

Health Professions Council
Finance & Resources Committee – 20th November 2006
Analysis of age and gender of registrants

Executive Summary and Recommendations

To outline the proposal that, once accurate data has been obtained for all HPC professions, regular analysis of each profession by age and gender be provided.

Introduction

As well as being of general interest, the collection and analysis of each profession by age and gender will help this Committee and the Council assess the likely future trends of future registrant numbers. This will assist, amongst other things, in determining the likely future income from registration fees.

Decision

This paper is for information only. No decision is required.

Background information

To start the process, an analysis has been done on current data held in relation to age and gender for all HPC professions. This was taken from the Lisa system at a particular date in April of this year. Appropriate graphs were then produced from the data. A sample from three of the professions is attached. For each profession, a graph of age by gender to 65, age to 65 as a percentage of all registered in that profession on that date and age by gender to 65 as a percentage of all registered in that profession. The purpose of this exercise is to assess likely *future* trends. The age of 65 was therefore chosen as this is the formal retirement age and cut-off age for the Age Discrimination Act.

Arising from this exercise, a number of anomalies in the existing data became clear. For a number of the professions, there was a considerable difference between the total for which this data was available and the actual number of registrants in the profession at that time. The causes of this are likely to be complex and date back a considerable time. They will arise from errors upon data transfer from one system to another and wrong data entries over a long period during the CPSM era. Further, when aspirant professions migrate to the HPC (or historically CPSM) register they do not have to provide any information other than name and address detail. This explains the lack of data for the ODP profession

Where possible this information will be collected automatically within the renewal process. To ask our registrants for their age and gender are both legitimate and valid questions; the data is very important to enable HPC to assess future trends, including, amongst others, likely future income.

Resource implications

None for present

Financial implications

None for present

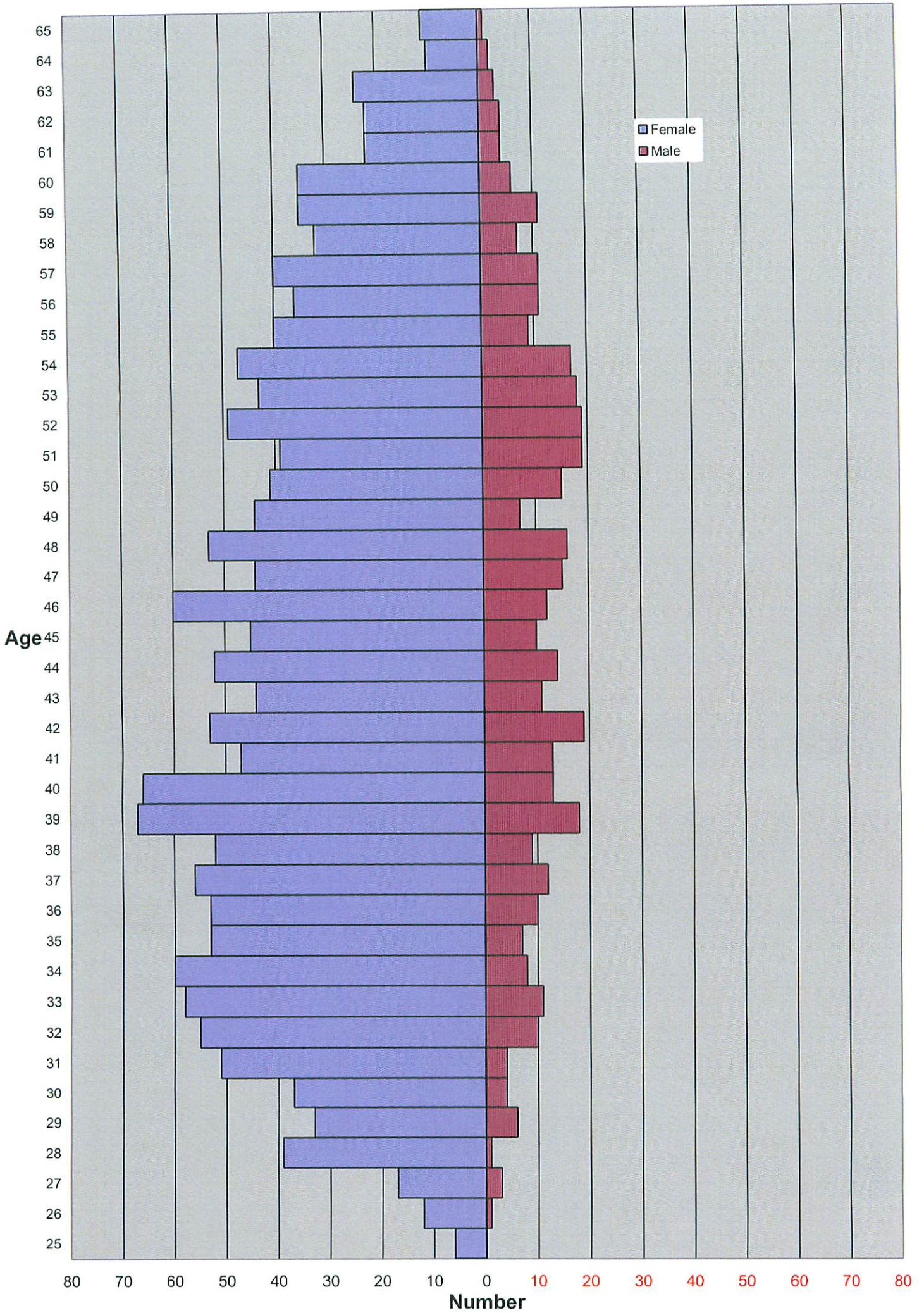
Appendices

Sample graphs for arts therapists, clinical scientists and orthoptists.

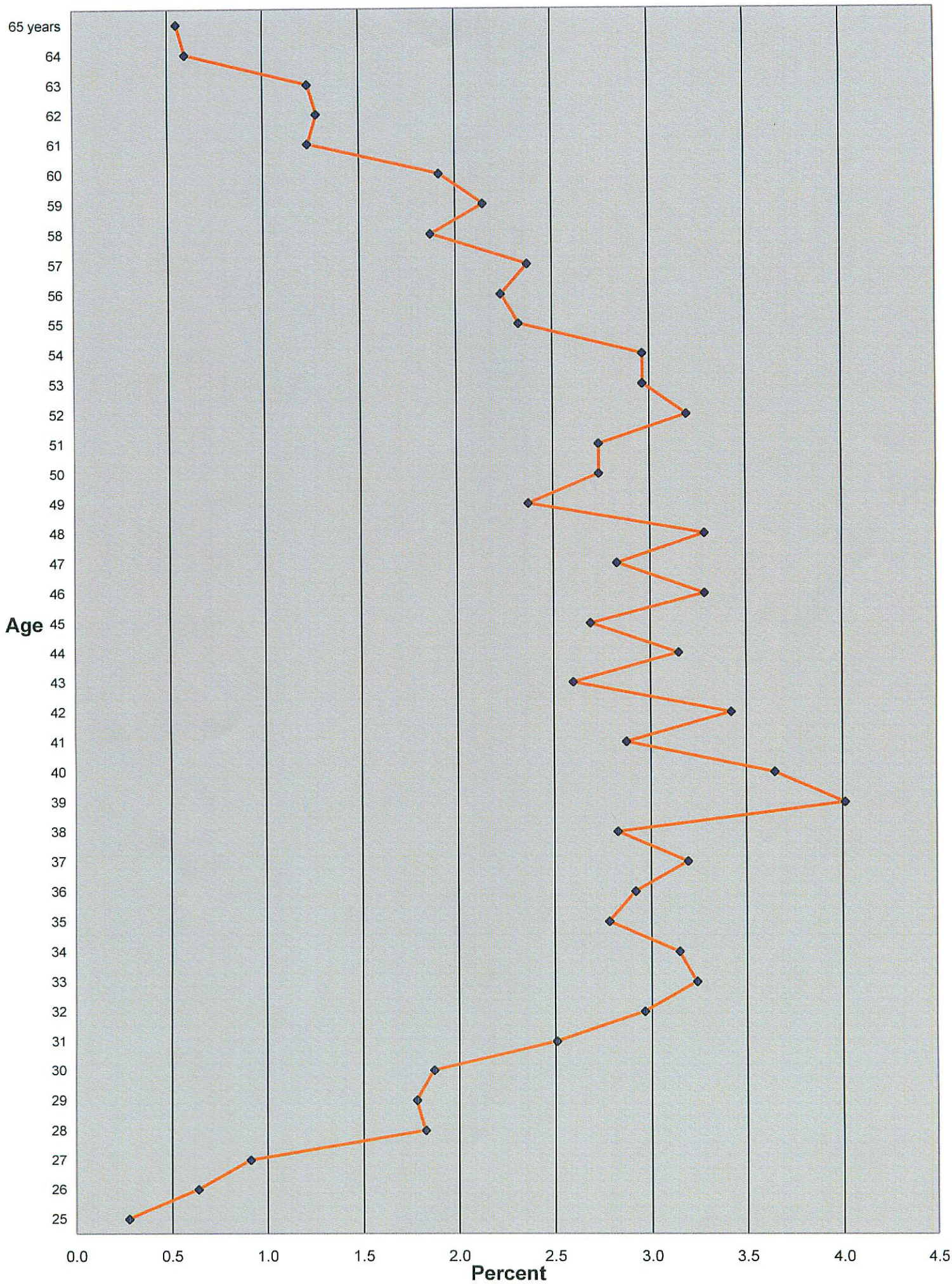
Date of paper

7th November 2006

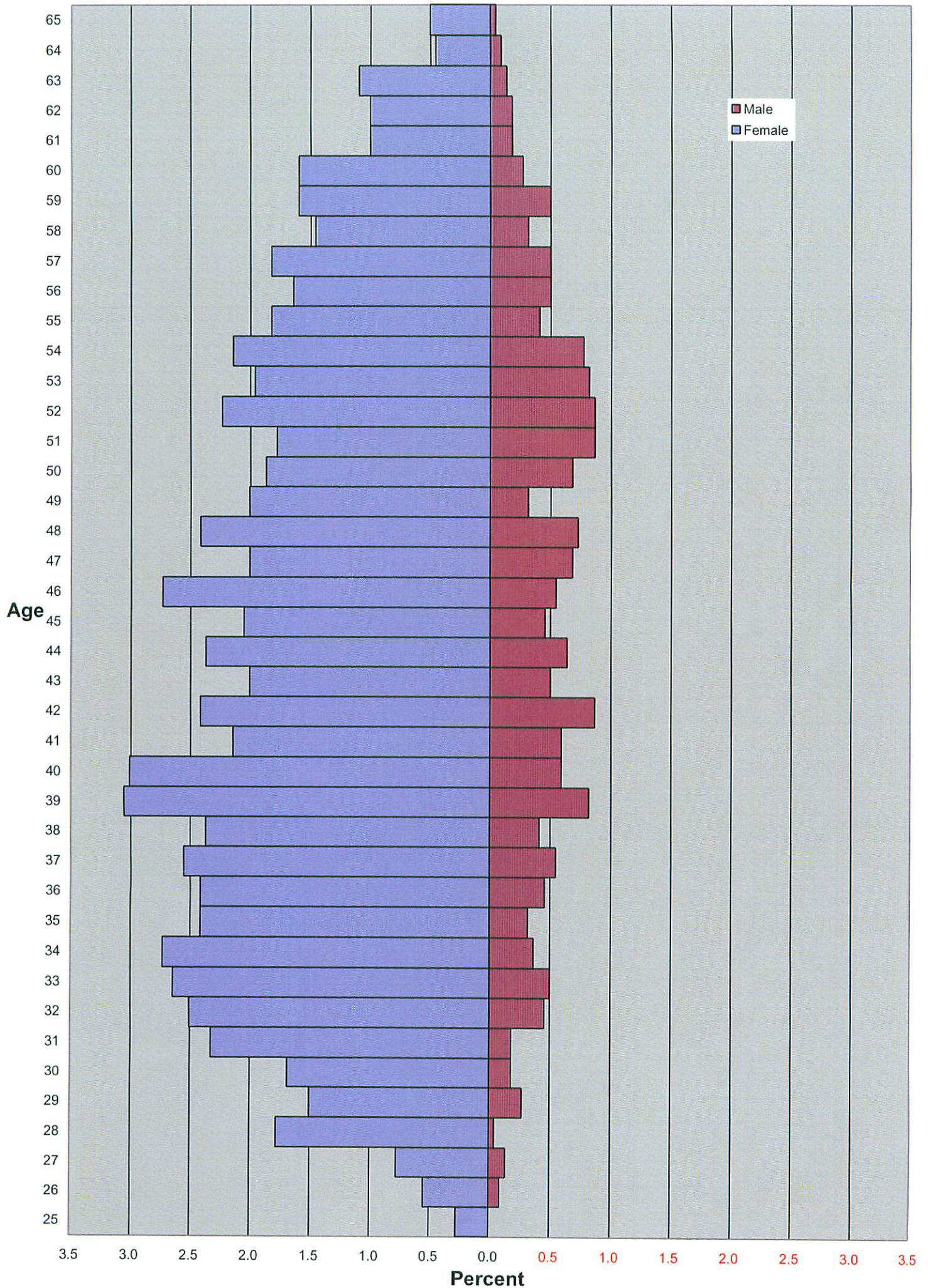
Arts Therapists:age by gender to 65



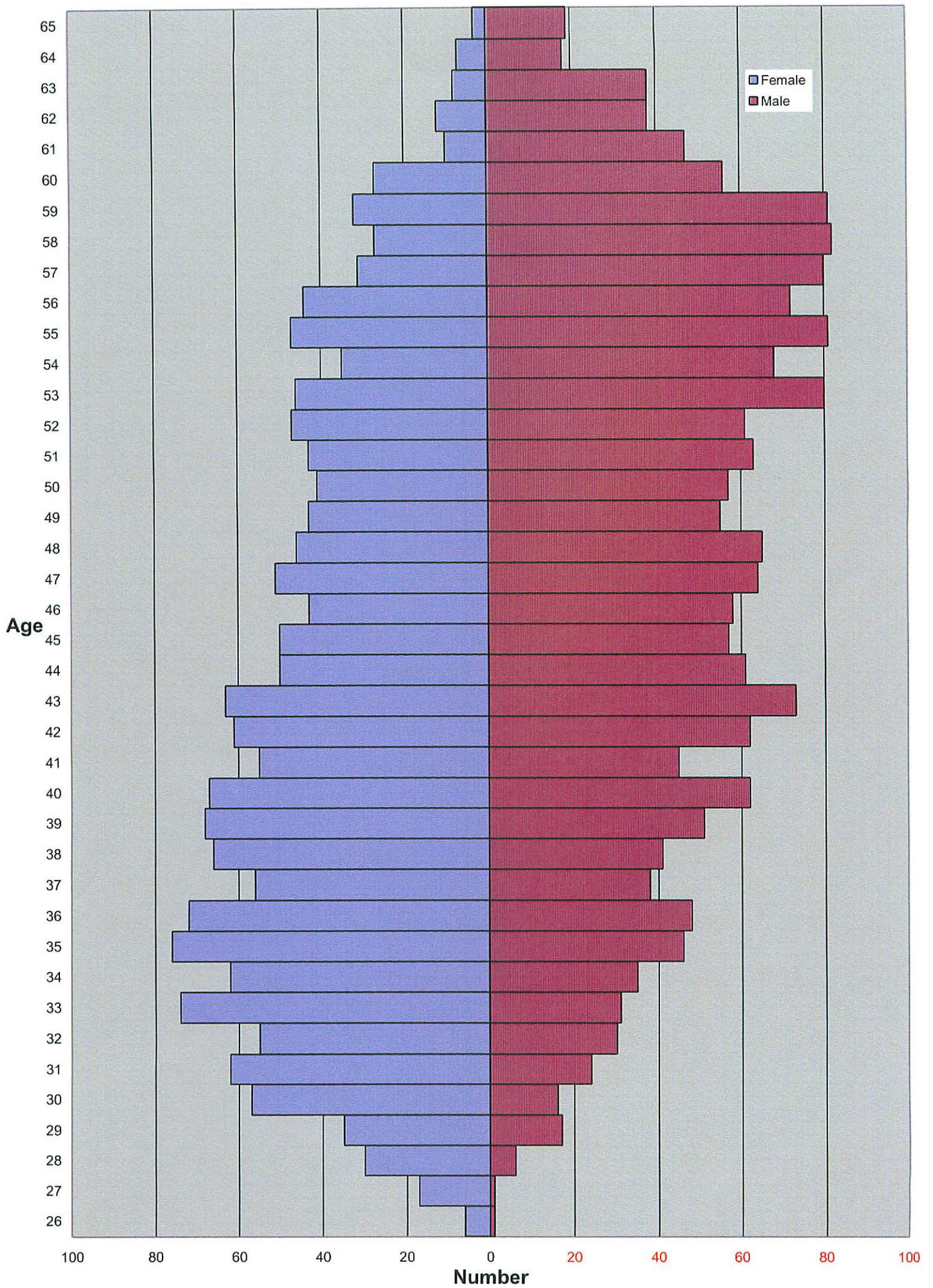
Arts Therapists:age to 65 as a percentage of all arts therapists



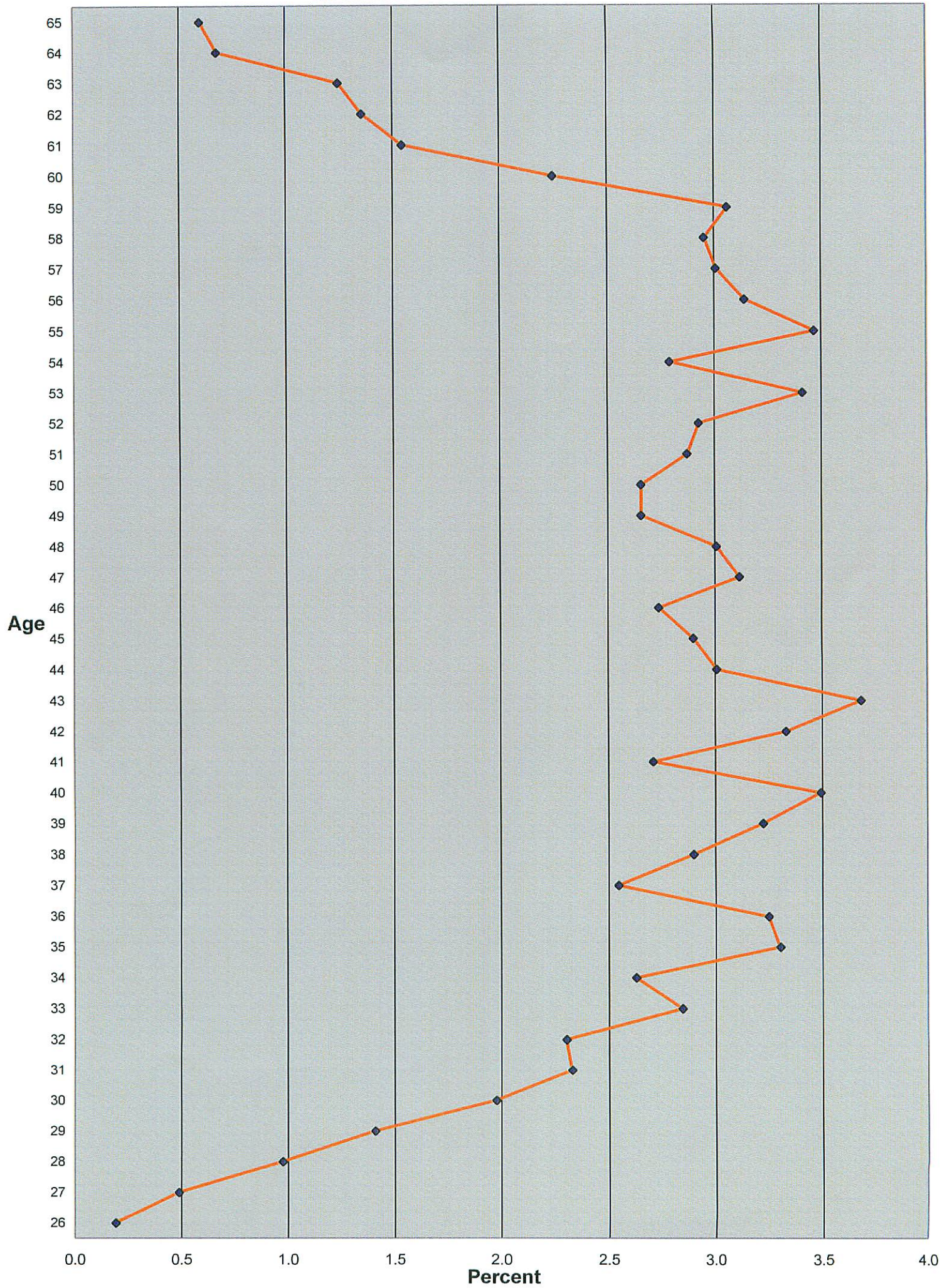
Arts Therapists:age by gender to 65 as a percentage of all arts therapists



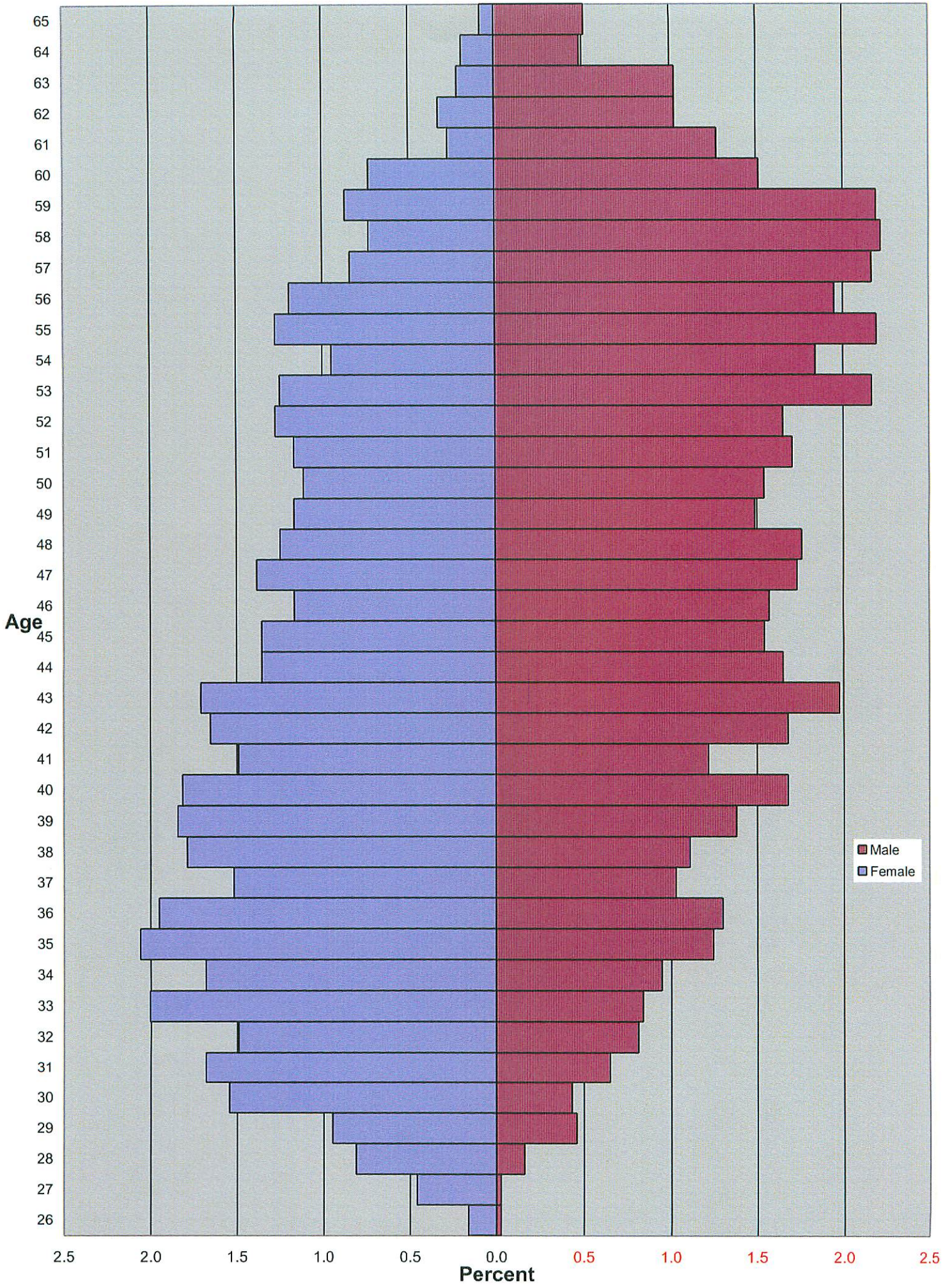
Clinical Scientists:age by gender to 65



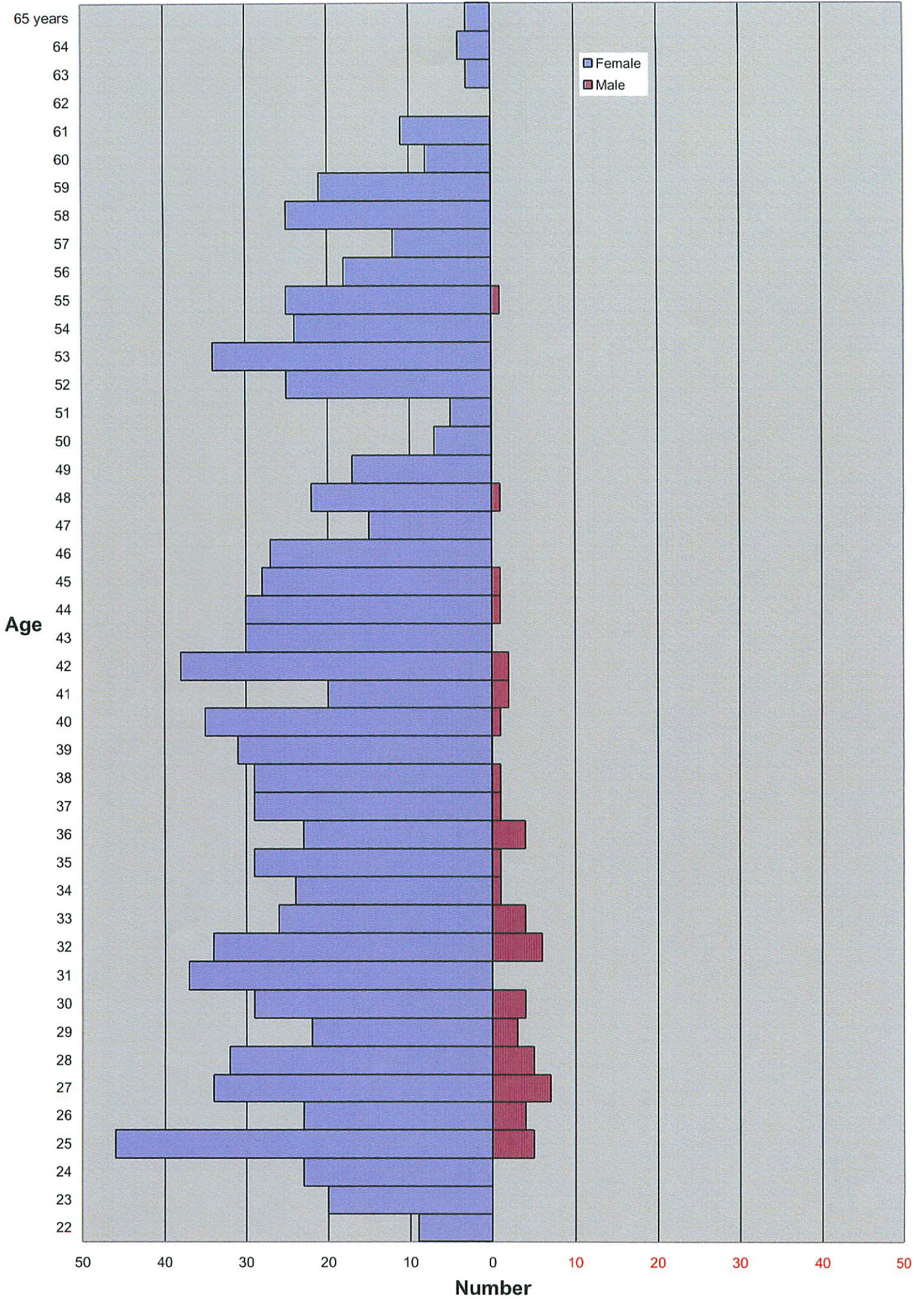
Clinical Scientists:age to 65 as a percentage of all clinical scientists



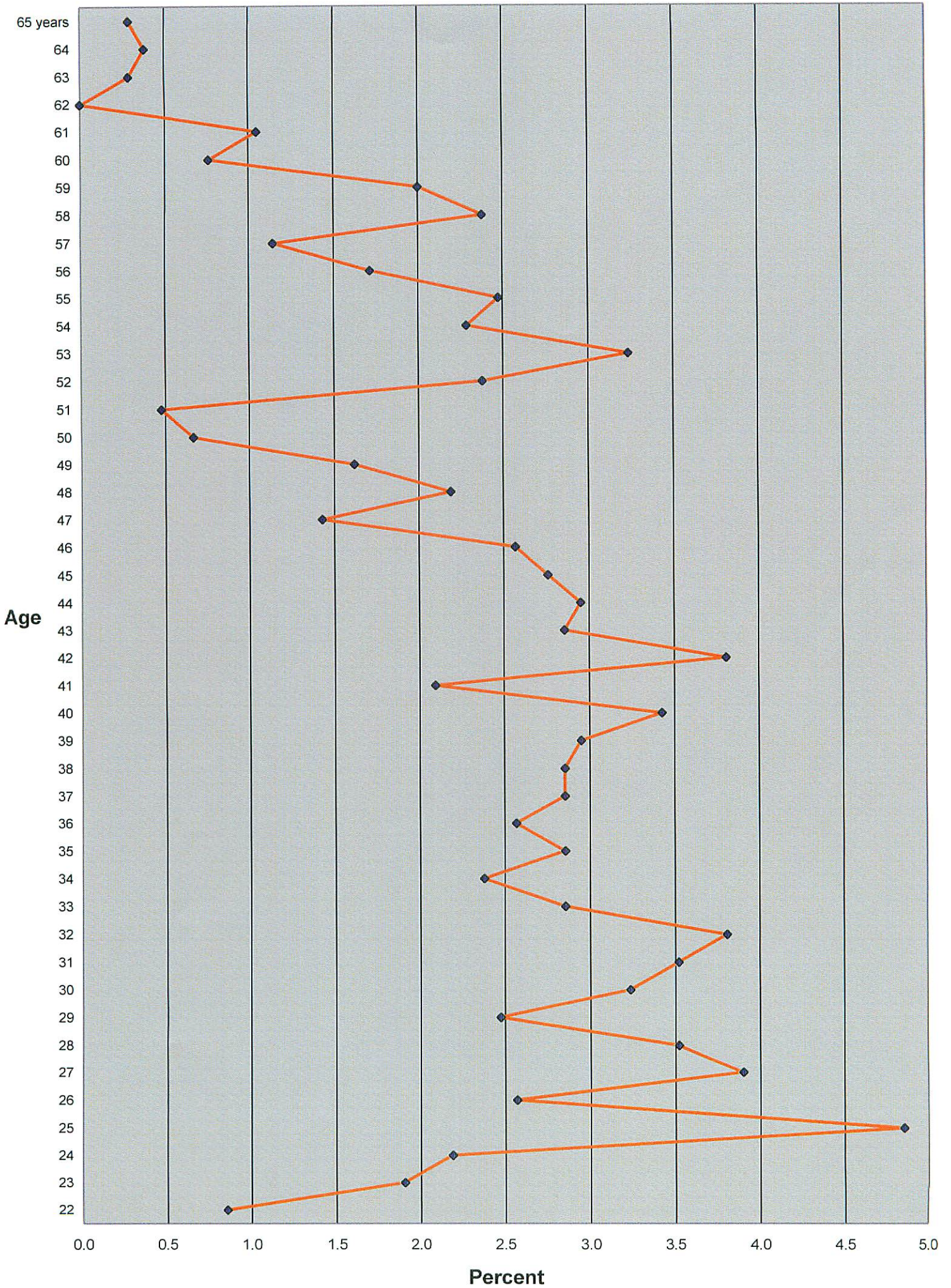
Clinical Scientists:age by gender to 65 as a percentage of all clinical scientists



Orthoptists: age by gender to age 65



Orthoptists: age to 65 as a percentage of all orthoptists



Orthoptists:age by gender to 65 as a percentage of all orthoptists

