

Harriet C. Thoeny

Avatar

Your virtual
radiologist



Changing Workforce-From the Great
Resignation to Quiet Quitting

How can Virtualization Assist or Hinder
Workforce Challenges ?



15th Biennial Symposium
of the International
Society for Strategic
Studies in Radiology

**IS3R
2023**

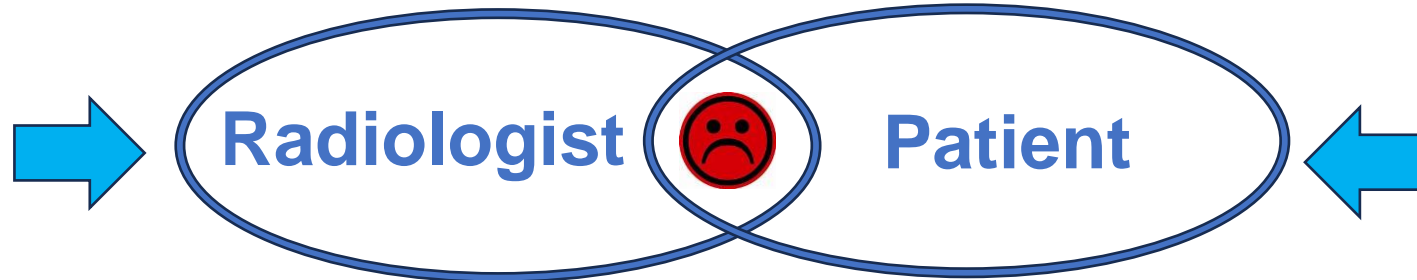
Berlin/Germany
August 24–26, 2023

1. What are the disadvantages of remote working in radiology practice?

Team Work

- Direct exchange, participation and education
- Informal information/communication
- + Disequilibrium online/on site reporting
- Sense of department culture for new employees

Value-based radiology services



Personal

- + Screen toxicity
- Spontaneity
- + Distraction
- Team spirit
- Motivation
- Boundaries work/home
- Career opportunities
- + Global competition

Interactions

- Contact with patients
- Contact with colleagues
- Contact with team
- + Isolation

IT Infrastructure

- + IT investment
- + Dependance on IT
- + Legal issues
- + Cyber security

2. Without physically being in the radiology department ideas and perspectives may be curtailed? How can we address this?

People

- + Part time remote working (50/50) → team spirit!
- + Organizational adaptation
- + Long term strategic vision
- Interruption
- + Work done in remote

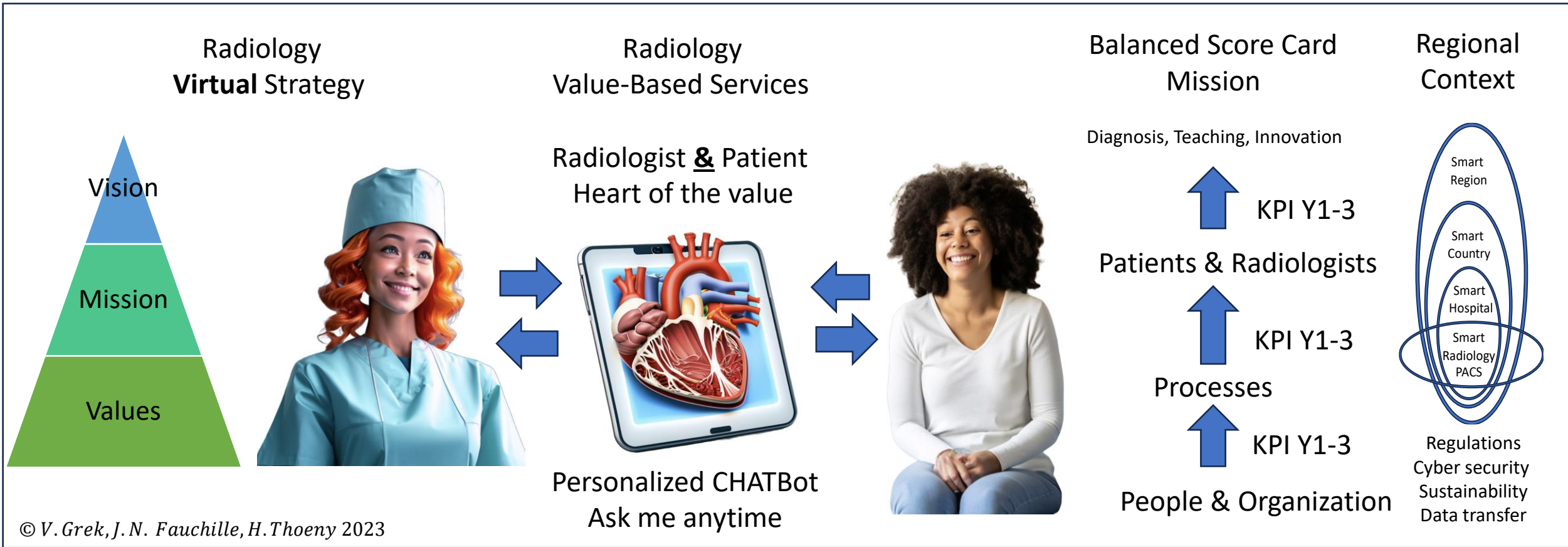
Infrastructure

- + Online teaching participation
- + Communication phone / video call
- + Standardization of the workflow*
 - * indication, exam, reporting
- + Timely adaption to change
- KPI: follow the quality

Interactions (virtual & real)

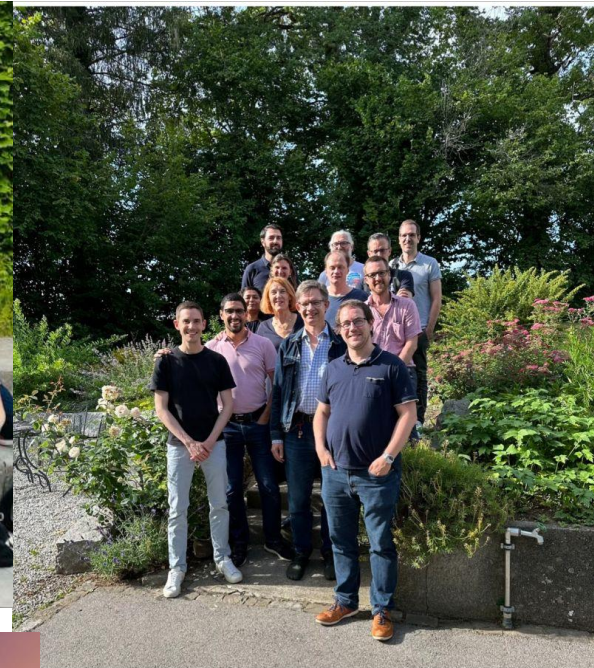
- + Discussions online/onsite
- + Written communication
- + Regular discussions*
 - *with colleagues and referring physicians
- + Participation interdisciplinary meetings
- + Collaboration of all radiology department members
- + Apps (Teams, Zoom, chat, etc)

3. It has been emphasized on the advantages of virtualization as a way of offering **value based radiology services for patients**. Is it also **value based radiology for the radiologist**, how can we make it true?



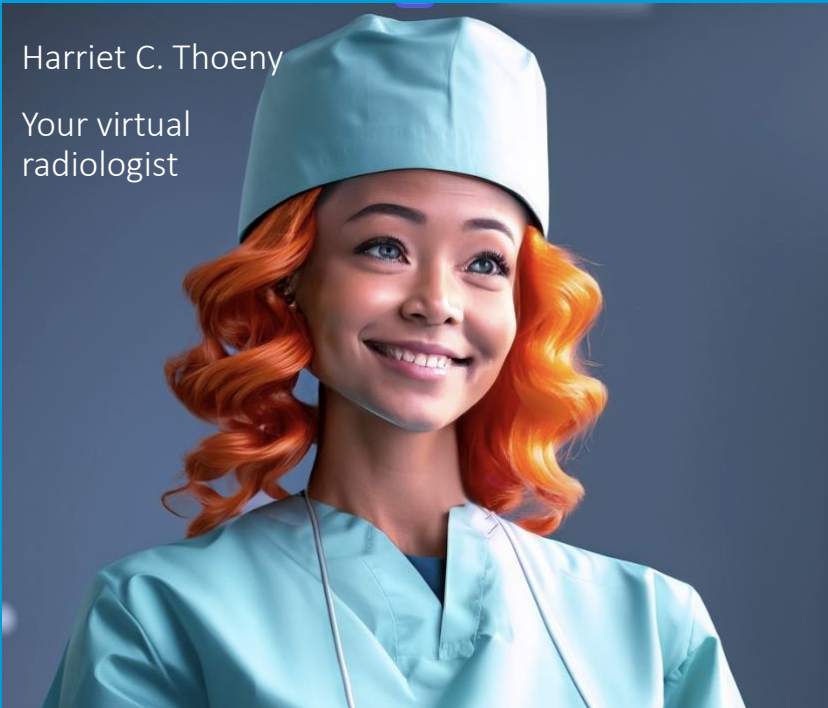
What I do to keep my team

- Part time for staff members and residents; remote reporting; democratic decisions; weekly feedback sessions AND team events!



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