New registrant retention rates 2013-2017: Biomedical Scientists

INTRODUCTION

The HCPC has assessed the length of time that UK route registrants remained registered for following their first registration. Registrants who came through the UK route must have completed an approved training course in a UK institution. This analysis is hoped to contribute to wider workforce planning efforts.

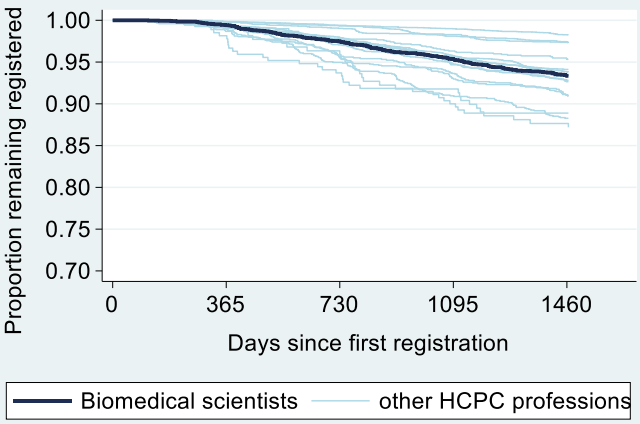
METHODS

All new UK route Biomedical Scientists who made their first registration between 01 Sep 2013 and 31 Aug 2017 were included in the analysis and their registration status at least four years later determined (n=3,102). The Kaplan-Meier method was used to estimate the percent remaining registered and the corresponding 95% confidence intervals for those estimates.

RESULTS

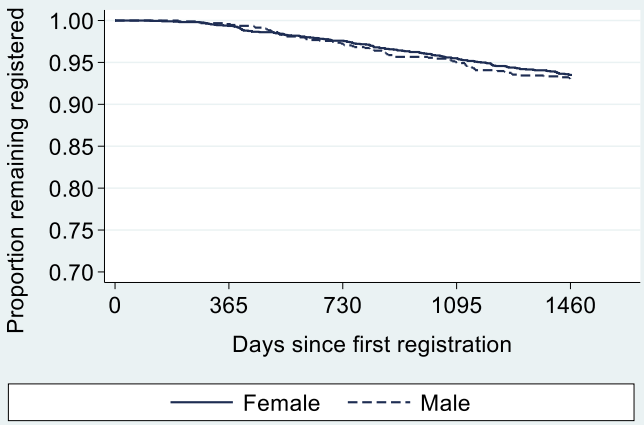
Overall retention

After two years 97.5% (95% CI: 96.9 to 98.0) of new Biomedical Scientists remained on the HCPC register and after four years 93.4% (95% CI: 92.4 to 94.2) remained registered.



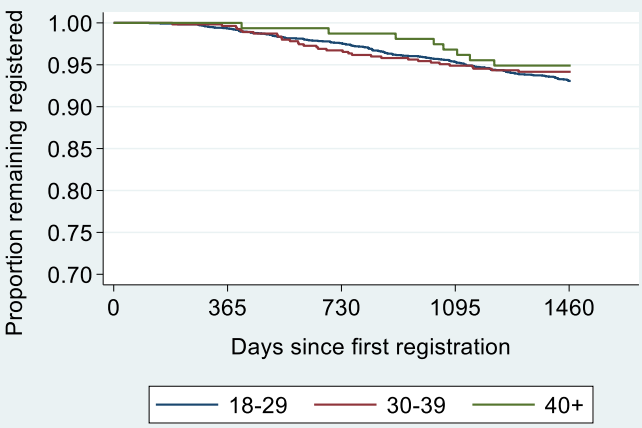
Gender / Sex

There was a negligible difference between the proportions of females (93.5%) and of males (93.0%) remaining registered after four years. The majority of new Biomedical Scientist registrants were female (70%).



Age

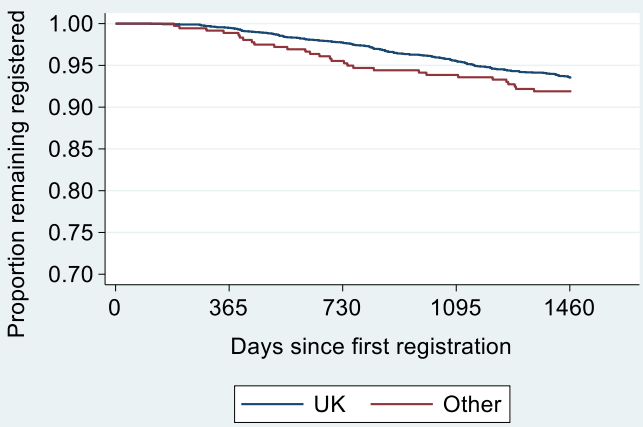
There was little difference in retention rates between the age groups at first registration. The majority (77%) of new Biomedical Scientist registrants were aged 18-29; 18% were aged 30-39 & 5% were aged 40+.



Nationality

Unlike many other professions, nationality made little difference to the retention rates:

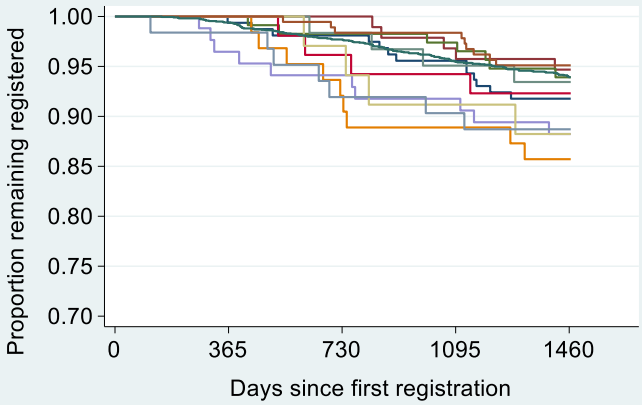
- UK = 93.6% retention (88% of registrants)
- Other = 91.9% (12% of registrants)

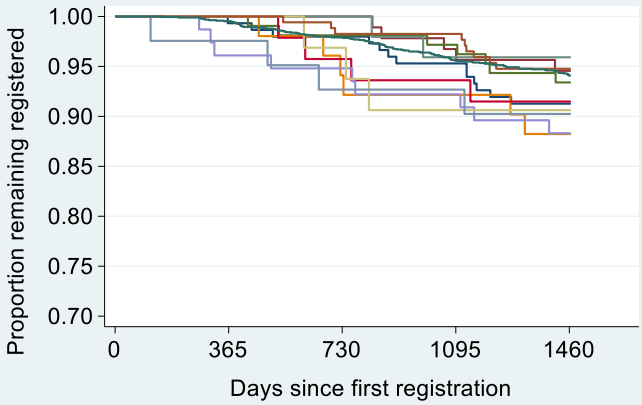


Location of training course provider

Retention rates varied somewhat between locations of training course providers with a 9.4% gap between the location with the highest rate (Scotland, 95.1%) and the location with the lowest rate (East of England, 85.7%).

Restricting the analysis of training provider location to new UK route registrants of UK nationality only slightly narrowed the gap to 7.7% between the location with the highest rate (London, 95.9%) and the location with the lowest rate (South West, 88.3%).





Location of institution providing qualification used for registration	n	% total	% UK nationality	Retention: all nationalities		Retention: UK nationality only	
				%	95% CI	%	95% CI
North East & Yorkshire	158	5.1	94.3	91.8	86.3 to 95.1	91.3	85.5 to 94.8
North West	94	3.1	97.9	94.7	87.7 to 97.8	94.6	87.4 to 97.7
Midlands	115	3.7	92.2	93.9	87.7 to 97.1	93.4	86.7 to 96.8
East of England	63	2.0	81.0	85.7	74.3 to 92.3	88.2	75.7 to 94.5
London	61	2.0	80.3	93.4	83.5 to 97.5	95.9	84.7 to 99.0
South East	52	1.7	90.4	92.3	80.8 to 97.0	91.5	78.9 to 96.7
South West	85	2.8	90.6	88.2	79.2 to 93.5	88.3	78.7 to 93.7
Wales	34	1.1	94.1	88.2	71.6 to 95.4	90.6	73.7 to 96.9
Scotland	184	6.0	93.5	95.1	90.8 to 97.4	94.8	90.2 to 97.2
Northern Ireland	62	2.0	66.1	88.7	77.8 to 94.5	90.2	76.1 to 96.2
UK-wide providers	2,175	70.1	87.9	94.0	92.8 to 94.9	94.1	92.9 to 95.1

CONCLUSIONS

The vast majority of new UK route Biomedical Scientists remained on the HCPC register four years after their first registration with around 1 in 15 having left by then.

Compared with many other HCPC professions, nationality caused relatively little variation in retention rates. There were no meaningful differences in retention for different ages or gender / sex either. Restricting the analysis of location of training course provider to UK nationals only led to a very modest reduction in the variation suggesting there are other factors behind the observed differences for this profession.

For further information see www.hcpc-uk.org/insights/