

The NMC register Scotland

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 process¹.

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 Scotland on 31 March 2022

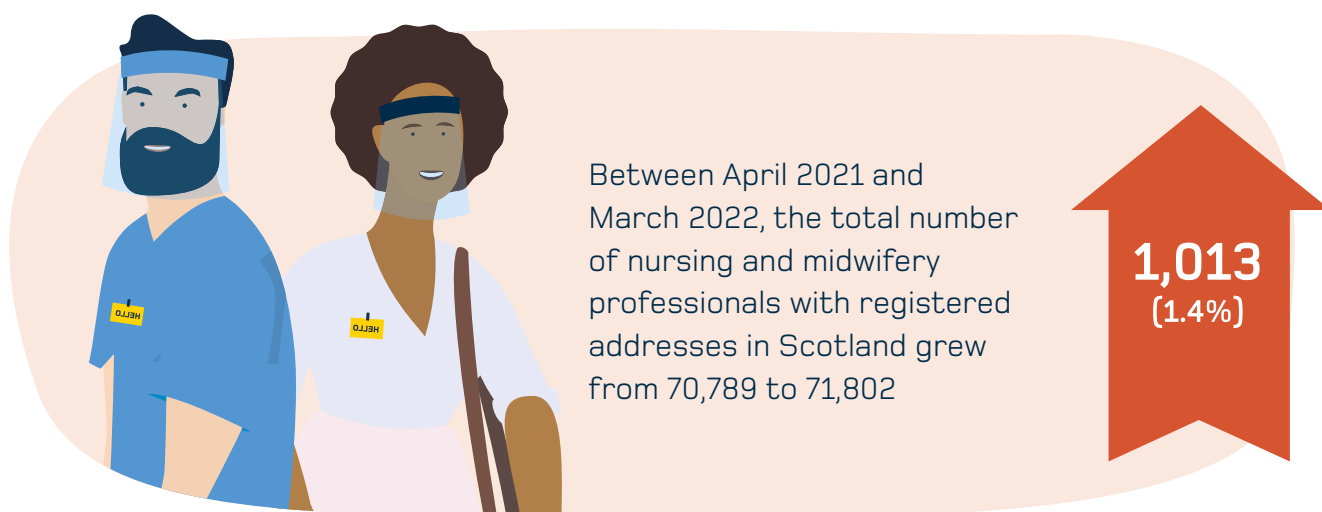


Table 1

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

Registration type	March 2018	March 2019	March 2020	March 2021	March 2022
Nurse	65,177	65,303	66,084	66,960	67,900
Midwife	3,259	3,319	3,360	3,430	3,529
Dual registrant (nurse and midwife)	473	425	409	398	370
Nursing associate	n/a	0	0	1	3
Total	68,909	69,047	69,853	70,789	71,802

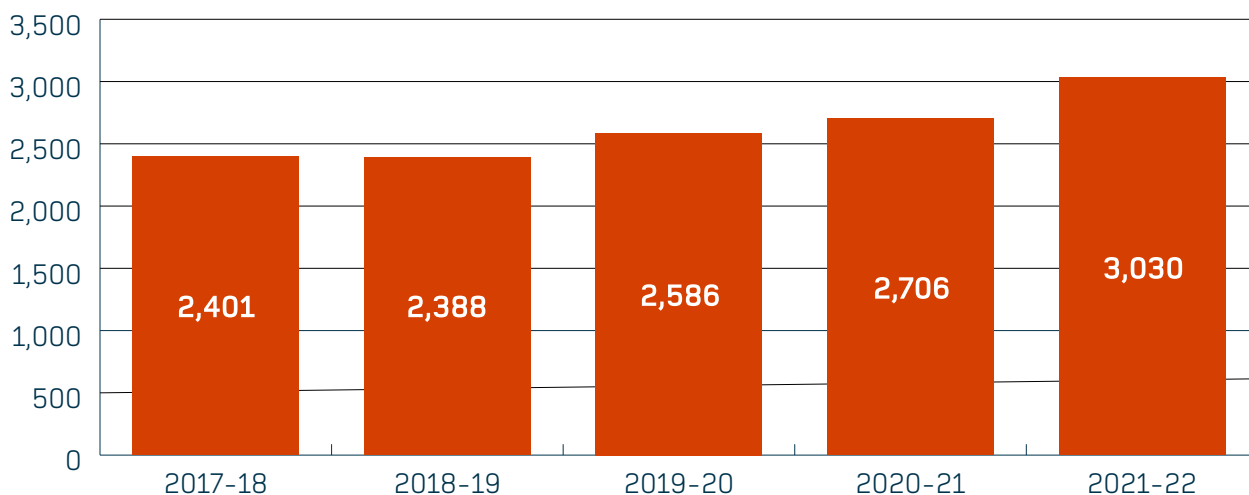
The nursing associate role was introduced in 2019, in England only. A small proportion of registered nursing associates have addresses in Scotland.

Joining the permanent register

The number of people joining our permanent register in Scotland continues to grow steadily. A total of 3,030 people joined in 2021–2022. That's 324 (12 percent) more than in the previous year.

Figure 1

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



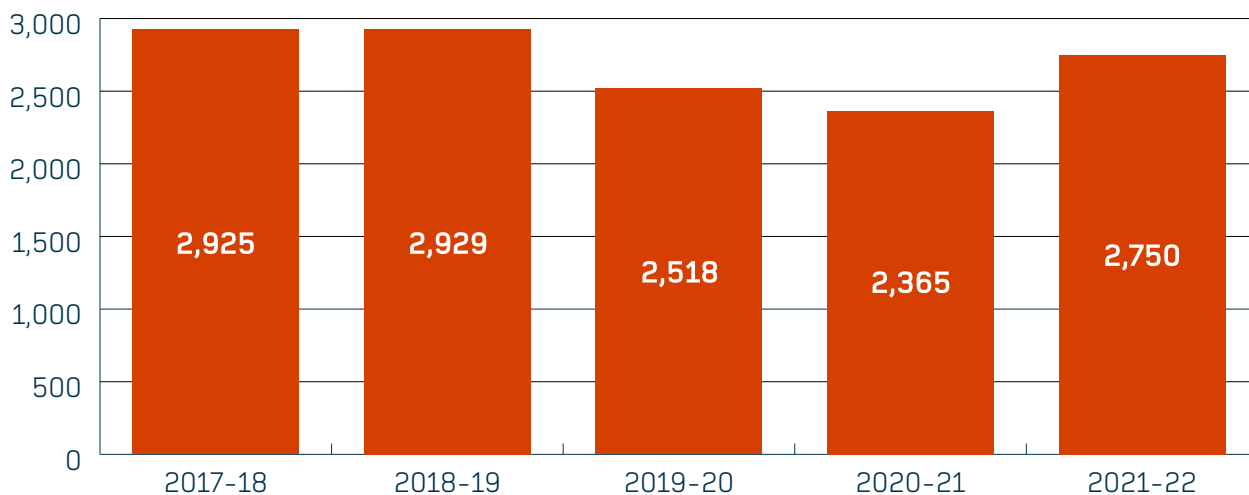
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

The number of people leaving the permanent register in Scotland increased for the first time after two years of decline. In 2021–2022 a total of 2,750 people left the register. This is 16.3 percent (385 people) more than in 2020–2021.

Figure 2

People with an address in Scotland leaving the permanent register



Professionals who trained in the EU/EEA

The number of people on the register in Scotland who trained in the EU/EEA has risen by 3 percent to 690. Romania is still the most frequent EU/EEA country of training, with 143 registered professionals having addresses in Scotland.

Table 2

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

	March 2018	March 2019	March 2020	March 2021	March 2022
Romania	125	134	141	143	143
Poland	122	118	121	123	122
Republic of Ireland	79	76	70	71	72
Italy	34	39	41	47	50
Spain	52	52	49	47	48

Professionals who trained outside the EU/EEA

The number of people on the register in Scotland who trained outside the EU/EEA has risen by 9.9 percent to 2,161. There are now 668 people who trained in the Philippines, which is 11.5 percent more than last year. And there are 667 people who trained in India – slightly more than a year ago.

Table 3

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

	March 2018	March 2019	March 2020	March 2021	March 2022
Philippines	538	542	557	599	668
India	641	641	656	646	667
South Africa	102	101	103	104	110
Australia	42	46	69	94	97
Nigeria	33	39	51	60	91

Profile of the permanent register in Scotland

Age

The combined number of people aged 56 and above on our permanent register in Scotland has increased by 5.3 percent. The younger age group of people below 21–40 also increased, by 3 percent. The number of people aged 41–55 decreased by 2.2 percent. This pattern of growth in the lower and upper age brackets, and a squeeze in the middle, reflects the UK picture.

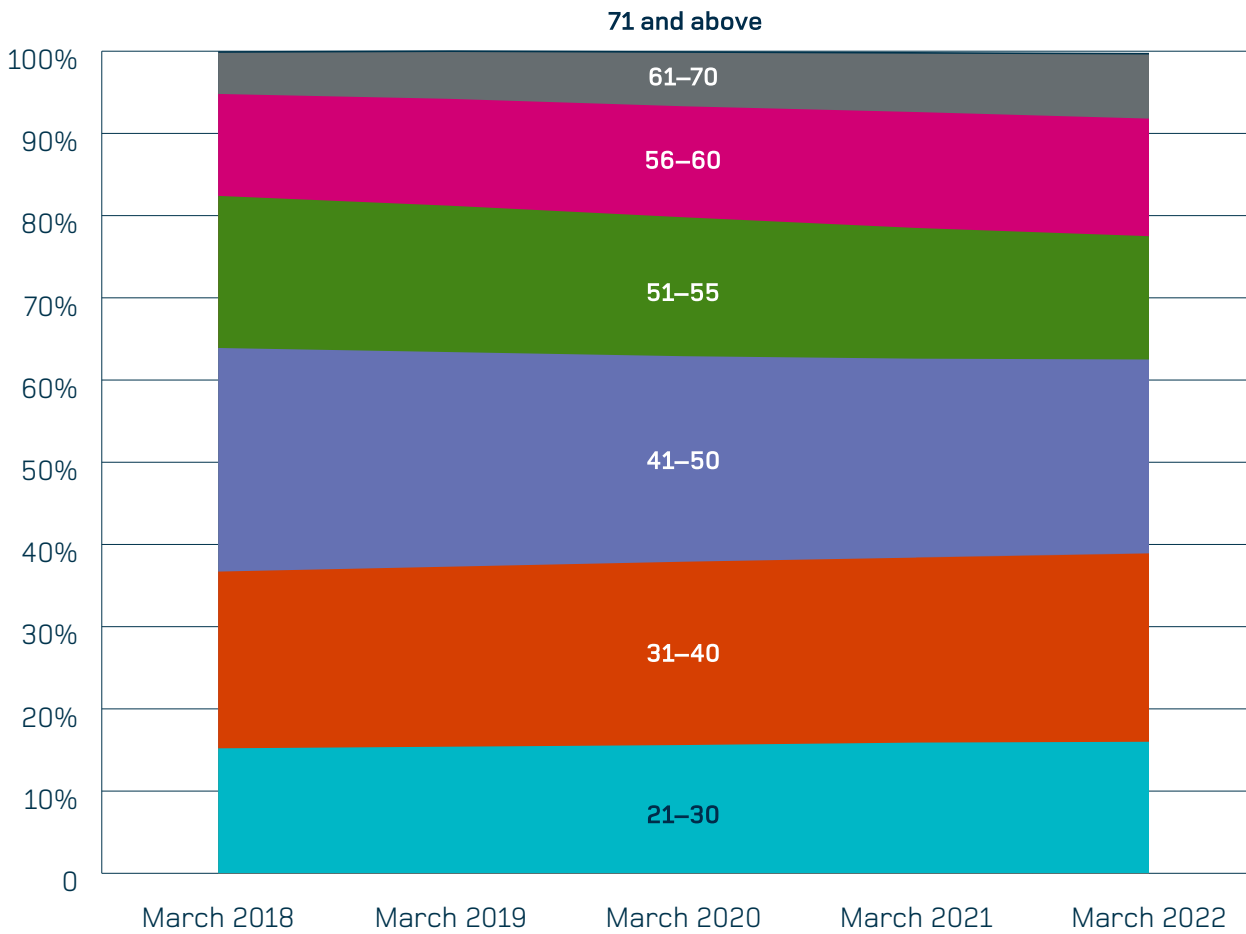
Table 4
Age profile of the permanent register in Scotland

	March 2018	March 2019	March 2020	March 2021	March 2022
Below 21	8	9	7	13	13
21–30	10,446	10,666	10,920	11,271	11,510
31–40	14,815	15,104	15,572	15,891	16,471
41–50	18,737	18,020	17,480	17,146	16,970
51–55	12,747	12,259	11,806	11,260	10,824
56–60	8,571	8,951	9,397	10,002	10,233
61–70	3,470	3,912	4,527	5,049	5,620
71 and above	115	126	144	157	161



Figure 3

Age profile of the permanent register in Scotland



Gender



90.9%

of people on our permanent register in Scotland identify as female



9.1%

of people on our permanent register in Scotland identify as male

This is slightly different from the UK picture, where 89 percent of people identify as female and 11 percent as male. Of the 71,802 professionals on the permanent register in Scotland, 600 said their gender does not match their sex at birth.

Ethnicity

Table 5

Ethnicity profile of the permanent register in Scotland

	Nurses, midwives and nursing associates
Arab	8
Asian – Any other Asian background	126
Asian – Bangladeshi	9
Asian – Chinese	117
Asian – Filipina/Filipino	727
Asian – Indian	788
Asian – Pakistani	167
Black – African	1,195
Black – Any other black background	40
Black – Caribbean	72
Mixed – Any other mixed /multiple ethnic background	23
Mixed – White and Asian	119
Mixed – White and black African	52
Mixed – White and black Caribbean	178
Other – Any other ethnic group	229
Prefer not to say	1,388
Unknown	75
White – Any other white background	1421
White – English/Welsh/Scottish/ Northern Irish/British	64,193
White – Gypsy or Irish Traveller	16
White – Irish	859
Total	71,802

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.

The number of adult nurses on the permanent register in Scotland continues to grow, with an annual increase of 1.2 percent. Of the four fields of nursing practice, the number of children's nurses saw the biggest increase of 3.3 percent.

The number of mental health nurses saw a slight increase by 1 percent to a total of 10,753 professionals. There was a marginal decrease in the number of learning disability nurses.

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

	Adult	Children	Learning disabilities	Mental health
March 2022	53,032	4,486	1,792	10,753
March 2021	52,388	4,345	1,807	10,648
March 2020	51,765	4,201	1,778	10,601
March 2019	51,814	4,135	1,755	10,577
March 2018	51,207	4,075	1,763	10,641



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 Scotland

	March 2018	March 2019	March 2020	March 2021	March 2022
Health visitors	2,286	2,367	2,510	2,531	2,515
Occupational health nurses	406	410	400	396	388
SCPHNs without a field of practice	156	156	159	159	157
School nurses	44	63	79	92	146
Family nurses	32	31	30	30	30
Total	2,924	3,027	3,178	3,208	3,236

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

	March 2018	March 2019	March 2020	March 2021	March 2022
Nurse Independent / Supplementary Prescriber	4,304	4,736	5,201	5,611	6,164
Community Practitioner Nurse Prescriber	3,407	3,305	3,270	3,214	3,148
SP – District Nursing	1,594	1,538	1,500	1,473	1,504
Teacher	340	370	395	414	419
SP – Adult Nursing	731	700	665	647	616
Lecturer / Practice Educator	624	574	527	495	452
SP – General Practice Nursing	133	126	113	105	97
Nurse Independent Prescriber	164	152	142	137	124
SP – Community Mental Health Nursing	122	118	115	109	101
SP – Community Children’s Nursing	56	49	48	48	46
SP – Mental Health	55	53	52	52	50
SP – Community Learning Disabilities Nursing	34	32	33	32	31
SP – Children’s Nursing	27	26	26	26	26
SP – Learning Disability Nurse	1	1	1	1	1
Total	11,592	11,780	12,088	12,364	12,779

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 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 Scotland

	31 March 2022
Nurse	1,664
Midwife	114
Nurse and midwife	20
Total	1,798

The number of people with an address in Scotland make up 12 percent of the Covid-19 temporary register, which compares to 9.5 percent of the permanent register.

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