

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.

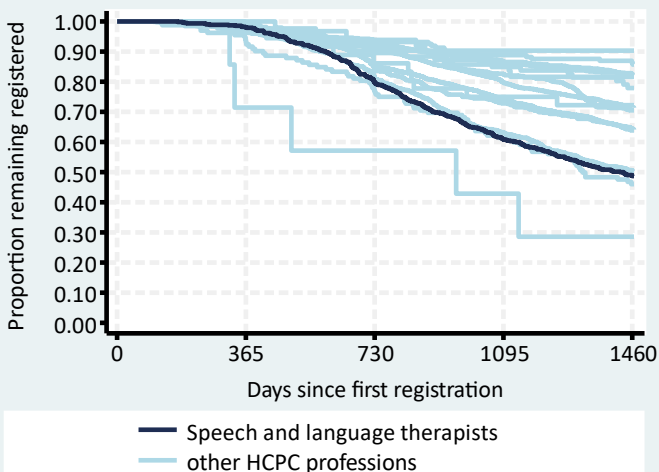
METHODS

All new international route Speech & language therapists first registering between 01 July 2013 and 30 June 2017 were included (n=623) 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

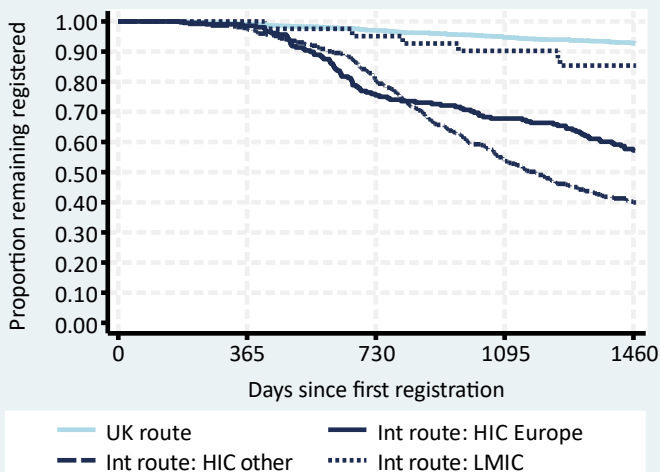
Overall international route retention

Speech & language therapists remaining on the HCPC register:
After two years: 80% (95% CI: 76% to 83%)
After four years: 49% (95% CI: 45% to 53%)
See Table 1 for further details.



Comparison of routes and nationalities

Speech & language therapists international route country group retention rates were all lower than the UK route rate especially for HIC Europe and for HIC other.
See Table 2 for further details.



International route demographic groups

Younger female registrants from HIC other had a very low retention rate. Three quarters of all HIC other registrants were from Australia. Unusually here, HIC Europe rates were also low. As seen in many other professions, registrants from LMIC had the highest retention rate. See Tables 3 & 4 for further details.

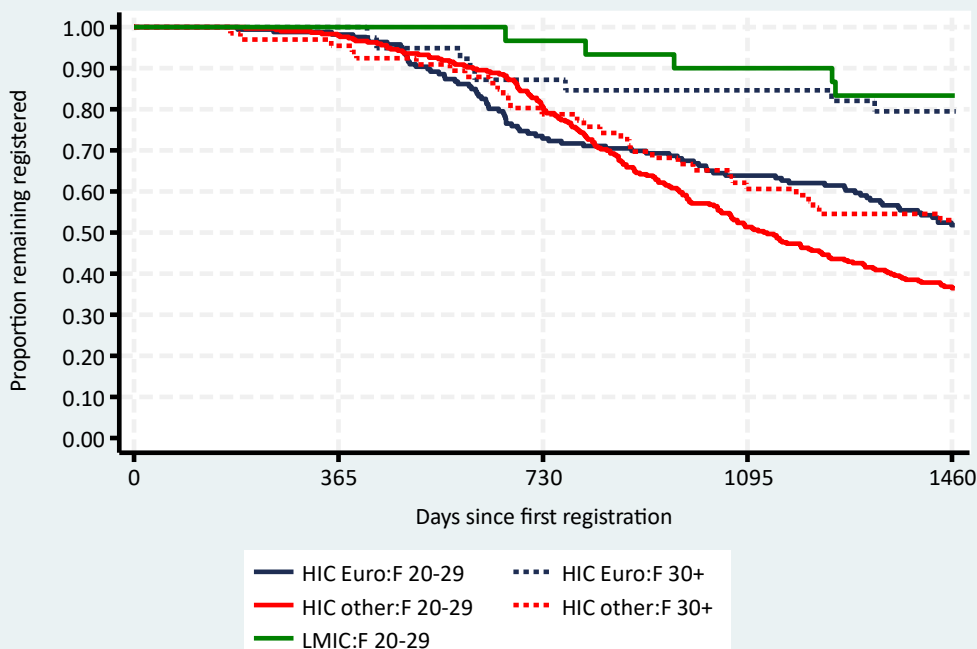


Table 1: Overall international route retention

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

Speech & language therapists had the third lowest international route retention rate with less than half 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 Speech & language therapists, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (19% vs. 35%)
- more likely to be female (97% vs. 67%)
- less likely to be from LMIC:
 - HIC Europe (33% vs. 46%)
 - HIC other (60% vs. 35%)
 - LMIC (7% vs. 19%)

The difference in these percentages may in part explain the relatively low level of international route retention for Speech & language therapists.

Table 2: Comparison of routes and nationalities, Speech & language therapists

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	2,922	82	92.8	91.8 to 93.7
Intl. route: HIC Europe	208	6	57.2	50.2 to 63.6
Intl. route: HIC other	374	11	39.9	35.0 to 44.9
Intl. route: LMIC	41	1	85.4	70.3 to 93.1

Table 3: International route demographic groups, Speech & language therapists

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	166	27	51.8	44.0 to 59.1
HIC Europe: Female 30+	39	6	79.5	63.1 to 89.2
HIC Europe: Male 20-29	2	<1	-	-
HIC Europe: Male 30+	1	<1	-	-
HIC other: Female 20-29	297	48	36.5	31.0 to 41.9
HIC other: Female 30+	66	11	53.0	40.4 to 64.2
HIC other: Male 20-29	8	1	-	-
HIC other: Male 30+	3	<1	-	-
LMIC: Female 20-29	30	5	83.3	64.5 to 92.7
LMIC: Female 30+	9	1	-	-
LMIC: Male 20-29	2	<1	-	-
LMIC: Male 30+	0	0	-	-

Table 4: Largest international route nationalities, Speech & language therapists

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	276	44	36.9	31.3 to 42.6
Republic of Ireland	157	25	49.0	41.0 to 56.6
United States	51	8	52.0	37.4 to 64.7
New Zealand	32	5	37.5	21.3 to 51.7
South Africa	26	4	80.8	59.8 to 91.5
United Kingdom	21	3	95.2	70.7 to 99.3
Canada	12	2	-	-
Germany	6	1	-	-
India	6	1	-	-
Greece	5	1	-	-
Netherlands	5	1	-	-
France	3	<1	-	-
Italy	3	<1	-	-
Mauritius	2	<1	-	-
Austria	1	<1	-	-