

The NMC register Wales

1 April 2021 – 31 March 2022



About us

Our vision is safe, effective and kind nursing and midwifery 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 less than one percent 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.



About our register

We keep the register of all nurses and midwives eligible to practise in the UK, and nursing associates who can practise in England. We currently publish data from our register every six months. Our [previous report](#) was a mid-year update that we published in November 2021.

How to interpret our data

Our four nation data reports are based on the number of people on our register with an address in the relevant UK country. Some internationally trained professionals who have joined our register have not given us a UK address yet – these people won't be included in any of the four nation data sets, but they will be included in the main UK data set. This means there may be more registered professionals in each UK country than we are able to confirm in our four nation reports.

Not everyone on our permanent register will currently be working as a nurse, midwife or nursing associate, or in the field they're registered in.

People who joined our register in 2021–2022 joined through different processes, depending on whether they were from the UK, the EU/EEA or outside the EU/EEA. Now that the UK has left the EU/EEA, everyone starting an application to join our register from outside the UK follows the same international process.¹

The number of joiners, leavers and total people registered won't add up exactly. That's because the joiners' data only includes people joining the register for the first time. It doesn't include people who re-joined after a break from practising.

The number of joiners and leavers are cumulative totals from the whole year (1 April–31 March). We're working to improve our systems so we can provide a more complete picture of joiners and leavers in the future.

Our permanent register changes every day and can vary considerably from the start of the month to the end of the month. Therefore, our data only offers a snapshot in time. This report gives a snapshot of our register on 31 March 2022.

We continually review the quality and content of our data and information. When improved data or additional information becomes available, we retrospectively update our previously published information. This means that when comparing data in our latest reports against some of our previous publications, you may see small differences in some data.

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. Data from the Covid-19 temporary register is included in its own section at the end of this report.

¹ Under the terms of UK Government legislation, anyone who had submitted a viable application to the NMC before 31 December 2020, remains eligible to complete the application within two years.

Size of our permanent register in Wales on 31 March 2022

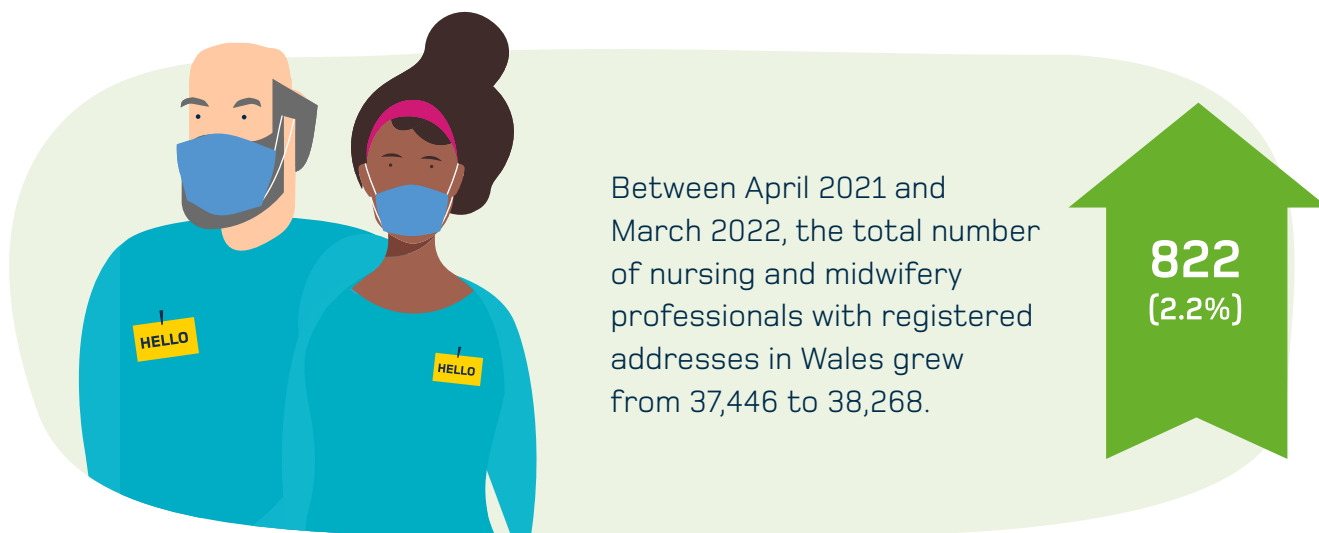


Table 1
Total number of people on the permanent register by registration type with an address in Wales

Registration type	March 2018	March 2019	March 2020	March 2021	March 2022
Nurse	33,716	33,957	34,661	35,274	36,045
Midwife	1,530	1,594	1,663	1,747	1,817
Dual registrant (nurse and midwife)	479	448	434	419	392
Nursing associate	n/a	2	5	6	14
Total	35,725	36,001	36,763	37,446	38,268

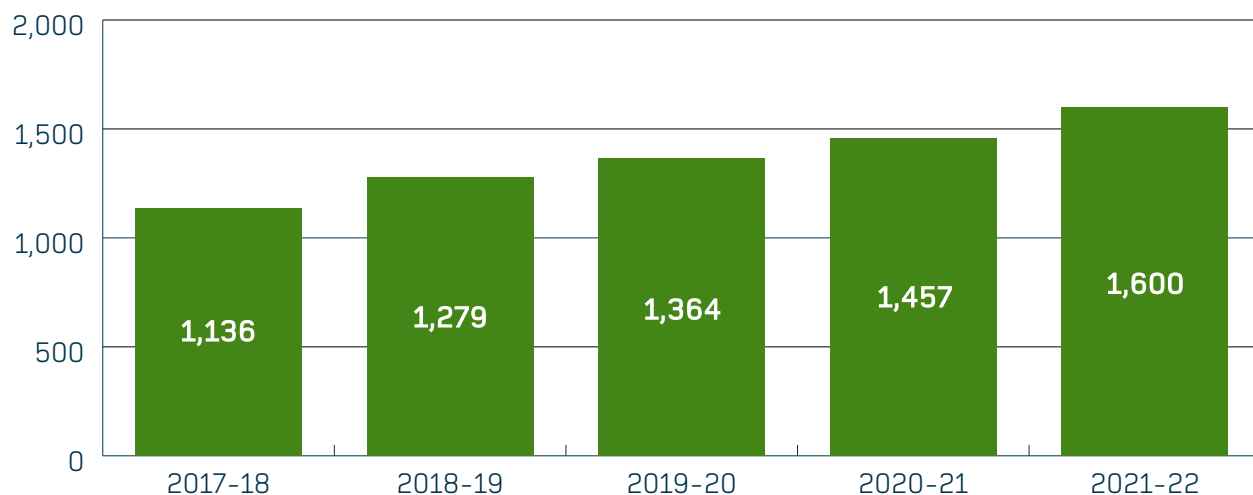
The nursing associate role was introduced in 2019, in England only. A small proportion of registered nursing associates have addresses in Wales.

Joining the permanent register

The number of people joining our permanent register in Wales for the first time has steadily increased over the past five years. Between April 2021 and March 2022, 1,600 people joined. That's 143 (9.8 percent) more than the previous year.

Figure 1

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



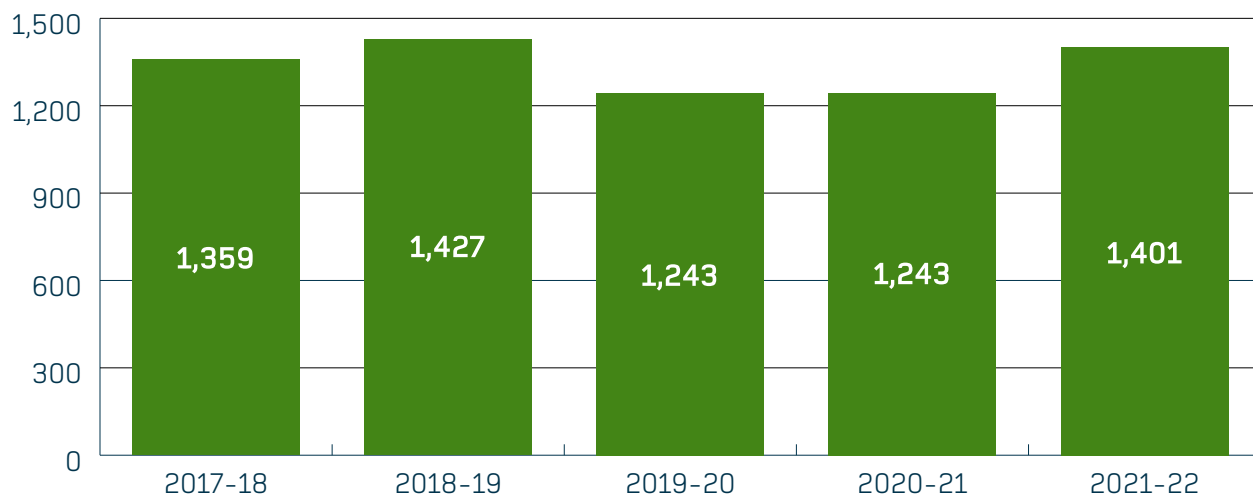
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

The number of people leaving the permanent register in Wales increased again this year after two years of identical numbers. In 2021–2022 1,401 people left the register. That's 12.7 percent (158 people) more than the previous year.

Figure 2

People with an address in Wales leaving the permanent register



Professionals who trained in the EU/EEA

The number of people on the register in Wales who trained in the EU/EEA has fallen by 4.2 percent to 571. Romania remains by far the most frequent EU/EEA country of training but with slightly fewer professionals registered than in 2020–2021.

Table 2

People on the permanent register in Wales by country of training in the EU/EEA (top five countries)

	March 2018	March 2019	March 2020	March 2021	March 2022
Romania	249	246	263	254	239
Poland	54	53	55	57	60
Spain	78	72	65	63	58
Italy	84	65	63	59	54
Portugal	26	30	28	30	29

Professionals who trained outside the EU/EEA

The number of people on the register in Wales who trained outside the EU/EEA has risen by 14.3 percent to 2,794. There are now 1,265 people who trained in the Philippines, and 946 people who trained in India. Professionals who trained in these countries continue to represent a significant proportion of our permanent register.

Table 3

People on the permanent register in Wales by country of training outside the EU/EEA (top five countries)

	March 2018	March 2019	March 2020	March 2021	March 2022
Philippines	1,115	1,135	1,168	1,194	1,265
India	627	633	692	792	946
Nigeria	39	39	44	57	96
South Africa	96	94	92	95	87
Zimbabwe	16	21	27	44	81

Profile of the permanent register in Wales

Age

The number of people aged 21–40 on our permanent register in Wales has increased steadily over the past five years. The number of people in the 56–71 and above age brackets also increased by 6.8 percent in 2020–2021. There was a 5.9 percent decrease in the number of people aged 41–55. This pattern of growth in the lower and upper age brackets, and a squeeze in the middle, reflects the UK picture.

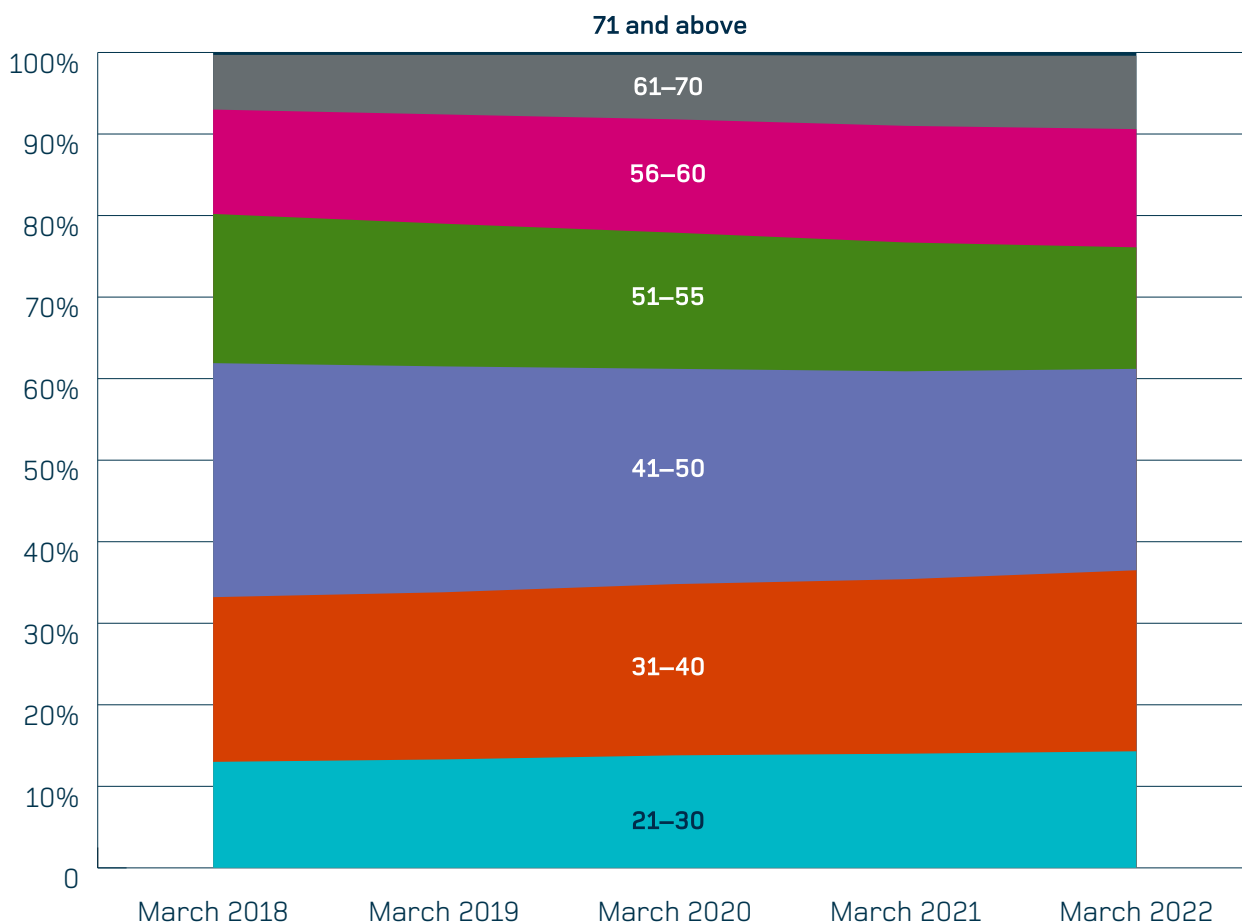
Table 4
Age profile of the permanent register in Wales

	March 2018	March 2019	March 2020	March 2021	March 2022				
21–30	4,644	4,798	+3.3%	5,073	+5.7%	5,243	+3.4%	5,488	+4.7%
31–40	7,226	7,375	+2.1%	7,705	+4.5%	8,049	+4.5%	8,514	+5.8%
41–50	10,254	9,982	-2.7%	9,708	-2.7%	9,531	-1.8%	9,452	-0.8%
51–55	6,547	6,307	-3.7%	6,123	-2.9%	5,912	-3.4%	5,708	-3.5%
56–60	4,558	4,807	+5.5%	5,119	+6.5%	5,360	+4.7%	5,492	+2.5%
61–70	2,385	2,628	+10.2%	2,924	+11.3%	3,208	+9.7%	3,464	+8%
71 and above	111	104	-6.3%	111	+6.7%	143	+28.8%	150	+4.9%



Figure 3

Age profile of the permanent register in Wales



Gender



90%

of people on our permanent register in Wales identify as female



10%

of people on our permanent register in Wales identify as male

Over the last five years there have been only fractional changes in this gender split. Of the 38,268 professionals on the permanent register in Wales, 207 said their gender does not match their sex at birth.

Ethnicity

Table 5

Ethnicity profile of the permanent register in Wales

	Nurses, midwives and nursing associates
Arab	9
Asian – Any other Asian background	151
Asian – Bangladeshi	36
Asian – Chinese	34
Asian – Filipina/Filipino	1,284
Asian – Indian	1,017
Asian – Pakistani	61
Black – African	711
Black – Any other black background	19
Black – Caribbean	95
Mixed – Any other mixed /multiple ethnic background	17
Mixed – White and Asian	90
Mixed – White and black African	45
Mixed – White and black Caribbean	190
Other – Any other ethnic group	157
Prefer not to say	678
Unknown	82
White – Any other white background	764
White – English/Welsh/Scottish/ Northern Irish/British	32,573
White – Gypsy or Irish Traveller	5
White – Irish	250
Total	38,268

Fields of nursing practice

There are currently four categories of registered nurse, and these are called the four fields of nursing practice. They cover adult, children, learning disabilities, and mental health nursing.

All four fields of nursing practice increased in Wales. The number of children's nurses saw the biggest increase of 4.6 percent. The number of mental health nurses also rose significantly, by 2.4 percent.

There was a 1.5 percent increase in the number of adult nurses and a 1.8 percent rise in learning disability nurses in 2021–2022.

This data doesn't tell us what role nurses are currently working in. Nurses can hold more than one qualification and don't always work in the fields they are registered in.

Table 6

Nurses registered in the four fields of practice with an address in Wales

	Adult	Children	Learning disabilities	Mental health
March 2022	28,376	2,765	988	5,306
March 2021	27,955	2,644	971	5,182
March 2020	27,607	2,557	940	5,120
March 2019	27,209	2,468	924	4,985
March 2018	27,187	2,405	914	4,945



SCPHN and specialist practice qualifications

The specialist community public health nursing (SCPHN) title is for registered nurses and midwives working in public health roles. They will have completed SCPHN courses approved by us.

Specialist Practice Qualifications (SPQs) are optional recordable qualifications that meet our standards but do not lead to admission to a part of the register or any protected title and function.

Table 7

Total number of registered Specialist Community and Public Health Nurses with an address in Wales

	March 2018	March 2019	March 2020	March 2021	March 2022
Health visitors	1,351	1,356	1,390	1,393	1,407
School nurses	252	254	267	269	279
Occupational health nurses	102	99	95	94	91
SCPHNs without a field of practice	8	8	8	7	7
Family nurses	0	0	0	0	0
Total	1,713	1,717	1,760	1,763	1,784

Table 8**Total number of special/recordable qualifications issued to professionals on the permanent register with an address in Wales**

	March 2018	March 2019	March 2020	March 2021	March 2022
Nurse Independent / Supplementary Prescriber	1,459	1,595	1,742	1,882	2,059
Community Practitioner Nurse Prescriber	2,632	2,703	2,783	2,816	2,911
SP – District Nursing	1,091	1,107	1,101	1,119	1,133
Teacher	243	272	284	282	273
SP – Adult Nursing	448	432	419	400	382
Lecturer / Practice Educator	324	309	301	285	265
SP – General Practice Nursing	196	201	201	202	203
Nurse Independent Prescriber	8	9	9	9	7
SP – Community Mental Health Nursing	143	135	134	128	124
SP – Community Children’s Nursing	77	79	80	79	79
SP – Mental Health	12	12	13	13	13
SP – Community Learning Disabilities Nursing	39	39	38	34	35
SP – Children’s Nursing	43	42	40	39	38
SP – Learning Disability Nurse	0	0	0	0	0
Total	6,715	6,935	7,145	7,288	7,522

SP = Specialist practitioner

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 initially invited nurses and midwives who had left our permanent register within the last three years to join our Covid-19 temporary register.

In April 2020 we invited two further groups: overseas applicants, including nurses and midwives, who had completed all parts of their NMC registration process except their OSCE (objective structured clinical examination); and nurses and midwives who had left the permanent register within the last four and five years.

In January 2021 we extended our invitation to a further group of overseas-trained nurses in the final stages of their application to join our permanent register. We then opened the Covid-19 temporary register up to those who left our permanent register more recently.

In July 2021 we closed the temporary register to new international joiners. But we reopened it to internationally trained nurses in December 2021, in light of increasing pressures that the pandemic was causing at the time.

We have now received confirmation from the UK Government that our temporary register will close on 30 September 2022. We are supporting eligible professionals to move across to the permanent register, if they want to keep practising after this date.

Table 9

Total people on the Covid-19 temporary register with an address in Wales

	31 March 2022
Nurse	721
Midwife	43
Nurse and midwife	7
Total	771

The number of people with an address in Wales make up 5.2 percent of the Covid-19 temporary register, which compares to 5 percent of the permanent register.

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