

The NMC register England

1 April 2023 –
31 March 2024



Welcome to our annual data report on the NMC register, offering an overview of the nursing and midwifery workforce in England.

Our unique data provide a definitive account of how many professionals are eligible to practise in the UK, how many are joining and leaving the workforce, where they were educated, demographic changes and more. Our accompanying leavers' survey also provides an insight into people's reasons for leaving.

The big picture

There are now a record **634,440** nurses, midwives and nursing associates¹ on the NMC register in England. That's **24,060 (3.9 percent) more** registered professionals than 12 months ago, and **82,606 (15 percent) more** than five years ago. We welcome this increased growth in the context of rising demand for health and care and continuing pressure on health and social care services.

The number of first-time joiners to the register continues to increase, with **34,060** new nursing and midwifery professionals registering with us this year alone. Of these, **70.9 percent** were educated in the UK (**24,157**). That's **12.2 percent more** in comparison to the same period last year (**21,539**) and **27.3 percent more** than the same period in the year 2018-2019 (**18,969**). This marks a continued steady increase of UK educated joiners in England.

In the last year, **20,208** professionals left the register in England. As a proportion of the register, this has stayed fairly consistent – from **3.7 percent** in the year 2018-2019, to **3.3 percent** in the past year. Of these professionals, **18.9 percent** left within the first ten years of joining their chosen profession.

There has been a significant increase in the number of internationally educated professionals from outside the EU leaving the register within ten years of joining, from **14.3 percent** to **35.5 percent** last year, and **46.5 percent** in March 2024.

634,440

professionals on the register in England



As of March 2024, compared to last year

An increase of

24,060 **+3.9%**



+3.7% **Nurses**
582,258

+5.4% **Midwives**
36,189

-2.8% **Dual registrants**
5,177

+16.5% **Nursing Associates**
10,816

In the last 12 months, compared to same period in 2022-2023

+15.9% **34,060** joined the register

+0.6% **20,207** left the register

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

Continued growth from overseas

As in previous years, we saw continued growth in internationally educated professionals joining the register in England. This was even higher this year due to **9,903** international joiners, **29.1 percent** of all new joiners in England, which was **26.2 percent more** than the same period in the previous year. Almost one third (**3,241**) of the internationally educated joiners were educated in India.

People from the Philippines remain the largest group of international professionals on the register in England at **38,256**, which is **29 percent** of all overseas professionals².

In England, we continue to see rises in the number of first-time joiners from several 'red list' countries from which active recruitment is not permitted. We are thankful to all professionals who choose to use their skills to provide safe and kind care to people in the UK. We remind employers and agencies to follow the relevant codes of practice to help maintain ethical standards and support global health equity.



² We know this figure will be lower than the actual numbers joining in England, as professionals aren't required to give us a UK address in order to join the register. Professionals can join the register with an address outside of the UK. They can help us to further enhance the value of our data by giving us their UK address as soon as they have one which they can do through [NMC Online](#). This will allow us to have a better understanding of who is on the register and where they live.

Top non-UK countries of education as of March 2024, compared to last year

1 Philippines
38,256 ↑ +8.1%

2 India
33,709 ↑ +20.1%

3 Nigeria
10,191 ↑ +32.8%

As of March 2024

44 years, 4 months

average age of professionals in England

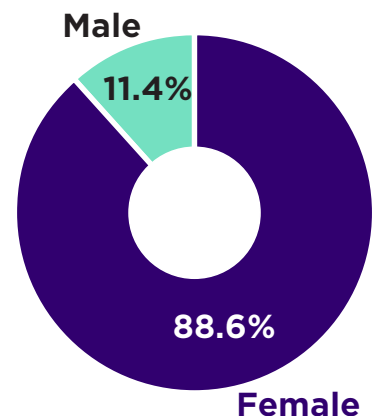


31.6%

of register in England from Black and minority ethnic backgrounds. In 2019, **22.9%** of register in England from Black and minority ethnic backgrounds.



Gender split of the register



Female

Demographic changes to the register

As with the UK picture, we're seeing a changing ethnic profile of the England register due to a steady increase in international professionals joining, together with an ethnically diverse cohort of UK educated joiners.

Of the **24,157** UK-educated joiners, **35.1 percent** were from Black and ethnic minority backgrounds. Professionals from Black and ethnic minority backgrounds now make up nearly a third (**31.6 percent**) of the total register in England. That's **2.4 percentage points higher** than last year and **8.7 percentage points more** than five years ago.

Why did people leave the register in England?

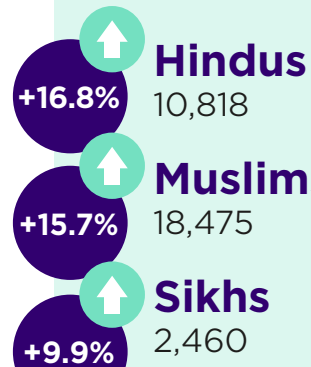
Since 2017 we've run an annual survey of professionals who left our register, to ask them why they left. We ran our latest survey in March 2024. You can read more detail in our comprehensive [NMC Register Leavers' Survey Summary](#).

In this year's survey, the proportion of leavers in England who would recommend a career as a nurse or midwife remains low although it has increased from **15 percent** last year, to **20 percent** this year.

In line with findings from last year's survey, around half of total respondents left earlier than planned - typically five years sooner than expected.

In England, the top four reasons - retirement, poor health, burnout, and a change in personal circumstances - are consistent with the UK-wide picture and are the same as last year. Leaving the UK is not listed in the top 10 reasons for leaving the register in England as it is for overall leavers, but "Workload" is included in the top 10.

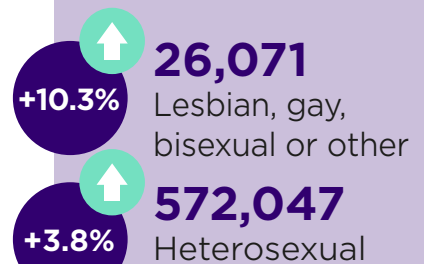
Fastest growing religions on the register as of March 2024, compared to last year



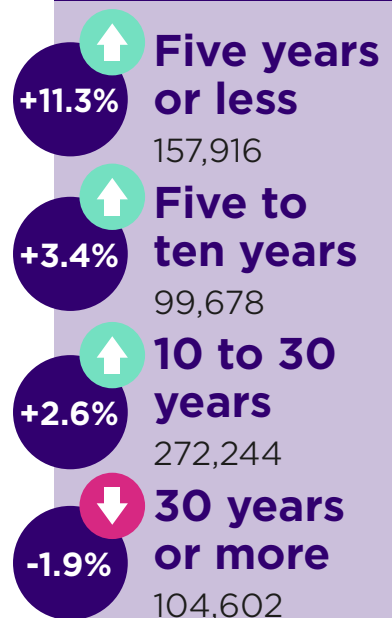
As of March 2024

20,974 out of 634,440 people have declared a disability

Sexual orientation as of March 2024, compared to last year



Time on the register as of March 2024, compared to last year



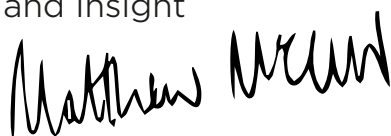
Improving the experience of professionals and the public

We hope that this overview of our register in England, alongside our comprehensive [data tables](#) and [NMC Register Leavers' Survey Summary](#) can be used by partners and the wider sector in their workforce planning.

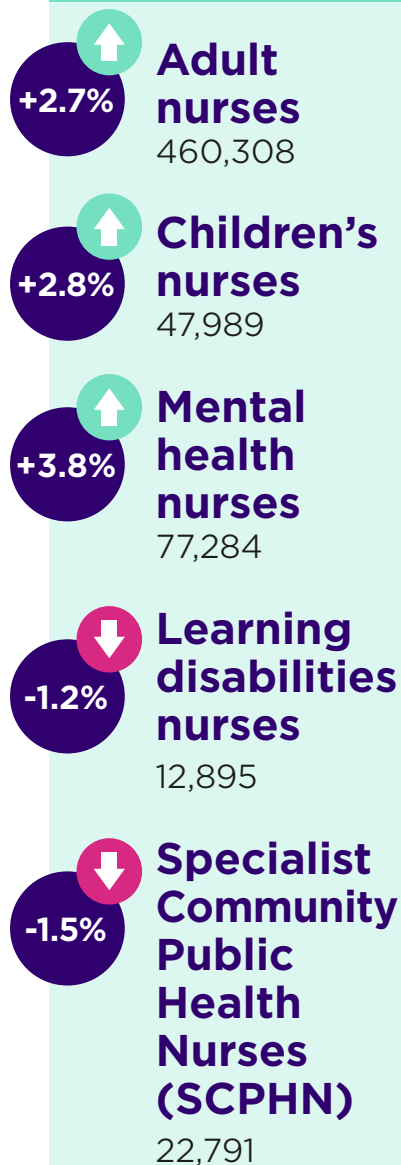
Please do [get in touch](#) with any questions about our data or ideas for how we might improve the usefulness of this report.



Matthew McClelland,
Executive Director of Strategy
and Insight



As of March 2024,
compared to last
year



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 826,000 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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Registered charity in England and Wales (1091434) and in Scotland (SC038362).

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