

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.

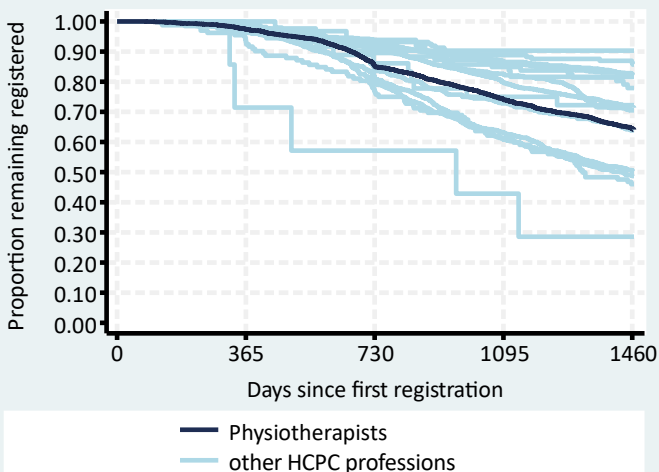
METHODS

All new international route Physiotherapists first registering between 01 Feb 2014 and 31 Jan 2018 were included (n=3,457) 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

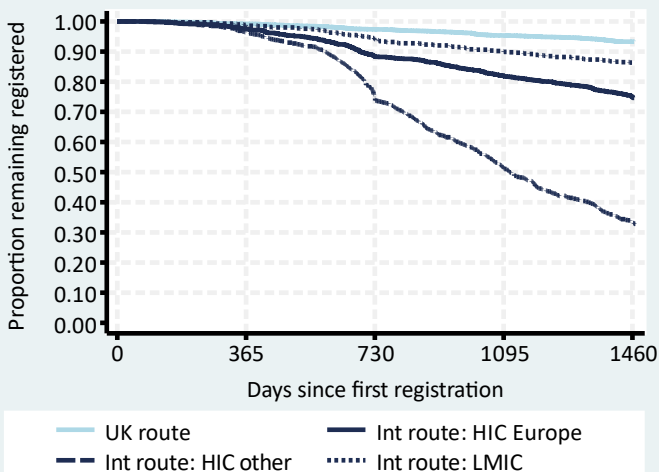
Overall international route retention

Physiotherapists remaining on the HCPC register:
 After two years: 85% (95% CI: 84% to 86%)
 After four years: 65% (95% CI: 63% to 66%)
 See Table 1 for further details.



Comparison of routes and nationalities

Physiotherapists international route retention rates for HIC other were particularly low, with HIC other comprising 31% of all international route registrations.
 See Table 2 for further details.



International route demographic groups

All age and sex groups for HIC other were considerably lower than for other groups, and LMIC groups had the highest retention rates. Similar patterns have been observed for other HCPC professions. Just under 90% of HIC other were from Australia or New Zealand. See Tables 3 & 4 for further details.

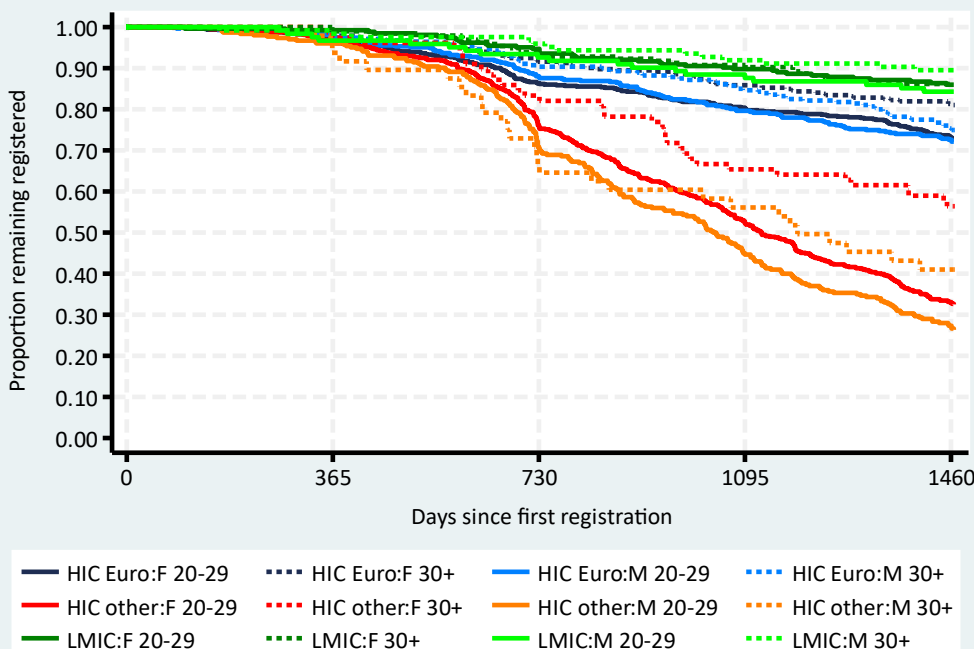


Table 1: Overall international route retention

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 Physiotherapists was lower mid-range amongst all HCPC professions with just under two thirds remaining registered 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 Physiotherapists, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (31% vs. 35%)
- more likely to be male (38% vs. 29%)
- less likely to be from HIC other:
 - HIC Europe (49% vs. 44%)
 - HIC other (31% vs. 39%)
 - LMIC (20% vs. 17%)

The difference in these percentages, particularly in terms of age, may in part explain the relatively low level of international route retention for Physiotherapists. Another possible explanation is the very high number from Oceania, who generally exhibit low retention in most professions.

Table 2: Comparison of routes and nationalities, Physiotherapists

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	7,134	67	93.3	92.7 to 93.9
Intl. route: HIC Europe	1,684	16	75.0	72.9 to 77.0
Intl. route: HIC other	1,068	10	33.5	30.6 to 36.3
Intl. route: LMIC	705	7	86.4	83.6 to 88.7

Table 3: International route demographic groups, Physiotherapists

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	643	19	73.2	69.6 to 76.5
HIC Europe: Female 30+	333	10	81.3	76.7 to 85.1
HIC Europe: Male 20-29	427	12	72.6	68.1 to 76.6
HIC Europe: Male 30+	281	8	75.3	69.8 to 80.0
HIC other: Female 20-29	639	18	33.0	29.4 to 36.6
HIC other: Female 30+	78	2	56.4	44.7 to 66.6
HIC other: Male 20-29	303	9	27.3	22.4 to 32.5
HIC other: Male 30+	48	1	41.0	27.0 to 54.5
LMIC: Female 20-29	264	8	86.0	81.2 to 89.6
LMIC: Female 30+	195	6	86.2	80.5 to 90.3
LMIC: Male 20-29	122	4	84.3	76.5 to 89.7
LMIC: Male 30+	124	4	89.5	82.6 to 93.8

Table 4: Largest international route nationalities, Physiotherapists

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	752	22	29.1	25.9 to 32.3
Greece	298	9	81.5	76.6 to 85.5
Poland	280	8	86.1	81.4 to 89.6
India	255	7	89.4	84.9 to 92.6
New Zealand	207	6	36.7	30.2 to 43.3
Portugal	194	6	76.3	69.7 to 81.7
Italy	188	5	78.2	71.6 to 83.4
Republic of Ireland	163	5	57.7	49.7 to 64.8
Spain	150	4	68.5	60.4 to 75.3
Romania	139	4	83.5	76.2 to 88.7
United Kingdom	125	4	82.4	74.5 to 88.0
South Africa	73	2	78.1	66.7 to 86.0
Bulgaria	53	2	88.7	76.5 to 94.8
United States	47	1	66.0	50.6 to 77.6
Canada	38	1	39.5	24.2 to 54.4