

---

# Spotlight on Nursing and Midwifery Report 2023



## Who we are

---



We are the Nursing and Midwifery Council (NMC).



We keep the list of all the **nurses** and **midwives** who can work in the UK.



We also keep the list of all the **nursing associates** who can work in England.



This list is called the **register**.



We make sure the people on our **register** have the skills and knowledge they need to do their jobs well.



This way people will be safer, healthier and trust our services.



We make sure everyone is treated equally, fairly and included in everything we do.



We work with other people and organisations to make sure we do this in the best way.



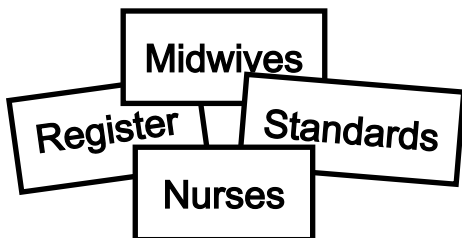
We collect information about the **nurses**, **midwives** and **nursing associates** as part of our work.



This includes information about how they feel about where they learn and do their jobs.



We work with people and other organisations to look at problems and make things better.



Some words are in **bold**. There is a list of what they mean at the end of this report.



# Our Report

---



We have written an '**Insights report**' which says what we know about **nursing** and **midwifery**. What we found out will also help us make things better.



We spoke to lots of people to help us write this report including **nurses**, **midwives** and **nursing associates**.



The report talks about:

- whether different people are treated fairly, equally and included



- what it is like to start to work as a **nurse**, **midwife** or **nursing associate**



- and if **maternity care** is good and kind.



## What we know

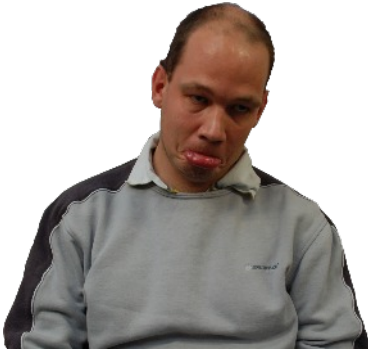
Keeping everyone healthy and feeling well is really important.



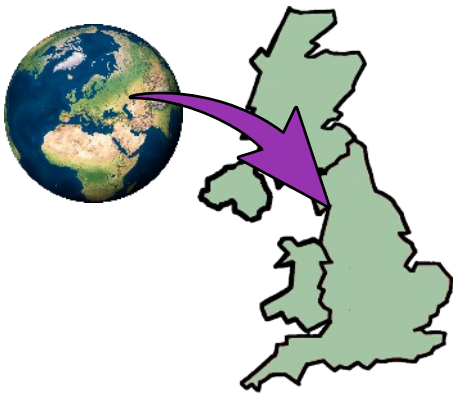
People trust **nurses** in this country. But not as much as they did before.



People are worried that there are not enough doctors, **nurses**, **midwives** and **nursing associates** to care for everyone.



This makes them unhappy with the NHS.



**Nurses, midwives and nursing associates** have come from other countries to work here. But other countries also want them to stay and care for people there. This might mean we don't get enough.



Having more **nurses, midwives and nursing associates** from abroad means there are lots of people of different **races**. They are not always treated fairly or kindly.



This means they can't care for people as well as they'd like. It can also make them want to leave to go to a different country to work.



## People wanting to be nurses, midwives and nursing associates

Most people want to be a **nurse**, **midwife** or **nursing associate** so that they can help people and be a good person.



It is our job to say what people who want to be **nurses**, **midwives** or **nursing associates** need to know and be able to do.



We also check:

- how they learn

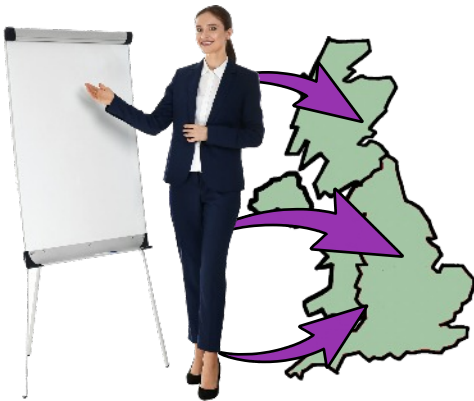


- what the students will learn and who teaches them





- who is allowed to take part in the course



- where and how the course is taught.



Some people are more likely to drop out of learning than others. This includes men, disabled people and people who are **mixed race**.



This might mean we have to rely on **nurses, midwives and nursing associates** from abroad.



Nearly all **nurses, midwives** and **nursing associates** trained in the UK felt ready to care for people after their training.

But others said that they didn't always have enough help or time to learn when they were training:



- Some people prefer to learn by practising with real people in a hospital and not by using dummies or computers instead of real people.



- We allow **nurses** and **nursing associates** to learn by practising in situations that are set up to be like real-life. This is called **simulation**.



- Other **nurses, midwives** and **nursing associates** told us they weren't given enough information about how to care for some people like those who are gay, lesbian or bisexual or transgender.



## How people feel about their work

Some people on our **register** said they aren't treated very well at work or that people are unfriendly.



Some people said they weren't given enough money to do their jobs. This meant they were finding it hard to pay their bills.



Sometimes they were expected to do more work than they could.



Or they felt their employers were more interested in the amount of work they did rather than how they were feeling.



Some new people on our **register** were scared to say anything about all this as they thought no one would listen.

## Racism and unfairness



People from different groups should be treated fairly and equally. **Racism** is when someone is treated worse than other people for reasons like they have a different skin colour.



We found out that Black, Asian and **mixed-race nurses, midwives and nursing associates** are often treated worse than the White people they work with.



New people on our **register** from other countries are also sometimes treated badly and unfairly by the people they work with and look after.

## How people feel about starting work



When people first start working as a **nurse, midwife or nursing associate** they need help and support from the people they work with. This helps them to care for people better.





Most people find this very helpful.



But we found some people were given help and others were not. Not all of this help was good. People who had been given less help were more likely to stop working in the UK within three years.



## Complaints

People can tell us when they get poor care from a **nurse, midwife or nursing associate**. This includes not caring for people well or not giving them the right medicines.



We listen to these worries and decide if we need to look into it.





Sometimes we hear that people don't have enough skills to do their jobs well. This happens more often when people first start their jobs. This might mean they need more help from their employer.

## Why nurses, midwives and nursing associates leave the register



Helen O'Mahony  
~~Mich~~ ~~wman~~  
Krishna Azim  
Kai Chung  
Zofia Kowalczyk  
Angela Brown  
Santiago Silva

Not as many new people on our **register** are leaving nowadays. But more people who trained in other countries are leaving.



Most new people on the **register** we spoke to said they did not want to stop being a **nurse, midwife** or **nursing associate** in this country.



Some wanted to stop so they could move to a different job and travel.



We spoke to people who had left our list to ask them why. Some said they had left before they wanted to because they found it hard to pay their bills.



They told us they didn't feel they were paid enough for the work they do and for doing their work very well.

## What we know about maternity care



Maternity services give people care, support and information from when someone gets pregnant right through to a baby being born and afterwards.



Most people get good care when they have a baby. And they are happy with it.



But some people have very bad care. Especially people of different **races** or people who are poor.



When people don't get good maternity care, it is usually because:

- **midwives** haven't acted quickly enough when things go wrong



- the people caring for mothers have not worked well enough as a team



- **midwives** have not listened to the people they are caring for



- **midwives** have not been kind to the people they are caring for.



Not listening to people is often why people get very bad care.



Sometimes **midwives** want to give good care, but they can't because they have too much work to do, and there aren't enough people to help them.



Sometimes the people that manage them don't give them enough help to do their job well.



This makes it hard for **midwives** to care for people well. It also makes them want to stop being a midwife.



We have to help **midwives** to care for people well by making the places where they work better.



This will help them to tell people when things go wrong so that everyone can learn how to do things better.



# What the words mean

---

## **Insights**

Having a clear understanding of complex things.

## **Maternity care**

This is a service for people and their babies. They start when you get pregnant right through to the baby being born and afterwards.

## **Midwives**

People who are trained to give women and families support, care and advice during pregnancy, labour and after the baby is born.

## **Mixed-race**

A person who has parents or grandparents of different races.

## **Nurses**

People who are trained to give safe and kind care to help people who have health problems and to help people to stay well.

## **Nursing associates**

This is a role in England. Nursing associates are trained to work with nurses to support and care for patients.

## **Races**

People who come from different places, have different skin colours, or have passports from different countries.

## **Register**

A list of all the people who have the right training and meet our rules to work as a nurse or midwife in the UK, or nursing associate in England. People who can give good, safe care.

## **Simulation**

When something is set up to be like a real-life situation.

## Credits



This paper has been designed and produced by the EasyRead service at Inspired Services Publishing Ltd.  
Ref ISL151 23. August 2023.

[www.inspiredservices.org.uk](http://www.inspiredservices.org.uk)



**Speaking Up Together -**  
making EasyRead information.



Selected photos are from the Inspired.pics EasyRead collection and cannot be used anywhere else without written permission from Inspired Services Publishing Ltd.

[www.inspired.pics](http://www.inspired.pics)

**nmc**  
**Nursing &  
Midwifery  
Council**

The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland. Registered charity in England and Wales (1091434) and in Scotland (SC038362).

23 Portland Place, London W1B 1PZ  
T 020 7637 7181  
[www.nmc.org.uk](http://www.nmc.org.uk)