

**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.

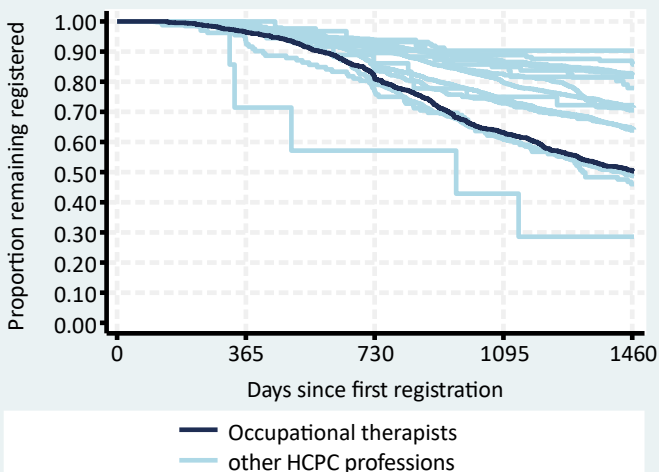
**METHODS**

All new international route Occupational therapists first registering between 01 Aug 2013 and 31 July 2017 were included (n=1,114) 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**

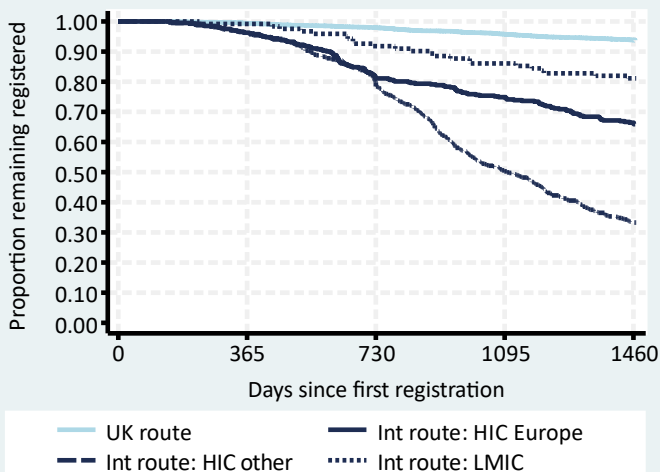
**Overall international route retention**

Occupational therapists remaining on the HCPC register:  
 After two years: 81% (95% CI: 78% to 83%)  
 After four years: 51% (95% CI: 48% to 53%)  
 See Table 1 for further details.



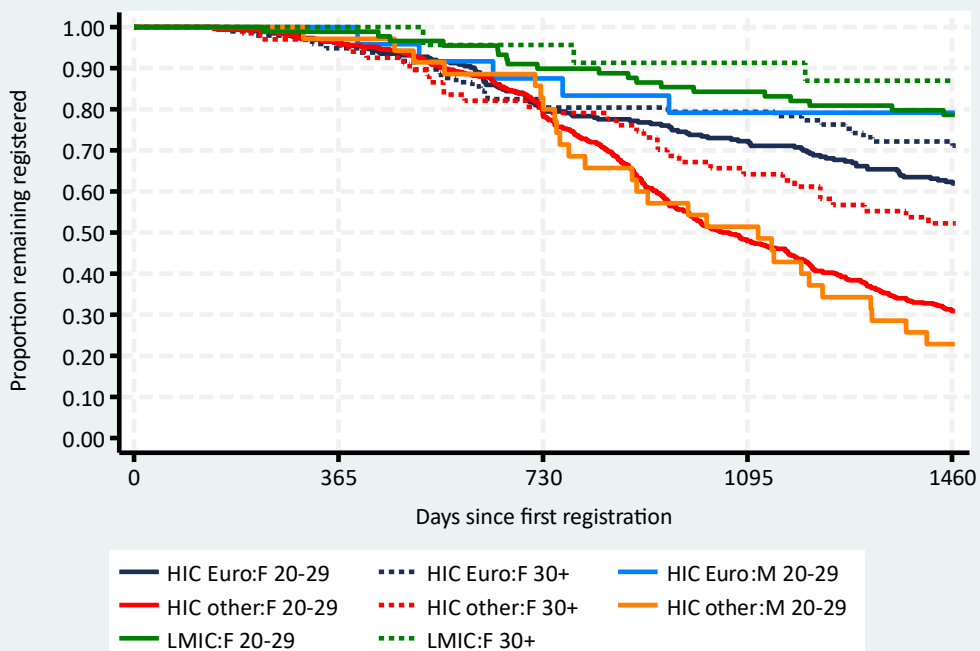
**Comparison of routes and nationalities**

Occupational therapists international route country group retention rates were all lower than the UK route rate. HIC (other) comprised 53% of all international route registrations. See Table 2 for further details.



**International route demographic groups**

Younger international route registrants from High Income Countries outside of Europe had the lowest retention rates. The highest retention rates were for those from LMIC. Both of these effects have been observed in other HCPC 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
<b>Occupational therapists</b>	<b>1,114</b>	<b>50.5</b>	<b>47.5 to 53.4</b>
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**

Only half of the Occupational therapists coming through the international route remained on the HCPC register four years after their first registration, the fourth lowest rate of all HCPC professions.

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 Occupational therapists, in comparison to all other HCPC professions combined, were:

- less likely to be aged 30+ (19% vs. 36%)
- more likely to be female (92% vs. 66%)
- less likely to be from LMIC:
  - HIC Europe (36% vs. 46%)
  - HIC other (53% vs. 34%)
  - LMIC (11% vs. 19%)

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

**Table 2: Comparison of routes and nationalities, Occupational therapists**

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	6,645	86	93.8	93.2 to 94.4
Intl. route: HIC Europe	402	5	66.4	61.6 to 70.8
Intl. route: HIC other	590	8	33.3	29.5 to 37.1
Intl. route: LMIC	122	2	81.1	73.0 to 87.0

**Table 3: International route demographic groups, Occupational therapists**

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	263	24	62.3	56.2 to 67.9
HIC Europe: Female 30+	97	9	72.2	62.1 to 80.0
HIC Europe: Male 20-29	24	2	79.2	57.0 to 90.8
HIC Europe: Male 30+	18	2	-	-
HIC other: Female 20-29	483	43	30.9	26.8 to 35.1
HIC other: Female 30+	67	6	52.2	39.7 to 63.4
HIC other: Male 20-29	35	3	22.9	10.8 to 37.6
HIC other: Male 30+	5	0	-	-
LMIC: Female 20-29	89	8	78.6	68.6 to 85.8
LMIC: Female 30+	23	2	87.0	64.8 to 95.6
LMIC: Male 20-29	4	0	-	-
LMIC: Male 30+	6	1	-	-

**Table 4: Largest international route nationalities, Occupational therapists**

Country of nationality	n	%	Retention rate	
			%	95% CI
Australia	451	40	29.6	25.4 to 33.8
Republic of Ireland	177	16	52.0	22.4 to 59.0
New Zealand	71	6	33.8	23.1 to 44.8
South Africa	63	6	81.0	68.9 to 88.7
Spain	53	5	71.7	57.5 to 81.9
United States	42	4	54.8	38.7 to 68.3
United Kingdom	38	3	79.0	62.3 to 88.9
Portugal	34	3	88.2	71.6 to 95.4
Canada	20	2	55.0	31.3 to 73.5
India	19	2	-	-
Italy	18	2	-	-
Germany	12	1	-	-
Philippines	12	1	-	-
Lithuania	11	1	-	-
France	8	1	-	-