brain drain’ as a potential threat, as talented professionals leave local healthcare systems due to burnout, limited growth opportunities, and unmanageable workloads. This trend not only risks eroding valuable expertise within the sector but also threatens the continuity and quality of care. Together, these findings paint a concerning picture of a workforce under strain, where solutions to attract and retain more skilled radiologists are essential to radiology’s future and its capacity to deliver safe, high-quality patient care.



52%

In New Zealand, 52% flagged major concerns around a shortage of radiologists in rural areas.

“Radiologists are the backbone of the health care system but I am seeing a lot of burnout in radiologists. We are over worked and stressed about urgent reporting, reporting scans without adequate clinical data, “gun point” reporting of VIP patients, the misuse/over use of radiological services. These are the problems faced by us, if they can be rectified then health care would improve.”

Consultant Radiologist

Nightmares on the night shift: the dangers of overnight working

The majority of radiologists (88%) report having worked night shifts at some point in their careers, with over a third (36%) still regularly required to do so. Younger radiologists, particularly those under 45, are the most likely to be assigned night shifts in their current roles, suggesting that more senior clinicians are better positioned to

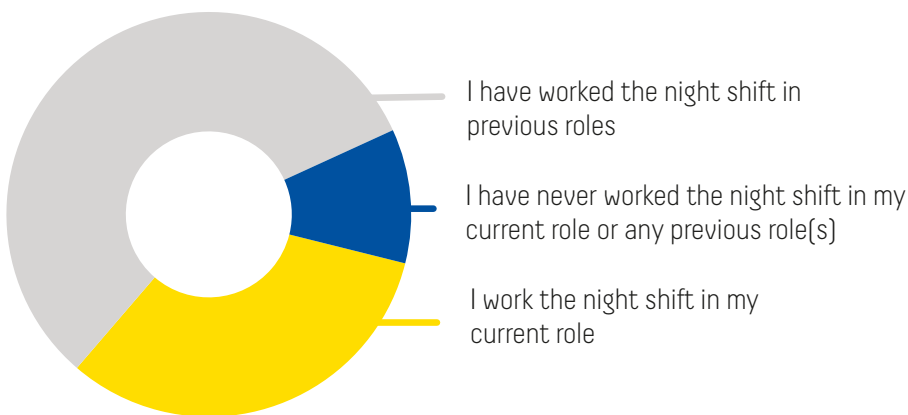
avoid these challenging working patterns. This trend underscores the disproportionate burden of overnight work on less experienced radiologists.

There was a strong consensus that frequent night shifts are unsustainable, with most radiologists (63%) perceiving overnight work as having a negative

impact on performance and patient care. Nearly half (47%) believe that night shifts reduce diagnostic accuracy, and one in three (35%) are concerned that working overnight poses a risk to patient safety.

The effects of night shifts extend beyond the hours worked, with 61% of respondents reporting impaired

The night shift Q7. In your current role do you ever work the on call/night shift or have you ever worked the night shift in previous roles in radiology? (Select all that apply)



63%
Almost two thirds of radiologists believe overnight working has a negative impact on performance and patient care

Overnight Shift Working by age

	All	Age			
		18-34	35-44	45-54	55+
N	708	142	253	175	138
Currently	36.30%	42.14%	43.48%	31.43%	23.91%
Previously	51.69%	47.94%	47.43%	56.00%	57.25%
Never	12.01%	9.93%	9.09%	12.57%	18.84%

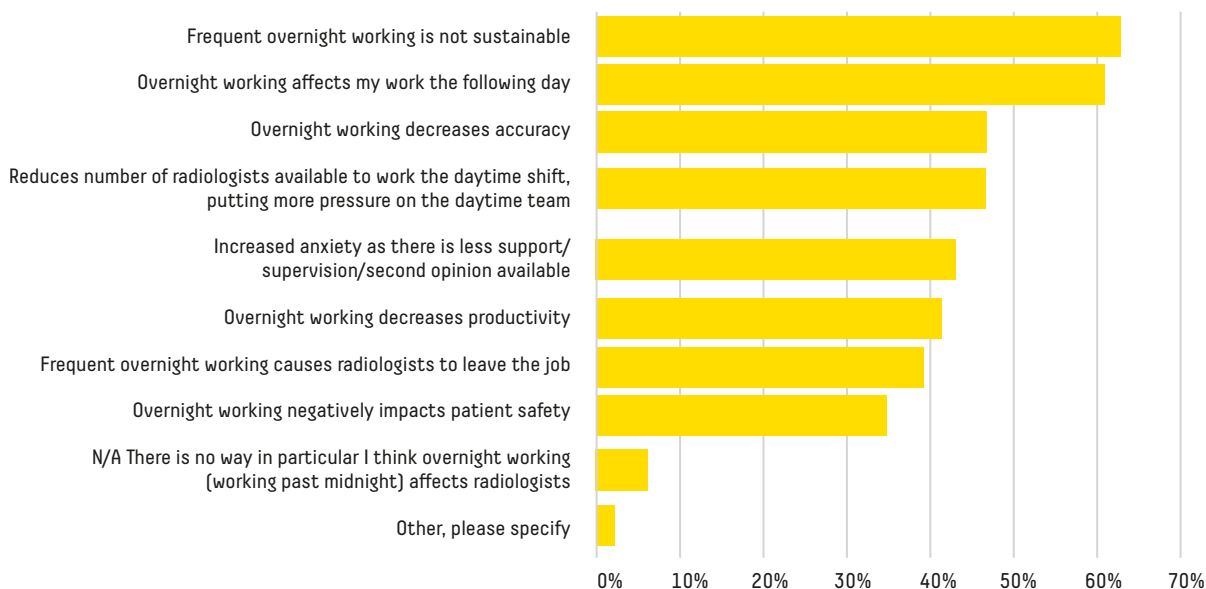
performance the following day. Those radiologists with nightshift experience raise significant concerns about its' impact on their diagnostic ability: almost half (45%) worry about the accuracy of their work during night shifts, while a third (34%) note a drop in productivity. Almost three in five radiologists report prolonged sustained negative impacts, with

59% experiencing reduced energy and 57% suffering from disrupted sleep patterns for several days following a night shift.

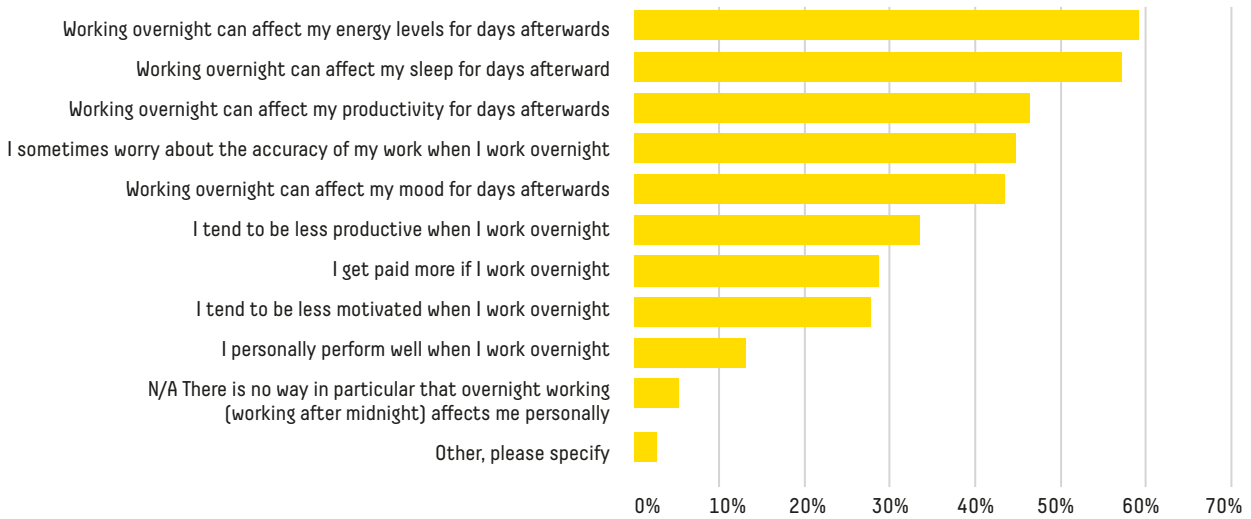
These findings underscore the challenges of overnight work in radiology, where the physical and mental toll of night shifts not only affects radiologists' wellbeing but

also raises concerns about accuracy, productivity, and patient safety. Addressing the demands of night shifts, particularly for younger radiologists, will be key to creating a sustainable and safe working environment in the profession in the future.

The night shift Q9. How, if in any way, do you think overnight working (working after midnight) affects radiologists? (Select all that apply)



The night shift Q8. How, if at all, does overnight working in radiology (working after midnight) affect you personally? (Select all that apply) (for those who have worked the night shift)



Almost half of radiologists (45%) **worry about the accuracy of their work** when they work the night shift and 1 in 3 (34%) **are less productive**

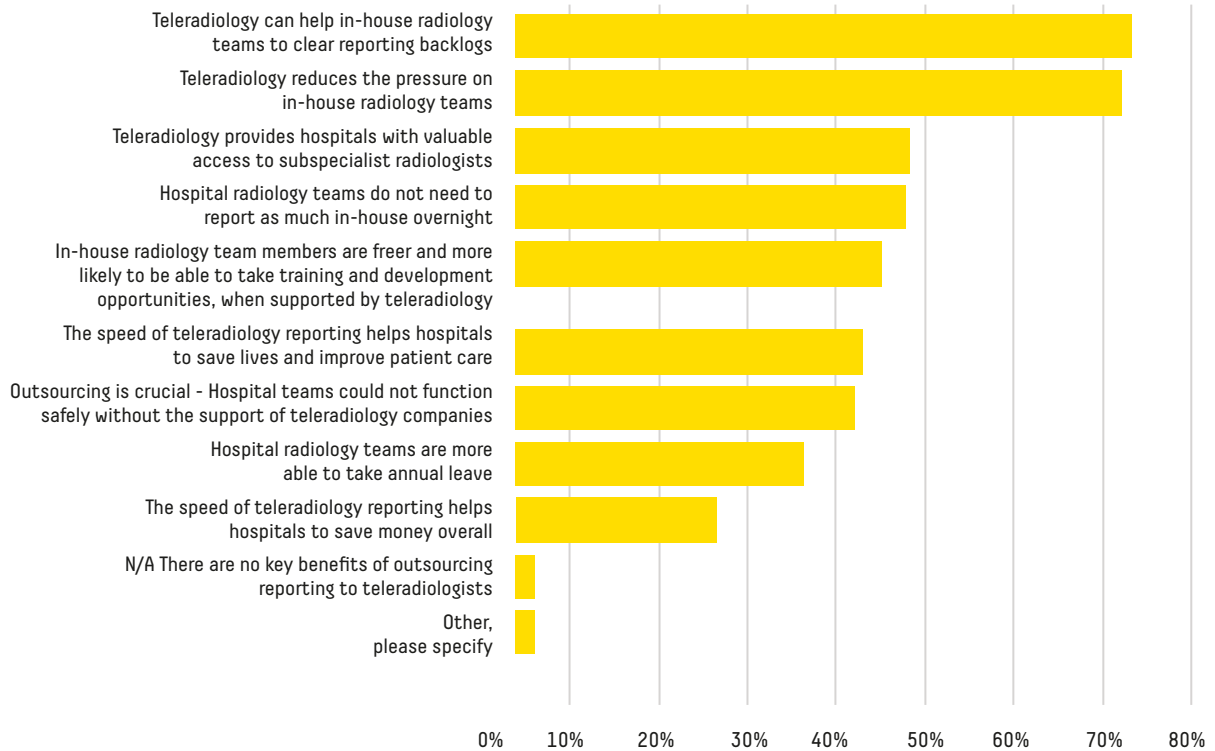
13% radiologists feel they perform well on the night shift and 5% claim it does not affect them personally

Bridging the gap:
The role of outsourced radiology reporting

Teleradiology is widely recognised by radiologists as a critical lifeline for overstretched radiology departments, with nearly all respondents (98%) affirming that outsourcing to teleradiologists benefits their healthcare systems. Broadly embraced as an essential

support function, teleradiology offers welcome relief to overstretched in-house radiology teams. Nearly three-quarters of respondents cited teleradiology’s ability to help in-house teams clear backlogs (73%) and reduce workload pressures (72%) as its most valued strengths.

Outsourcing Q10. When considering your country’s healthcare system, what, if anything, are the key benefits of outsourcing reporting to teleradiologists? (Select all that apply)



Beyond backlog reduction, radiologists identified several other substantial benefits of teleradiology. Nearly half (47%) of respondents highlighted the value of remote access to subspecialist expertise, a resource many hospitals cannot consistently provide in-house. Just under half (46%) reported that teleradiology reduces the need for hospital teams to cover overnight shifts, an important benefit given the known challenges of overnight work. Additionally, 43% of respondents saw teleradiology as a tool that allows in-house teams more time for training and professional development, thereby enhancing skill levels and performance.

Overall, two-fifths (40%) of radiologists view teleradiology as an indispensable component of modern healthcare, without which hospitals simply could not function effectively. This sentiment is especially strong in the UK and the United Arab Emirates



50%

of UK and UAE Radiologists agree that teleradiology is crucial and hospitals cannot function safely without it.

(compared to 20% Ire, 44% Aus, 46% NZ).

(UAE), where half (50%) of respondents deemed teleradiology crucial to domestic hospitals' operations. Additionally, two in five radiologists (41%) believe that the speed of teleradiology services plays a life-saving role, enhancing the timely delivery of critical diagnoses and interventions. These findings underscore the vital role teleradiology plays in supporting healthcare systems globally, offering a solution that not only enhances efficiency and relieves workforce strain but also brings life-saving speed and valuable subspecialist expertise within reach.

41%

of radiologists believe that the speed of teleradiology helps hospitals to save lives and improve patient care.

A better balance:
The career benefits of
teleradiology

Both Everlight radiologists and those working outside the organisation consistently highlight flexibility of hours (84% for Everlight Radiologists and 65% for non-Everlight radiologists), flexibility of location (58% for

Everlight radiologists and 61% for non-Everlight radiologists), and improved work-life balance (58% for both groups) as the immediate advantages of a career in teleradiology. In contrast to traditional on-site radiology roles, there is broad recognition that teleradiology offers radiologists greater control over their schedules, allowing them to better balance their personal and professional responsibilities. With 46% of respondents noting the freedom to relocate to a country of their

choice, the option to work remotely from virtually any location is an appealing feature that enhances radiologists' lifestyle and geographic independence.

This flexibility is particularly important in the context of widespread concerns over burnout and stress in the profession, as nearly half of radiologists previously cited the intense pressures of traditional roles as a leading cause of exhaustion and emotional strain. By reducing the need for

Radiologist views on teleradiology Q6. What, if any, are the main benefits to radiologists of working within a teleradiology company? (Select up to five)



night shifts and long on-site hours, teleradiology can alleviate many of these stressors. Radiologists in teleradiology roles are generally better able to avoid the physical and mental demands of overnight work, which 63% of respondents reported as unsustainable, with almost half (47%) expressing concern over accuracy during night shifts.

With 59% of radiologists concerned that night shifts lead to prolonged fatigue and disrupted sleep patterns, the flexibility of working hours that is inherent with some teleradiology providers offers an attractive alternative career option for those seeking to manage their workload more sustainably. Teleradiology's adaptability allows radiologists to design a work schedule that accommodates their needs, helping to mitigate the impact of fatigue and enhance overall career satisfaction.

Ultimately, teleradiology not only offers a career path with considerable flexibility and lifestyle benefits but also addresses some of the underlying factors contributing to burnout in radiology. For many professionals, it provides an avenue to sustain their careers long-term, avoid the high attrition rates associated with burnout, and maintain a high standard of care for patients without compromising personal well-being.

“Managers in the NHS need to wake up and allow us to embrace flexible working instead of the old bums on seats = productivity.”
Consultant Radiologist

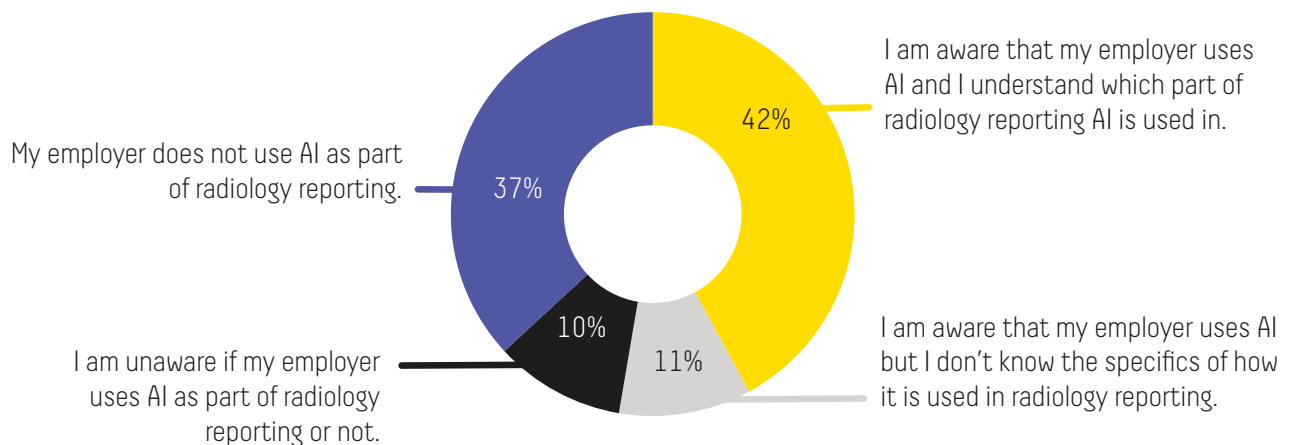
Application of AI: Understanding opinions and use of artificial intelligence

In recent years, interest in artificial intelligence (AI) has surged within radiology, with many viewing it as a potential solution to the field's many challenges, from relieving

workload pressures to improving diagnostic accuracy. However, our research indicates that this optimism may be tempered by practical limitations and concerns among radiologists. While AI is broadly recognised for its potential to enhance speed and accuracy in radiology, it's clear that the technology is primarily perceived as a supplementary tool rather than a panacea.

A significant majority of radiologists (53%) reported knowingly using AI in their practice, with 42% aware of how AI is specifically applied in their workflows. However, there remains a knowledge gap: 11% were aware that their main employer used AI in some capacity but were unsure of its applications, while 10% were entirely unaware of any AI use within their workplace. Additionally, 37% of radiologists reported that they do not currently utilise any AI tools at all.

AI & Radiology Q13. When thinking about AI integration in your main radiology employer, which, if any, of the following statements best applies to you? (pick one)



Almost half (42%) are aware that their employer uses AI and **understand how AI is used in**

More than 1 in 3 (37%) radiologists **do not use AI** as part of reporting

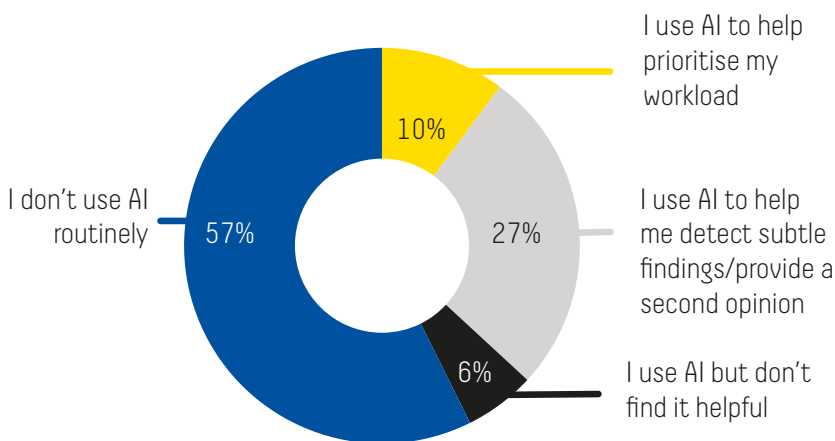
AI adoption rates varied notably by region. The highest adoption was seen in Australia, where 67% of radiologists reported their employers using AI, followed by the UK at 61%, New Zealand at 48%, and Ireland with the lowest rate at just under a quarter (24%). Currently, the majority of radiologists (57%) indicated that they personally do not use AI routinely in the course of their work, and of those who do (37%), its primary function is to assist in detecting subtle findings or to provide a secondary opinion (27%).

While adoption varies across settings, Everlight Radiology stands out with the highest reported AI usage among respondents (82%), outpacing other tele-radiology providers (53%), private hospitals (51%), private radiology clinics (45%), non-UK public hospitals (35%), and the NHS (34%). Notably, although NHS employees have high awareness of AI adoption in their workplaces, most do not use it routinely. Among those who do, NHS staff were more likely to report

finding AI unhelpful (8%), in contrast to lower levels of dissatisfaction reported by non-UK public hospitals (3%), and private radiology providers (3%).

Radiologists held mixed views on the relative importance of AI implementation. While 56% of respondents believe their employer should prioritise investments in AI, enthusiasm varies by geography, with the highest support levels in Dubai (86%), Australia (70%), and

AI & Radiology Q14. When thinking about your personal use of AI at work, which of the following statements best describes how you use it? (pick one)



Most radiologists (57%) **do not use AI routinely**

For those that use AI, more radiologists (27%) are **using it to detect subtle findings/ provide a second opinion** than to help prioritise workload (10%)

'AI should be increasingly used to analyse images which will help in detecting subtle changes in imaging, which improves early diagnosis and reduces human error. There should be more research on the use of AI in help in predicting disease progression on imaging and personalising treatment'

Consultant Radiologist

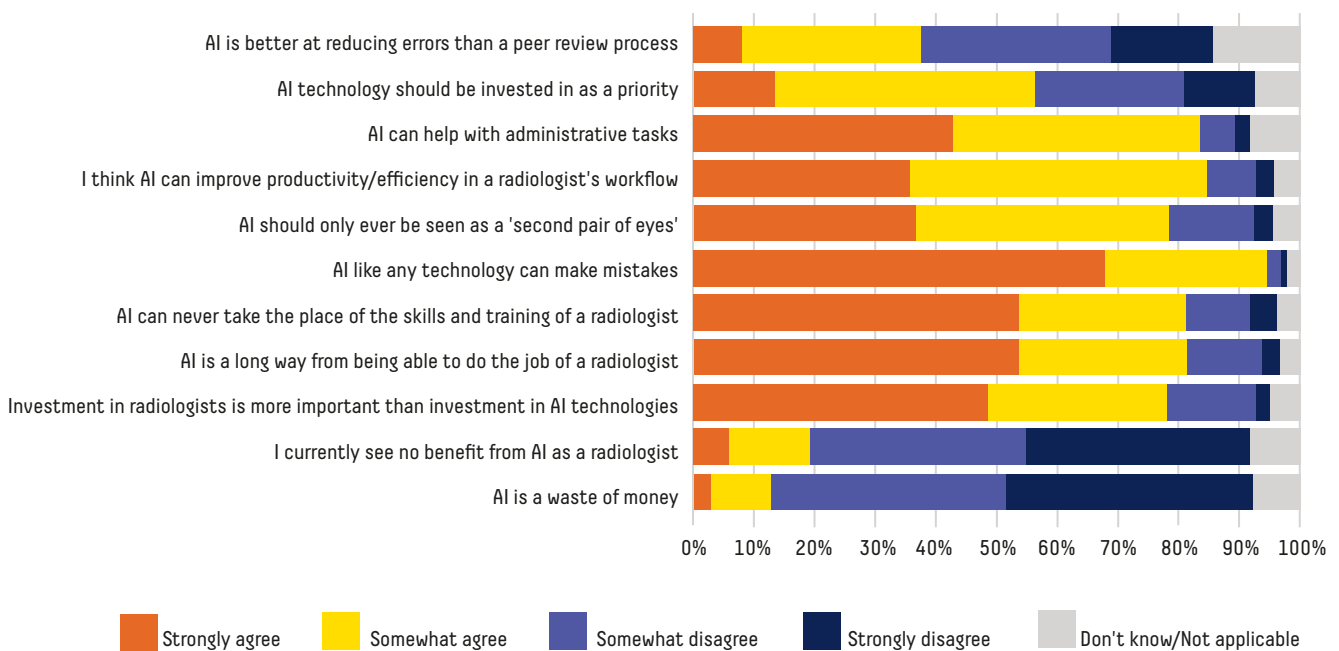
New Zealand (64%), compared to lower levels of advocacy in Ireland (54%) and the UK (53%). Despite these international variations, there is a general consensus on AI's valuable role in streamlining non-clinical tasks, with 83% recognising its utility in administrative workflows, and 85% believing it enhances productivity and efficiency.

Yet, an overwhelming majority (95%) also acknowledge AI's inherent

limitations and risk of error, reinforcing that radiologists themselves remain indispensable. Indeed, 81% of respondents agree strongly that AI cannot replace the specialised skills and training of radiologists. When asked about AI's effectiveness in reducing diagnostic errors compared to peer review, opinions diverged: while 38% believe AI can surpass peer review in error reduction, a larger proportion (48%) disagree, revealing a split in opinions on AI's role and constraints within radiology.

A large majority of radiologists (78%) view AI as a supportive tool or 'second set of eyes' rather than a primary solution in diagnostic work. Although 73% recognise the benefits of AI in enhancing radiological practice, 19% see no value in its application. These findings suggest that while AI holds promise, there remains some cynicism around its' clinical merits, and radiologists tend to see it as one part of a larger, multifaceted approach to addressing the field's challenges, rather than a cure-all solution.

AI & Radiology Q15. To what extent do you agree or disagree with the following statements?



Untapped potential: Suggestions for the future

To understand how radiology could contribute to broader improvements in healthcare, we asked respondents what actions they believed the field could or should take to help enhance healthcare systems. Over 380 open-ended responses were collected and then categorised for analysis. You can see some of the quotes from radiologists throughout this report. The responses reveal key areas where radiologists see potential for impactful changes, particularly around workforce and resource management.

The most frequently mentioned suggestion centred on increasing the radiology workforce and investing in training and professional development (105 mentions). This aligns with earlier feedback about the increasing demand on radiologists and the associated risks of burnout and fatigue. Amidst rising scan volumes and shortages of qualified radiologists, respondents felt that addressing workforce gaps and prioritising continuous

education were the most effective ways to alleviate pressure on existing staff and enhance the quality of patient care.

The second most common response called for a reduction in unnecessary imaging and better referral vetting processes (71 mentions). Many radiologists see this as a critical step to improve efficiency and focus resources on high-priority cases. Linked to this is the need for stronger interdepartmental communication, with 47 mentions highlighting the importance of multidisciplinary collaboration. Respondents suggested that clearer communication channels between departments would

reduce redundant imaging requests, streamline workflows, and ultimately contribute to better patient outcomes.

Other notable responses included calls for a more strategic and thoughtful integration of AI in radiology (70 mentions). While many radiologists recognise the potential of AI, they emphasise that it must be implemented carefully to support radiologists rather than replace their expertise. Some respondents even suggested a reduced reliance on AI, with five mentions advocating for a cautious approach to its usage.

The importance of elevating radiology's profile as a profession

'85% of patients go through some forms of imaging, reinforcing the importance of radiology. We need more training and job opportunities. More funding for radiology departments at government and trust level, cross skill and cross site training.

Stronger radiology departments means a stronger health care system!
Consultant Radiologist

(35 mentions) also emerged as a theme, with respondents expressing the need for radiology to have better visibility within the healthcare system. Increased awareness of radiologists' contributions could foster stronger interdisciplinary support and advocacy for necessary resources.

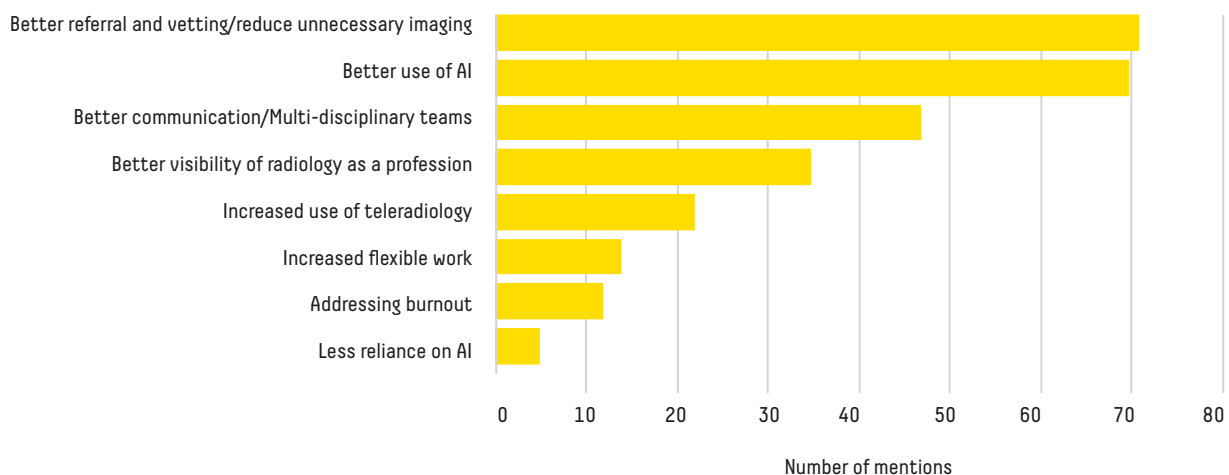
Less commonly mentioned but still significant were calls for more flexible working arrangements (14 mentions) and specific measures to address burnout directly (12 mentions). These suggestions underscore a desire for a work environment that

supports radiologists' well-being and adapts to their needs, reflecting broader trends in healthcare for more supportive and sustainable workplaces.

Together, these responses provide a roadmap for potential enhancements in radiology to better serve healthcare systems. While radiologists do not agree on everything, the research identifies a collective desire to expand the workforce, optimise imaging processes, reduce stress and overwork, and advocate for balanced AI integration, in order to lead improvements in healthcare delivery.

“Major investment is needed in radiology infrastructure and staffing to maximise the healthcare benefits of radiology.”
Consultant Radiologist

Improving the system: Q.17 What do you think radiology could or should be doing to help improve the healthcare system?



Conclusions

Burnout remains the biggest issue

Burnout was the single biggest concern for radiologists globally, with more than half of the radiologists we surveyed most concerned about the rise in radiology burnout and stress in the profession. This aligns with the growing demand for radiology services and the concerns about overwork and stress among imaging professionals.

Overnight shifts have a negative impact

The research clearly shows that overnight shifts can pose significant challenges to radiologists' well-being and negatively impact their performance both in the moment, and for several additional days. This has been a long-standing belief of the team at Everlight, and was a founding principle behind our global "follow the sun" model, which means we never require our radiologists to work overnight. Respondents largely agreed that frequent night shifts are unsustainable and can lead to errors and decreased accuracy. While quality of patient care is critical, we must recognise that radiologists' long-term health and wellbeing is essential to delivering quality care sustainably, and by reducing the industry's reliance on overnight work, we can remove a major barrier to wellbeing and radiological performance.

Demand still outstrips supply

To improve the healthcare system, radiologists believe that increasing the number of radiologists and investing in their training is paramount as demand currently still exceeds capacity in the sector. Reducing unnecessary imaging and improving the vetting of image requests are seen as crucial steps to reducing some of the demand by the radiologists we surveyed. This can be achieved through better communication and collaboration between radiologists and other healthcare professionals and increasing radiology reporting capacity within the system through a combination of training and outsourcing.

Radiologists have mixed views on AI usage

While AI has the potential to revolutionise radiology, its adoption is still limited and opinions around its use are mixed. Radiologists believe that AI can serve as a valuable tool, providing a second pair of eyes to enhance accuracy and efficiency. However, responsible implementation and careful testing are crucial to maximising its benefits. It's clear that AI can't be treated as a simple 'plug and play' solution, and instead needs greater understanding and increased robustness around its implementation.

Outsourcing: an increasingly vital lifeline

Our research shows that outsourcing radiology services has become an established and accepted practice, with a number of benefits to both doctor and healthcare provider. Everlight Radiology passionately believes that teleradiology providers offer a vital lifeline to hospitals, supporting in-house teams and contributing to overall healthcare system efficiency. Respondents flagged that by alleviating workload and reducing backlogs, teleradiology helps ensure timely and accurate patient care, and improves the wellbeing of radiologists more broadly.

In light of the results of the research we propose the following **five recommendations**

01 Invest in capacity and development

To attract and retain talent, it is crucial to invest in the recruitment and continuing education and training of new and aspiring radiologists, something that was flagged as a major concern among respondents and has been called out by the Royal College of Radiologists in their Census for many years running.

The recruitment, training and retention of in-house radiologists is a crucial long-term goal for the sector and requires significant time and investment. However, recruitment of new radiologists takes time, and won't positively impact on capacity for years. Healthcare providers need to increase capacity now, and they can unlock that additional capacity by also working with their private sector partners to deliver faster turnaround times.

Through a deep partnership with hospitals, outsourced providers can help retain capacity within the system that may otherwise have been lost, as well as reducing pressure on in-house teams to free up the time for training of registrars, their own development, development of the in-house team and other non-reporting activities. Our global model in particular can support in-house teams by adding this additional capacity in out of hours shifts, reducing the need for overnight working in in-house teams and improving staff wellbeing, which aids with internal retention of staff.

02 Prioritise work-life balance

Radiology employers should prioritise work-life balance for their staff to mitigate the effects of overwork and burnout. This can be achieved through flexible work arrangements and supportive work environments, but ultimately the underlying need is for more radiologists available to report. Better investment in in-house teams coupled with a solid strategy for outsourcing through partners like Everlight Radiology can help to reduce the burden of increased demand and allow for more flexibility and sustainability for all, delivering the best possible service for our shared patients.

03 Minimise overnight shifts

Overnight working has a negative impact on both patient care and doctor wellbeing, compounding the radiology capacity crisis. The research finds that requiring doctors to work overnight increases levels of burnout and stress, as well as removing them from their day-to-day roles and trainees from valuable learning opportunities.

To mitigate the negative impacts of overnight work, healthcare settings can consider outsourcing overnight reporting to a teleradiology provider like Everlight, who can use globally located radiologists to deliver reports within their own waking hours. This

can help ensure consistent quality while reducing the associated physical and psychological burden on in-house teams.

04 Promote sensible AI adoption

While opinions on AI are mixed, most radiologists see its potential as a tool to support radiology reporting. We believe the industry should encourage the responsible and effective use of AI in radiology. It can be a valuable tool for detecting subtle findings and providing second opinions – something Everlight has implemented across five of our own workflows so far after rigorous testing. However, it should be deployed as a supplement to human expertise, not as a replacement.

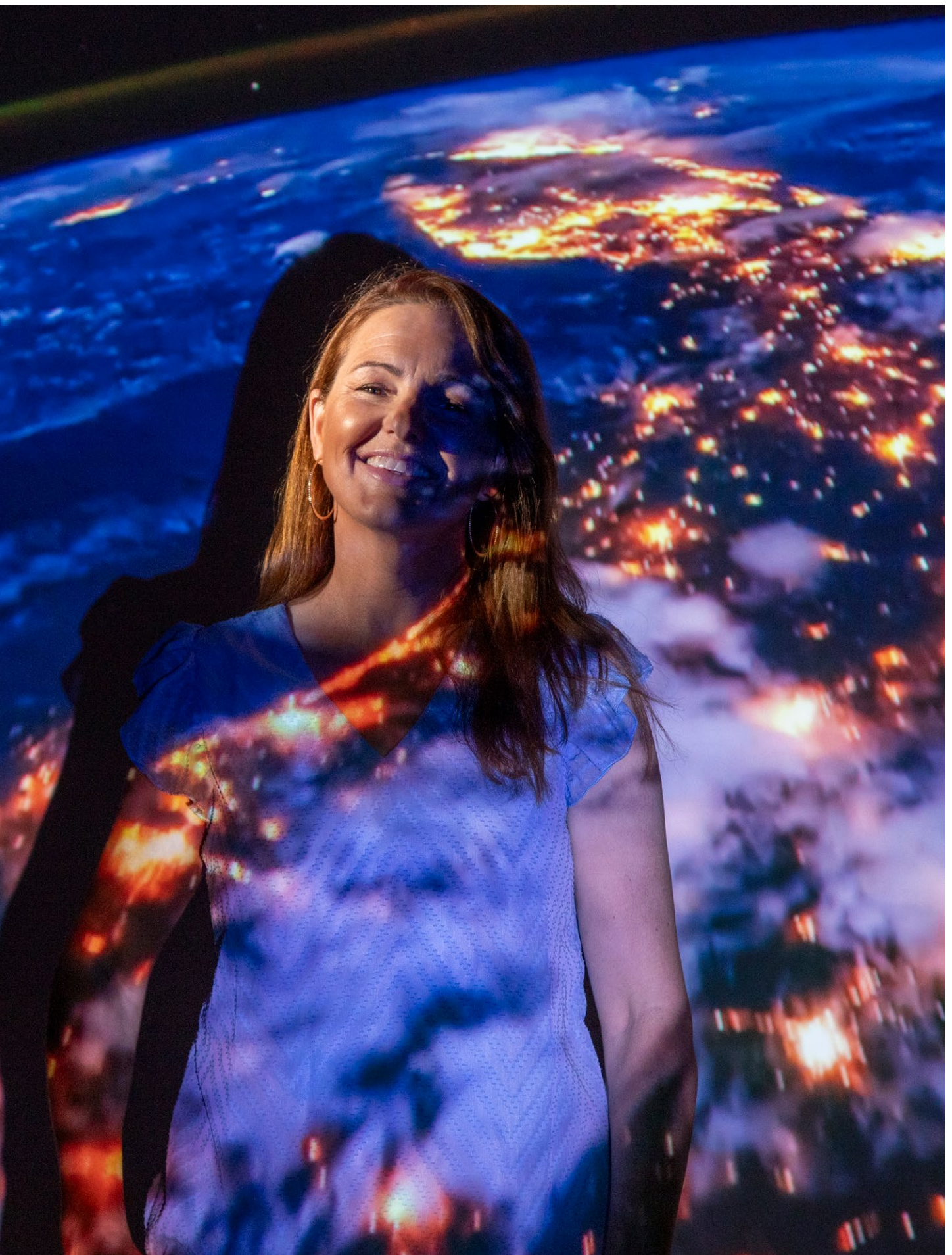
05 Raise the profile of radiology

Radiologists in our survey flagged that unnecessary imaging requests placed an increased pressure on radiology departments, which several respondents suggested was due to a lack of understanding of the application of radiology. Raising the profile of radiology, its impact, limitations and proper application through education and enhanced communication with other departments and healthcare professionals could support a better understanding of radiology and reduce imaging demand to a more manageable level.

About Everlight

We're a globally connected healthcare company, addressing global radiology challenges with a local approach. We work in partnership with healthcare providers to extend radiology reporting capacity and improve the standards of patient care through round-the-clock access to a global network of Consultant Radiologists. Our own educational platform, everlearning, offers support and development via free to access radiology webinars and interesting case content to help radiologists stay up-to-date with the latest advancements in the field.

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