

### INTRODUCTION

The HCPC has assessed the length of time that International route registrants remained registered for following their first registration. This analysis is hoped to contribute to wider workforce planning efforts.

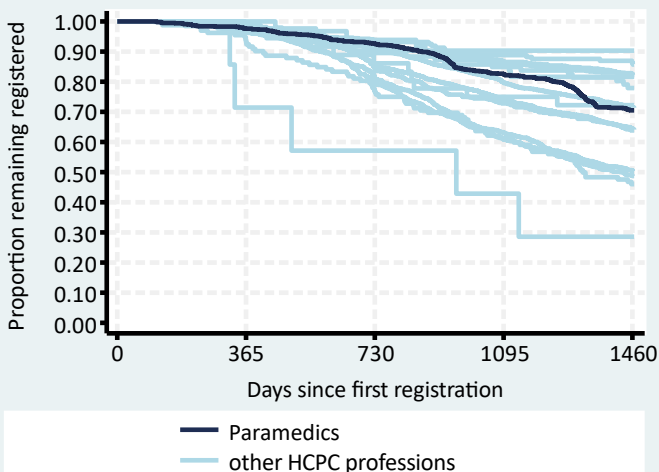
### METHODS

All new international route Paramedics first registering between 01 June 2013 and 31 May 2017 were included (n=998) and their registration status at least four years later determined. The registrant's nationalities were grouped by World Bank income categories as at 2015 into High Income Countries (HIC) or Low & Middle Income Countries (LMIC). The Kaplan-Meier method was used to estimate the percent remaining registered and the corresponding 95% confidence intervals for those estimates.

### RESULTS

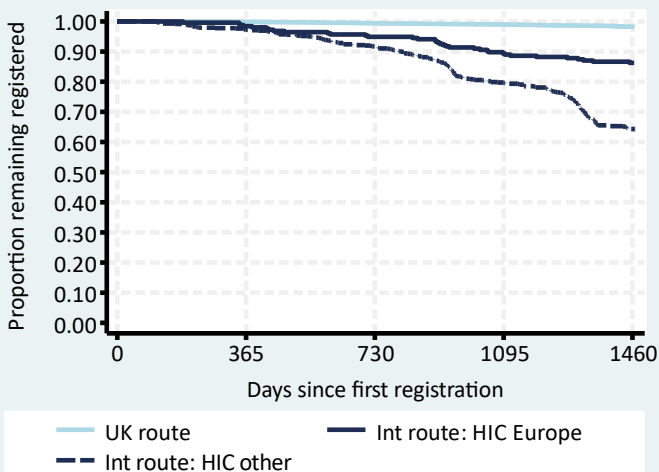
#### Overall international route retention

Paramedics remaining on the HCPC register:  
 After two years: 93% (95% CI: 91% to 94%)  
 After four years: 71% (95% CI: 68% to 73%)  
 See Table 1 for further details.



#### Comparison of routes and nationalities

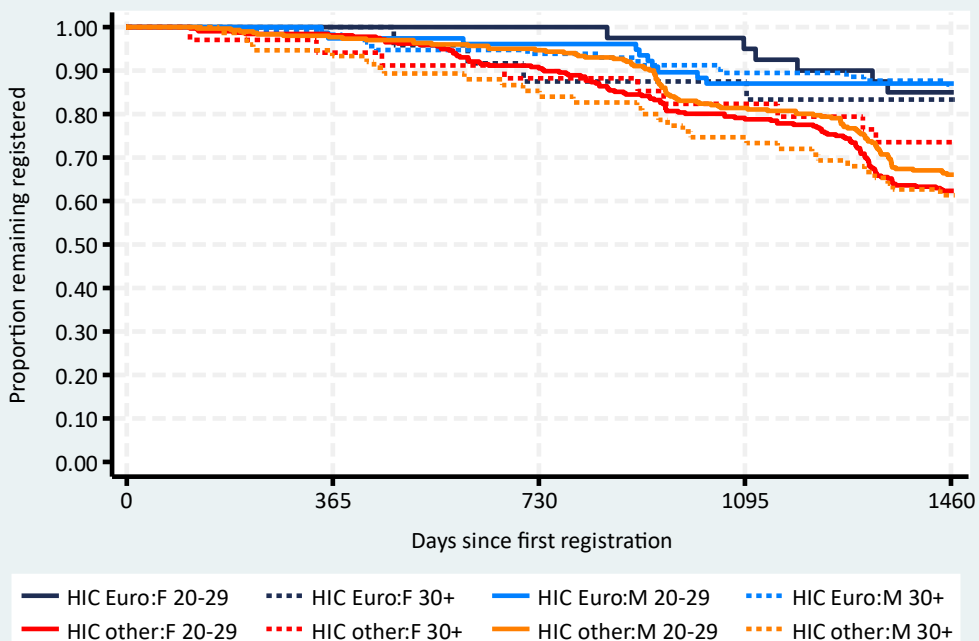
Paramedics international route country group retention rates for HIC other were considerably lower than the UK route rate. HIC other were 73% of all international route registrations. See Table 2 for further details.



#### International route demographic groups

Retention rates for all age and sex groups for HIC other were lower than for HIC Europe. Just under 95% of HIC other were from Australia.

Notable by their absence, unlike for many other professions, are any LMIC groups. See Tables 3 & 4 for further details.



**Table 1: Overall international route retention**

Profession	n	%	95% CI
Operating dept. practitioners	31	90.3	72.9 to 96.8
Clinical scientists	161	86.3	80.0 to 90.8
Practitioner psychologists	574	82.5	79.2 to 85.4
Biomedical scientists	863	82.1	79.4 to 84.5
Arts therapists	49	81.6	67.7 to 90.0
Hearing aid dispensers	86	77.9	67.6 to 85.3
Prosthetists / orthotists	36	72.2	54.5 to 84.0
Radiographers	2,056	71.5	69.5 to 73.4
<b>Paramedics</b>	<b>998</b>	<b>70.5</b>	<b>67.6 to 73.2</b>
Physiotherapists	3,457	64.5	62.9 to 66.1
Dietitians	548	63.9	59.7 to 67.7
Occupational therapists	1,114	50.5	47.5 to 53.4
Speech & language therapists	623	48.7	44.7 to 52.6
Chiropodists / podiatrists	132	46.0	37.3 to 54.3
Orthoptists	7	28.6	4.1 to 61.2

**CONCLUSIONS**

Paramedics had a mid-range international route retention rate with 70% remaining on the HCPC register four years after their first registration.

For all HCPC professions combined, lower four-year retention rates were observed in international route registrants who were one or more of younger, female or from HIC, particularly from those outside of Europe.

In these regards, international route Paramedics, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (26% vs. 35%)
- more likely to be male (58% vs. 29%)
- more likely to be from HIC other:
  - HIC Europe (26% vs. 47%)
  - HIC other (73% vs. 33%)
  - LMIC (2% vs. 20%)

The difference in these percentages, particularly in terms of age and country income group, may in part explain the relatively moderate level of international route retention for Paramedics.

**Table 2: Comparison of routes and nationalities, Paramedics**

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	5,314	84	98.3	97.9 to 98.6
Intl. route: HIC Europe	255	4	86.3	81.4 to 89.9
Intl. route: HIC other	726	12	64.3	60.7 to 67.7
Intl. route: LMIC	17	<1	-	-

**Table 3: International route demographic groups, Paramedics**

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	40	4	85.0	69.6 to 93.0
HIC Europe: Female 30+	24	2	83.3	61.5 to 93.4
HIC Europe: Male 20-29	77	8	87.0	77.1 to 92.8
HIC Europe: Male 30+	114	11	86.8	79.1 to 91.8
HIC other: Female 20-29	316	32	62.3	56.8 to 67.4
HIC other: Female 30+	34	3	73.5	55.3 to 85.3
HIC other: Male 20-29	301	30	66.1	60.4 to 71.1
HIC other: Male 30+	75	8	61.3	49.4 to 71.3
LMIC: Female 20-29	5	1	-	-
LMIC: Female 30+	1	<1	-	-
LMIC: Male 20-29	2	<1	-	-
LMIC: Male 30+	9	1	-	-

**Table 4: Largest international route nationalities, Paramedics**

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	687	69	63.9	60.2 to 67.3
Poland	135	14	87.4	80.5 to 92.0
United Kingdom	50	5	88.0	75.2 to 94.4
Republic of Ireland	24	2	91.7	70.6 to 97.9
New Zealand	24	2	75.0	52.6 to 87.9
South Africa	15	2	-	-
Hungary	10	1	-	-
Czech Republic	9	1	-	-
United States	9	1	-	-
Germany	8	1	-	-
Slovakia	7	1	-	-
Finland	6	1	-	-
Canada	2	<1	-	-
Portugal	2	<1	-	-
Austria	1	<1	-	-