

2024

REGISTRAR REPORT



HEALTH PROFESSIONALS

1 JANUARY 2024 - 31 December 2024



Contact us

If you would like any further information about the Bermuda Health Council, or if you would like to bring a health system matter to our attention, we look forward to hearing from you.

Mailing Address

PO Box HM 3381
Hamilton HM PX
Bermuda

Street Address

Sterling House, 1st Floor
16 Wesley Street
Hamilton HM11
Bermuda

Phone: +1 (441) 292-6420

Fax: +1 (441) 292-8067

Email: contactus@healthcouncil.bm

Website: www.healthcouncil.bm

Published by

Bermuda Health Council
September 2026

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Note: This report is being published in 2026 to ensure the inclusion of the most accurate and complete data available. Final data for the 2024 reporting year, including the processing of outstanding 2024 applications, was not available until the end of 2025. As such, the timing of this report reflects the need for comprehensive data collection and analysis to provide an accurate representation of trends and outcomes.

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INTRODUCTION

The **Bermuda Health Council (Health Council)** was formally appointed in 2020 as Registrar for five of Bermuda's seven health professional regulatory authorities (see [Image 1](#)). This appointment occurred via amendments to the individual professions' legislation¹ via the Health Professions (Miscellaneous Amendments) Act 2020 ([link](#)) .

HEALTH COUNCIL AS REGISTRAR



Image 1: Health Professional Regulatory Authorities (Statutory Bodies)

What Does the Registrar Do?

- ✓ Administers registration applications on behalf of the regulatory authorities
- ✓ Maintains a register of regulated health professionals ([link](#))
- ✓ Offers policy support to regulatory authorities
- ✓ Coordinates formal complaints against health professionals that are submitted to the Professional Conduct Committees (PCCs) for review and/or investigation

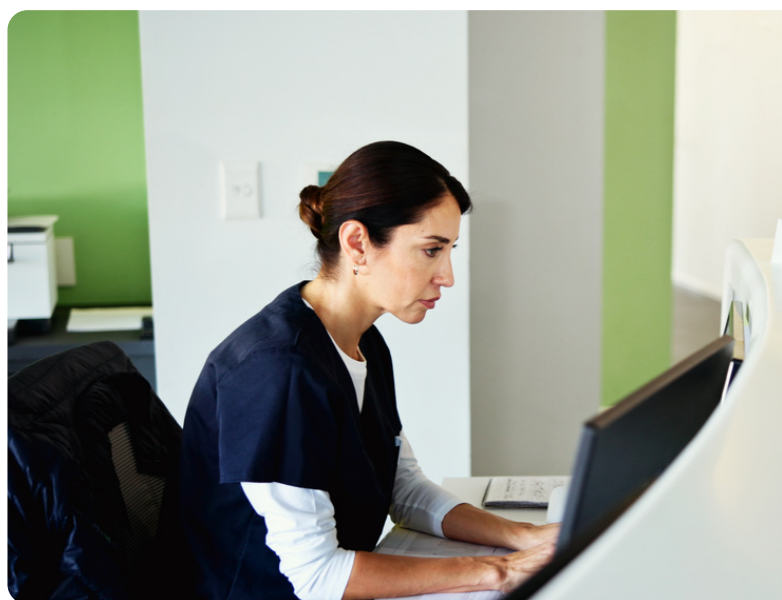
Purpose of the Report

This report analyzes the types of applications received, demographics of the applicants and efficiency of the registration and complaints handling processes.

It provides useful data on the health system workforce and can serve as a resource for future workforce planning and identification of gaps in workforce capacity.

Finally, it identifies system enhancements accomplished by the Health Council and opportunities for future enhancements.

¹ [Health Professionals \(Miscellaneous Amendments\) Act 2020](#)



APPLICATIONS BY HEALTH PROFESSION

KEY FINDINGS

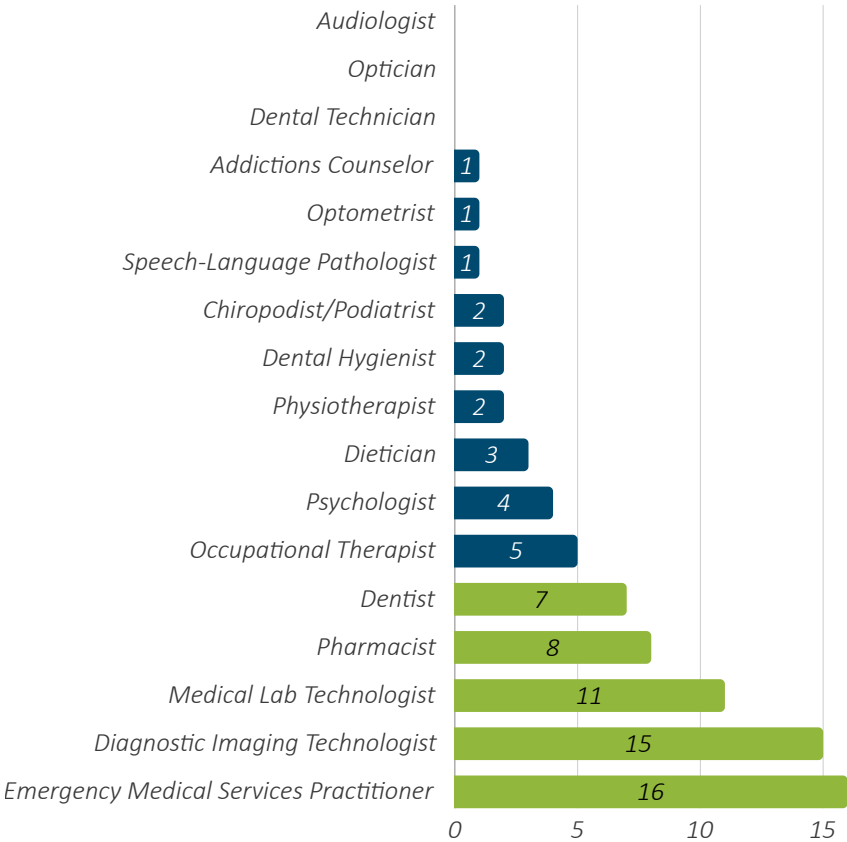
- 78 initial registration applications were received in 2024.
- This represents a 29% decrease in initial applications compared to 2023, when 101 applications were received.
- 71 (96%) applications were approved for registration.



ABOUT THE DATA

Data reflects initial applications received by profession between 1st January and 31st December 2024 across all five statutory bodies.

Chart 1: Initial Applications by Profession



TOP 5 PROFESSIONS BY APPLICATIONS



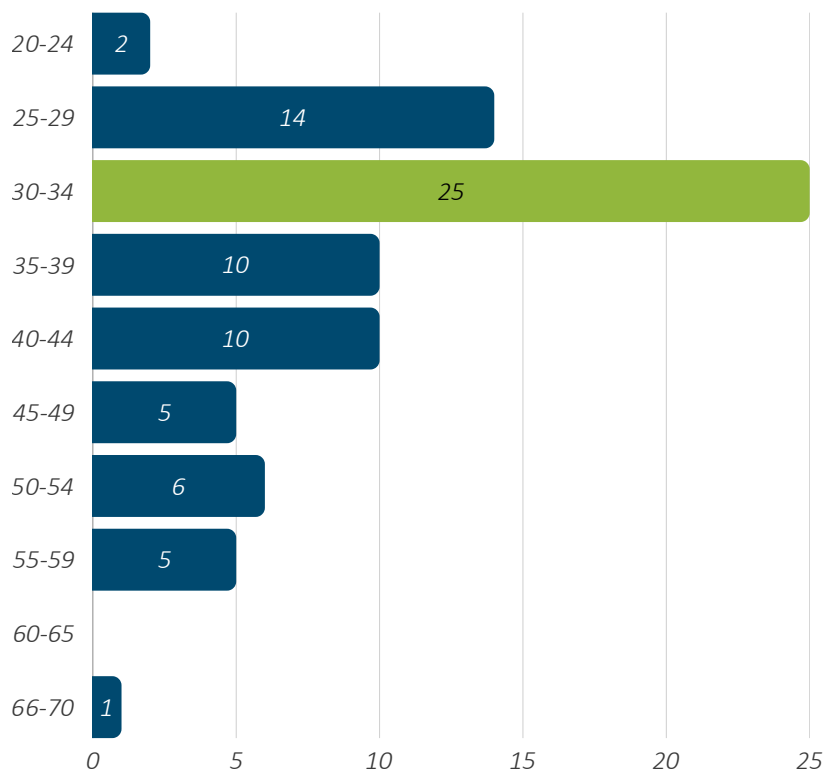
Image 2: Application Highlights

APPLICANT DEMOGRAPHICS



AGE OF APPLICANTS

Chart 2: Initial Applications By Age Group



ABOUT THE DATA

The ages of applicants were analyzed and categorized into specific age groups to provide insights into age distribution.

[Chart 2](#) shows the age distribution of applicants that applied for initial registration in 2024.

The age group with the greatest number of applicants was

30-34

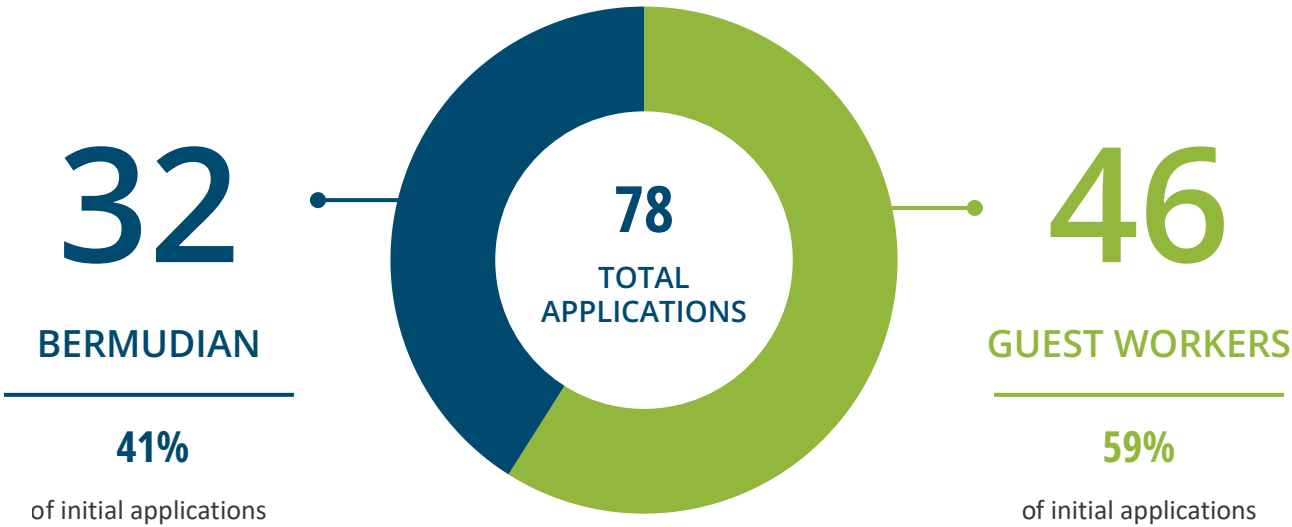
with **25** applicants.

APPLICANT DEMOGRAPHICS

IMMIGRATION STATUS

[Chart 3](#) below shows the immigration status of applications at the time of their initial application.

Chart 3: Initial Applications By Immigration Status



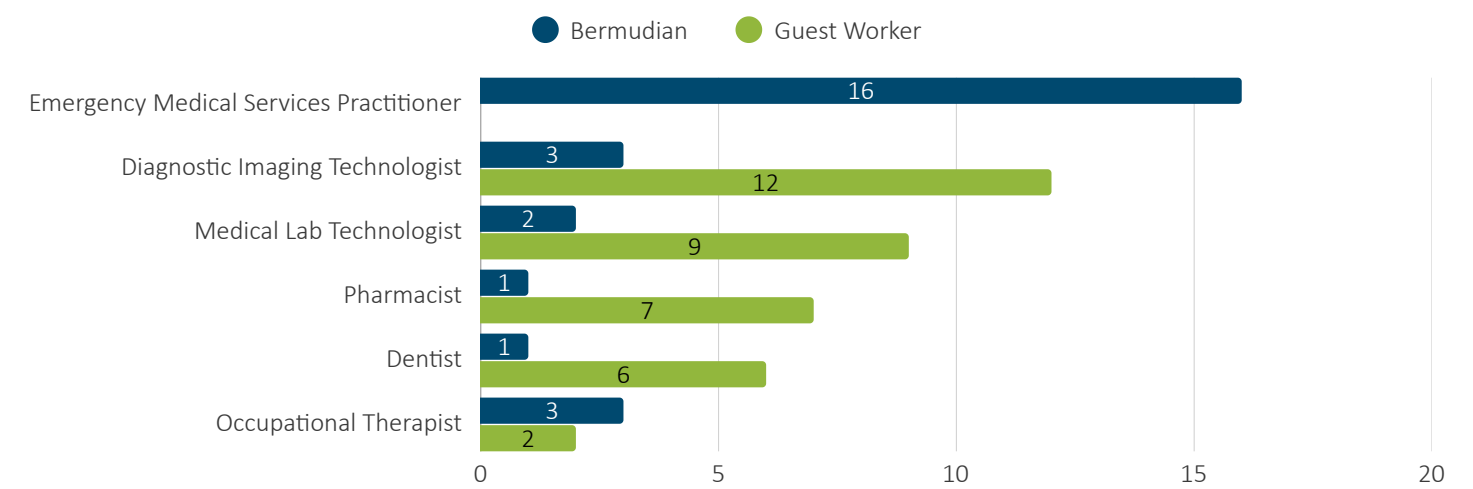
ABOUT THE DATA

Of the 78 initial registration applications received in 2024, there were **32 Bermudians**, **46 guest workers**, **0 spouses of Bermudians**, and **0 permanent resident** applicants.

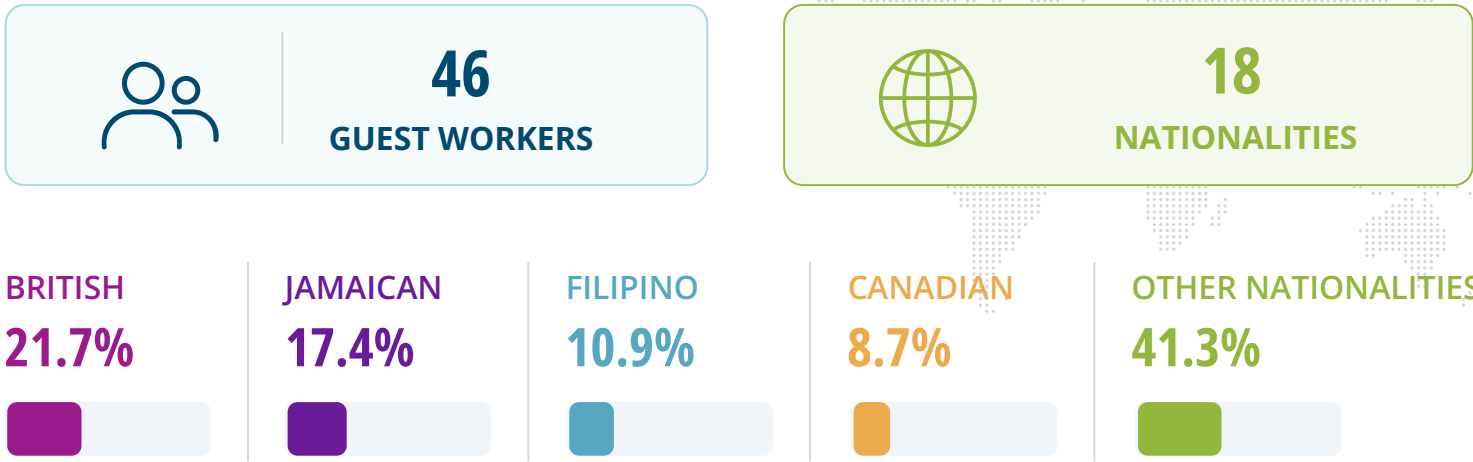
APPLICANT DEMOGRAPHICS

Professions that received five or more initial applications in 2024 were further analyzed to determine the composition of immigration status of applicants. This data is provided in [Chart 4](#) below, along with key findings.

Chart 4: Applicant Immigration Status By Profession



GUEST WORKER NATIONALITY



The remaining guest worker applicants were distributed across a range of other nationalities, each representing a smaller share of the applicant pool.

APPLICANT DEMOGRAPHICS

KEY FINDINGS

The applicant demographic data highlights several notable trends across immigration status, profession and nationality.

01

APPLICATION COMPOSITION

Bermudians accounted for **41%** of initial registration applicants, while guest workers made up **59%**.

02

PROFESSION TRENDS

Emergency Medical Services Practitioners (EMSPs) had the highest number of Bermudian applicants, with all **16** applicants in this category being Bermudian.

Diagnostic Imaging Technologists, Medical Laboratory Technologists, Pharmacists, and Dentists received a higher number of applications from guest workers, indicating stronger international representation in these professions.

03

CONCENTRATION OF NATIONALITIES

The guest worker applicant pool is highly diverse, with **18** nationalities across **46** applicants.

The four largest nationality groups accounted for **58.7%** of the guest worker applicant pool, led by **British (21.7%)** and **Jamaican (17.4%)** applicants.



APPLICANT PROCESSING TIME

For the 71 applications that were approved for registration in 2024, the average application processing time was 61 days. This compares to 55 days in 2023. The average application processing time was identified for each profession and included in [Chart 5](#). [Chart 6](#) identifies processing time by regulatory authority.

Applications are reviewed by regulatory authority members that volunteer their time outside of business hours, which impacts the expediency of application processing. Other factors that contribute to the processing time of an application include incomplete application documentation, local examination and internship requirements, and administrative delays. For example, **dental and pharmacist applicants must sit a qualifying exam for registration, which results in a longer application processing time.**

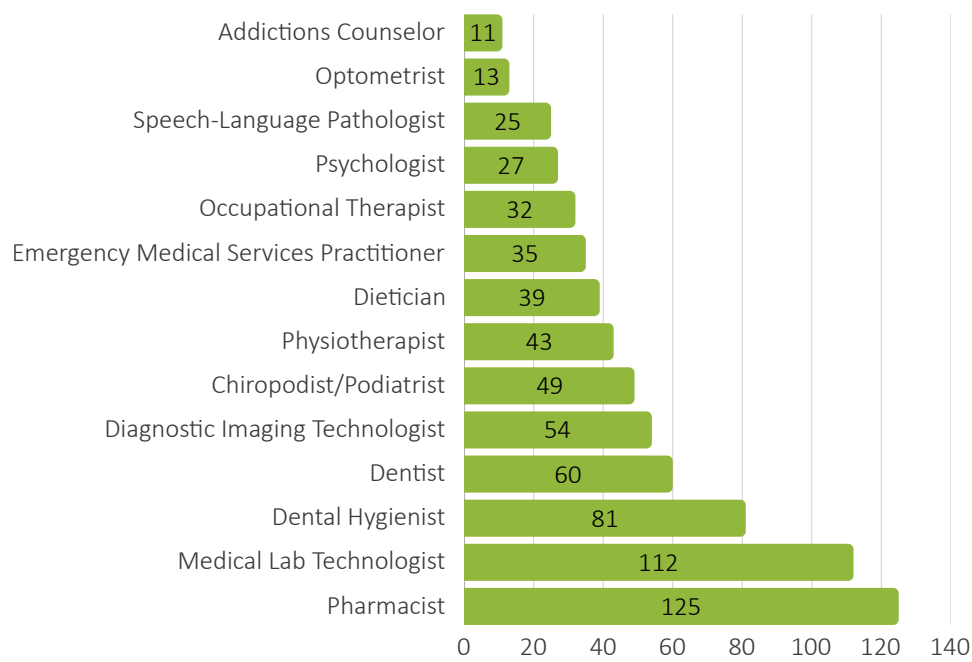
The Health Council, in conjunction with regulatory authorities, is working to further automate the registration application submission and review process, to reduce processing time and increase efficiency. The Health Council is currently implementing a phased rollout of a new online registration platform with select professional groups, aiming to transition all professional registration applications by 2027.



APPLICANT PROCESSING TIME

BY PROFESSION

Chart 5: Average Application Processing Time (Days) By Profession



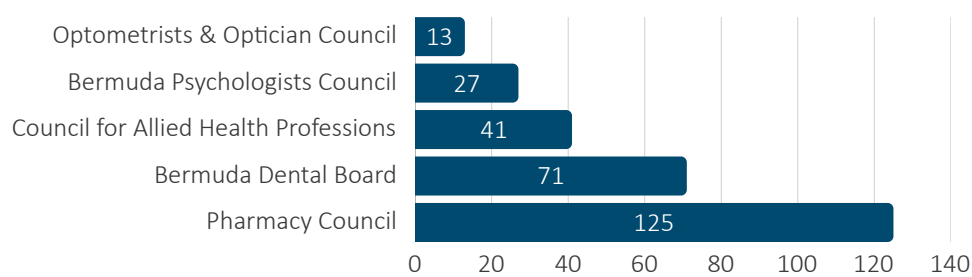
PROCESSING SNAPSHOT

11-125
DAYS

across professions

BY REGULATORY AUTHORITY

Chart 6: Average Application Processing Time (Days) By Regulatory Authority



PROCESSING SNAPSHOT

13-125
DAYS

across regulatory
authorities

COMPLAINTS

Professional Conduct Committees (PCCs) are responsible for receiving and investigating complaints made against registered health professionals that include allegations pertaining to misconduct. Complaints are received through the Health Council’s online complaint form and referred to the respective PCC for review.

COMPLAINTS RECEIVED

In 2024, one complaint was received against a registered health professional. This compares to three complaints received in 2023. The 2024 complaint received was against a diagnostic imaging technologist and was eventually withdrawn.



THE COMPLAINT PROCESS

Chart 7: Complaint Process



More details about the health professional complaint process, including how to submit a complaint, can be found on the Health Council’s [website](#).

SYSTEM ENHANCEMENTS

Further system enhancements were implemented in 2024, to strengthen our regulatory process and improve the experience for applicants and regulatory authorities.

01

ONLINE REGISTRATION PLATFORM

In 2024, we introduced registration renewal applications for select professions through the Health Council’s new online registration platform.

This process was successfully piloted by several health professions and their respective statutory boards. Moving forward, additional professional groups will adopt the platform for their renewal application processes.

The full transition of all renewal and initial applications to the platform is anticipated to be completed in 2027.

2024

Online renewal applications piloted for select professions



2027

Full transition of all applications to the online platform

02

INITIAL REGISTRATION CRITERIA

Initial Registration Criteria documents were drafted for seventeen health professions and submitted to the relevant regulatory authorities for review.

These documents outline the specific requirements for registration for each profession, providing greater clarity for applicants seeking initial registration.

Once finalized, the documents will be made available to applicants on the Health Council’s website.

17



Initial Registration Criteria documents were drafted for health professions

CONCLUSION

The data collected on initial registration applications provides useful information on the health system workforce, such as identifying professions where Bermudian applicants are under-represented. Highlighting application processing times provides a benchmark for continuous quality improvement, with the goal of reducing barriers to health system entry and ensuring efficiency.

There is the opportunity to collect more substantial data on the health workforce in Bermuda, which can occur once the new online registration platform is fully implemented. For example, collecting demographic data on all registered health professionals as opposed to only those that initially registered in 2024.

Future reports will continue to highlight system enhancements and regulatory authority policy initiatives supported by the Bermuda Health Council’s policy team. There remains significant opportunity for ongoing policy development in health professional regulation, such as the publication of registration requirements, updating of standards of practice, and development of continuing education guidelines.



LOOKING AHEAD

				
Stronger workforce data to better understand the health workforce in Bermuda	Continued improvements to the online registration platform	Publication of registration requirements	Updates to standards of practice	Development of continuing education guidelines





BERMUDA HEALTH COUNCIL

www.healthcouncil.bm

contactus@healthcouncil.bm

(441) 292-6420

Achieving a quality, equitable and sustainable health system.