

**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.

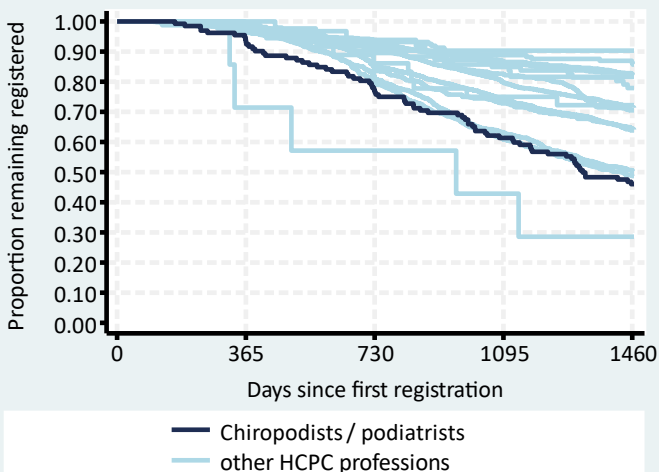
**METHODS**

All new international route Chiropodists / podiatrists first registering between 01 May 2014 and 30 Apr 2018 were included (n=132) 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**

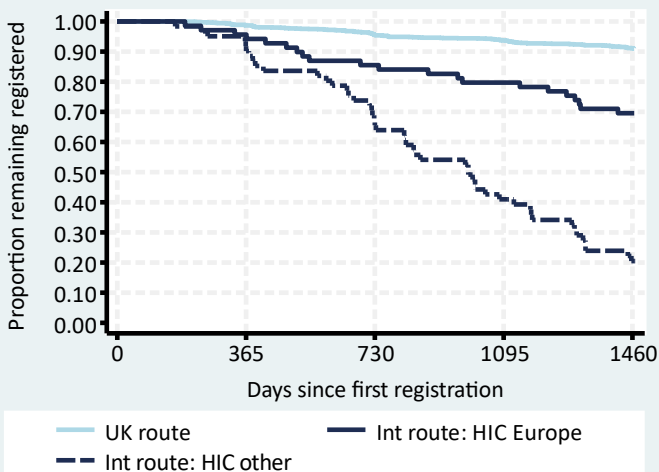
**Overall international route retention**

Chiropodists / podiatrists remaining on the HCPC register:  
 After two years: 77% (95% CI: 68% to 83%)  
 After four years: 46% (95% CI: 37% to 54%)  
 See Table 1 for further details.



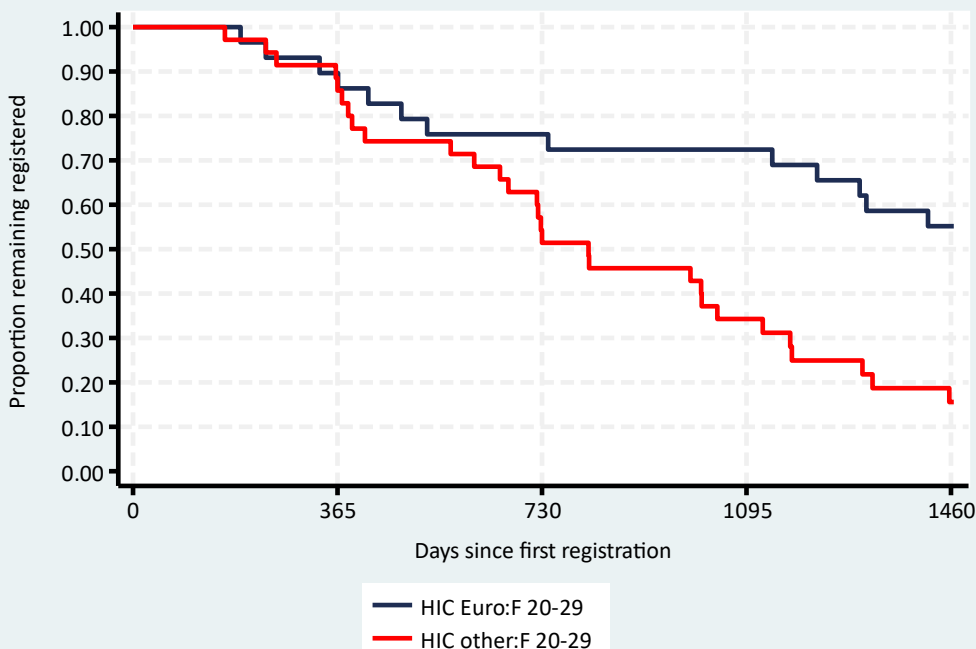
**Comparison of routes and nationalities**

Chiropodists / podiatrists international route country group retention rates for HIC were lower than the UK route rate. HIC (other) were 50% of all international route registrations. See Table 2 for further details.



**International route demographic groups**

There was a marked difference in retention rates for younger females from HIC depending on whether the HIC was in Europe or was elsewhere. Females aged 20-29 from HIC accounted for 48% of all international route Chiropodists/podiatrists in this period. 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
<b>Chiropodists / podiatrists</b>	<b>132</b>	<b>46.0</b>	<b>37.3 to 54.3</b>
Orthoptists	7	28.6	4.1 to 61.2

**CONCLUSIONS**

Less than half of new International route Chiropodists / podiatrists remained 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 Chiropodists / podiatrists, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (26% vs. 34%)
- less likely to be female (64% vs. 68%)
- less likely to be from LMIC:
  - HIC Europe (52% vs. 45%)
  - HIC other (46% vs. 36%)
  - LMIC (2% vs. 19%)

The difference in these percentages, particularly in terms of age and country income group, may in part explain the low level of international route retention for Chiropodists / podiatrists.

**Table 2: Comparison of routes and nationalities, Chiropodists / podiatrists**

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	1,431	92	91.1	89.5 to 92.5
Intl. route: HIC Europe	69	4	69.6	57.2 to 79.0
Intl. route: HIC other	61	4	20.5	11.4 to 31.5
Intl. route: LMIC	2	<1	-	-

**Table 3: International route demographic groups, Chiropodists / podiatrists**

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	29	22	55.2	35.6 to 71.0
HIC Europe: Female 30+	13	10	-	-
HIC Europe: Male 20-29	16	12	-	-
HIC Europe: Male 30+	11	8	-	-
HIC other: Female 20-29	35	27	15.6	5.8 to 29.7
HIC other: Female 30+	6	5	-	-
HIC other: Male 20-29	16	12	-	-
HIC other: Male 30+	4	3	-	-
LMIC: Female 20-29	2	2	-	-
LMIC: Female 30+	0	0	-	-
LMIC: Male 20-29	0	0	-	-
LMIC: Male 30+	0	0	-	-

**Table 4: Largest international route nationalities, Chiropodists / podiatrists**

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	54	41	19.4	10.1 to 31.0
Spain	40	30	60.0	43.2 to 73.3
Portugal	8	6	-	-
Republic of Ireland	6	5	-	-
New Zealand	6	5	-	-
United Kingdom	6	5	-	-
France	4	3	-	-
Italy	2	2	-	-
Belgium	1	1	-	-
Latvia	1	1	-	-
Malta	1	1	-	-
South Africa	1	1	-	-
Turkey	1	1	-	-
United States	1	1	-	-