

**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.

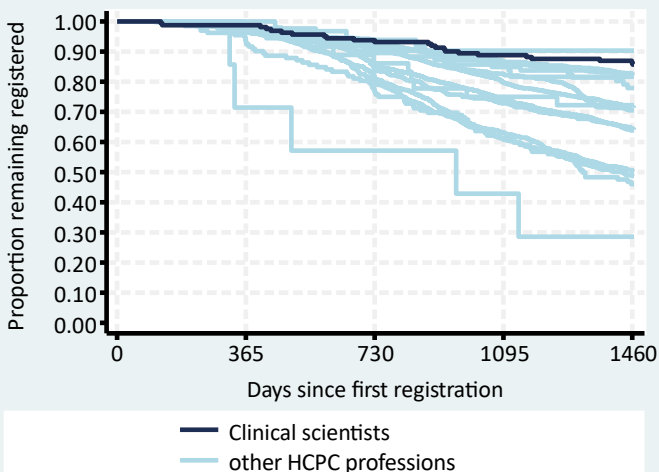
**METHODS**

All new international route Clinical scientists first registering between 01 July 2013 and 30 June 2017 were included (n=161) 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**

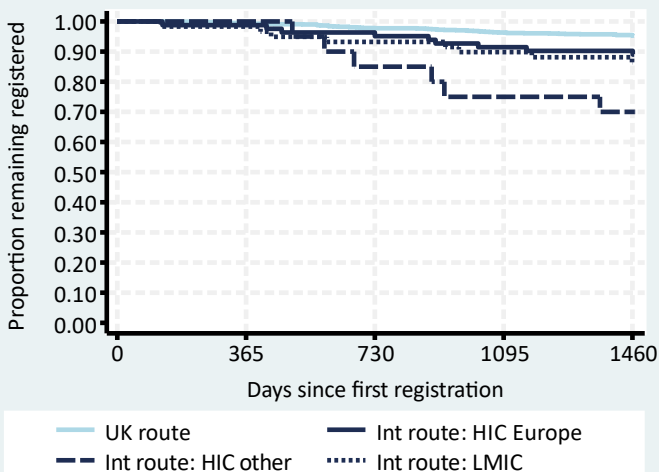
**Overall international route retention**

Clinical scientists remaining on the HCPC register:  
 After two years: 93% (95% CI: 88% to 96%)  
 After four years: 86% (95% CI: 80% to 91%)  
 See Table 1 for further details.



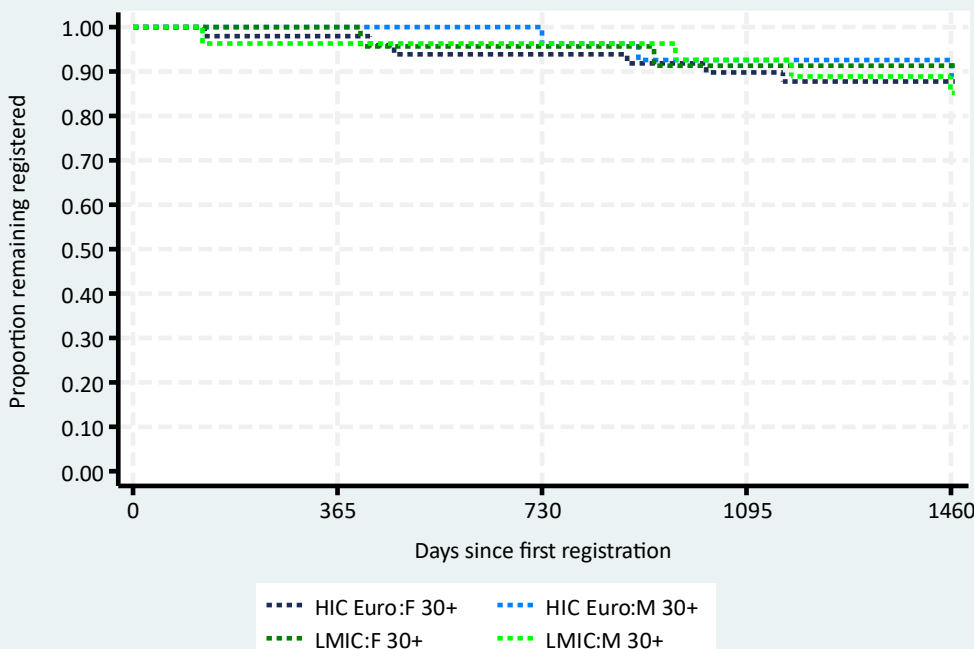
**Comparison of routes and nationalities**

Clinical scientists international route country group retention rates were all lower than the UK route rate though not greatly so other than for HIC (other).  
 See Table 2 for further details.



**International route demographic groups**

Only four of the twelve possible demographic groups had sufficient numbers (n>=20) to assess retention rates. There was very little difference between those four groups but it is interesting to note that all four included the older age group and none were from HIC other.  
 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
<b>Clinical scientists</b>	<b>161</b>	<b>86.3</b>	<b>80.0 to 90.8</b>
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 Clinical scientists remained on the HCPC register four years after their first registration though around 1 in 7 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 Clinical scientists, in comparison to all other HCPC professions combined, were:

- more likely to be aged 30+ (88% vs. 33%)
- more likely to be male (42% vs. 32%)
- more likely to be from LMIC:
  - HIC Europe (51% vs. 45%)
  - HIC other (12% vs. 37%)
  - LMIC (37% 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 Clinical scientists.

**Table 2: Comparison of routes and nationalities, Clinical scientists**

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	1,197	88	95.3	94.0 to 96.4
Intl. route: HIC Europe	82	6	90.2	81.4 to 95.0
Intl. route: HIC other	20	1	70.0	45.1 to 85.3
Intl. route: LMIC	59	4	86.4	74.7 to 93.0

**Table 3: International route demographic groups, Clinical scientists**

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	1	1	-	-
HIC Europe: Female 30+	49	30	87.8	74.8 to 94.3
HIC Europe: Male 20-29	5	3	-	-
HIC Europe: Male 30+	27	17	92.6	73.5 to 98.1
HIC other: Female 20-29	3	2	-	-
HIC other: Female 30+	10	6	-	-
HIC other: Male 20-29	2	1	-	-
HIC other: Male 30+	5	3	-	-
LMIC: Female 20-29	7	4	-	-
LMIC: Female 30+	23	14	91.3	69.5 to 97.8
LMIC: Male 20-29	2	1	-	-
LMIC: Male 30+	27	17	85.2	65.2 to 94.2

**Table 4: Largest international route nationalities, Clinical scientists**

Country of nationality	n	%	Retention rate	
			%	95% CI
India	33	21	87.9	70.9 to 95.3
Spain	21	13	81.0	56.0 to 92.4
Republic of Ireland	10	6	-	-
Italy	10	6	-	-
Portugal	10	6	-	-
Australia	9	6	-	-
Greece	8	5	-	-
United Kingdom	6	4	-	-
United States	5	3	-	-
Egypt	4	2	-	-
New Zealand	4	2	-	-
Pakistan	4	2	-	-
Poland	4	2	-	-
Bulgaria	3	2	-	-