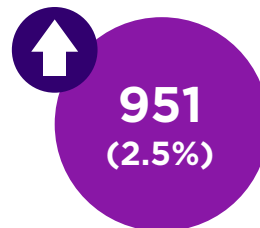

The NMC register Wales

1 April 2022–
31 March 2023



Size of our permanent register in Wales on 31 March 2023

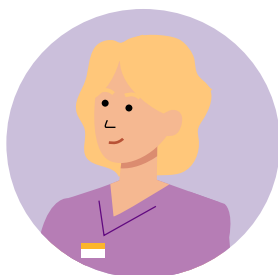
Between April 2022 and March 2023, the total number of nurses, midwives and nursing associates with registered addresses in Wales grew from 38,268 to 39,219.



The total number of **nurses** in Wales grew from 36,045 to **36,917**.



The total number of **midwives** in Wales grew from 1,817 to **1,904**.



The total number of **dual registrants** (nurse and midwife) in Wales decreased from 392 to **369**.



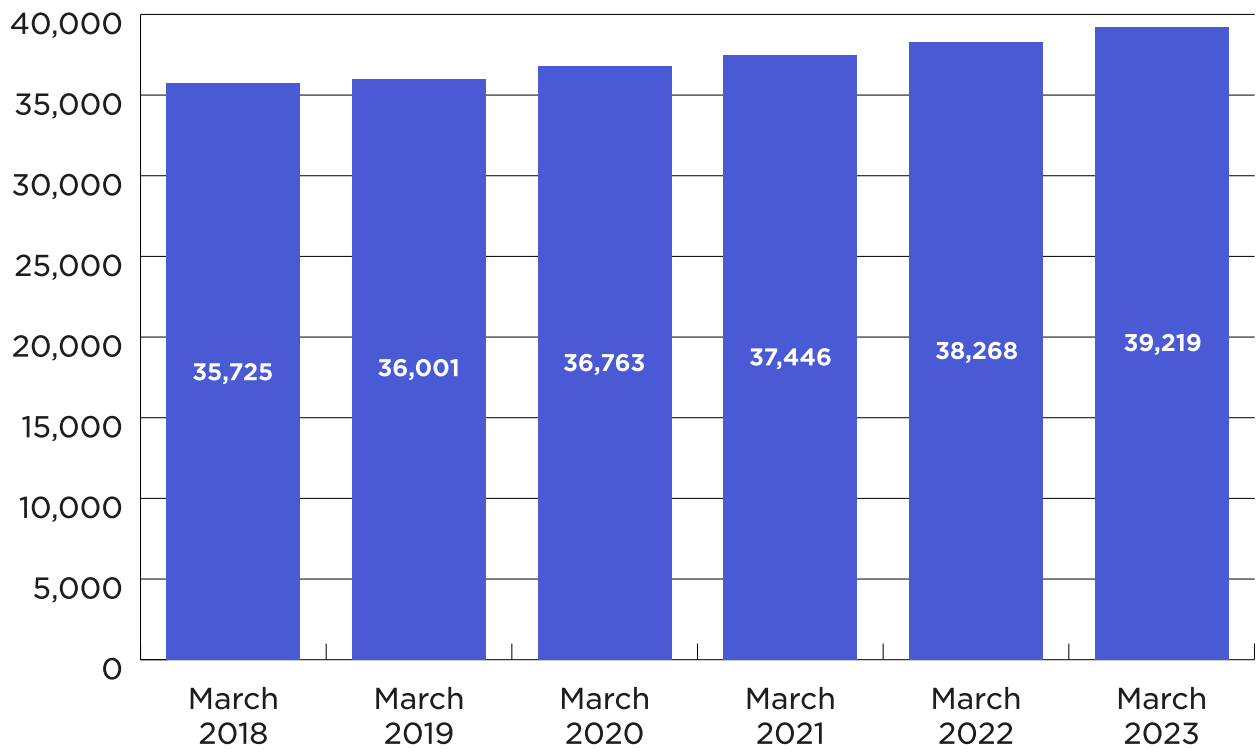
The total number of **nursing associates*** in Wales increased from 14 to **29**.



*The nursing associate role was introduced in 2019, in England only. A small proportion of registered nursing associates have addresses in Wales.

Figure 1

Total number of people on the permanent register with an address in Wales.

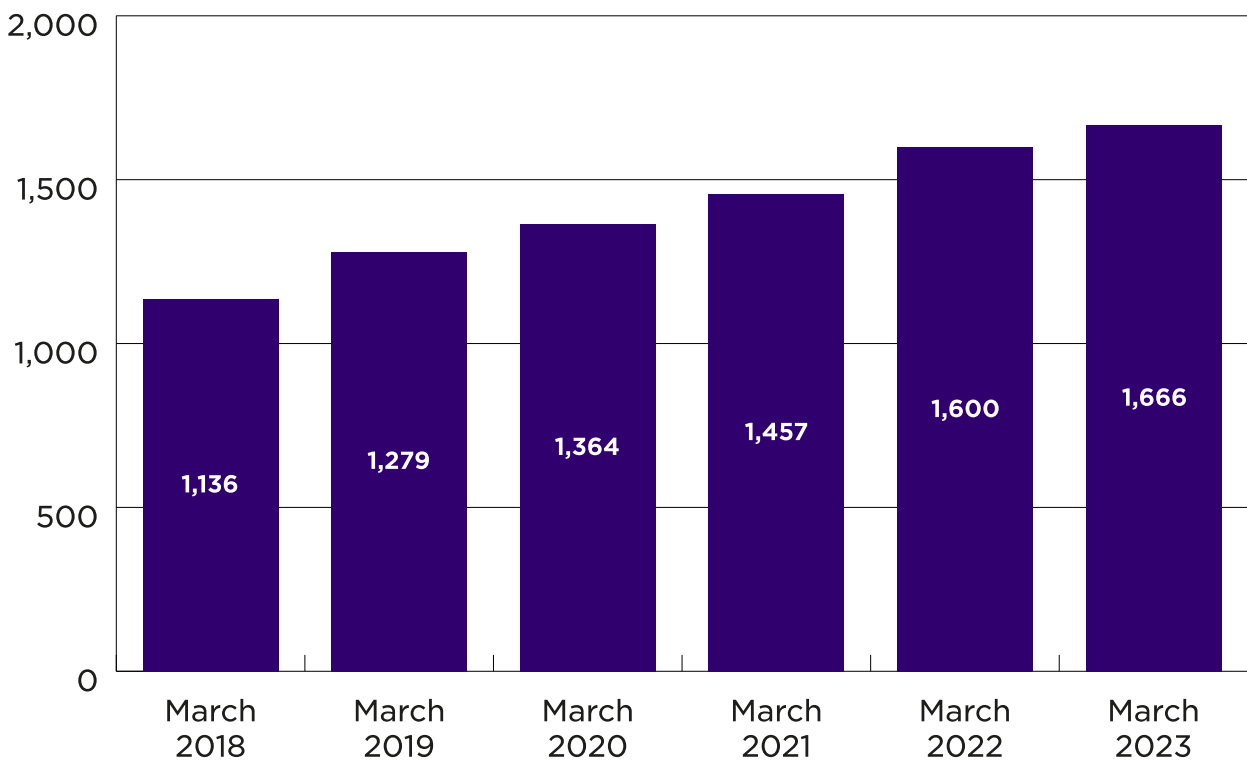


Joining the permanent register

The number of people in Wales joining our permanent register for the first time has steadily increased since March 2018. Between April 2022 and March 2023, 1,666 people joined. That's 66 (4.1%) more than the previous year.

Figure 2

People with an address in Wales joining the permanent register for the first time.



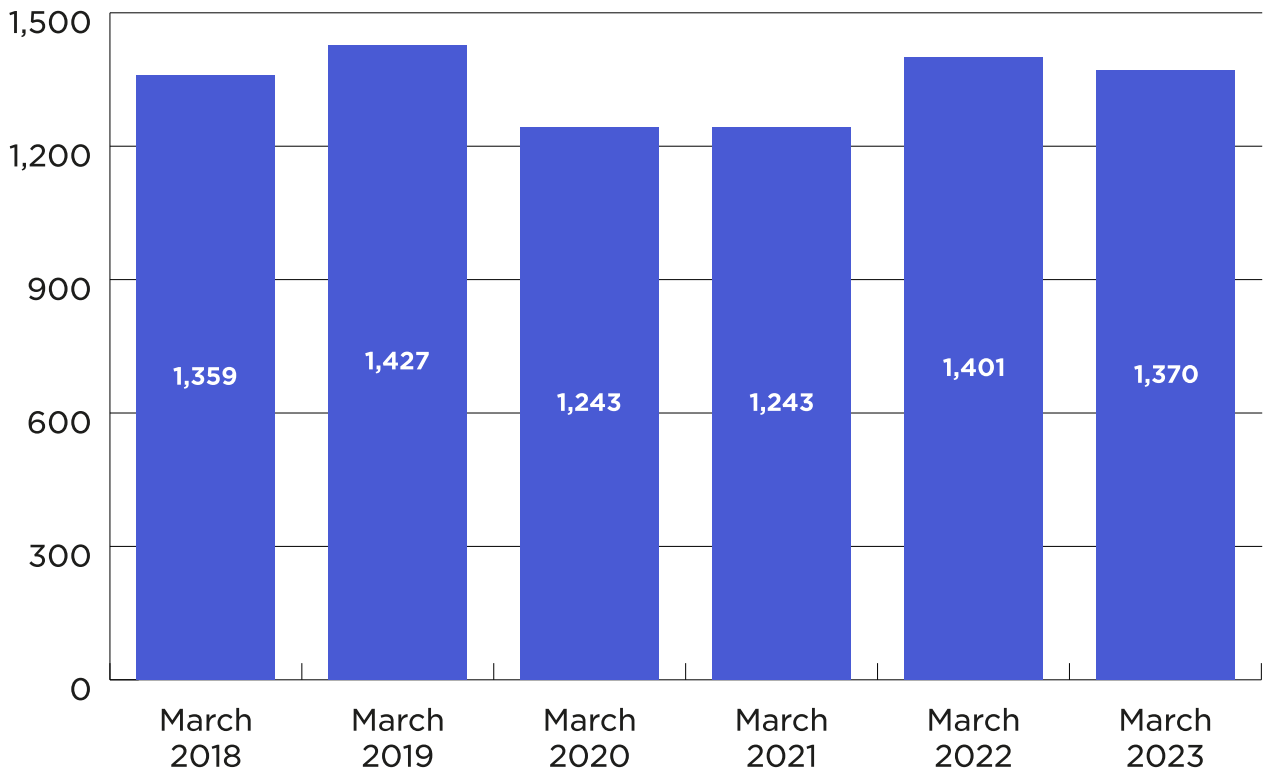
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

The number of people in Wales leaving the permanent register decreased to 1,370. That's 31 fewer leavers (-2.2%) than in the previous year.

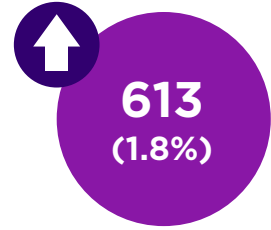
Figure 3

People with an address in Wales leaving the permanent register.



Professionals from the UK


In the last year in Wales, the number of professionals on our permanent register whose initial registration was in the UK grew from 34,781 to 35,394.



-  **534 more UK nurses**
-  **87 more UK midwives**
-  **23 fewer UK dual registrants**
-  **15 more UK nursing associates**

People from the UK joining and leaving the permanent register

Since March 2018, there has been an increase in the number of people in Wales joining the permanent register from the UK. Between April 2022 and March 2023, **1,472** people from the UK joined our register, up from 1,412 in 2021–2022.

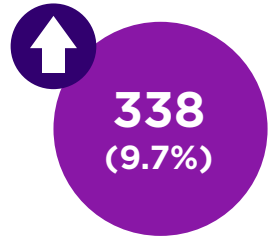
 **Joining the register**
4.2% (+60)

The number of people from the UK leaving the permanent register in Wales remained relatively similar to the previous year. In 2022–2023, **1,305** people left our register.

 **Leaving the register**
-2.5% (-33)

International professionals

The number of people on the permanent register in Wales who were initially registered outside the UK has increased from 3,487 to **3,825** in the last year.



Of those, the number of professionals from EU/EEA countries decreased by two from 624 to **622**.



Initial registration in the EU/EEA
0.3% (-2)

However, the number of people who initially registered outside the EU/EEA increased significantly from 2,863 to **3,203**.



Initial registration outside the EU/EEA
11.9% (+340)

 **338 more international nurses**

No change in the number of international midwives

No change in the number of international dual registrants

Figure 4

Total number of people on the permanent register in Wales by initial registration from the UK, EU, and outside the EEA.

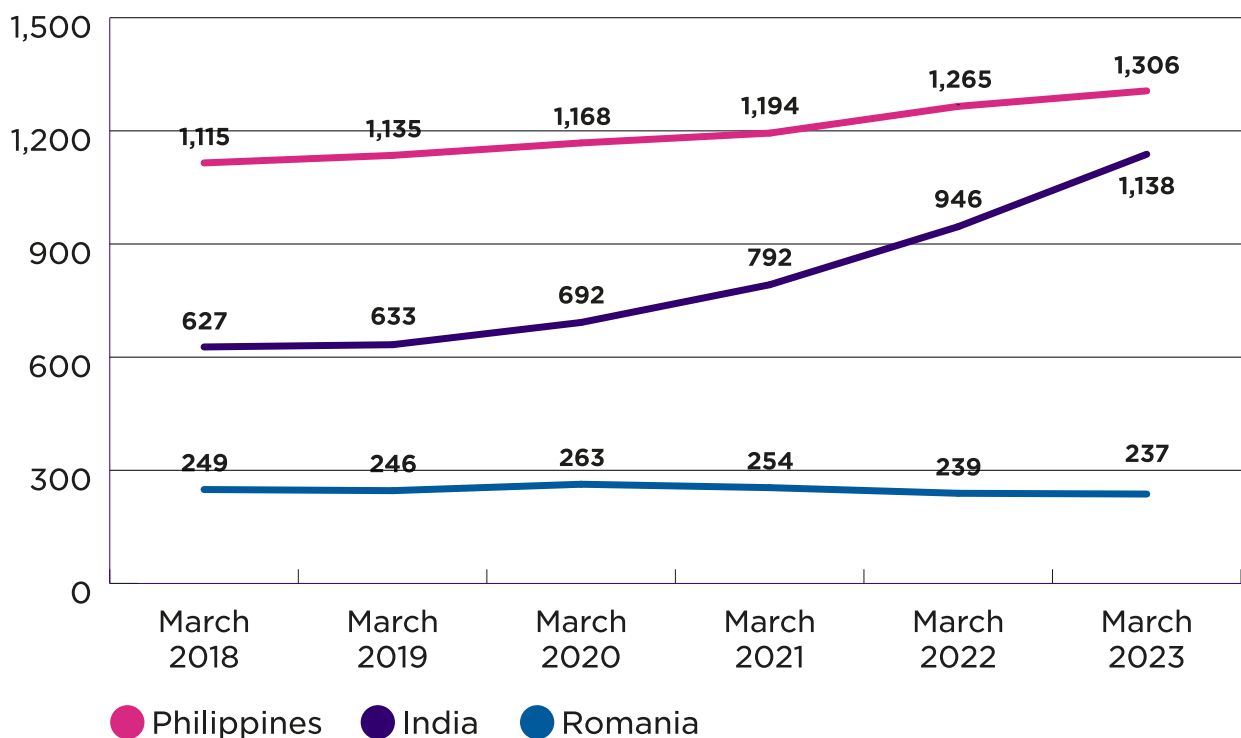


The Philippines is the most frequent country of training outside the UK. There are now **1,306** professionals in Wales who were educated in the Philippines. However, the number of professionals educated in India also increased by 20%.

 **3.2%**
(+41)

Figure 5

Total number of people on the permanent register in Wales by country of training outside the UK (top three countries).



People from outside the UK joining and leaving the permanent register

Since March 2018, there has been an increase in the number of people joining the permanent register from outside the UK in Wales. Between April 2022 and March 2023, **194** people joined, a slight increase from 188 in 2021-2022.

Joining the register
3.2% (+6)

The number of people from outside the UK leaving the permanent register in Wales remained the same as the previous year. In 2022-2023, **57** people left our register.

Leaving the register
0% (0)

Figure 6

Total number of people with an address in Wales joining the permanent register by country of training outside the UK since March 2018 (top three countries).

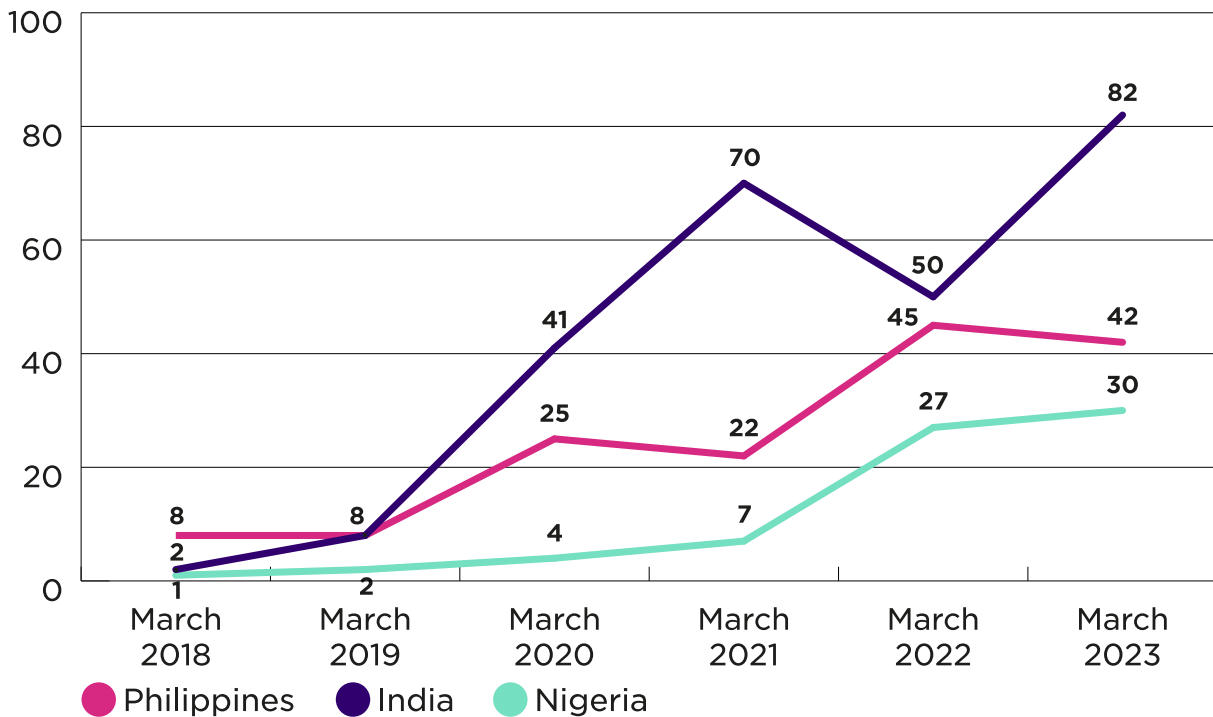
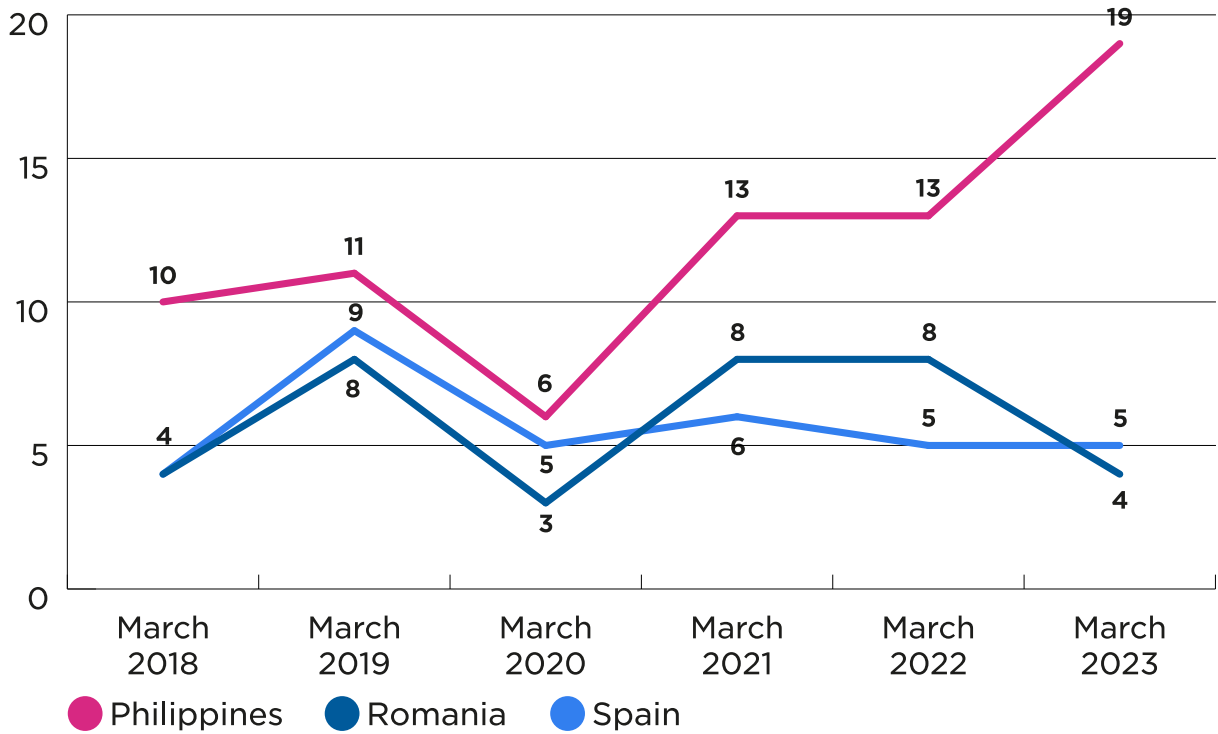


Figure 7

Total number of people with an address in Wales leaving the permanent register by country of training outside the UK since March 2018 (top three countries).



Profile of the permanent register in Wales

Age

The number of people aged **21 to 40** on our permanent register in Wales has increased steadily since March 2018. There are now **14,729** people in this age group, up from 14,002 last year.



Meanwhile, those in the age group **41 to 55** decreased from 15,160 to **14,929**.



The number of people aged **56 and above** increased by 4.7% in 2022-2023, from 9,106 to **9,561**.



Gender



90.3%

of people on our permanent register in Wales identify as female.



9.7%

of people on our permanent register in Wales identify as male.

Since March 2018, there have been only fractional changes in this gender split. This differs from the UK report, where the number of male professionals continues to grow, increasing by 4.9% in the last year.

Of the **39,219** professionals on the permanent register in Wales, **237** (0.6%) said their gender does not match their sex at birth, up from **207** last year.

Ethnicity

Of the 39,219 professionals on our register in Wales, **34,097** are White, up from 33,592 last year.

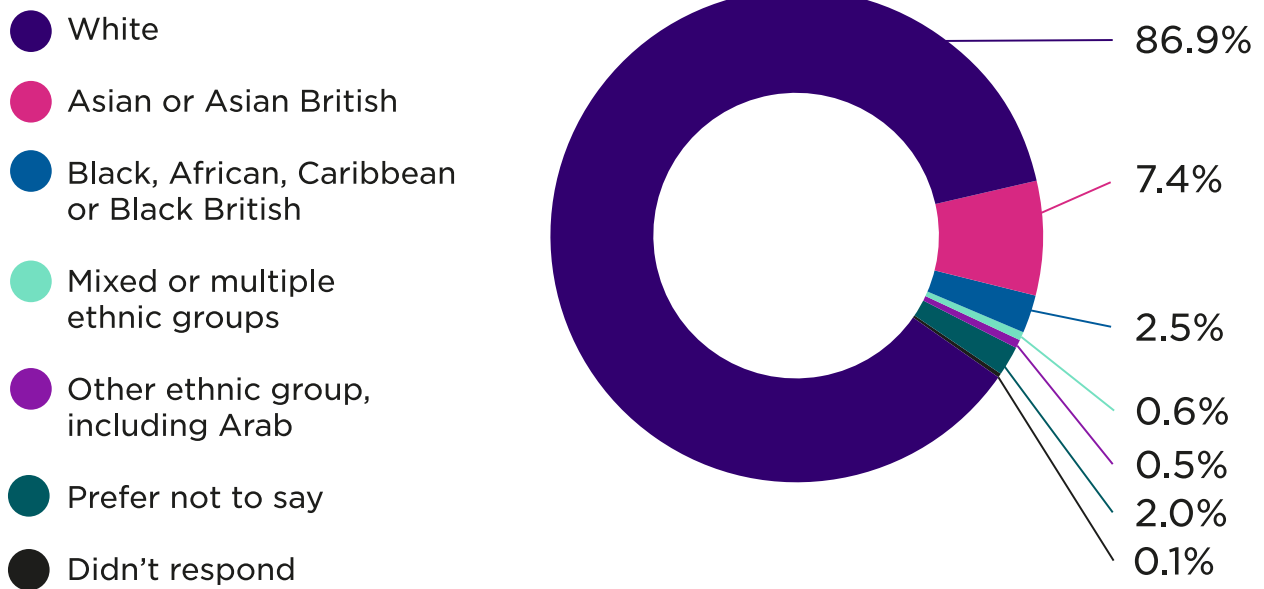
4,311 are from Black and minority ethnic backgrounds, up from 3,916 in the previous year.

 **White**
1.5% (+505)

 **Black and minority ethnic**
10.1% (+395)

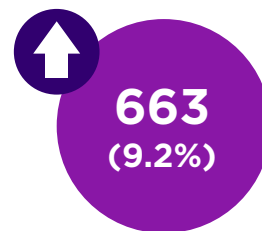
Figure 8

Ethnicity profile of the permanent register.



Length of time on the register

In Wales, the number of professionals who have been on our register for five years or less since their initial registration grew from 7,236 to 7,899 over the last year.



Meanwhile, the number of those on the register between **five and 10 years** increased from 5,453 to **5,699**.



The largest group on the register between **10 and 30 years** grew marginally from 16,831 to **16,903**.



The number of people on the register for **30 years or more**, grew marginally from 8,748 to **8,718**.



This does not indicate continuous service and there may have been gaps in people's registration between initial registration and current registration.

Fields of nursing practice

There are four fields of nursing practice. They cover adult, children's, mental health and learning disabilities nursing.

The number of professionals registered across all four fields of nursing practice increased in Wales. The number of **adult** nurses rose from 28,376 to **28,906**.

The number of **children's** nurses rose from 2,765 to **2,901**.

The number of **mental health** nurses also increased from 5,305 to **5,436**.

The number of **learning disabilities** nurses increased marginally from 988 to **993**.

These data don't tell us which roles nurses are currently working in. Nurses can hold more than one qualification and don't always work in the fields they are registered in.



Adult nurses

1.9% (+530)



Children's nurses

4.9% (+136)



Mental health nurses

2.5% (+131)



Learning disabilities nurses

0.5% (+5)



SCPHN and specialist practice qualifications

A nurse or midwife can have multiple additional qualifications. Specialist community and public health nursing (SCPHN) is a distinct part of our register. Someone on our register can become a SCPHN by taking an approved programme and achieving the right standards.

‘Specialist practitioner’ refers to someone who has a specialist practice qualification (SPQ). SPQs are post-registration qualifications that relate to particular fields of practice. However, gaining an SPQ doesn’t change the field a person is registered in.

The total number of registered Specialist Community and Public Health Nurses registered with an address in Wales has increased marginally. In March 2018, there were 1,707 SCPHN professionals. In the last year, this has increased from 1,780 to **1,800** an increase of 1.1%.



Specialist Community and Public Health Nurses

1.1% (+20)

The total number of professionals with special/recordable qualifications increased from 5,702 to **5,865** in the last year.



Professionals with one or more special/recordable qualifications

2.9% (+163)

Within the total number of professionals with one or more special/recordable qualifications, the number of people with a Nurse Independent/Supplementary Prescriber qualification has increased significantly since March 2018 from 1,459 to **2,218**.



Professionals with a Nurse Independent/Supplementary Prescriber qualification

52.0% (+759)

Why did people leave in Wales?

Since 2017 we've run an annual survey of professionals who left our register, to ask them why they left. We ran our latest survey throughout March 2023. Below is a summary of the findings for Wales. You can read the [full report on our website](#).

26,618 nurses, midwives and nursing associates left our permanent register between January 2022 and December 2022. In March 2023, we invited a sample of **21,975** of these people to complete our leavers' survey. A total of **7,226** people responded, including **425** from Wales.

This year we have refreshed our survey approach and questions to ensure its relevance for recent leavers and years to come. Because of this, findings from the 2023 leavers' survey should not be directly compared to that of previous years.

The refreshed leavers' survey was a 10 minute online survey looking to understand;

- **Why professionals left the NMC register**
- **The wider context surrounding individuals' decisions to leave**
- **If employment or demographic factors impact reasons for leaving**

Respondents were given 19 options as to their reasons for leaving. From these, they selected up to five choices, including one main reason for leaving.

The three most commonly selected reasons for leaving the register are different to previous years partly because of the refreshed survey answers. New categories of 'Physical and mental health' and 'Burnout or exhaustion' were two of the top three reasons cited by respondents, behind retirement.

Another new category, 'Lack of support from colleagues and senior members of staff' is also in the top 10 reasons why nurses, midwives and nursing associates left their profession. This was seen to be a part of poor workplace culture, making staffing, workload and quality of care challenges even more difficult.

Table 1

What was your main reason for leaving the NMC Register (10 most frequently selected responses): respondents in Wales.

Rank	Reason for leaving	UK rank
1	Retirement	=
2	My physical or mental health	=
3	Burnout or exhaustion	=
4	Quality of care provided to members of the public and people who use services	9
5	A change in personal circumstances	4
6	Lack of support from colleagues or senior members of staff	8
7	Other	=
8	Experiences of bullying, harassment, or discrimination	10
9	Workload	11
10	Concern about meeting the revalidation requirements	6

57% of leavers from Wales have left the register earlier than planned, which is more than the UK survey (**52%**). Leavers from Wales also listed 'Retirement', 'My physical or mental health' and 'Burnout or exhaustion' as their top three reasons for leaving the register. However, 'Quality of care provided to members of the public and people who use services' ranked higher in fourth place, this response ranks ninth in the UK wide survey.

Covid-19 temporary register in Wales

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. We invited some nurses and midwives who had left our permanent register, as well as some overseas applicants to join.

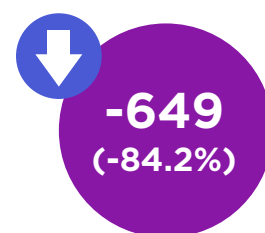
In line with the Government's 'Living with Covid' plan, we stopped accepting new people onto the temporary register from 24 March 2022.

In September 2022, the Secretary of State for Health and Social Care announced that temporary registration would stay open for a further two years. We're therefore allowing professionals to continue with temporary registration to support the Covid-19 response and recovery.

In March 2023, we brought in changes to maintain the temporary register safely. These include applying conditions of practice or ending people's temporary registration, depending on when they left the permanent register and whether they have been practising.

Size of the temporary register

The total number of nurses, midwives and nursing associates on the Covid-19 temporary register with an address in Wales decreased from 771 in March 2022 to **122** in March 2023, a decrease of **84.2%**.



As of March 2023, there are **110** nurses, **nine** midwives and **three** dual registrants on the temporary register.

The number of people with an address in Wales make up **6.1%** of the Covid-19 temporary register.

What we do

Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 788,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

Our core role is to **regulate**.

First, we promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England. Second, we maintain the register of professionals eligible to practise. Third, we investigate concerns about nurses, midwives and nursing associates – something that affects a tiny minority of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.

To regulate well, we **support** our professions and the public.

We create resources and guidance that are useful throughout people's careers, helping them to deliver our standards in practice and address new challenges. We also support people involved in our investigations, and we're increasing our visibility so people feel engaged and empowered to shape our work.

Regulating and supporting our professions allows us to **influence** health and social care. We share intelligence from our regulatory activities and work with our partners to support workforce planning and sector-wide decision making. We use our voice to speak up for a healthy and inclusive working environment for our professions.



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