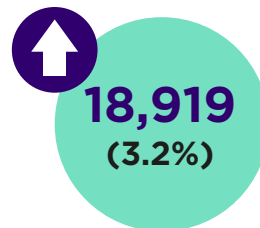

The NMC register England

1 April 2022–
31 March 2023



Size of our permanent register in England on 31 March 2023

Between April 2022 and March 2023, the total number of nurses, midwives and nursing associates with registered addresses in England grew from 591,440 to 610,359.



The total number of **nurses** in England grew from 546,000 to **561,400**.



The total number of **midwives** in England grew slightly from 33,117 to **34,342**.



The total number of **dual registrants** (nurse and midwife) in England continued to decrease from 5,477 to **5,327**.



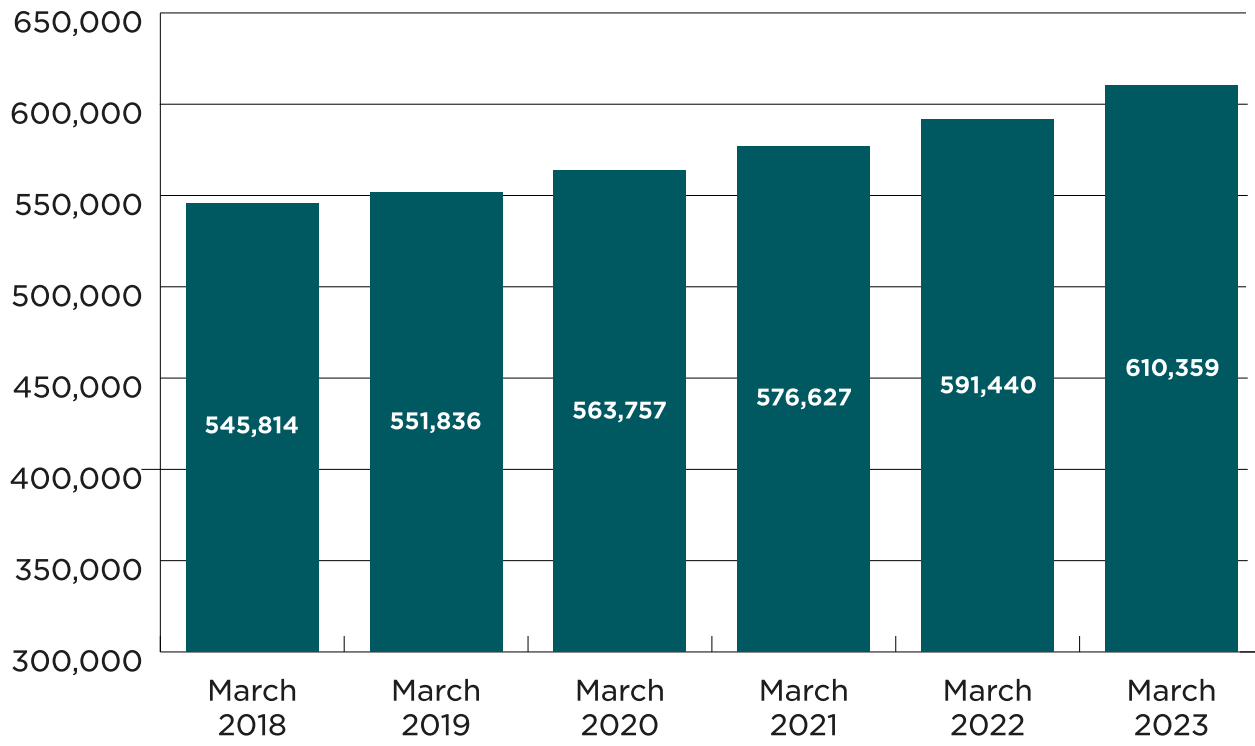
The total number of **nursing associates** in England grew from 6,846 to **9,290**.



The nursing associate role was introduced in 2019, in England only. Nursing associates may live in Northern Ireland, Scotland and Wales, but only England has regulated a role at this level.

Figure 1

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

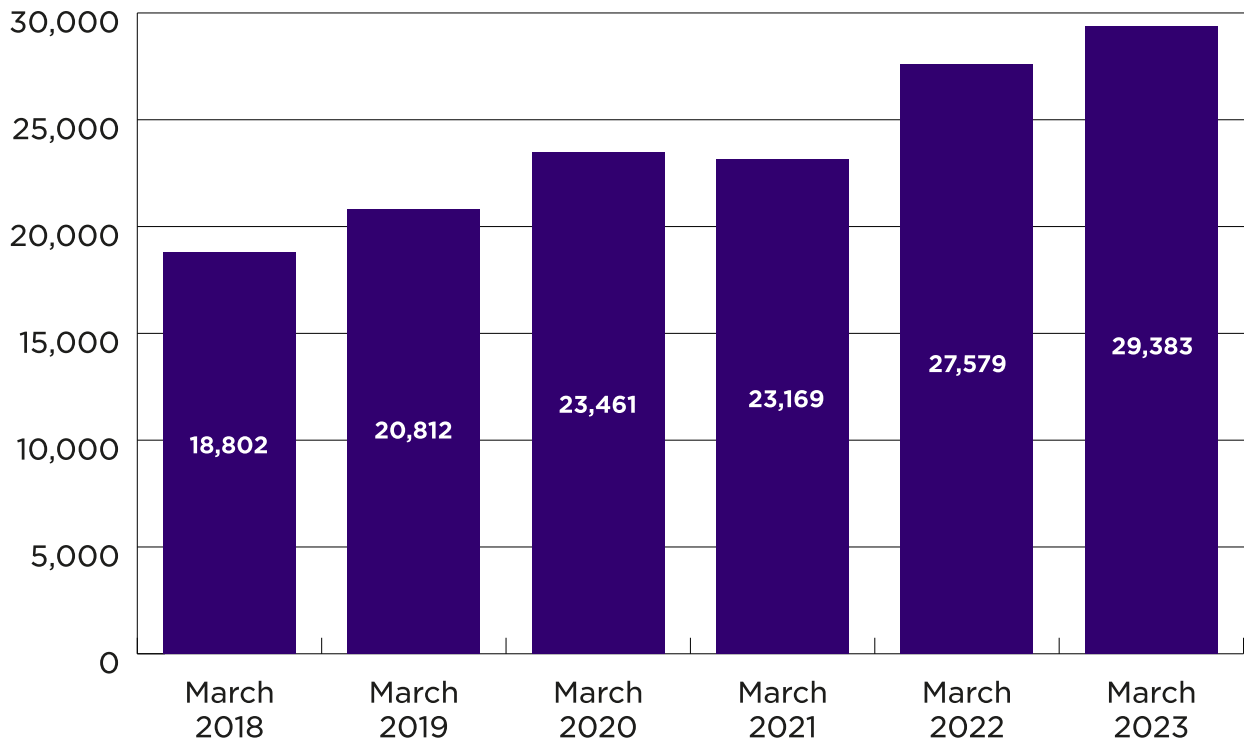


Joining the permanent register

The number of people in England joining our permanent register for the first time increased by 6.5% (1,804 people) to a total of 29,383 in 2022–2023.

Figure 2

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



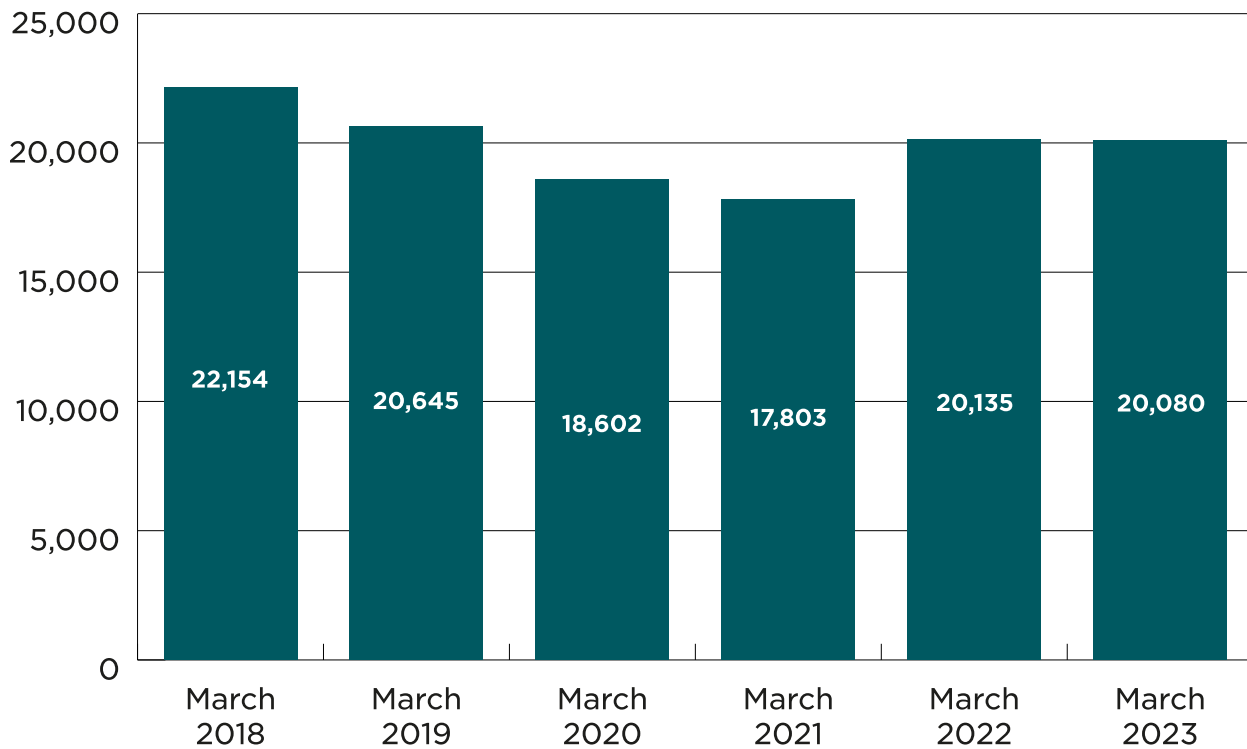
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

The number of people in England leaving the permanent register is now at a similar level to the pre-pandemic period.

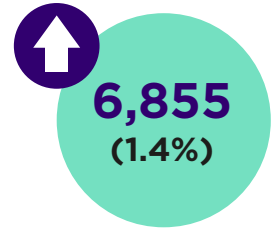
Figure 3

People with an address in England leaving the permanent register.



Professionals from the UK

In the last year in England, the number of professionals on our permanent register whose initial registration was in the UK grew from 483,510 to 490,365.



 3,468 more UK nurses

 1,082 more UK midwives

 138 fewer UK dual registrants


 2,443 more UK nursing associates

People from the UK joining and leaving the permanent register

In 2022-2023, **21,546** professionals from the UK with an address in England joined the permanent register.

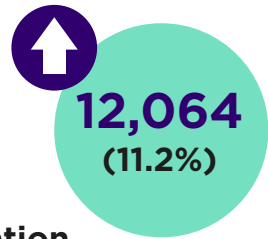
 **Joining the register**
9.3% (+1,841)

The number of people from the UK leaving the permanent register in England remained relatively similar to the previous year. In 2022-2023, **17,519** people left our register.

 **Leaving the register**
0.7% (+126)

International professionals

The number of people in England whose initial registration was outside the UK increased from 107,930 to 119,994.



Of these, the total number of people who registered in the EU/EEA (European Economic Area) decreased slightly from 24,280 to **23,690**.



However, the number of people who initially registered outside the EU/EEA increased significantly from 83,650 to **96,304**.



11,932 more international nurses

143 more international midwives

12 fewer international dual registrants

1 more international nursing associate

Figure 4

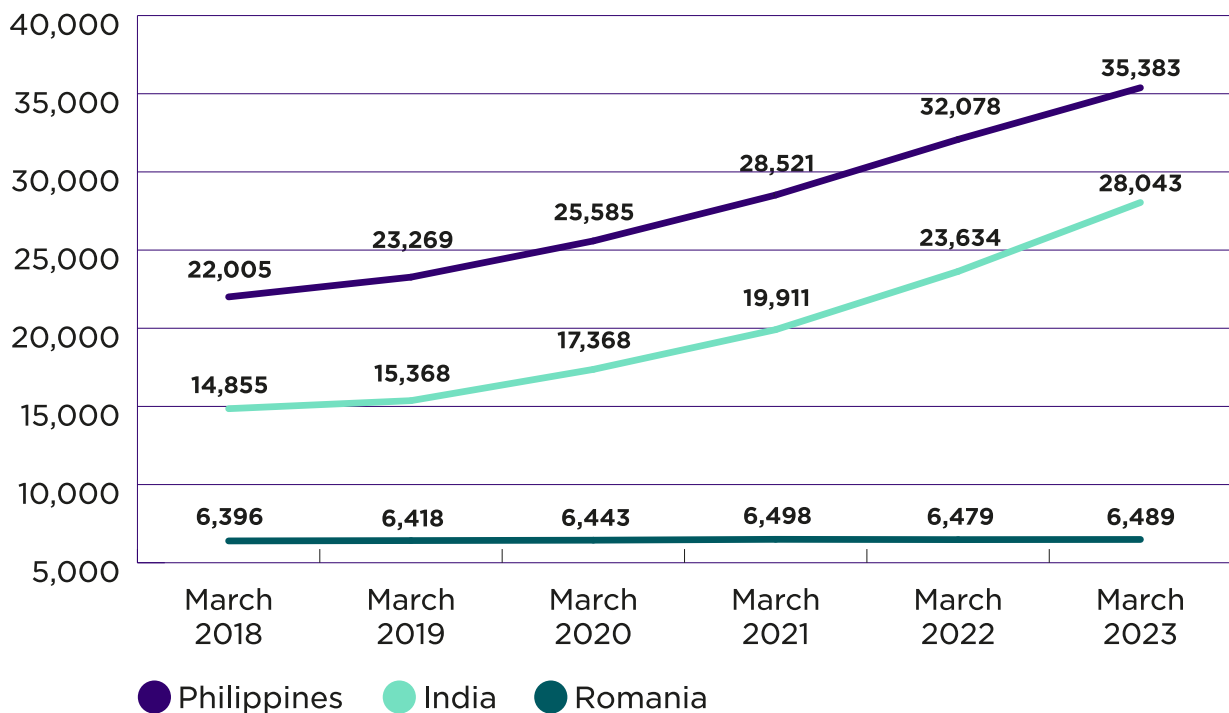
Total number of people on the permanent register in England by initial registration from the UK, EU, and outside the EEA.



The **Philippines** remains the most common non-EU/EEA country of training with **35,383** registered professionals, which is a **10.3%** increase compared to **32,078** the previous year.

Figure 5

Total number of people on the permanent register in England by country of training (top three countries) for the past six years.



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 in England from outside the UK. However, between April 2022 and March 2023, **7,834** people joined, a slight decrease from 7,873 in 2021-2022.

Joining the register
-0.5% (-39)

In England, the number of people from outside the UK leaving the permanent register is less than the previous year. In 2022-2023, **2,302** people left, in comparison to 2,456 in 2021-2022.

Leaving the register
-6.3% (-154)

Figure 6

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

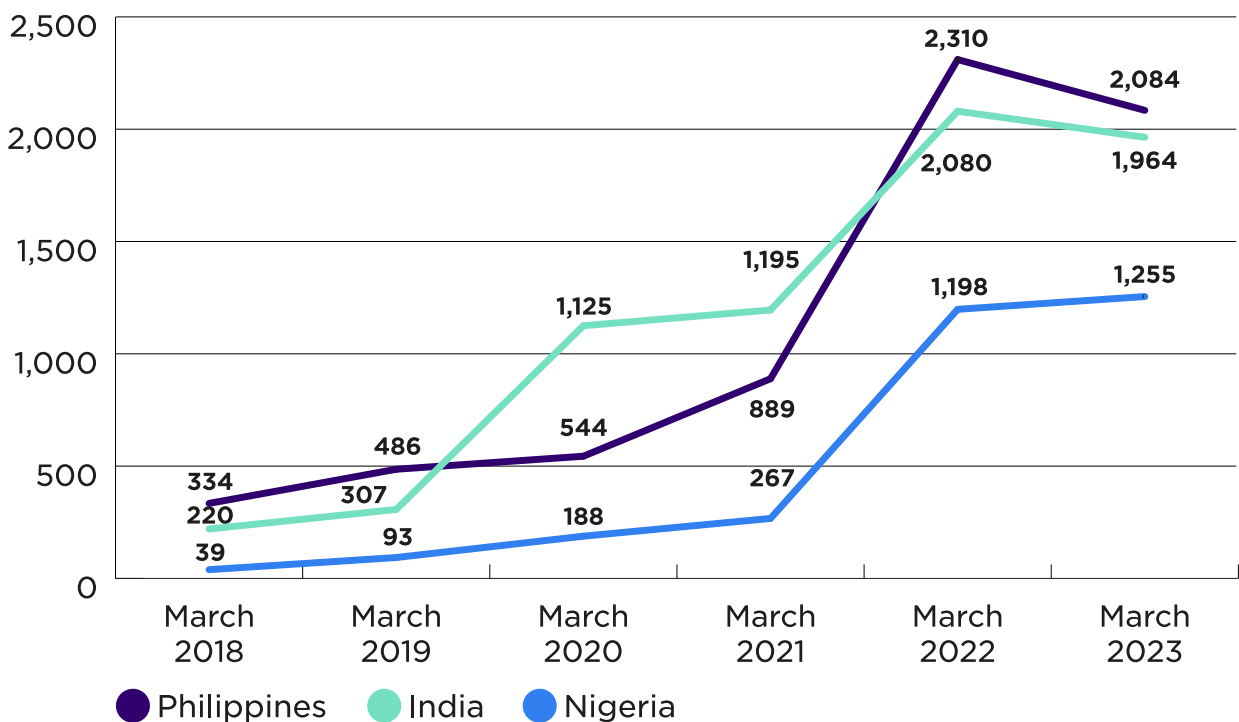
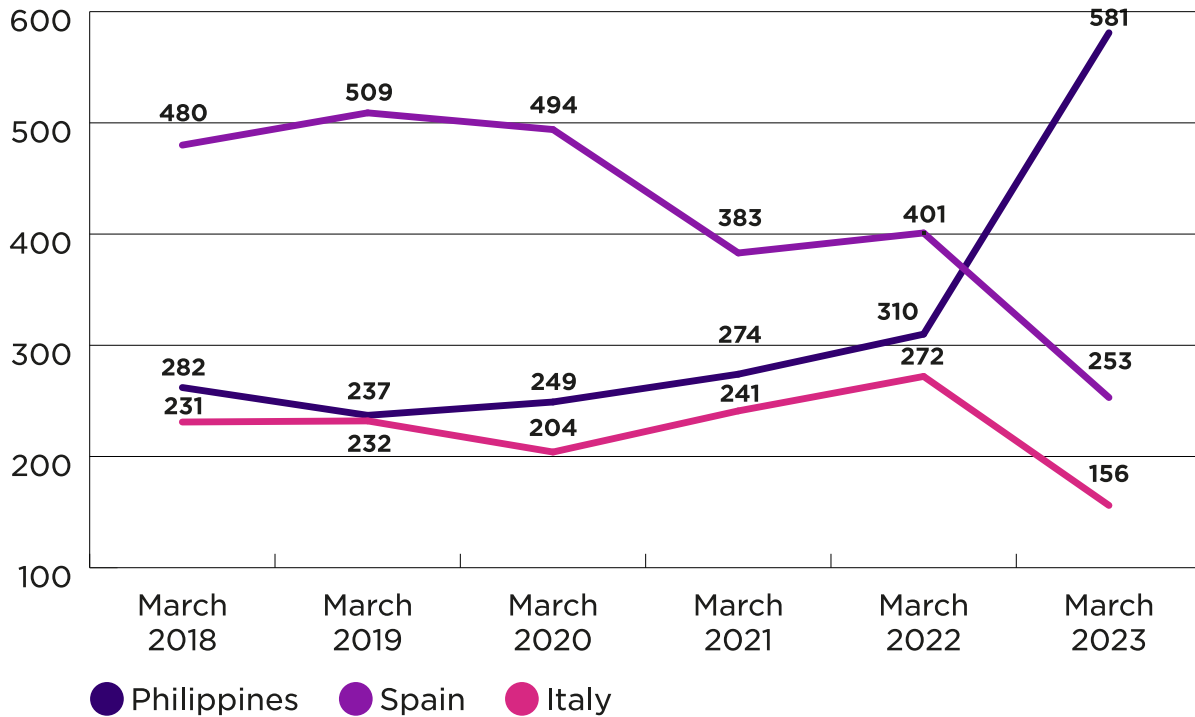


Figure 7

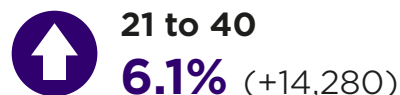
Total number of people with an address in England leaving the permanent register by country of training outside the UK since March 2018 (top three countries).



Profile of the permanent register in England

Age

The number of those aged **21 to 40** grew from 234,461 to **248,741**



Meanwhile those in the age group **41 to 55** decreased slightly from 228,760 to **228,595**.



The number of professionals aged **56 and above** grew from 128,205 to **133,002**.



Gender



88.8%

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



11.2%

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

Since March 2018 there have been only fractional changes in this gender split, within a one percent swing.

Of the **610,359** professionals on the permanent register in England, **5,345** (0.9%) said their gender is not the same as it was at the time of birth. That's **568** more compared to the previous year.

Ethnicity

Of the 610,359 professionals on our register, **414,592** are White, up slightly from 414,228 in March 2022.

178,381 are from Black and minority ethnic backgrounds, up from 158,316 the previous year.

 **White**
0.1% (+364)


 **Black and minority ethnic**
12.7% (+20,065)

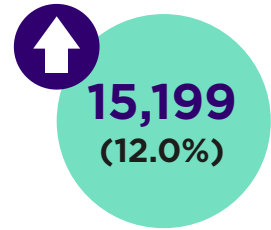
Figure 8

Ethnicity profile of the permanent register.



Length of time on the register

In England, the number of professionals who have been on our register for five years or less since their initial registration grew from 126,679 to 141,878 over the last year.



Meanwhile, the number of those on the register between **five and 10 years** increased from 95,508 to **96,419**.



The group on the register between **10 and 30 years** grew marginally from 260,445 to **265,184**.



The number of people on the register for **30 years or more**, decreased from 108,808 to **106,878**.




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 currently four fields of nursing practice. They cover adult, children, mental health and learning disabilities, nursing.

The number of **adult nurses** on the permanent register in England rose from 437,261 to **448,317**.

 **Adult nurses**
2.5% (+11,056)

The number of **children's nurses** also grew, from 45,321 to **46,677**.

 **Children's nurses**
3.0% (+1,356)

The number of **mental health nurses** increased to **74,473**, up from 72,487 the previous year.

 **Mental health nurses**
2.7% (+1,986)

There was a decrease in the number of **learning disabilities nurses** from 13,203 to **13,050**.

 **Learning disabilities nurses**
-1.2% (-153)

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.



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 England has decreased steadily. In March 2018, there were 24,181 SCPHN professionals. In the last year, this has decreased from 23,247 to **22,961**.



Specialist Community and Public Health Nurses

-1.2% (-286)

The total number of professionals with one or more special/recordable qualifications has increased from 80,517 to **83,124**.



Professionals with one or more special/recordable qualifications

3.2% (+2,607)

Within the total number of professionals with one or more special/recordable qualifications, the number of people with a Nurse Independent/Supplementary Prescriber qualification have increased significantly since March 2018, from 33,101 to **48,929**.



Professionals with a Nurse Independent/Supplementary Prescriber qualification

47.8% (+15,828)

Why did people leave in England?

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 England. 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 **5,483** from England.

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 England.

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

In line with the UK picture, **52%** of leavers from England have left the register earlier than planned. Leavers from England also listed 'Retirement', 'My physical or mental health' and 'Burnout or exhaustion' as their top three reasons for leaving the register.

Covid-19 temporary register in England

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.

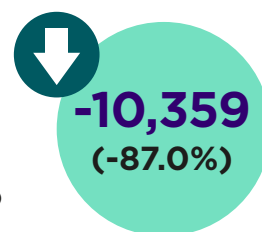
In line with the Government's 'Living with Covid' plan, we stopped accepting new people onto the temporary register from 24 March 2022.

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 England decreased from 11,901 in March 2022 to **1,542** in March 2023, a decrease of **87.0%**.



As of March 2023, there are **1,410** nurses, **108** midwives and **24** dual registrants on the temporary register.

The number of people with an address in England make up **77.4%** 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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