

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 Operating department practitioners first registering between 01 Sep 2014 and 31 Aug 2018 were included (n=31) 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

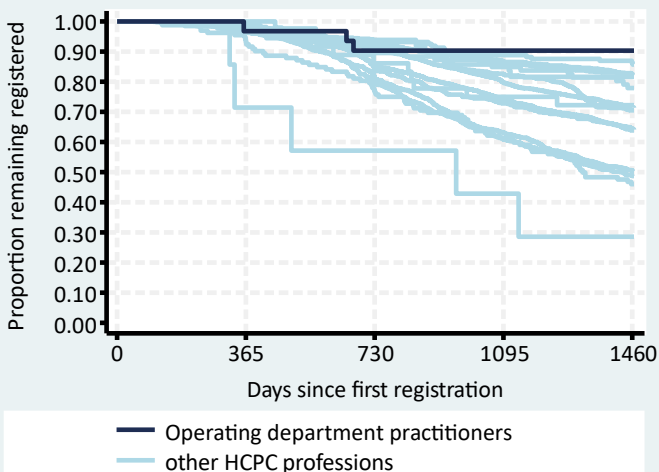
Overall international route retention

Operating department practitioners remaining on the HCPC register:

After two years: 90% (95% CI: 73% to 97%)

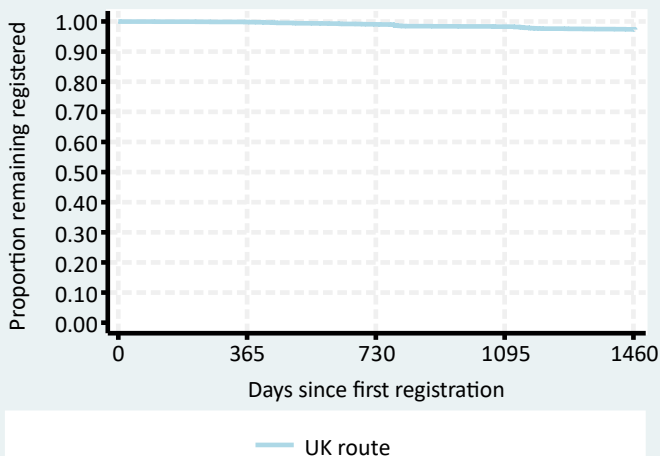
After four years: 90% (95% CI: 73% to 97%)

See Table 1 for further details.



Comparison of routes and nationalities

No international route groups for Operating department practitioners had sufficient numbers to present in comparison with their UK route. See Table 2 for further details.



International route demographic groups

No international route demographic group had a sufficient number of registrants (n>=20) to enable the calculation of retention rates.

See Tables 3 & 4 overleaf 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 |
| Paramedics | 998 | 70.5 | 67.6 to 73.2 |
| 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

Operating department practitioners had the best international route retention rate with nine out of ten still be registered with the HCPC after four years.

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 Operating department practitioners, in comparison to all other HCPC professions combined, were:

- more likely to be aged 30+ (81% vs. 34%)
- more likely to be female (74% vs. 68%)
- More likely to be from LMIC:
 - HIC Europe (58% vs. 45%)
 - HIC other (10% vs. 36%)
 - LMIC (32% vs. 18%)

The difference in these percentages, particularly in terms of age and country income group, may in part explain the high level of international route retention for Operating department practitioners.

Table 2: Comparison of routes and nationalities, Operating department practitioners

| Route and country group | n | % | Retention rate | |
|-------------------------|-------|----|----------------|--------------|
| | | | % | 95% CI |
| UK route | 2,685 | 99 | 97.4 | 96.7 to 97.9 |
| Intl. route: HIC Europe | 18 | 1 | - | - |
| Intl. route: HIC other | 3 | <1 | - | - |
| Intl. route: LMIC | 10 | <1 | - | - |

Table 3: International route demographic groups, Operating department practitioners

| Demographic group | n | % | Retention rate | |
|--------------------------|----|----|----------------|--------|
| | | | % | 95% CI |
| HIC Europe: Female 20-29 | 2 | 6 | - | - |
| HIC Europe: Female 30+ | 11 | 35 | - | - |
| HIC Europe: Male 20-29 | 0 | 0 | - | - |
| HIC Europe: Male 30+ | 5 | 16 | - | - |
| HIC other: Female 20-29 | 2 | 6 | - | - |
| HIC other: Female 30+ | 1 | 3 | - | - |
| HIC other: Male 20-29 | 0 | 0 | - | - |
| HIC other: Male 30+ | 0 | 0 | - | - |
| LMIC: Female 20-29 | 2 | 6 | - | - |
| LMIC: Female 30+ | 5 | 16 | - | - |
| LMIC: Male 20-29 | 0 | 0 | - | - |
| LMIC: Male 30+ | 3 | 10 | - | - |

Table 4: Largest international route nationalities, Operating department practitioners

| Country of nationality | n | % | Retention rate | |
|------------------------|---|----|----------------|--------|
| | | | % | 95% CI |
| Greece | 8 | 26 | - | - |
| Germany | 3 | 10 | - | - |
| India | 3 | 10 | - | - |
| New Zealand | 3 | 10 | - | - |
| United Kingdom | 3 | 10 | - | - |
| Iran | 2 | 6 | - | - |
| Nepal | 2 | 6 | - | - |
| Netherlands | 2 | 6 | - | - |
| Republic of Ireland | 1 | 3 | - | - |
| Libya | 1 | 3 | - | - |
| Nigeria | 1 | 3 | - | - |
| Pakistan | 1 | 3 | - | - |
| Poland | 1 | 3 | - | - |