

The NMC register England mid-year update

1 April -
30 September 2024



Welcome to our mid-year report on the NMC register and what it tells us about the nursing and midwifery workforce in England.

The big picture

The overall number of nursing and midwifery professionals on the NMC's register in England has grown steadily since 2017. On 30 September there were **646,400** professionals on the register in England. That's **11,960 (1.9 percent) more** than six months ago, and **89,101 (16 percent) more** than in September 2019.

This growth has been upheld by a steady pattern of domestic recruitment and a continuing rise in international recruitment over the last few years.

What sets England apart from Northern Ireland, Scotland and Wales, and the UK as a whole, is that more people joined the register in England in the last six months than in the same period last year. **17,931** professionals joined, compared to 17,100 last year (**an increase of 4.9 percent**). This was driven by nurse joiners – there was a slight reduction in the number of midwives and nursing associates joining (-5.4 percent and -3.0 percent, respectively).

A look at international recruitment in England

Our data relating to internationally educated professionals in our four nation reports, such as this one, can never be definitive because professionals may not yet have a registered UK address at the point of registration. This means there may be international professionals working in England who aren't included in this data because they have yet to provide us with their UK address. We encourage all international joiners to our register to update their details through [NMC Online](#) at the earliest opportunity.

¹ The nursing associate role was introduced in 2019. Nursing associates can only practise in this role in England.

646,400

professionals on the register in England



In the last six months

An increase of

11,960

+1.9%



+1.8%



Nurses

592,672

+2.6%



Midwives

37,139

-1.3%



Dual registrants

5,112

+6.1%



Nursing Associates¹

11,477

In the last six months, compared to April-September 2023

+4.9%



17,931

joined the register

+5.2%



10,491

left the register

Nonetheless, our country-specific international data is a good indicator of trends over time. It shows an upward trend in the number of international joiners in England which has continued in the six months to September 2024. India remains the largest source of international recruitment over the past six months.

A more ethnically diverse register

The proportion of all registered professionals from Black and minority ethnic backgrounds² in England has continued to increase, leading to a more ethnically diverse register. On 30 September 2024, **32.7 percent** of those registered in England were from Black and minority ethnic backgrounds. This is **1.1 percentage points higher** than six months ago (31.6 percent), and **9.5 percentage points more** than five years ago.



Top non-UK countries of education as of September 2024, change in the last six months

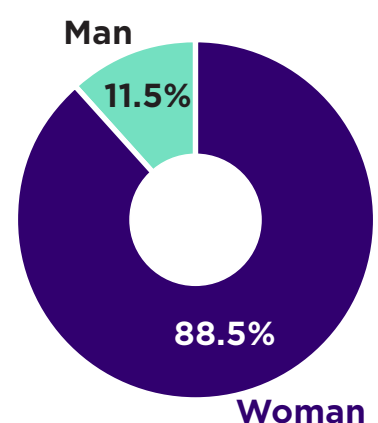
- 1 Philippines**
39,461 ↑ +3.1%
- 2 India**
36,896 ↑ +9.5%
- 3 Nigeria**
11,222 ↑ +10.1%

32.7% of register in England from Black and minority ethnic backgrounds. In 2019, **23.2%** of register in England from Black and minority ethnic backgrounds.

As of September 2024

44 years, 7 months average age of professionals in England

Gender split of the register



² The NMC recognises that language in this area is constantly changing and that the people included within such broad terms encompasses diverse ethnic groups. We regularly keep the language that we use under review.

Overall retention remains steady

The total number of people leaving the professions in England has remained fairly steady over the past five years, and the past six months haven't altered that picture. **10,491** people left the register in England in the last six months. This is **5.2 percent** (516) more than the same period last year (9,975). However, when looking at leavers as a proportion of the register, we can see that there's been a marginal change from last year – **1.7 percent** of the register left in the past six months, up 0.1 percent compared to this period last year.

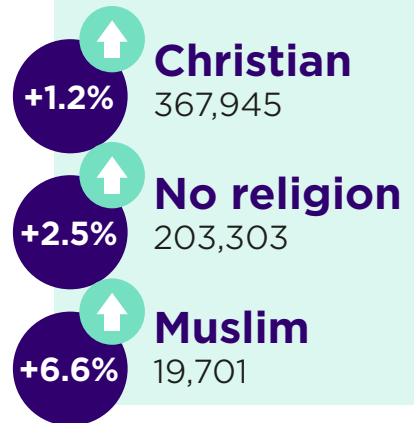
The number of midwives leaving **decreased by 18.7 percent** (-109) in the last six months.

Similar to the UK picture, in England we've seen an increase in the number of people leaving the register within five years of joining it. Between April and September, 1,137 professionals left within five years of joining – an **increase of 35.7 percent** over the same period last year (when the total was 838).

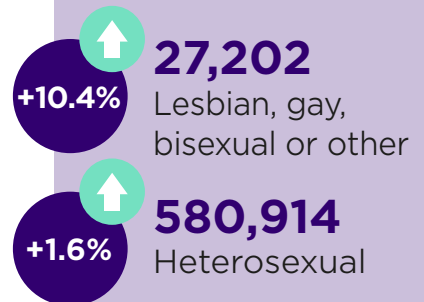
When looking specifically at the numbers of internationally educated professionals leaving, as opposed to all leavers, our data also shows a notable rise over the past five years. In the last six months **1,629** internationally educated professionals left the register. That's **338 more** than this time last year (**an increase of 26.2 percent**), and **394** more than five years ago (**31.9 percent increase**).



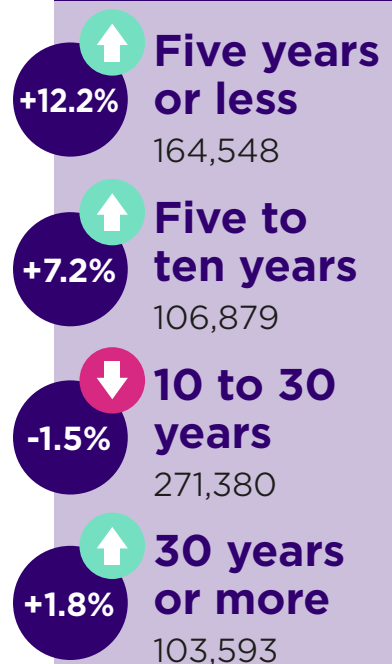
Most common specified religions, change in six months



Sexual orientation, change in the last six months



Length of time since initial registration, change in the last six months³



³ Length of time data are cumulative since initial registration and do not necessarily mean unbroken or continuous registration. Many registrants leave the register for a variety of reasons, for one or more periods during their careers.

Sharing insights to support the sector

We hope this overview, alongside our comprehensive [data tables](#), will support workforce planning and research in England, ensuring the most effective delivery of services that people and communities across the country rely on for their health and wellbeing.

If you have questions about our data or ideas for how we might improve the usefulness of this report, please [get in touch](#).

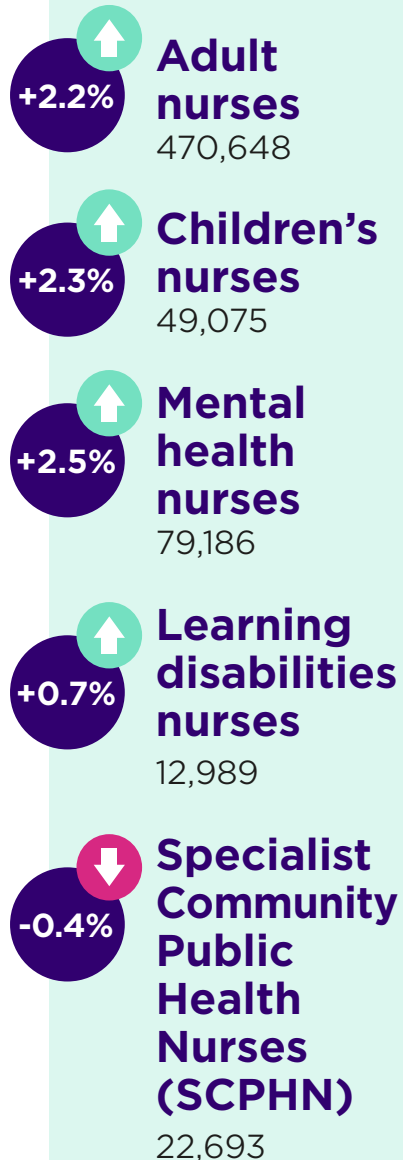


Kuljit Dhillon
Interim Director
of Strategy and Insight

A handwritten signature of Kuljit Dhillon in black ink.



As of September 2024



We shouldn't forget that behind our data are dedicated professionals who provide safe, effective and kind care to people everyday. We're grateful for everything they do for the people and communities they serve.



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 841,000 nurses and midwives in the UK and nursing associates in England, we have an important role to play in making this vision a reality.




We're here to protect the public by upholding high professional nursing and midwifery standards, which the public has a right to expect. That's why we're improving the way we regulate, enhancing our support for colleagues, professionals and the public, and working with our partners to influence the future of health and social care.

Our core role is to **regulate**. We set and promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England and quality assure their education programmes. We maintain the integrity of the register of those eligible to practise. And we investigate concerns about professionals – something that affects very few people on our register every year.

To regulate well, we **support** nursing and midwifery professionals and the public. We create resources and guidance that are useful throughout professionals' careers, helping them to deliver our standards in practice and address challenges they face. We work collaboratively so everyone feels engaged and empowered to shape our work.

We work with our partners to address common concerns, share our data, insight and learning, to **influence** and inform decision-making and help drive improvement in health and social care for people and communities.

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