

Executive Summary

This summary outlines the key findings of the 2025 CAMRT Health Human Resources (HHR) Survey in Medical Imaging (MI) and Radiation Therapy (RT). The data provides an overview of the current workforce landscape across the MRT profession throughout Canada. Additional analyses and detailed workforce insights will be available in the full HHR Report, including retirement forecasting, longitudinal vacancy rate trends, and provincial-level data across disciplines.

Survey Development

CAMRT first developed the HHR survey in 2015, and it has been distributed to managers throughout Canada every two years since then. For 2025, the managers contact list was updated and additional measures were implemented to increase participation. A new set of questions was also added to capture MRT turnover rates and better understand workforce movement across the profession.

The CAMRT HHR survey is designed to:

- Gain insight into workforce stability and retention
- Identify trends related to potential vacancies and workforce pressures
- Support forecasting of future human resource needs in MI and RT

The survey includes three categories of questions:

- **Past:** Data covering the 12 months leading up to the survey
- **Current:** The most up-to-date HR data available at the time of survey completion
- **Future:** Anticipated plans or expected workforce changes over the next 12 months

Survey Deployment

The survey was distributed in April 2025. A total of 645 managers were contacted, and 170 completed the survey on behalf of their organizations, up from 130 respondents in 2023.

- 46.46% of respondents held managerial positions, 27.06% were Charge, Senior, or Team Lead Technologists, and 17.65% served as directors or executives. The remaining respondents included CEOs, administrative staff, HR personnel, and other roles.
- Most respondents in 2025 were from Ontario (46%) and British Columbia (20%).
- The distribution of responding institutions and represented MRTs was generally consistent with the national distribution of MRTS throughout Canada, suggesting the survey provides a representative overview of the broader MRT workforce.

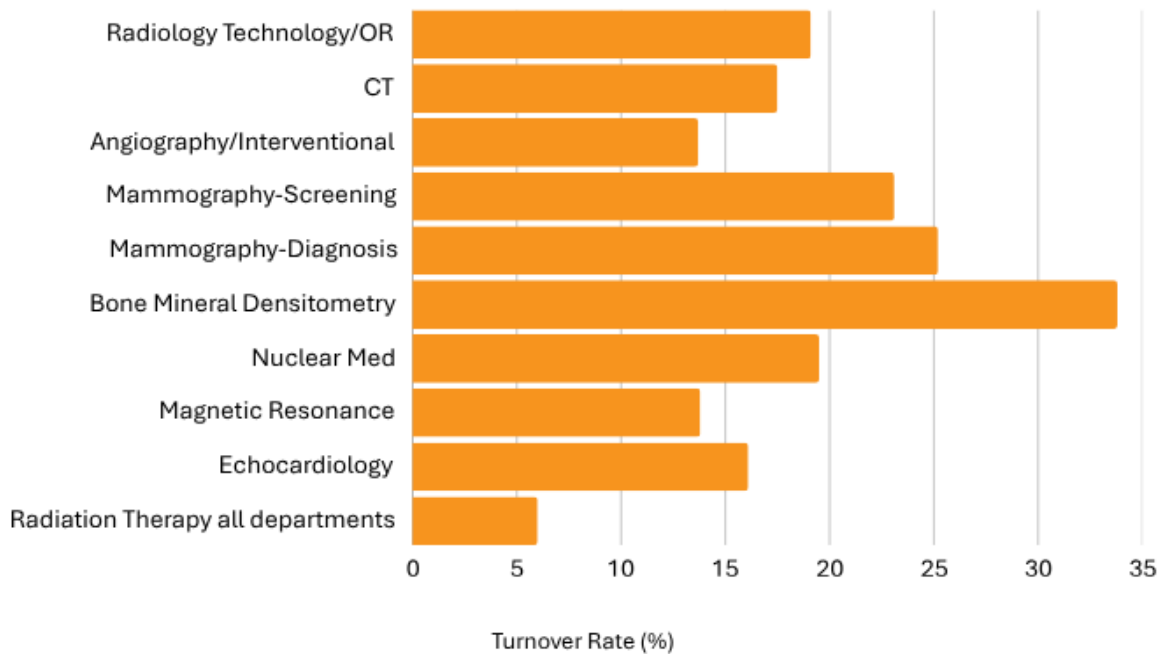
Key Findings

Turnover in MRT Roles

Turnover rate measures how many positions became vacant over a specific period of time. High turnover rates indicate increased workforce movement and instability, which may disrupt patient care and place additional strain on remaining staff.

Figure 1 presents the 2025 turnover rate by discipline using data from the previous 12 months, including FTEs who vacated roles, new hires, and currently filled FTEs. Additional turnover analyses will be available in the full HHR Report.

Figure 1. 2025 turnover rate by discipline

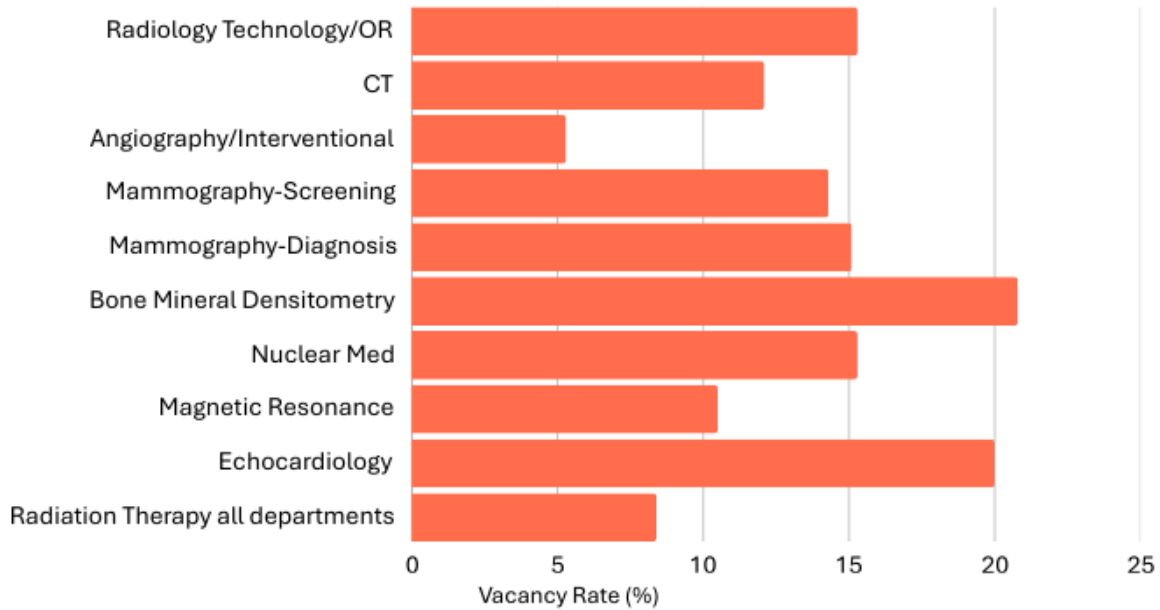


Vacancy Rates for MRT Roles

The vacancy rate represents the proportion of unfilled positions within an organization at the time of the survey. Elevated vacancy rates indicate staffing shortages and reduced workforce capacity, which may affect service availability and increase workload pressures on existing staff.

Figure 2 presents the 2025 vacancy rate by discipline using data related to current filled and vacant FTEs. Additional vacancy analyses will be available in the full HHR Report.

Figure 2. 2025 vacancy rate by discipline



Conclusion

The 2025 HHR Survey findings continue to demonstrate workforce pressures affecting the MRT profession throughout Canada, including ongoing vacancies and workforce turnover across disciplines. The results reinforce the importance of ongoing workforce monitoring, planning, and retention efforts to support workforce sustainability, patient access, and quality of care.