

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.

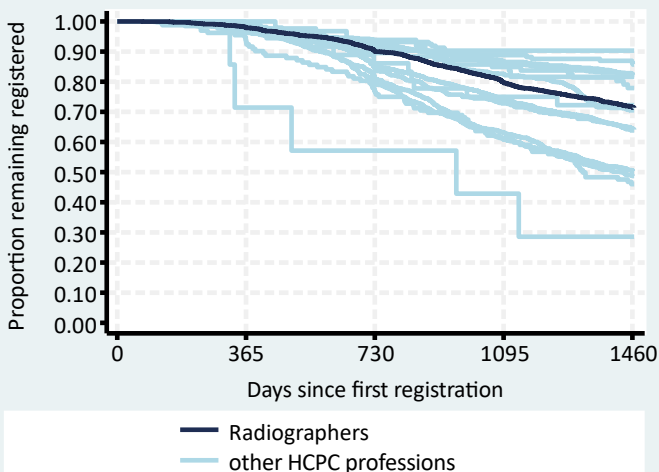
METHODS

All new international route Radiographers first registering between 01 Dec 2013 and 31 Nov 2017 were included (n=2,056) 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

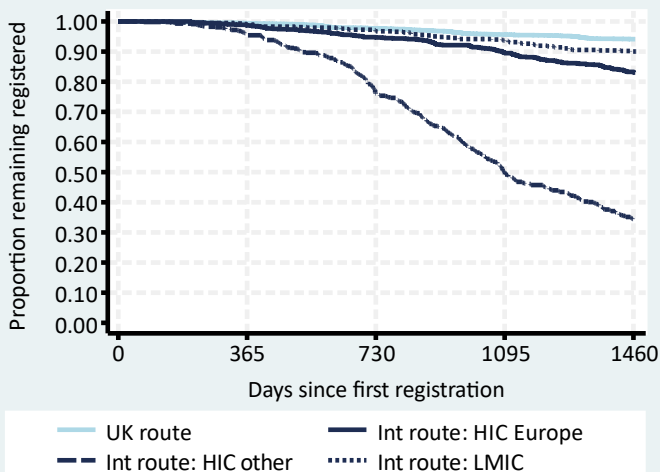
Overall international route retention

Radiographers remaining on the HCPC register:
 After two years: 90% (95% CI: 87% to 91%)
 After four years: 72% (95% CI: 70% to 73%)
 See Table 1 for further details.



Comparison of routes and nationalities

Radiographers international route country group retention rates were not that different to the UK route except for HIC (other) which was very low in comparison. See Table 2 for further details.



International route demographic groups

Age and sex groups for HIC other had by far the lowest retention rates, particularly for the younger registrants. LMIC age and sex groups had the highest retention rates. Similar patterns have been observed for other HCPC professions. See Tables 3 & 4 for further details.

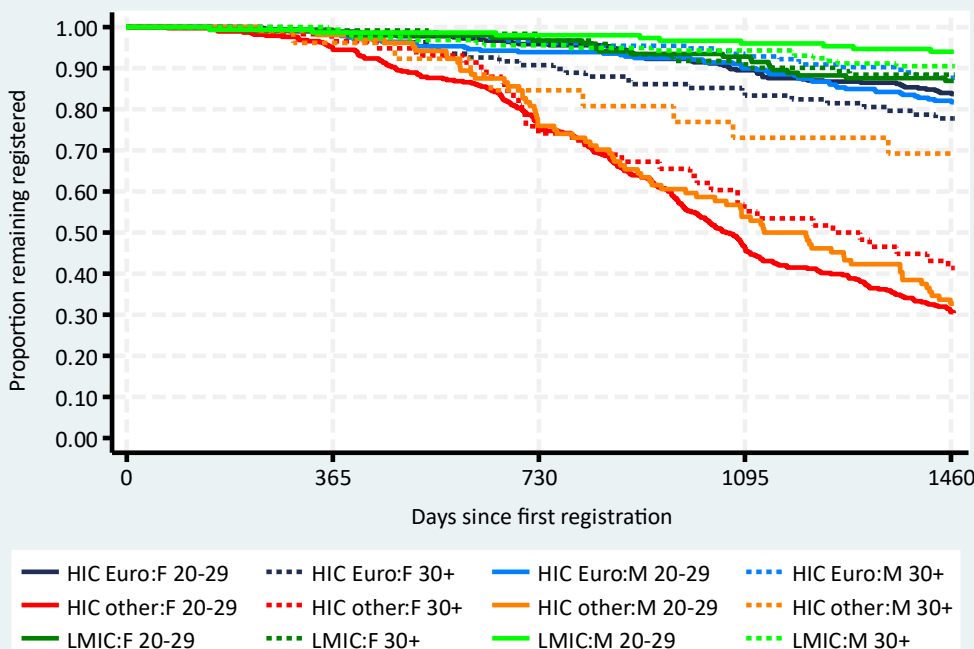


Table 1: Overall international route retention

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 International route retention rate for Radiographers was right in the middle of the range for all HCPC professions, with just over seventy percent 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 Radiographers, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (31% vs. 35%)
- more likely to be male (43% vs. 29%)
- more likely to be from LMIC:
 - HIC Europe (44% vs. 46%)
 - HIC other (28% vs. 39%)
 - LMIC (28% vs. 16%)

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

Table 2: Comparison of routes and nationalities, Radiographers

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	5,544	73	94.1	93.5 to 94.7
Intl. route: HIC Europe	903	12	83.3	80.7 to 85.6
Intl. route: HIC other	568	7	33.9	30.0 to 37.8
Intl. route: LMIC	585	8	90.0	87.3 to 92.2

Table 3: International route demographic groups, Radiographers

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	362	18	84.0	79.8 to 87.4
HIC Europe: Female 30+	108	5	77.8	68.7 to 84.5
HIC Europe: Male 20-29	279	14	82.1	77.1 to 86.1
HIC Europe: Male 30+	154	7	87.7	81.3 to 92.0
HIC other: Female 20-29	380	18	30.7	26.1 to 35.3
HIC other: Female 30+	58	3	41.4	28.7 to 53.6
HIC other: Male 20-29	104	5	32.7	23.9 to 41.7
HIC other: Male 30+	26	1	69.2	47.8 to 83.3
LMIC: Female 20-29	153	7	86.9	80.5 to 91.4
LMIC: Female 30+	122	6	88.4	81.2 to 93.0
LMIC: Male 20-29	151	7	94.0	88.8 to 96.8
LMIC: Male 30+	159	8	90.5	84.7 to 94.2

Table 4: Largest international route nationalities, Radiographers

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	344	17	34.8	29.7 to 39.8
Portugal	344	17	90.1	86.4 to 92.8
Italy	311	15	80.7	75.9 to 84.7
Philippines	137	7	94.2	88.7 to 97.0
Nigeria	128	6	93.7	87.8 to 96.8
India	120	6	95.0	89.2 to 97.7
New Zealand	110	5	28.2	20.1 to 36.8
Canada	78	4	33.3	23.2 to 43.8
Spain	44	2	77.3	61.9 to 87.1
South Africa	41	2	67.7	51.0 to 79.8
Poland	39	2	82.1	66.0 to 91.0
United Kingdom	39	2	87.2	71.9 to 94.5
Republic of Ireland	29	1	62.1	42.1 to 76.9
United States	29	1	44.8	26.5 to 61.6
Jamaica	26	1	80.8	59.8 to 91.5