

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.

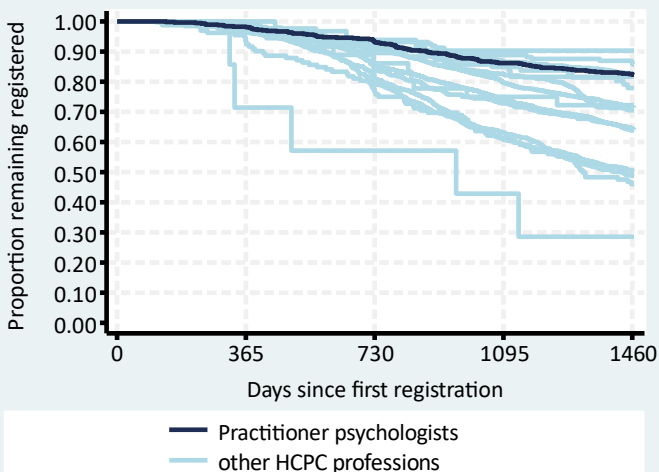
METHODS

All new international route Practitioner psychologists first registering between 01 March 2013 and 28 Feb 2017 were included (n=574) 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

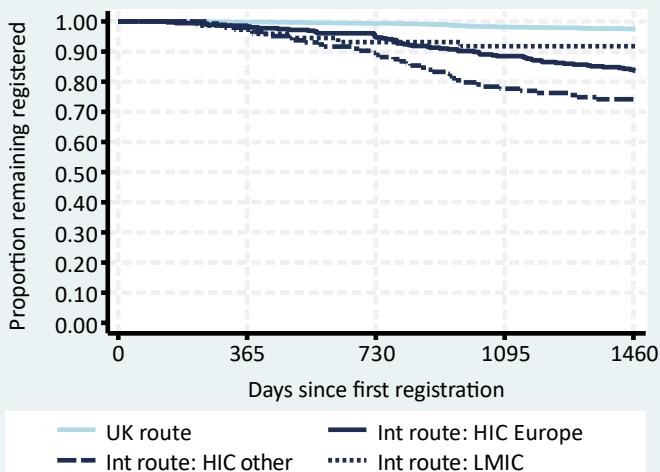
Overall international route retention

Practitioner psychologists remaining on the HCPC register:
After two years: 93% (95% CI: 91% to 95%)
After four years: 83% (95% CI: 79% to 85%)
See Table 1 for further details.



Comparison of routes and nationalities

Practitioner psychologists international route country group retention rates were all lower than the UK route rate. HIC Europe were 62% of all international route registrations. See Table 2 for further details.



International route demographic groups

Younger female international route registrants from HIC other had the lowest retention rates, as has been seen in other professions. LMIC registrants had the highest retention rate, again as seen in many other professions. Retention rates for most groups were relatively good. See Tables 3 & 4 for further details.

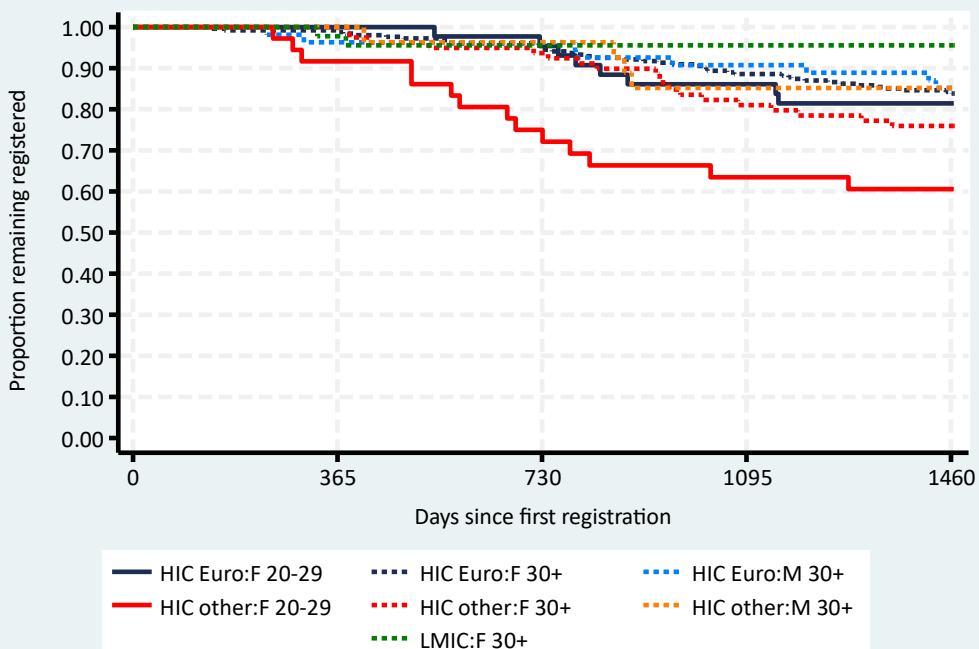


Table 1: Overall international route retention

| 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

Practitioner psychologists had the third highest international route retention rate with fewer than one in five having left within 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 Practitioner psychologists, in comparison to all other HCPC professions combined, were:

- more likely to be aged 30+ (82% vs. 31%)
- more likely to be female (82% vs. 68%)
- more likely to be from HIC Europe :
 - HIC Europe (62% vs. 44%)
 - HIC other (25% vs. 37%)
 - LMIC (13% vs. 19%)

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 Practitioner psychologists.

Table 2: Comparison of routes and nationalities, Practitioner psychologists

| Route and country group | n | % | Retention rate | |
|-------------------------|-------|----|----------------|--------------|
| | | | % | 95% CI |
| UK route | 4,111 | 88 | 97.5 | 97.0 to 97.9 |
| Intl. route: HIC Europe | 357 | 8 | 84.0 | 79.8 to 87.4 |
| Intl. route: HIC other | 144 | 3 | 74.2 | 66.2 to 80.6 |
| Intl. route: LMIC | 73 | 2 | 91.8 | 82.6 to 96.2 |

Table 3: International route demographic groups, Practitioner psychologists

| Demographic group | n | % | Retention rate | |
|--------------------------|-----|----|----------------|--------------|
| | | | % | 95% CI |
| HIC Europe: Female 20-29 | 44 | 8 | 81.4 | 66.3 to 90.3 |
| HIC Europe: Female 30+ | 254 | 44 | 84.2 | 79.2 to 88.2 |
| HIC Europe: Male 20-29 | 5 | 1 | - | - |
| HIC Europe: Male 30+ | 54 | 9 | 85.2 | 72.6 to 93.3 |
| HIC other: Female 20-29 | 36 | 6 | 60.6 | 42.7 to 74.5 |
| HIC other: Female 30+ | 79 | 14 | 76.0 | 64.9 to 83.9 |
| HIC other: Male 20-29 | 2 | <1 | - | - |
| HIC other: Male 30+ | 27 | 5 | 85.2 | 65.2 to 94.2 |
| LMIC: Female 20-29 | 14 | 2 | - | - |
| LMIC: Female 30+ | 45 | 8 | 95.6 | 83.4 to 98.9 |
| LMIC: Male 20-29 | 3 | 1 | - | - |
| LMIC: Male 30+ | 11 | 2 | - | - |

Table 4: Largest international route nationalities, Practitioner psychologists

| Country of nationality | n | % | Retention rate | |
|------------------------|----|----|----------------|--------------|
| | | | % | 95% CI |
| Australia | 80 | 14 | 73.6 | 62.4 to 81.9 |
| United Kingdom | 71 | 12 | 90.1 | 80.3 to 95.1 |
| Italy | 59 | 10 | 88.1 | 76.7 to 94.2 |
| Portugal | 46 | 8 | 89.1 | 75.8 to 95.3 |
| South Africa | 38 | 7 | 86.8 | 71.2 to 94.3 |
| Spain | 34 | 6 | 91.2 | 75.1 to 97.1 |
| Republic of Ireland | 33 | 6 | 63.6 | 45.0 to 77.5 |
| United States | 33 | 6 | 78.8 | 60.6 to 89.3 |
| Greece | 31 | 5 | 87.1 | 69.2 to 95.0 |
| Poland | 24 | 4 | 95.8 | 73.9 to 99.4 |
| New Zealand | 17 | 3 | - | - |
| Romania | 13 | 2 | - | - |
| France | 11 | 2 | - | - |
| Netherlands | 11 | 2 | - | - |
| India | 10 | 2 | - | - |