

The NMC register Wales

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 Wales.

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 provides an insight into people's reasons for leaving.

The big picture

The NMC register in Wales has more nurses and midwives¹ than ever before – **40,494**. That's **1,275 (3.3 percent) more** registered professionals than 12 months ago, and **4,493 (12.5 percent) more** than five years ago.

We welcome this in the context of a rising demand for health and care and continuing pressure on health and social care services.

We saw continued expansion of the number of first-time joiners on the register, with **2,029** new nursing and midwifery professionals registering with us in Wales this year alone. Of these, **82.8 percent** were educated in the UK (**1,679**). That's **14.1 percent more** in comparison to the same period last year (**1,472**) and **34.9 percent more** than the same period in the year 2018-2019 (**1,245**). This marks a continued steady increase of UK educated joiners in Wales.

In the last year, **1,441** professionals left the register in Wales. As a proportion of the register, this hasn't changed hugely – from **4 percent** in the year 2018-2019, to **3.7 percent** in the past year. Of these professionals, **9.8 percent** left within the first ten years of joining their chosen profession.

¹ There are 33 nursing associates living in Wales but at the current time, only England is using the role. The Welsh Government has committed to introducing nursing associates in Wales subject to changes in our legislation.

40,494

professionals on the register in Wales



As of March 2024, compared to last year

An increase of

1,275

+3.3%



Nurses

+3.1%

38,075



Midwives

+6.4%

2,025



Dual registrants

-2.2%

361



Nursing Associates¹

+13.8%

33



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

2,029

joined the register

+21.8%



1,441

left the register

+5.2%



Continued growth from overseas

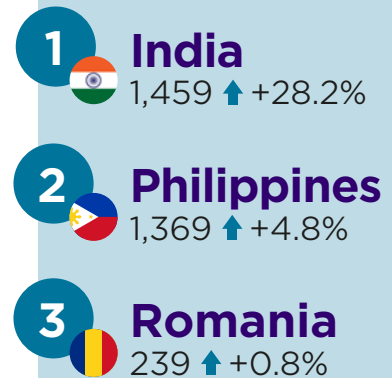
The levels of internationally educated professionals who joined in Wales are the highest since the year 2018-2019. Although this group is still a small percentage of joiners, it represents a quickly growing cohort. There were **350** new joiners educated outside the UK, an **80.4 percent rise** from the same time in the previous year.

Of these, **47.7 percent** were educated in India (**167**). India is now the most common country for internationally educated nursing and midwifery professionals in Wales (**1,459**) overtaking the Philippines (**1,369**). In this reporting period, **40** professionals who were educated in the Philippines joined our register².

While recruitment from 'red list' countries in Wales is less than the UK wide picture, we are still seeing professionals joining from countries where 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.

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



As of March 2024

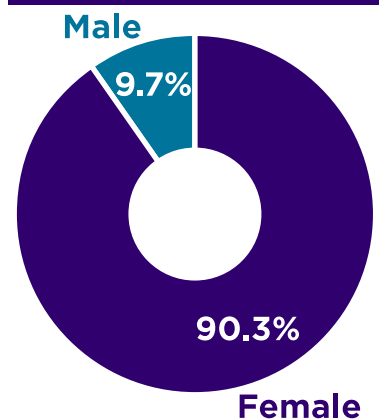
45 years
average age of professionals in Wales



12.2% of register in Wales from Black and minority ethnic backgrounds. In 2019, **9.3%** of register in Wales from Black and minority ethnic backgrounds.



Gender split of the register



² We know this figure will be lower than the actual numbers joining in Wales, 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.

Demographic changes to the register

In Wales, we continue to see marginal changes in the ethnic profile of the register as international recruitment slowly increases, alongside an ethnically diverse cohort of UK educated joiners. Professionals from Black and ethnic minority backgrounds now make up **12.2 percent** of professionals in Wales, up from **9.3 percent** five years ago. In addition, **7.7 percent** of UK joiners in Wales were from Black and ethnic minority backgrounds.

Why did people leave the register in Wales?

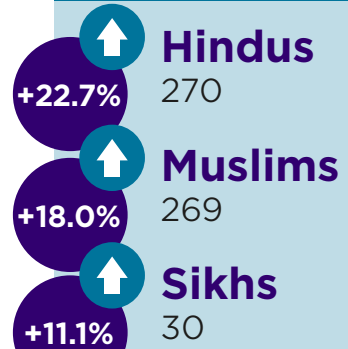
Since 2017 we've run an annual survey of professionals who left our register, to ask them why they left. We ran our latest survey in March 2024. You can read more detail in our comprehensive [NMC Register Leavers' Survey Summary](#).

In this year's survey, the proportion of leavers in Wales who would recommend a career as a nurse or midwife remains low, although it has increased from **16 percent** last year, to **18 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 Wales, 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. This year, "lack of support from colleagues and senior members of staff" has become the fifth top reason people in Wales cited for leaving the register. "Experiences of bullying, harassment or discrimination" also ranked higher in Wales than the overall survey sample.

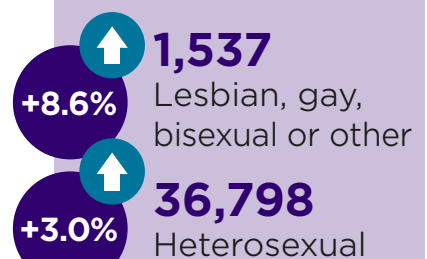
Fastest growing religions as of March 2024, compared to last year



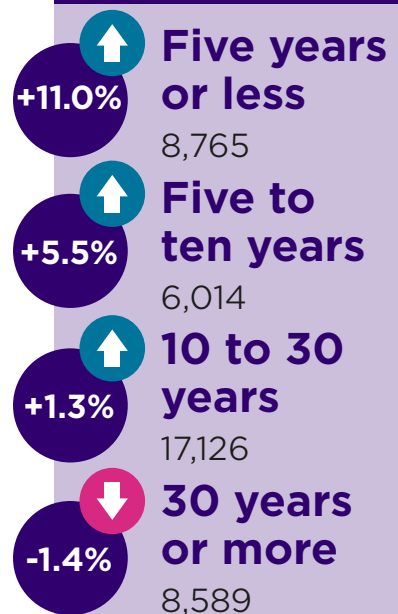
As of March 2024

1,208 out of 40,494 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



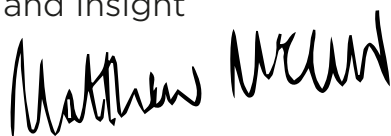
Improving the experience of professionals and the public

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

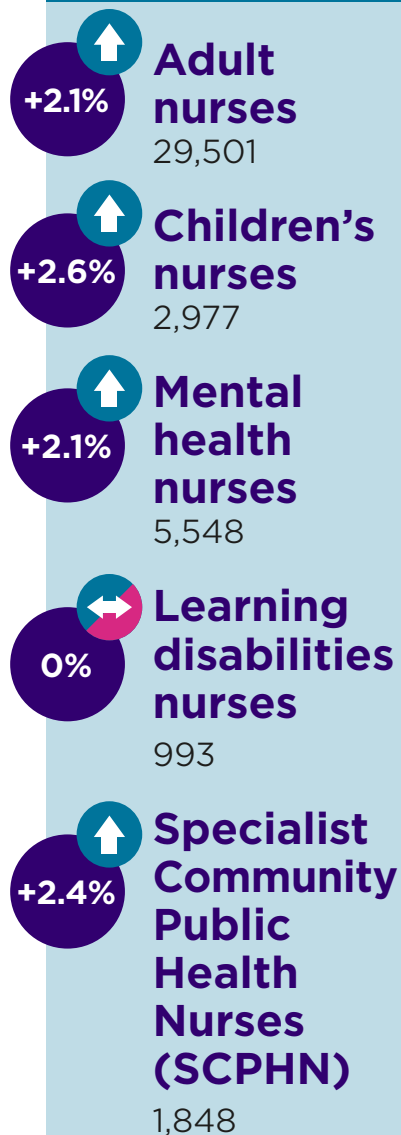
Please do [get in touch](#) with any questions about our data or ideas for how we might improve the usefulness of this report.



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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The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland
Registered charity in England and Wales (1091434) and in Scotland (SC038362).

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