

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.

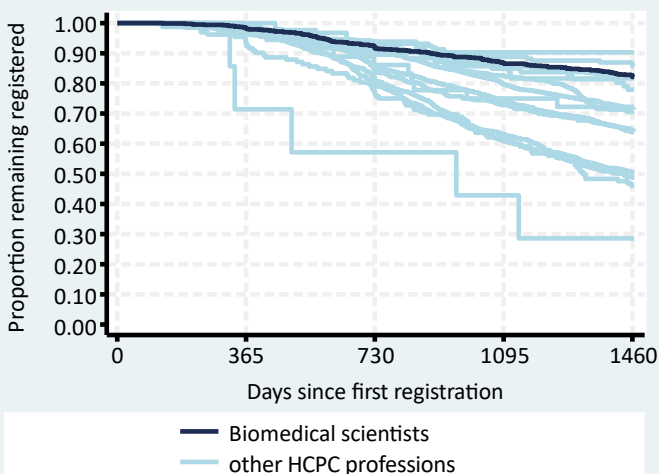
METHODS

All new international route Biomedical Scientists making their first registration between 01 Sep 2013 and 31 Aug 2017 were included (n=863) 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

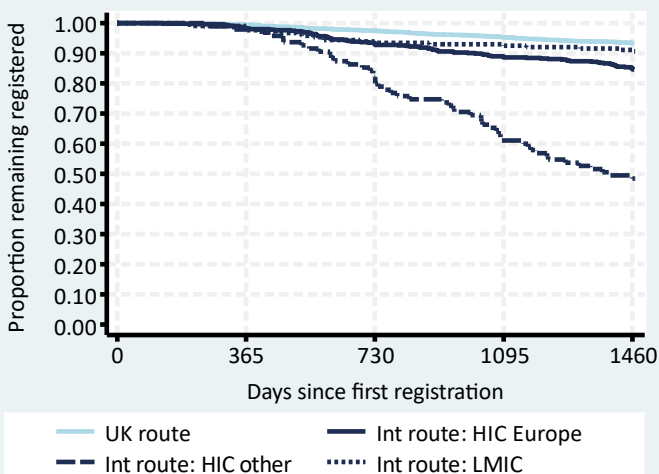
Overall international route retention

Biomedical scientists remaining on the HCPC register:
 After two years: 92% (95% CI: 90% to 94%)
 After four years: 82% (95% CI: 79% to 85%)
 See Table 1 for further details.



Comparison of routes and nationalities

Biomedical scientist international route country group retention rates were all lower than the UK route rate. HIC (other) were only 11% of all international route registrations. See Table 2 for further details.



International route demographic groups

As has been seen in other professions, younger international registrants from High Income Countries outside of Europe have the lowest retention rates. These demographic groups are relatively small for this profession (8% of all international route Biomedical scientists). See Tables 3 & 4 for further details.

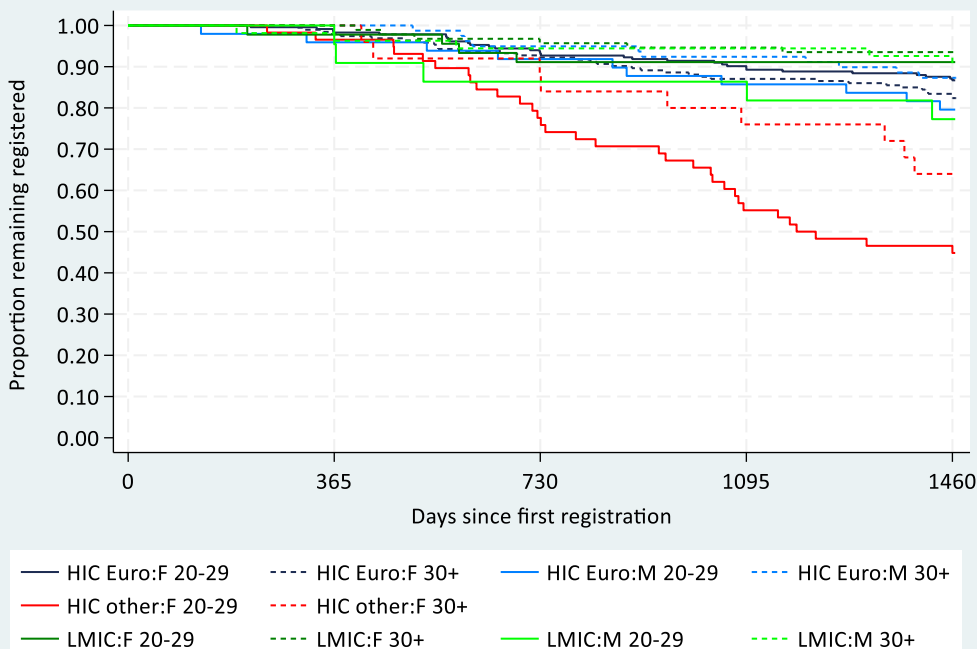


Table 1: Overall international route retention

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
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

The vast majority of new International route Biomedical Scientists remained on the HCPC register four years after their first registration though approaching 1 in 5 had left by then.

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 Biomedical scientists, in comparison to all other HCPC professions combined, were:

- more likely to be aged 30+ (52% vs. 32%)
- more likely to be female (75% vs. 68%)
- less likely to be from HIC other:
 - HIC Europe (64% vs. 44%)
 - HIC other (11% vs. 39%)
 - LMIC (25% vs. 18%)

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

Table 2: Comparison of routes and nationalities, Biomedical scientists

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	3,102	78	93.4	92.5 to 94.2
Intl. route: HIC Europe	554	14	84.7	81.4 to 87.4
Intl. route: HIC other	95	2	48.4	38.1 to 58.0
Intl. route: LMIC	214	5	90.6	85.9 to 93.9

Table 3: International route demographic groups, Biomedical scientists

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	233	27	86.7	81.6 to 90.5
HIC Europe: Female 30+	193	22	82.4	76.2 to 87.1
HIC Europe: Male 20-29	49	6	79.6	65.4 to 88.5
HIC Europe: Male 30+	79	9	87.3	77.7 to 93.0
HIC other: Female 20-29	58	7	44.8	31.8 to 57.0
HIC other: Female 30+	25	3	64.0	42.2 to 79.4
HIC other: Male 20-29	10	1	-	-
HIC other: Male 30+	2	0	-	-
LMIC: Female 20-29	45	5	91.1	78.0 to 96.6
LMIC: Female 30+	93	11	93.5	86.2 to 97.0
LMIC: Male 20-29	22	3	77.3	53.7 to 89.9
LMIC: Male 30+	54	6	90.7	79.2 to 96.0

Table 4: Largest international route nationalities, Biomedical scientists

Country of nationality	n	%	Retention rate	
			%	95% CI
Portugal	256	30	87.5	82.8 to 91.0
United Kingdom	79	9	93.7	85.5 to 97.3
Australia	59	7	44.1	31.2 to 56.2
Nigeria	59	7	86.4	74.7 to 93.0
Poland	49	6	89.8	77.2 to 95.6
Republic of Ireland	47	5	63.8	48.4 to 75.7
Italy	40	5	84.9	69.4 to 92.9
India	38	4	94.7	80.6 to 98.7
Philippines	23	3	91.3	69.5 to 97.8
Spain	22	3	77.3	53.7 to 89.9
Greece	19	2	-	-
New Zealand	18	2	-	-
Romania	13	2	-	-
Bulgaria	11	1	-	-
Pakistan	11	1	-	-