

Internationally trained professionals joining the NMC register

1 April 2021–31 March 2022

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Foreword

In the summer [we published data](#) that showed a big rise in the number of professionals joining the register for the first time last year. And almost half had trained outside the UK.

In this report we're presenting further analysis of this data. It reveals that the profile of international professionals registered in 2021-2022 is very different from UK joiners and the register they joined. They're more likely to be men and they're much more likely to be ethnically diverse.

This matters because our [Ambitious for Change](#) research shows employers make disproportionately high referrals of Black people and men to our regulatory processes. A quarter of international joiners are Black, and almost a fifth are men.

Internationally trained nursing and midwifery professionals working in the UK make a vital and welcome contribution to people's health and wellbeing.

Working with employers and our other partners, we want to make sure internationally trained nurses and midwives are fully supported. Together we must create the most inclusive environment possible - one that supports international recruits to thrive, not just survive.

Andrea Sutcliffe

Chief Executive and Registrar



About us

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 758,000 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 educational 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.



Internationally trained joiners

Between April 2021 and March 2022, a total of 23,444 people who trained outside the UK joined our register for the first time. That is 13,482 more than the number who joined the previous year.

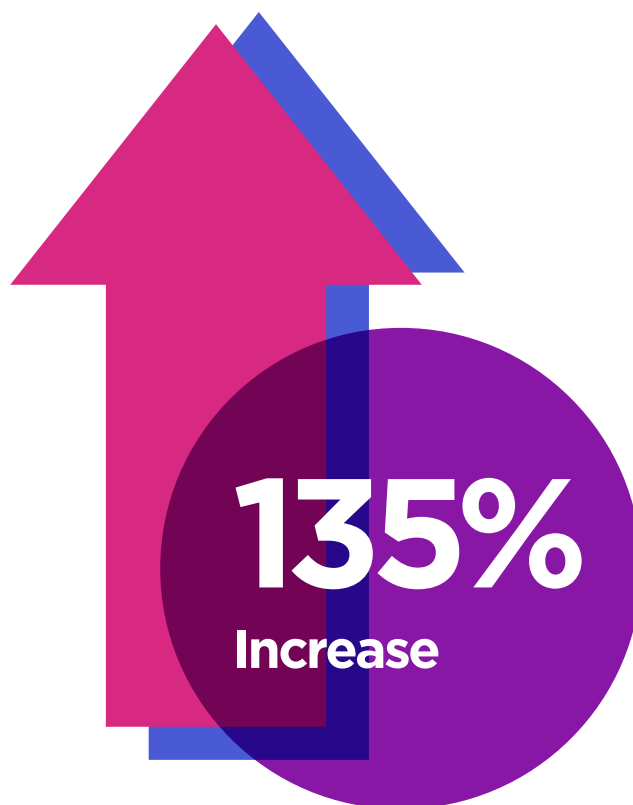


Table 1: Internationally trained professionals joining our register for the first time

	2017-18	2018-19	2019-20	2020-21	2021-22
Nurse	3,489	7,068	12,869	9,884	23,367
Midwife	31	56	65	76	76
Dual registrant (nurse and midwife)	2	0	0	1	0
Nursing associate*	n/a	0	1	1	1
Total	3,522	7,124	12,935	9,962	23,444

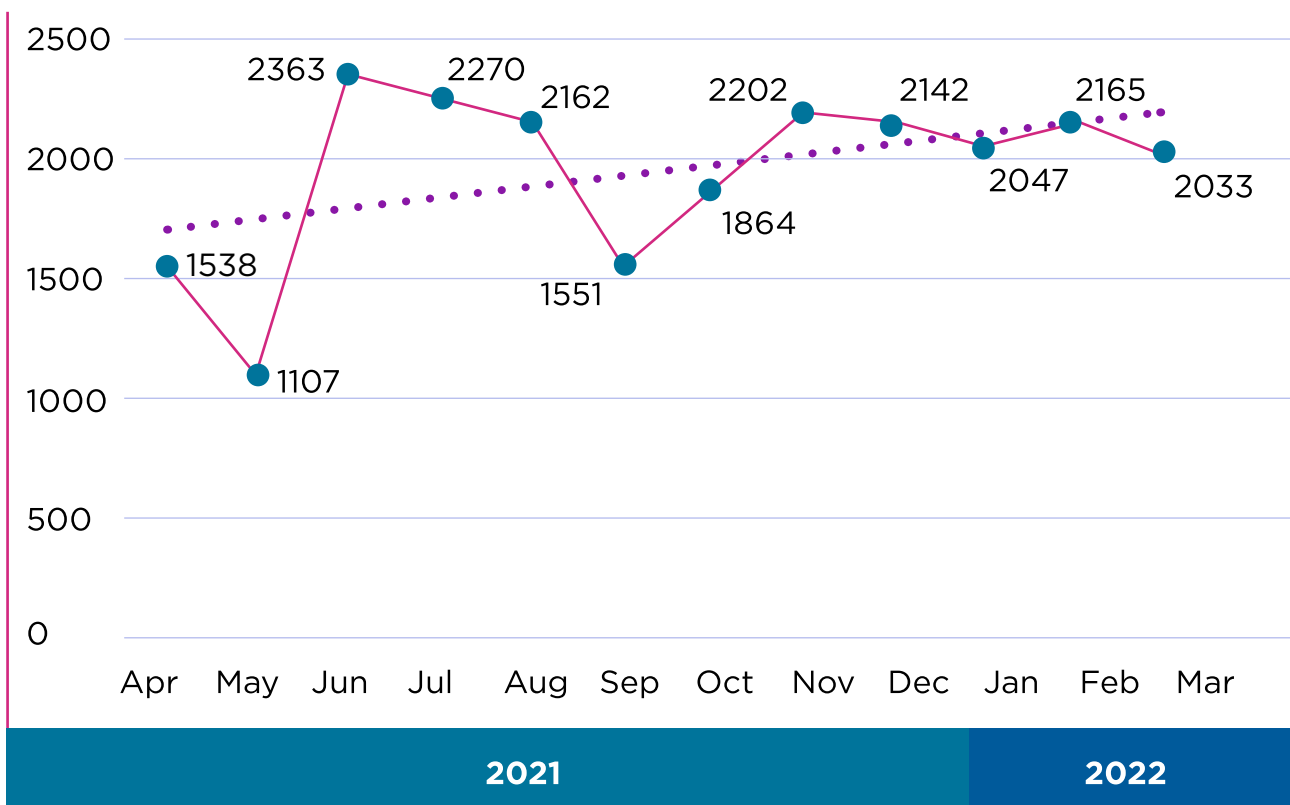
*The nursing associate role was introduced in 2019, in England only. Nursing associates bridge the gap between health and care assistants, and registered nurses.

Joiners per month

Our data shows a steady number of monthly joiners from outside the UK, with relatively quieter periods being April to May and September to October. For the rest of the year, there were more than 2,000 internationally trained joiners each month.

Figure 1: Internationally trained professionals joining our register, by month

..... This indicates the trend in the number of internationally trained professionals joining our register over the year from April 2021 to March 2022.



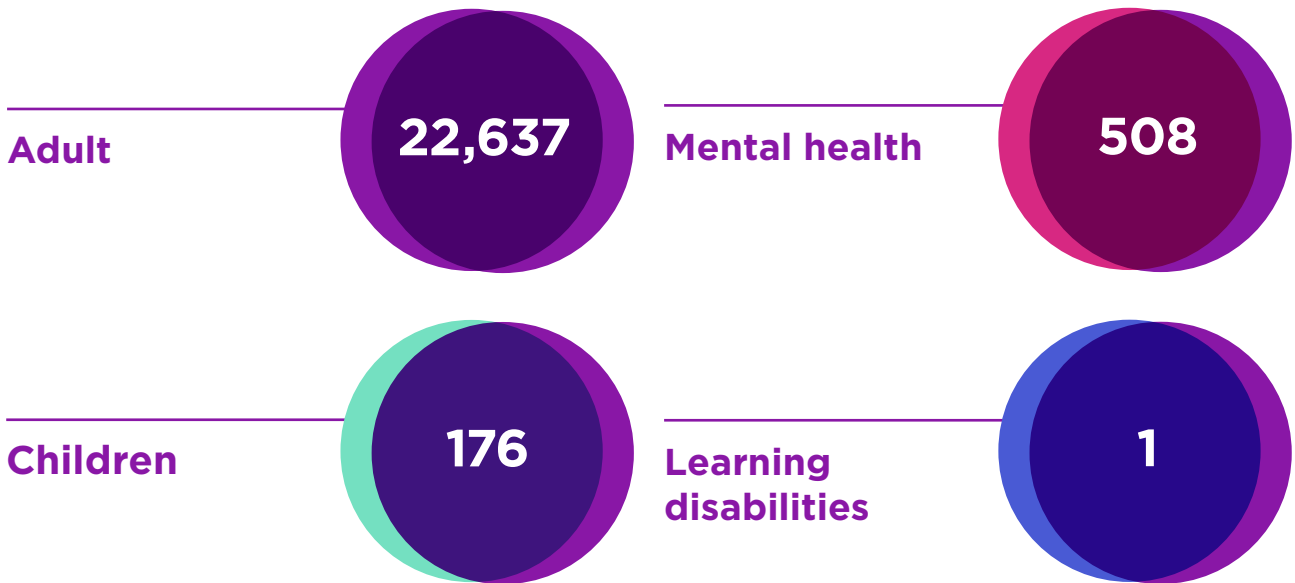
Average internationally trained joiners each month

1,954

Fields of practice

There are four fields of nursing practice. While professionals will register in one of these, it doesn't tell us the specific role they're actually working in.


Table 2: Internationally trained nurses joining the register for the first time, by field of practice



Countries of training

Of all internationally trained professionals who joined our register in 2021-2022, 42% trained in India and 25% trained in the Philippines (all of whom are nurses). This means two thirds of all internationally trained joiners were from these two countries alone.

Table 3: Top 20 countries of training

 No active recruitment is permitted from these countries.

Training Country	Nurse	Midwife	Nursing Associate	Total	%
India	9,769	-	-	9,769	42%
Philippines	5,763	-	-	5,763	25%
Nigeria	2,998	12	-	3,010	13%
Zimbabwe	913	-	-	913	4%
Ghana	831	12	-	843	4%
Kenya	461	-	-	461	2%
Nepal	210	-	-	210	1%
Romania	156	-	-	156	1%
Australia	145	<5	-	149	1%
Republic of Ireland	127	8	-	135	1%
USA	121	<5	-	123	1%
Jamaica	114	<5	-	115	1%
Guyana	113	<5	-	114	1%
Pakistan	112	-	-	112	1%
United Arab Emirates	111	-	-	111	1%
Saudi Arabia	108	-	-	108	1%
Hong Kong	90	<5	-	91	<1%
Trinidad and Tobago	80	-	-	80	<1%
Italy	72	6	-	78	<1%
South Africa	69	<5	-	70	<1%
Total	22,363	48	0	22,411	96%
Grand Total	23,367	76	1	23,444	

Nepal was on the red list in 2021-2022, the period this data covers.

The Department of Health and Social Care (DHSC) has a recently updated [Code of practice for the international recruitment of health and social care personnel in England](#). The Code prohibits active recruitment from 'red list' countries designated by the World Health Organisation. The Code does not prevent individual health workers from 'red list' countries from seeking employment independently, but employers should not be actively recruiting from those countries.

Only one internationally trained professional joined our register as a nursing associate. This role was introduced in 2019 in England only, to bridge the gap between health and care assistants and registered nurses.

Profile of internationally trained joiners

Age

Of all internationally trained professionals joining our register in 2021-2022, 94% were aged 21 to 40. Only five percent were aged 41 or above. In comparison, 82 percent of UK joiners were aged 21-40, and 14% were 41 or above. Of the 758,303 people on the register as a whole, 41 percent are 21-40, and 59 percent are 41 and above.

Table 4: Internationally trained professionals joining our register, by age range

Age Group	Count	%
Below 21	<5	0%
21-30	10,727	46%
31-40	11,312	48%
41-50	1,254	5%
51-55	104	<1%
56-60	32	<1%
61-65	12	<1%
66-70	<5	0%
Grand Total	23,444	

Gender

17% of internationally trained joiners identify as men. This compares to 9% of UK trained joiners who identify as men. Of the 758,303 people on the register as a whole, 11% identify as men.



Ethnicity

More than a third (37%) of internationally trained joiners are Asia - Indian. Almost a quarter (24%) are Asian - Filipina/Filipino, and the same proportion (24%) are Black. In comparison, the majority (86%) of UK trained joiners are white. Of the 758,303 professionals on our register, 5% are Asian - Indian, 5% are Asian - Filipina/Filipino, and 10% are Black, while 72% are white.

Table 5: Internationally trained professionals joining our register, by ethnicity

Ethnicity	Midwife	Nurse	Grand Total	%
Asian - Indian	-	8,651	8,651	37%
Asian - Filipina/Filipino	-	5,708	5,708	24%
Black - African	23	5,316	5,339	23%
Prefer not to say	<5	1,030	1,031	4%
Unknown	6	681	687	3%
White - Any other white background	26	551	577	2%
Asian - Any other Asian background		329	329	1%
Black - Caribbean	<5	299	300	1%
Other - Any other ethnic group	-	244	244	1%
White - English/Welsh/Scottish/Northern Irish/British	11	112	124	1%
White - Irish	6	103	109	1%
Asian - Pakistani	-	106	106	1%
Asian - Chinese	<5	93	94	<1%
Black - Any other black background	-	57	57	<1%
Arab	<5	36	37	<1%
Mixed - White and Asian	-	24	24	<1%
Mixed - White and black African	-	15	15	<1%
Mixed - White and black Caribbean	-	7	7	<1%
White - Gypsy or Irish Traveller	-	<5	<5	<1%
Mixed - Any other mixed/multiple ethnic background	-	<5	<5	<1%
Grand Total	76	23,367	23,444	

Religion

More than three quarters (76%) of internationally trained joiners are Christian. This compares to 42% of UK trained joiners who are Christian. Almost half (46%) of UK trained joiners gave their religion as 'none' compared to 2% of internationally trained joiners. Of the 758,303 professionals on our register, 58% identify as Christian and 30% say they have no religion.

Table 6: Internationally trained professionals joining our register, by religion

Religion And Belief	Midwife	Nurse	Grand Total	%
Christian	40	17,717	17,758	76%
Hindu	-	2,129	2,129	9%
Others	<5	968	969	4%
Unknown	6	681	687	3%
Prefer not to say	<5	622	623	3%
Muslim	5	610	615	3%
None	23	434	457	2%
Buddhist	-	113	113	<1%
Sikh	-	88	88	<1%
Jewish	-	5	5	<1%
Grand Total	76	23,367	23,444	



Sexual orientation

The majority (85%) of internationally trained joiners identify as heterosexual or straight and 8% prefer not to say. This compares to 91% of UK joiners who identify this way, and 6% percent who prefer not to say. Of the 758,303 professionals on our register, 90% identify as heterosexual or straight, and 6% prefer not to say.

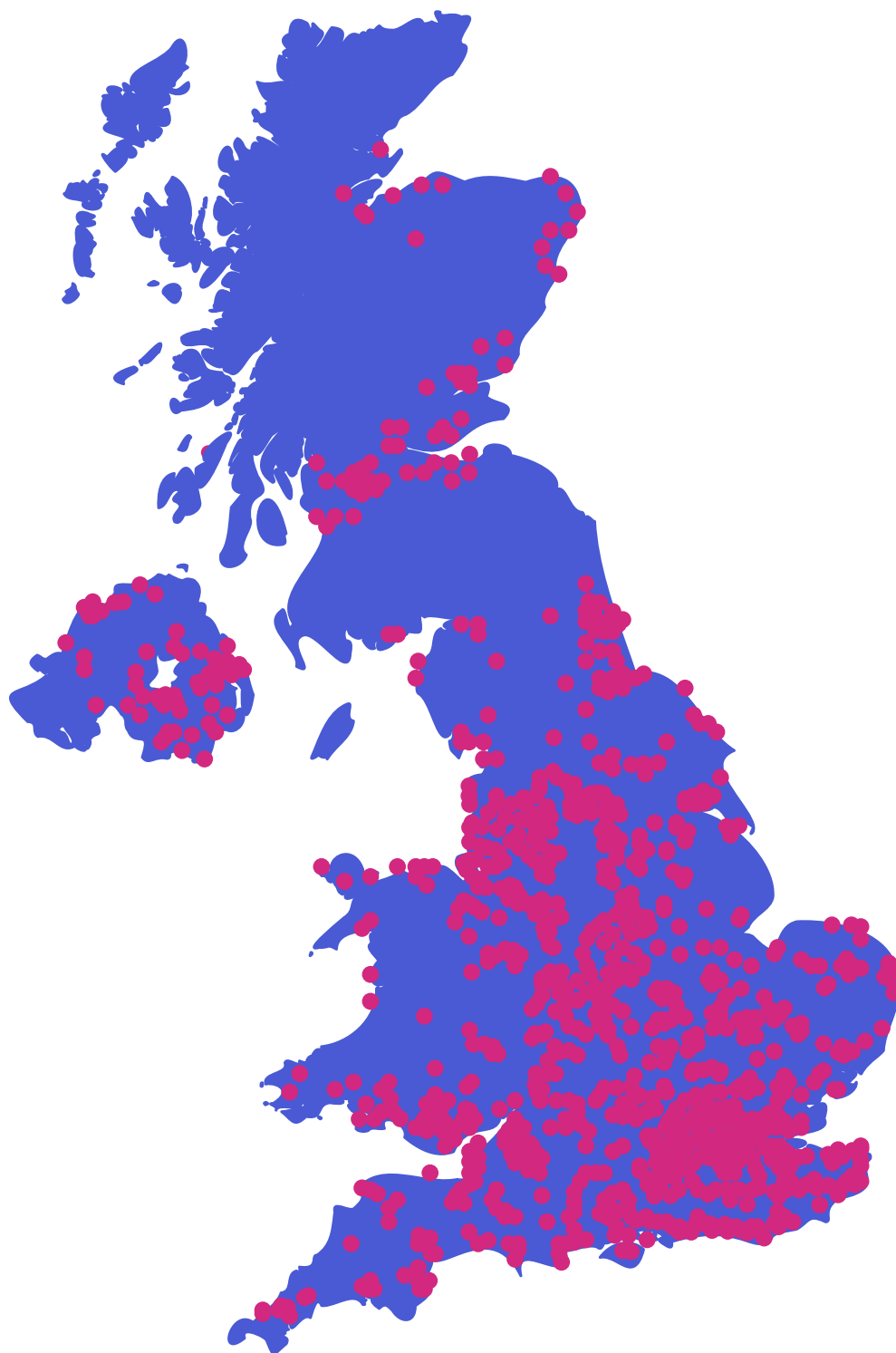
Table 7: Internationally trained professionals joining our register, by sexual orientation

Sexual Orientation	Midwife	Nurse	Grand Total	%
Heterosexual or Straight	66	19,784	19,851	85%
Prefer not to say	<5	1,848	1,850	8%
Bisexual	<5	694	695	3%
Unknown	6	681	687	3%
Gay or lesbian	<5	209	210	1%
Other	-	151	151	1%
Grand Total	76	23,367	23,444	

Where internationally trained professionals are in the UK

It's not a condition of registration to give us a UK address. Of the 23,444 internationally trained professionals joining our register, 36% gave us a UK address.

Figure 2: Internationally trained professionals joining our register, by UK address where known



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