

The NMC register Scotland

1 April 2019 – 31 March 2020



About us

Our vision is safe, effective and kind nursing and midwifery that improves everyone's health and wellbeing. As the professional regulator of more than 700,000 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 professional standards for nurses and midwives across the UK, and nursing associates in England. Secondly, we maintain the register of professionals eligible to practise. Thirdly, we investigate when care goes wrong – something that affects less than one percent of professionals each year.

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 December 2019.

How to interpret our data

Not everyone on our permanent register will currently be working as nurses, midwives and nursing associates, or in the field they're registered in.

We collect the registered addresses of the professionals on our register. The data in the report is about those professionals with registered addresses in Scotland.

People from the UK, European Economic Area (EEA) and outside the EEA all join our register through different routes. When we say that someone is from the UK, EEA or outside the EEA, we mean that they joined our register through that particular route.

So far, all the nursing associates on our register joined it via the UK route.

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 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 2020.

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. For clarity, data from the Covid-19 temporary register is not included in figures 1–9.

Size of our permanent register in Scotland on 31 March



Figure 1

Total number of people on the register by registration type with an address in Scotland

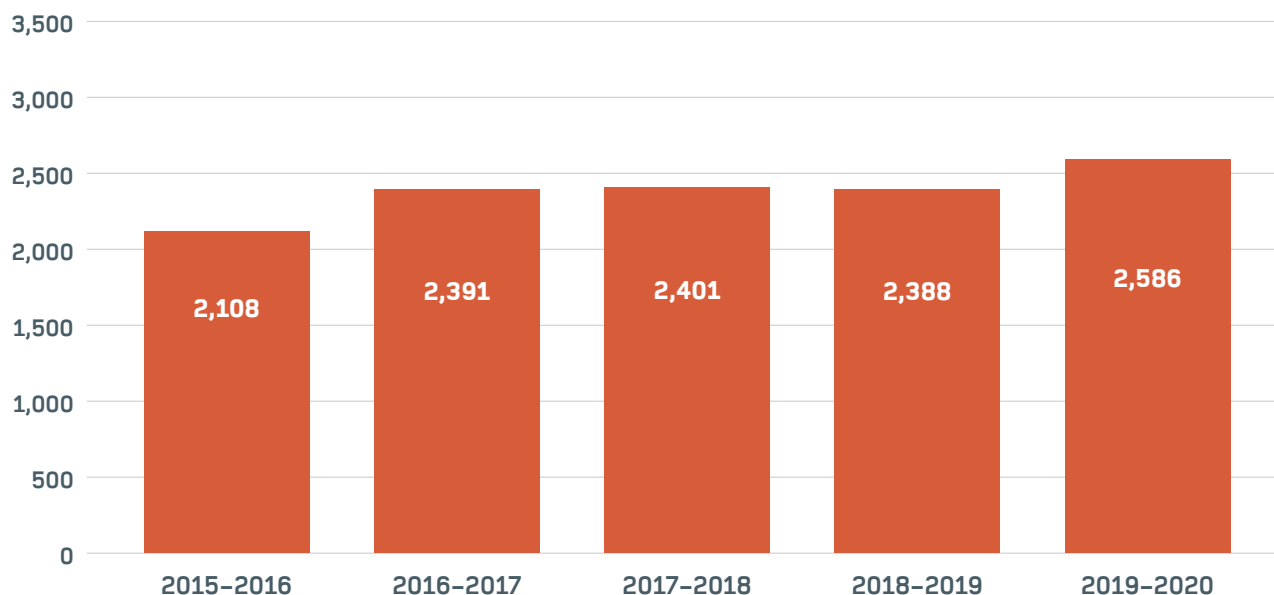
Registration type	March 2016	March 2017	March 2018	March 2019	March 2020
Nurse	64,201	64,040	65,177	65,303	66,084
Midwife	3,089	3,141	3,259	3,319	3,360
Dual registrant (nurse and midwife)	631	538	473	425	409
Total	67,921	67,719	68,909	69,047	69,853

Joining the permanent register

The number of people joining our permanent register in Scotland for the first time increased by 198 (8.3 percent) in 2019–20. This follows a decrease in numbers in the previous year, when we saw a slight drop of 13 people (0.5 percent).

Figure 2

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



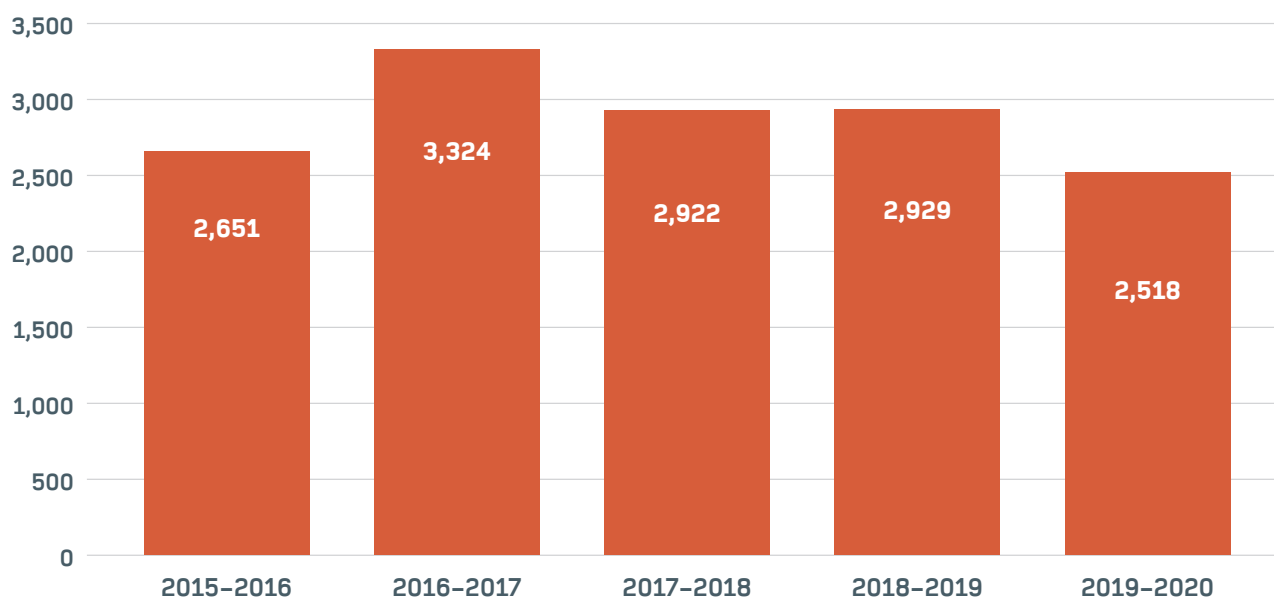
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

The number of people leaving the permanent register in Scotland decreased by 411 (14.0 percent) between 2019 and 2020. This follows a marginal increase in people leaving the register in 2018–2019.

Figure 3

People with an address in Scotland leaving the permanent register



Professionals who trained in the EEA

There were minor changes in the number of people on the permanent register in Scotland who trained in the EEA. Romania remained the most popular EEA country of training, with 141 registered professionals having addresses in Scotland.

Figure 4

Total number of people on the register in Scotland by country of training in the EEA (top five countries)

	March 2016	March 2017	March 2018	March 2019	March 2020
Romania	114	134	125	134	141
Poland	108	110	122	118	121
Republic of Ireland	80	77	79	76	70
Spain	49	55	52	52	49
Italy	27	32	34	39	41
Total EEA	550	602	622	630	640

Professionals who trained outside the EEA

The number of people on the permanent register in Scotland who trained outside the EEA rose slightly across the top five countries. India was the most popular non-EEA country of training, with 656 registered professionals having addresses in Scotland.

Figure 5

Total number of people on the register in Scotland by country of training outside the EEA (top five countries)

	March 2016	March 2017	March 2018	March 2019	March 2020
India	633	630	641	641	656
Philippines	530	526	538	542	557
South Africa	107	100	102	101	103
Australia	38	40	42	46	69
Zimbabwe	44	41	46	51	52
Total outside EEA	1,729	1,711	1,749	1,770	1,865

This data is based on people on our permanent register with a registered address in Scotland. Some professionals on our permanent register who trained overseas may still have registered addresses outside the UK and therefore will not be included here. Data on the number of people on our permanent register with addresses outside the UK can be found in the UK registration data report.

Profile of the permanent register in Scotland

There was a rise in the number of people aged 21–40 on our permanent register in Scotland. The number of people in the 51–70 age brackets also increased, while the number of people aged between 41–50 decreased by 540 (3.0 percent).

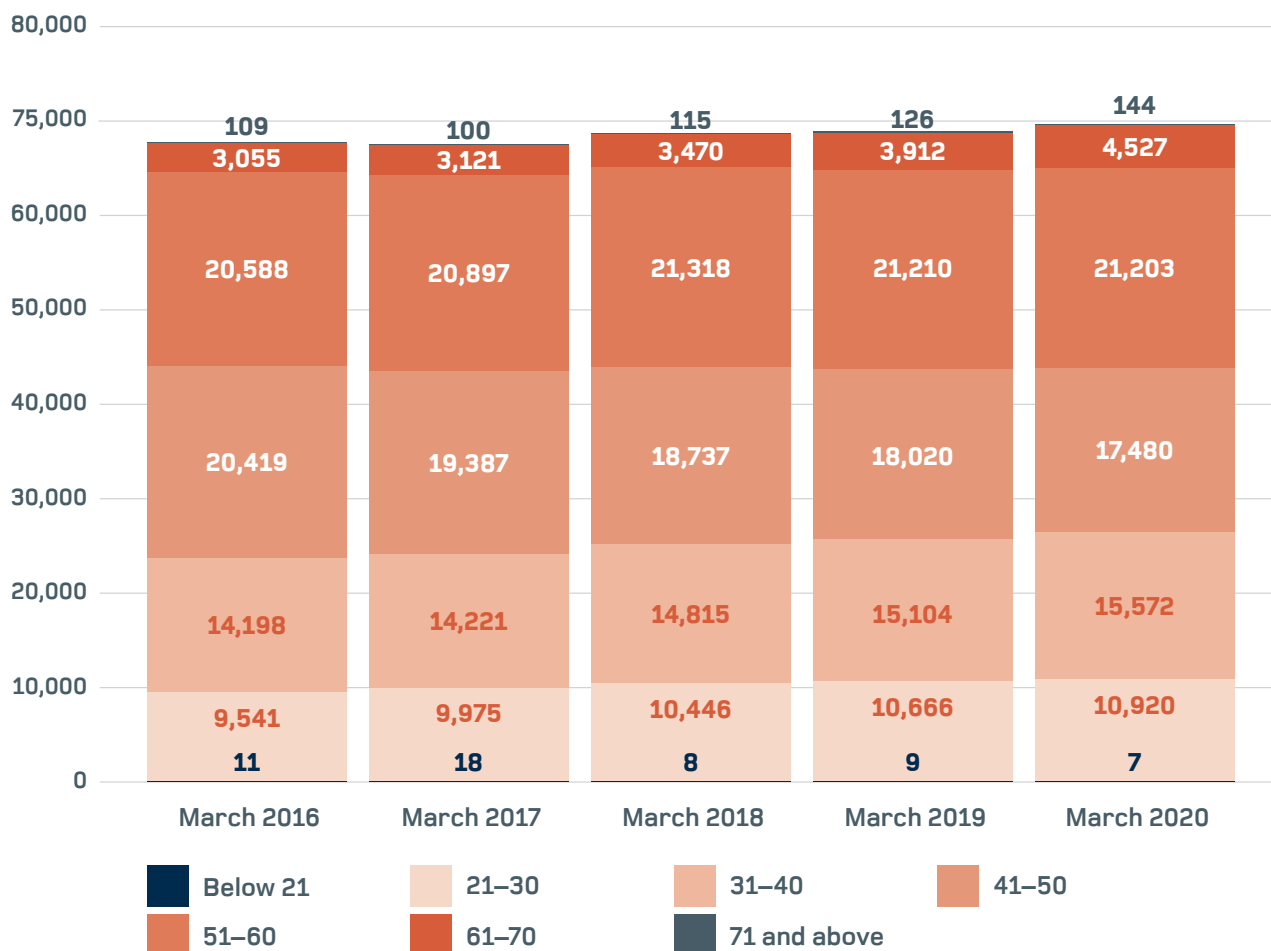
Figure 6a

Age profile of the permanent register in Scotland

	March 2016	March 2017	March 2018	March 2019	March 2020
Below 21	11	18	8	9	7
21–30	9,541	9,975	10,446	10,666	10,920
31–40	14,198	14,221	14,815	15,104	15,572
41–50	20,419	19,387	18,737	18,020	17,480
51–55	12,791	12,793	12,747	12,259	11,806
56–60	7,797	8,104	8,571	8,951	9,397
61–70	3,055	3,121	3,470	3,912	4,527
71 and above	109	100	115	126	144

Figure 6b

Age profile of the permanent register in Scotland

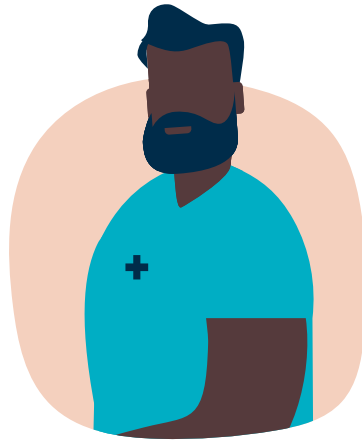


Gender



90.8%

of people on our permanent register in Scotland identify as female



9.2%

of people on our permanent register in Scotland identify as male

Over the last five years there have been only fractional changes in this gender split, within a one percent swing.

Of the 69,853 professionals on the permanent register in Scotland, 550 said their gender is not the same as it was at the time of birth.

Fields of nursing practice

The number of nurses in all four fields of practice increased between 2019 and 2020. The number of children's nurses increased by 1.6 percent and the number of learning disabilities nurses increased by 1.3 percent.

The third largest increase was in adult nursing (1.1 percent) and the smallest increase was in mental health nursing (0.2 percent).

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.

Figure 7

Nurses registered in the four fields of practice

	Adult	Children	Learning disabilities	Mental health
March 2016	50,486	3,960	1,796	10,672
March 2017	50,355	4,006	1,758	10,533
March 2018	51,207	4,075	1,763	10,641
March 2019	51,184	4,135	1,755	10,577
March 2020	51,765	4,201	1,778	10,601

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 specialist community public health nurse by taking an approved programme and achieving the right standards.

Where an area of practice is identified on our register, this indicates the area the qualification focused on. '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.

Figure 8

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

	March 2016	March 2017	March 2018	March 2019	March 2020
Health visitors	2,032	2,135	2,295	2,379	2,520
Occupational health nurses	432	423	421	423	412
SCPHNs without a field of practice	107	136	159	159	159
School nurses	60	56	56	73	89
Family nurses	35	34	33	32	31
Total	2,666	2,784	2,964	3,066	3,211



Figure 9**Total number of professionals with special/recordable qualifications with an address in Scotland**

	March 2016	March 2017	March 2018	March 2019	March 2020
Nurse independent / Supplementary prescriber	3,539	3,914	4,336	4,762	5,221
Community practitioner nurse prescriber	3,413	3,421	3,506	3,397	3,370
SP – District nursing	1,716	1,640	1,616	1,557	1,521
SP – Adult nursing	994	962	933	898	856
Lecturer / Practice educator	747	673	634	583	535
Teacher	286	315	353	382	408
Nurse independent prescriber	192	183	170	158	148
SP – Community mental health nursing	150	144	140	135	130
SP – General practice nursing	155	143	137	130	117
SP – Mental health	67	65	60	58	57
SP – Community children's nursing	60	61	57	50	49
SP – Children's nursing	43	43	42	41	39
SP – Community learning disabilities nursing	40	38	36	34	35
SP – Learning disability nurse	0	0	<5	<5	<5
Total	11,402	11,602	12,021	12,186	12,487

SP = Specialist practitioner

Covid-19 temporary register in Scotland

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

However the data below is taken from 31 March 2020 – the same as the data from our permanent register above in this report. Therefore it doesn't include these two additional groups. For clarity, data from the Covid-19 temporary register is not included in figures 1–9.

Figure 10

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

	31 March 2020
Nurse	872
Midwife	44
Nurse and midwife	11
Total	927

23 Portland Place, London W1B 1PZ

T +44 20 7333 9333

nmc.org.uk

 @nmcnews

 @nmcuk

 Nursing &
Midwifery
Council