

The NMC register UK 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 the UK.

The big picture

The register has been growing steadily since 2017, and the past six months have continued the upward trend. On 30 September, there were **841,367** professionals on the register. That's **14,949 (1.8 percent) more** than six months ago, and **151,629 (22 percent) more** than in March 2017, when the steady growth began.

Two pillars have upheld growth these past seven years. One is a steady pattern of domestic recruitment, which has broadly continued, albeit at a slightly reduced pace. **14,780** UK educated professionals joined the register between April and September, which is **1.8 percent fewer** than in the same period last year (15,050). Meanwhile there were **11,569** UK educated leavers – a **1.7 percent rise** (six months to September 2023 = 11,371).

The other pillar is a significant rise in international recruitment over recent years. However according to our latest data, this could be starting to slow.

To elaborate, **12,534** internationally educated professionals joined the register in the six months to September, but that is **16.6 percent (2,501) fewer** than in the same period last year (15,035 in the six months to September 2023). Additionally, **2,573** international professionals left the register – a **33 percent rise** of 639 (1,934 in the six months to September 2023).

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

A record

841,367

registered professionals

In the last six months

An increase of

14,949

+1.8%

+1.7%



Nurses

778,340

+2.4%



Midwives

45,198

-1.3%



Dual registrants

6,278

+6.2%



Nursing Associates¹

11,551

The rise in international leavers appears particularly significant. However, it's worth considering leavers data in the context of a growing register. If we look at the 2,573 international leavers as a proportion of the growing cohort of all international professionals on the register, then we see that 1.4 percent left between April and September, compared to 1.2 percent in the same period last year.

A closer look at the latest international picture

For the first time, there are more than 200,000 international professionals on the register (**200,362**). This is **10,145 (5.3 percent) more** than there were in March.

The largest international cohort on the register is those who were educated in India: **67,576**. That means professionals from India now account for eight percent of the total available UK nursing and midwifery workforce. There are also now more than 50,000 people on our register (**50,180**) who were educated in the Philippines.

We continue to see people joining the register from 'red list' countries². However, our data show a decrease in joiners who were educated in the red list countries Nigeria (-16.1 percent) and Ghana (-3.5 percent) compared to the same period last year. At the same time, recruitment of Nepal-educated professionals has more than doubled in the past six months - compared to the same period in September 2023.



² The relevant codes of practice for international recruitment of health and social care personnel prohibit active recruitment from 'red list' countries designated by the World Health Organisation. The codes do not prevent individual health workers from 'red list' countries seeking employment independently, but employers should not be actively recruiting from those countries.

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

27,313 joined the register
-9.2%

14,142 left the register
+6.3%

As of September 2024:

76.2% UK educated

23.8% internationally educated

In the last six months

45.9% of new joiners were educated outside the UK

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

1 India
67,576 ↑ +8.3%

2 Philippines
50,180 ↑ +2.2%

3 Nigeria
14,815 ↑ +8.5%

4 Romania
7,357 ↓ -0.3%

5 Ghana
6,362 ↑ +14.9%

A more ethnically diverse register

The proportion of all registered professionals from Black and minority ethnic backgrounds³ has continued to rise. These professionals now account for **almost a third (31.7 percent)** of everyone on the register – an increase of **more than a percentage point** in six months.

There are two main reasons for the increasing ethnic diversity of the register. One is that UK educated nursing and midwifery graduates are more ethnically diverse than they used to be. The other is the big rise in professionals joining our register from Asian and African countries.



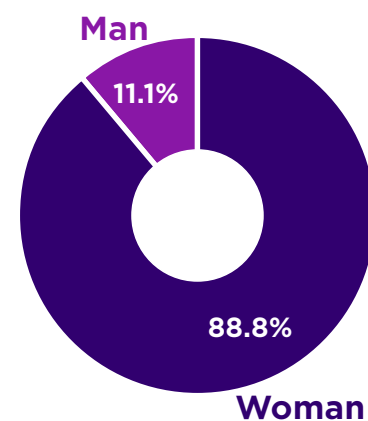
In the last six months, compared to the same period last year



As of September 2024



Gender split of the register⁴



³ 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.
⁴ These percentages will not add up exactly to 100 percent as some people have chosen not to provide their gender.

More leavers with five years or less on the register

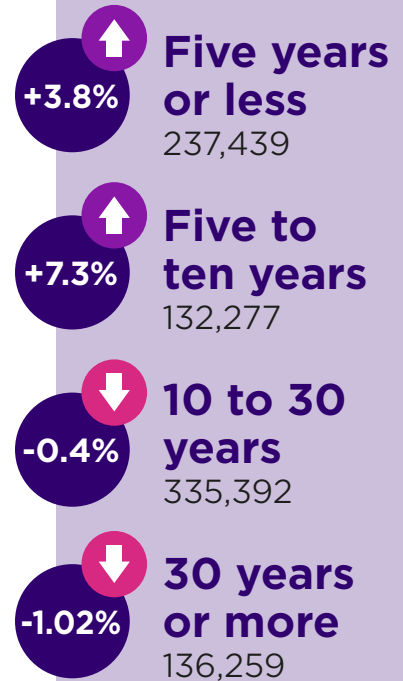
Between April and September, more professionals left the register than in the same period last year – 14,142 against 13,305, which is a **6.3 percent rise** for the period. As above, it is important to consider leavers as a proportion of the register, and through this lens we see that the proportion of all professionals who left in the six months to September is the same as it was last year: **1.7 percent**.

Drilling down, we see a rise in the number of people leaving with a cumulative total of five years or less on the register since first joining: 1,799 in the six months to September, compared to 1,211 in the same period last year. That's a stark increase of **48.6 percent** for the period but again, let's consider those two figures as proportions of the register where both were **0.2 percent**, each.

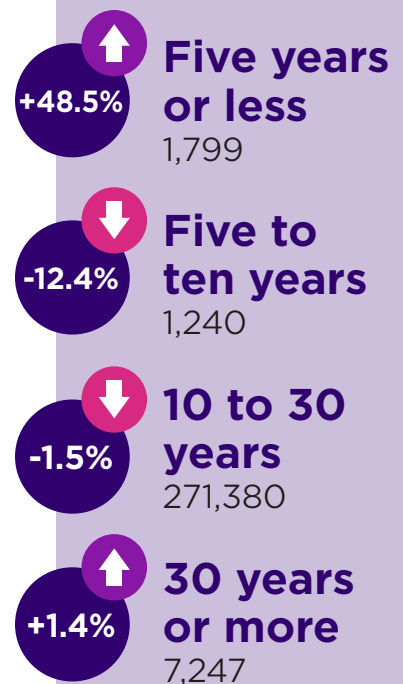
We know that when somebody leaves the register, it's not necessarily forever and there are thousands of 'returners' each year, but we'll monitor to see whether it is the start of a gradual trend towards less time on the register on average.



Length of time since initial registration, change in the last six months⁵



Leavers by length of time since initial registration, compared to September last year



⁵ 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.

More than 45,000 midwives now registered

In keeping with the wider trend, the total number of midwives on the register has been steadily increasing, and there are now **45,198**. That's **1,073 more** than in March – a **2.4 percent rise**. However, in the same period last year, the number of midwives rose by 3.0 percent, so the pace of growth has slowed this time.

Underlying this, the number of UK educated midwives joining the register for the first time has fallen. Between April and September this year, **1,231** midwives joined, which is a **12.5 percent decrease** compared to the 1,406 who joined in the six months to September 2023.

Partially offsetting this, **384** internationally educated midwives joined the register, an **increase of 11 percent** compared to the same period the year before when 345 people joined. This contrasts with the full international picture set out above, which includes nurses (88.9 percent of all international joiners are nurses).

Sharing insights to support the sector

We hope this overview, alongside our comprehensive [data tables](#), will support workforce planning and research in the UK, 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
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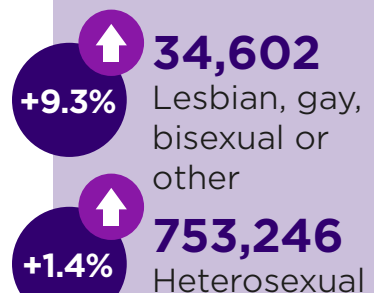
As of September 2024, change in the last six months



Most common specified religions, change in six months



Sexual orientation, change in the last six months



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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The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland
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