

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.

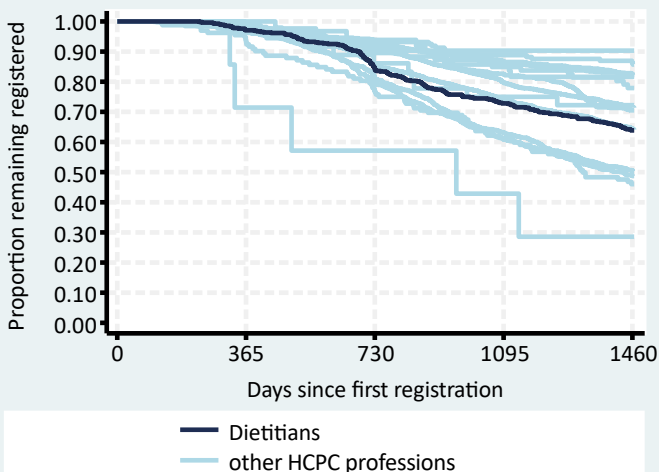
METHODS

All new international route Dietitians first registering between 01 Apr 2014 and 30 Mar 2018 were included (n=548) 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

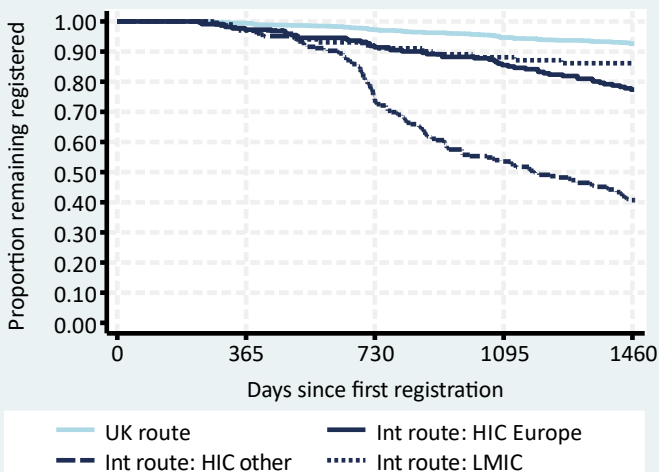
Overall international route retention

Dietitians remaining on the HCPC register:
 After two years: 84% (95% CI: 81% to 87%)
 After four years: 64% (95% CI: 60% to 68%)
 See Table 1 for further details.



Comparison of routes and nationalities

Dietitians international route country group retention rates were all lower than the UK route rate. The biggest international route group, HIC (other), had the lowest retention rate. See Table 2 for further details.



International route demographic groups

Only female demographic groups had sufficient numbers for retention rate calculations. Of those, HIC other had the lowest rates and LMIC had the highest rates. In both instances the older age group had better retention rates, a pattern seen in other professions. See Tables 3 & 4 for further details.

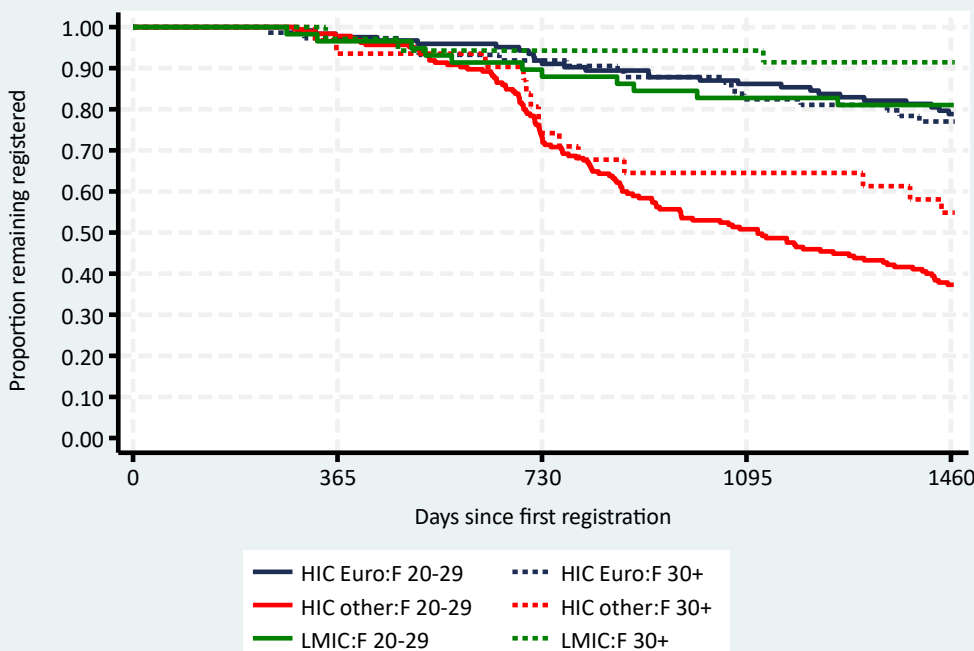


Table 1: Overall international route retention

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

Not quite two thirds of new International route Dietitians remained on the HCPC register four years after their first registration, making Dietitians the fifth lowest profession in this respect.

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 Dietitians, in comparison to all other HCPC professions combined, were:

- Less likely to be aged 30+ (29% vs. 34%)
- more likely to be female (92% vs. 67%)
- more likely to be from HIC other:
 - HIC Europe (40% vs. 45%)
 - HIC other (41% vs. 36%)
 - LMIC (18% vs. 18%)

The difference in these percentages, particularly in terms of age and sex, may in part explain the lower levels of international route retention for Dietitians.

Table 2: Comparison of routes and nationalities, Dietitians

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	1,579	74	92.7	91.3 to 93.8
Intl. route: HIC Europe	221	10	77.4	71.3 to 82.3
Intl. route: HIC other	226	11	40.7	34.3 to 47.0
Intl. route: LMIC	101	5	86.1	77.7 to 91.2

Table 3: International route demographic groups, Dietitians

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	123	22	78.8	70.5 to 85.1
HIC Europe: Female 30+	74	14	77.0	65.7 to 85.0
HIC Europe: Male 20-29	13	2	-	-
HIC Europe: Male 30+	11	2	-	-
HIC other: Female 20-29	185	34	37.3	30.4 to 44.2
HIC other: Female 30+	31	6	54.8	36.0 to 70.3
HIC other: Male 20-29	7	1	-	-
HIC other: Male 30+	3	1	-	-
LMIC: Female 20-29	58	11	81.0	68.4 to 89.0
LMIC: Female 30+	35	6	91.4	75.7 to 97.2
LMIC: Male 20-29	3	1	-	-
LMIC: Male 30+	5	1	-	-

Table 4: Largest international route nationalities, Dietitians

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	157	29	40.8	33.1 to 48.3
Greece	64	12	84.4	72.9 to 91.3
New Zealand	41	7	31.7	18.3 to 46.0
South Africa	33	6	78.8	60.6 to 89.3
Cyprus	27	5	88.9	69.4 to 96.3
Spain	22	4	59.1	36.1 to 76.2
Portugal	20	4	70.0	45.1 to 85.3
China	19	3	-	-
India	19	3	-	-
United Kingdom	16	3	-	-
Poland	15	3	-	-
Italy	14	3	-	-
United States	14	3	-	-
Republic of Ireland	13	2	-	-
Canada	10	2	-	-