

Revalidation data report

1 April 2023 –
31 March 2024



Introduction

Revalidation is the process that all nurses and midwives in the UK and nursing associates in England need to follow to maintain their registration with the NMC. To help ensure the professionals on our register keep developing their knowledge and expertise, we ask them to revalidate every three years.

This supports nurses, midwives and nursing associates to maintain excellent standards of practice throughout their careers, benefiting the health and wellbeing of people in their care. It also encourages reflection on the role of [the Code](#).

High revalidation rates mean more professionals remain eligible to practise. The quality and safety of people's care, and their experiences of it, are affected by whether there are enough nursing and midwifery staff with the right skills available.

The overwhelming majority of professionals continue to revalidate successfully, with **94 per cent** of professionals (nearly 225,000 people) revalidating in 2023–2024. Each year, there will always be people who choose not to, such as those planning to leave the register.

There is little difference in the proportion of professionals who revalidate in each UK nation, with rates increasing in each country since 2020–2021. Most professionals revalidate in the same country in which they were educated, suggesting that most choose to practise where they studied.

Revalidation rates for those educated outside the UK and EU remain the highest at **95.8 per cent**, while those for EU educated professionals have risen to **93.9 per cent** and are now higher than UK educated professionals. These differences are most likely to be due to the different age profiles of the groups – with UK educated professionals tending to be older compared to those educated in the EU or internationally.

As we might expect, revalidation rates for professionals at retirement age are lower compared to those who are younger.

More disabled professionals revalidated in 2023–2024 compared to 2022–2023, although rates continue to be lower compared to those without a disability – a trend we have seen since 2016. We have done further work to help us understand why revalidation rates are lower for those with a disability and what we can do to tackle this.

Background

Our core role is to regulate nurses, midwives and nursing associates, to ensure the high standards of practice the public has a right to expect. This includes maintaining the register of professionals who are eligible to practise because they meet our high standards of education and proficiency.

Our revalidation process helps make sure the professionals on our register keep developing their knowledge and expertise. This supports them to maintain excellent standards of practice throughout their careers, benefiting the health and wellbeing of people in their care. This principle of lifelong learning is an important part of our approach to regulation.

In a context where both the public and professionals report staff shortages affecting care, high revalidation rates mean more professionals remain eligible to practise. From a public perspective, high revalidation rates also mean professionals are being supported to maintain excellent standards of practice and provide high quality care.

To revalidate and remain on our register, professionals need to submit an online form confirming that they have:

- practised for a minimum of 450 practice hours (900 hours for those with dual registration as both a nurse and midwife) over the three years prior to the renewal of their registration
- carried out 35 hours of continuing professional development (CPD), of which at least 20 hours must be participatory learning
- collected five pieces of practice-related feedback over the three years prior to the renewal of their registration
- completed five written reflective accounts on their CPD and/or practice-related feedback and/or an event or experience in their practice, and how this relates to the Code, over the three years prior to the renewal of their registration
- had a reflective discussion with another nurse, midwife or nursing associate
- received confirmation from an appropriate person that they have met all the requirements.

In addition, professionals must provide a health and character declaration and declare that they have (or will have when they practise) an appropriate professional indemnity arrangement.

More information on the [revalidation requirements](#) and the guidance and support is available on our website.

How to interpret our data

Revalidation figures for 2016–2017 to 2021–2022 report the number and percentage of professionals that revalidated by their due date¹.

Improvements we made allowed us to report on the number of professionals that revalidated after their due date from 2022–2023 onwards. This means that data from 2022–2023 onwards includes professionals that revalidated after their due date and up to and including the end of the financial year – for example, those who were granted an extension. It does mean, however, that data from 2022–2023 onwards is not directly comparable with previous years.

References to ‘country’ refer to the country of a nurse, midwife or nursing associate’s current or most recent practice (for those for whom we have an employer address). Where professionals have not provided us with an address for their employer, we use their home address.

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 changes in some data.

Not everyone on our permanent register and those who revalidated will currently be working as a nurse, midwife or nursing associate.

¹ The ‘due date’ means the deadline for professionals to submit their revalidation application. This is the first day of the month in which their registration expires. For example, if a professional’s revalidation date is 30 April, their due date will be 1 April. We notify professionals 60 days before their revalidation application is due.

Revalidation in 2023–2024

238,773

nurses, midwives, and nursing associates were due to revalidate.

224,505

of those did revalidate in 2023–2024.

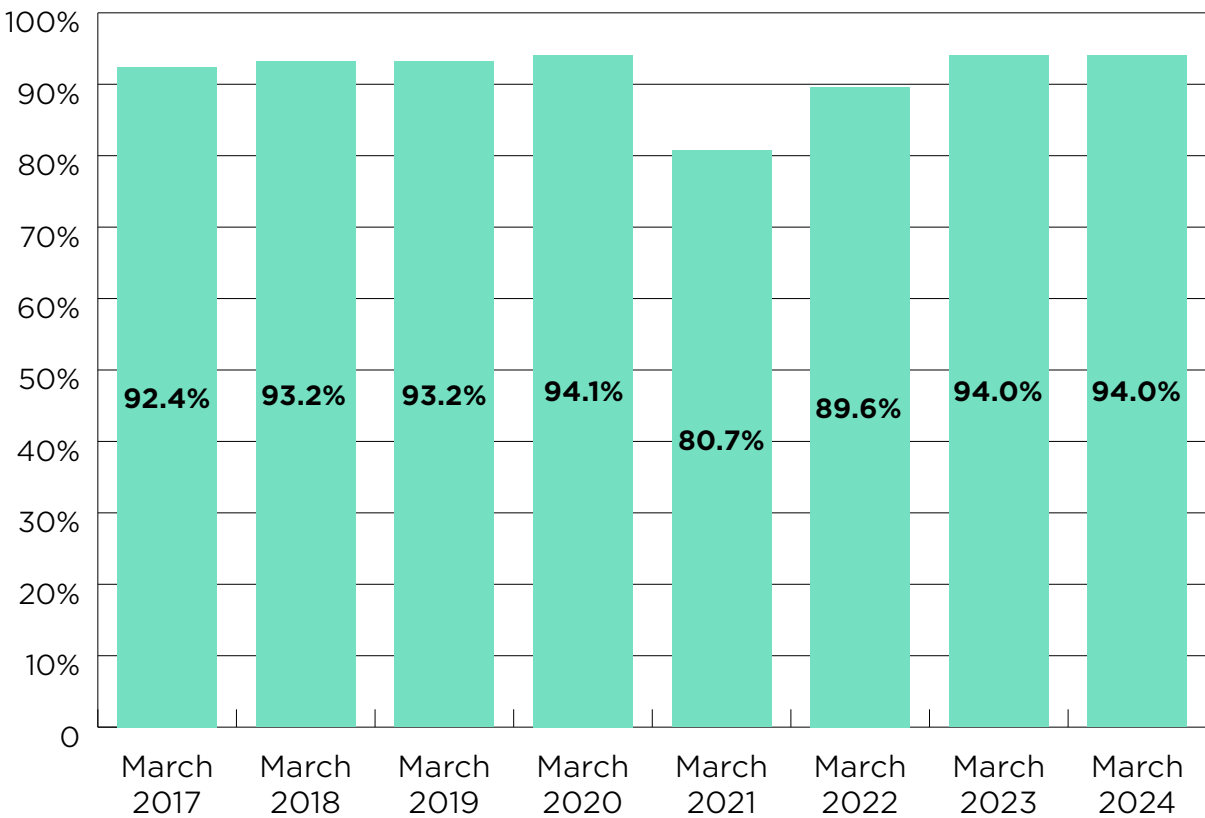
94%

This is a revalidation rate of 94%.

This shows a consistent trend in the proportion of those due to revalidate who do so each year. The 2023–2024 revalidation rate is equal to the previous year, which in turn is almost equal to the 2019–2020 period. Aside from the Covid-19 pandemic years of 2020–2021 and 2021–2022, revalidation rates have been comfortably over 90 per cent since the introduction of revalidation in 2016–2017.

Figure 1

Overall revalidation rates



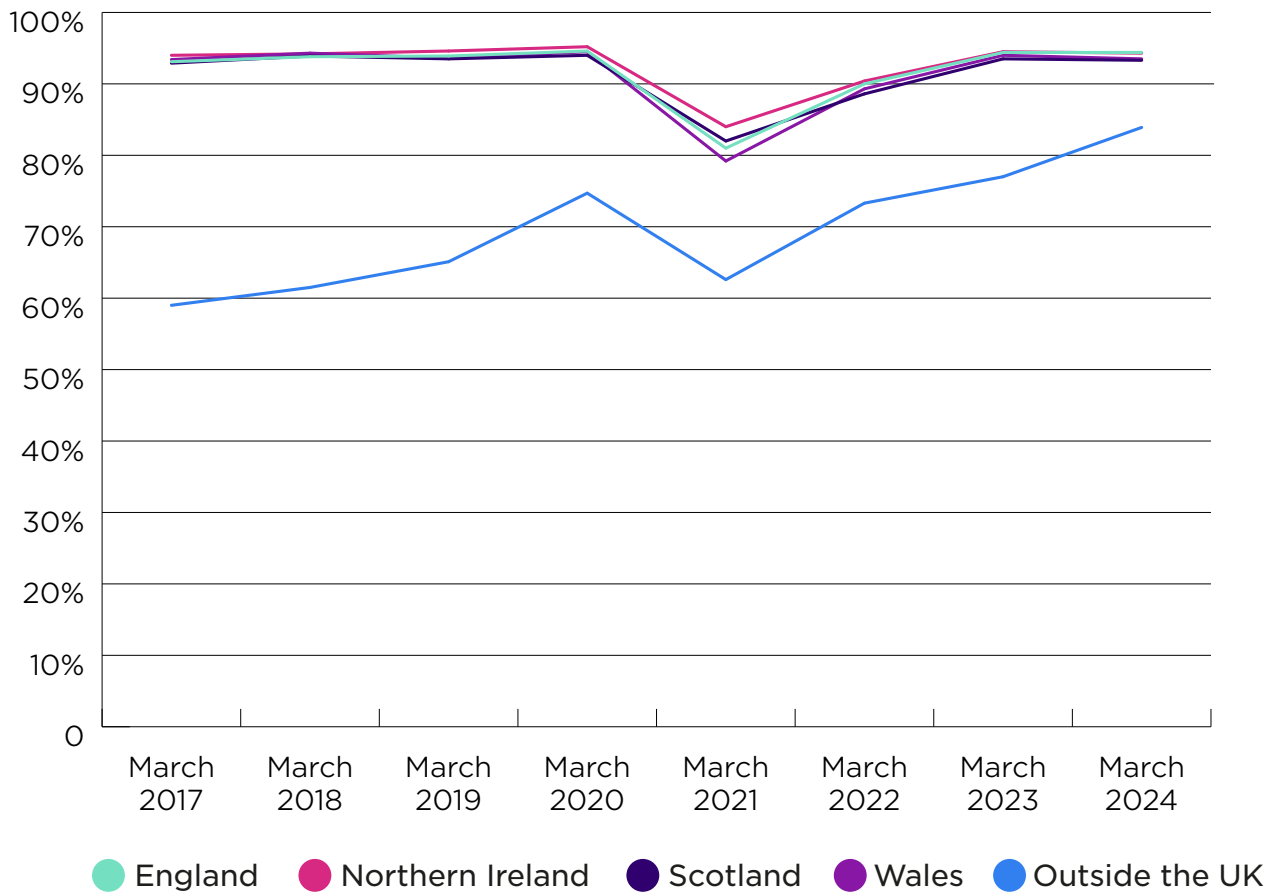
Revalidation by country

UK nation revalidation rates show remarkable consistency, with revalidation rates for those outside of the UK reaching their highest level yet.

The largest change in revalidation rate for any of the UK nations was 0.5 per cent, demonstrating a high level of consistency compared to the previous year. Revalidation rates for those registered outside of the UK remain lower but reached their highest ever level at 83.9 per cent.

Figure 2

Revalidation rates by country



Revalidation by profession

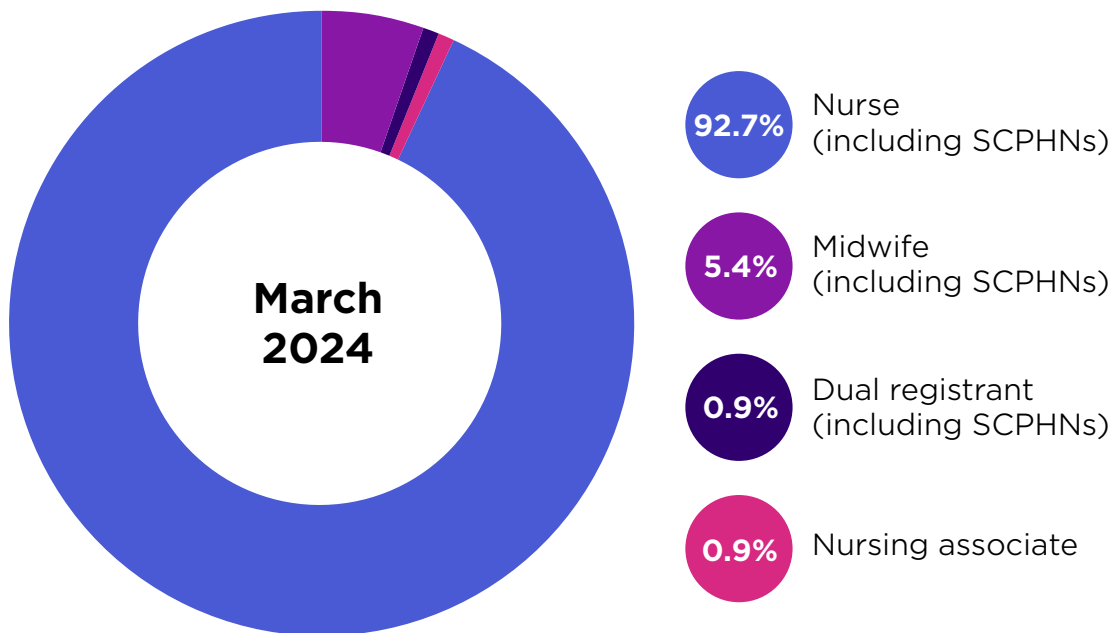
Nurses, midwives and dual qualified nurses and midwives have revalidated in similar proportions since 2016-2017.

Since the nursing associate role was introduced in 2019, the numbers on our register are growing and in 2023-2024 more than 2,000 nursing associates revalidated.

The proportion of dual qualified professionals revalidating has reduced slightly since 2016-2017 and continues to fall. This fall largely reflects these professionals dropping one of their registrations at the point of revalidation. For example, a professional was dual qualified when invited to revalidate, but revalidated only as a midwife. It is likely that next year will see more nursing associates revalidate than dual qualified professionals for the first time.

Figure 3

Revalidation by profession



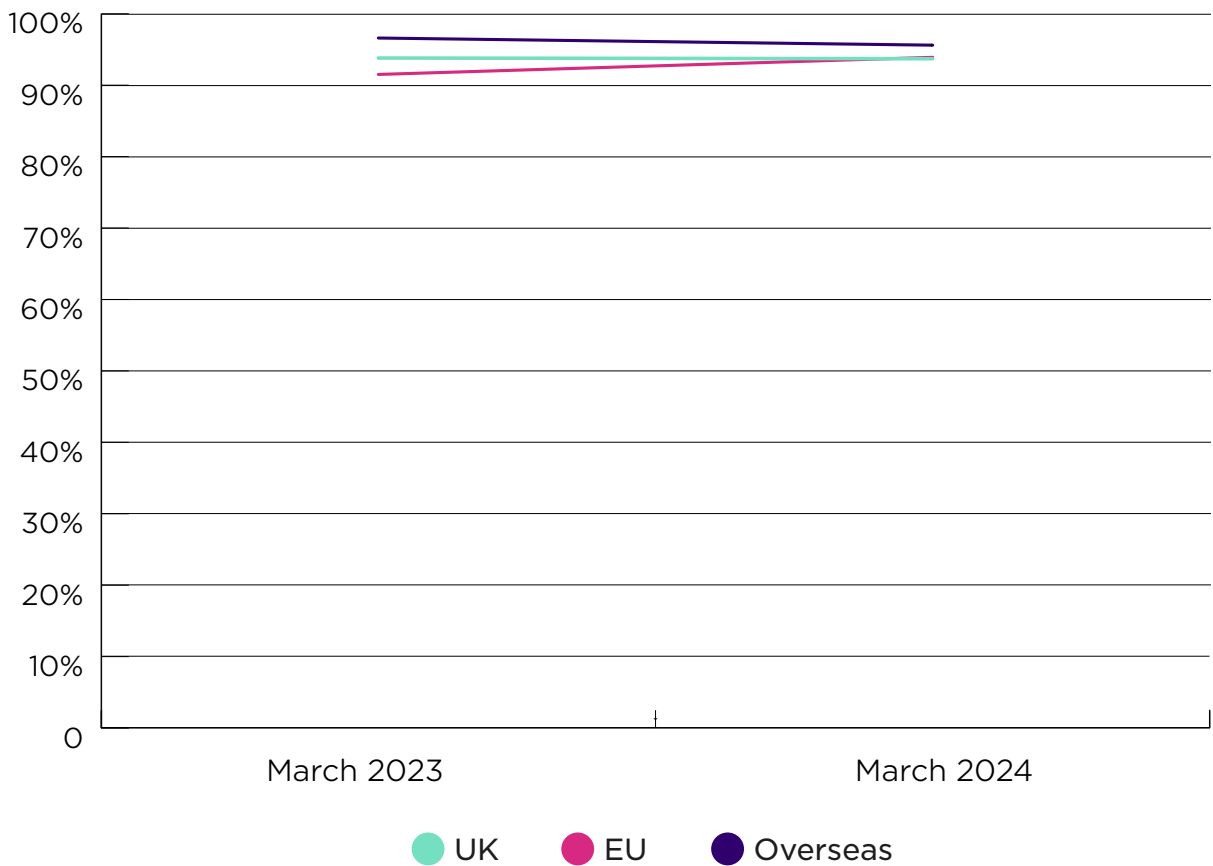
Revalidation by region of training

Professionals educated outside the UK and EU continue to revalidate at the highest rate.

Revalidation rates remain high for all training regions. Across those educated in each nation of the UK and for those educated in the EU, revalidation rates are above 93 per cent. However, for those educated outside the UK and EU, revalidation rates are almost 96 per cent.

Figure 4

Revalidation by region of training March 2024



Revalidation by diversity characteristic

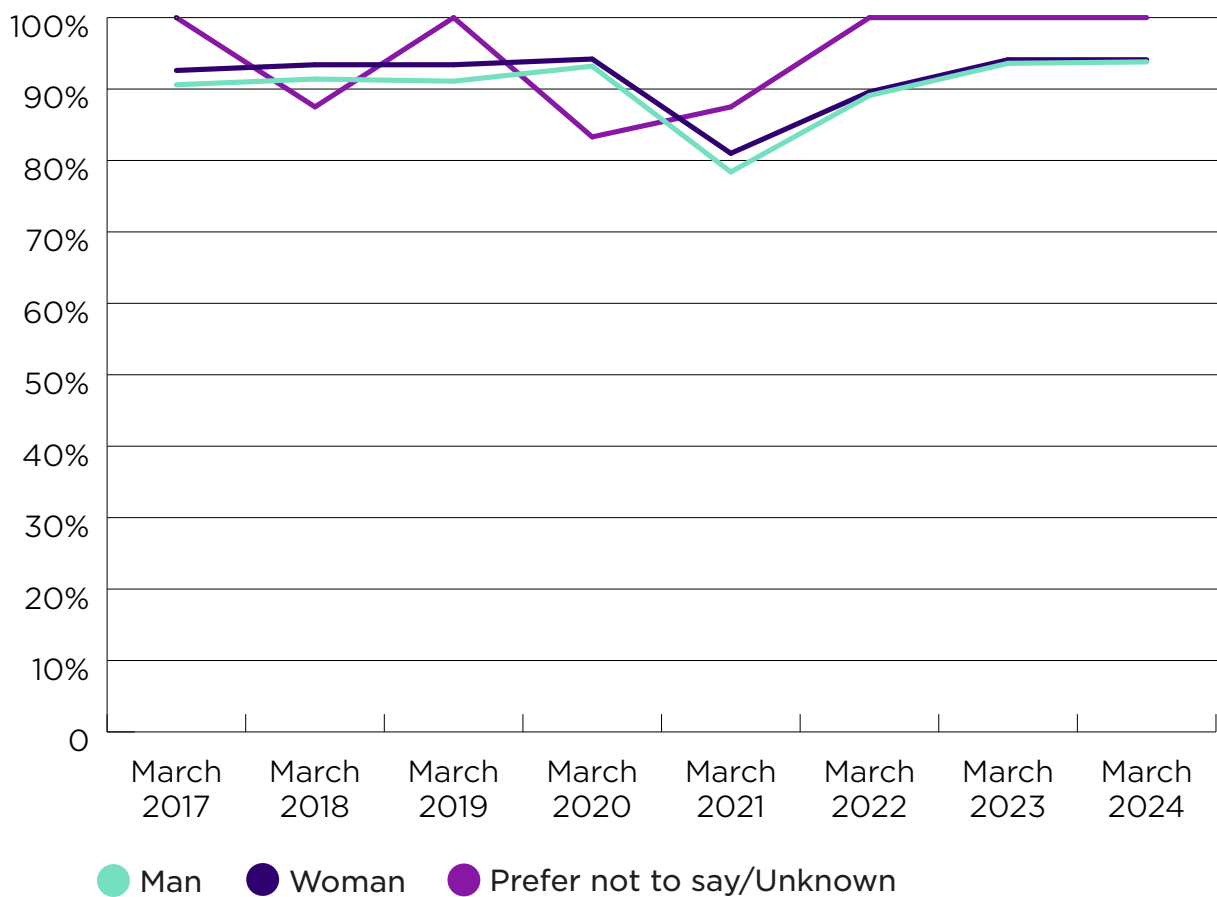
Gender

Women continue to revalidate at a higher rate than men, though the difference has reduced since revalidation was first introduced and is now at 0.3 per cent. The first phase of our Ambitious for Change research found that male nurses and midwives were less likely to revalidate successfully compared to women, even after considering factors like their profession and where they lived.

Revalidation rates for those whose gender we don't know have fluctuated but these figures should be treated with caution as there are fewer than ten professionals in this group each year.

Figure 5

Revalidation rates by gender

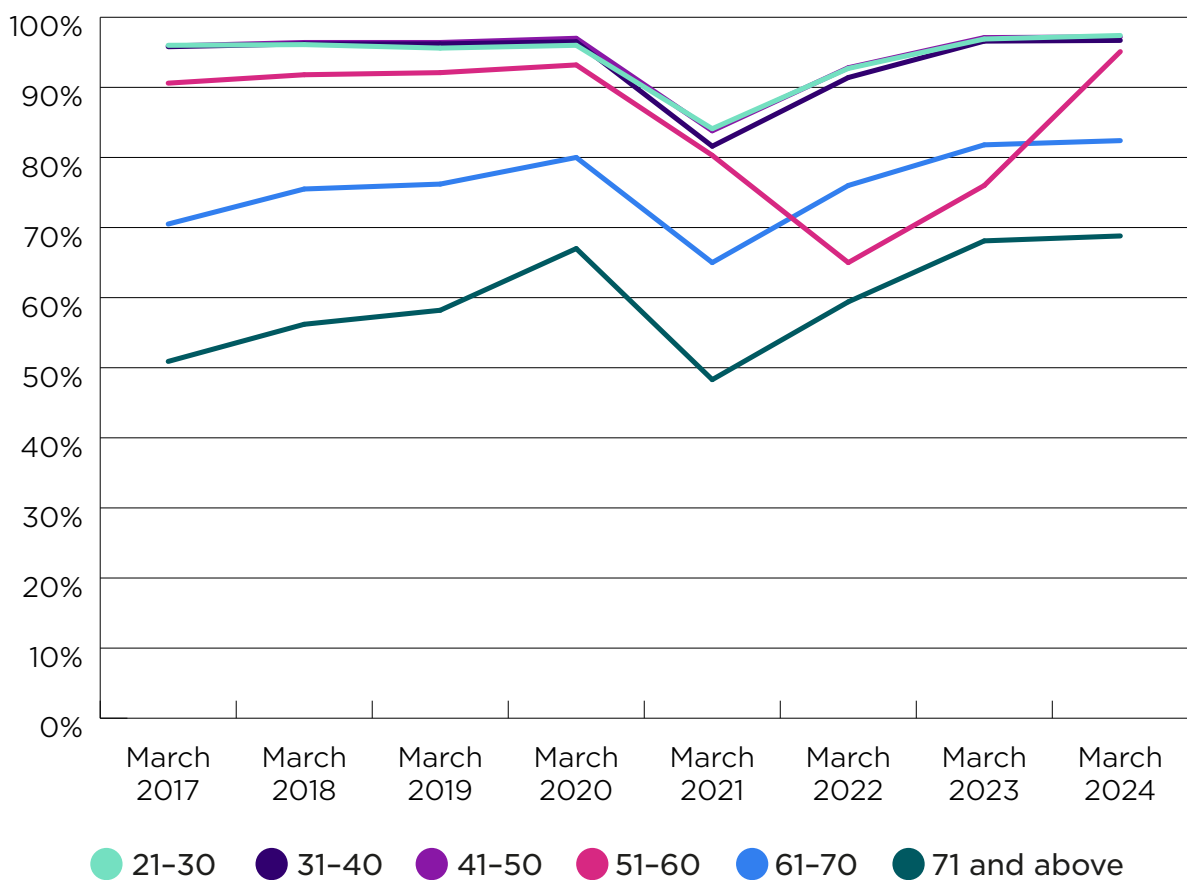


Age

Revalidation rates by age group have remained largely consistent with last year's data. The main exception to this is for 51-60 year olds. This age group has now returned to pre-pandemic levels of revalidation, alongside all other age groups on our register. We know from our annual survey of those leaving our register that many older professionals leaving our register are choosing to do so due to retirement.

Figure 6

Revalidation rates by age group



Disability

More disabled professionals revalidated in 2023–2024 compared to 2022–2023, although rates continue to be lower compared to those without a disability – a trend we have seen since 2016.

This year, alongside our annual revalidation report, we have published [research](#) looking specifically at the experience of revalidation for disabled professionals.

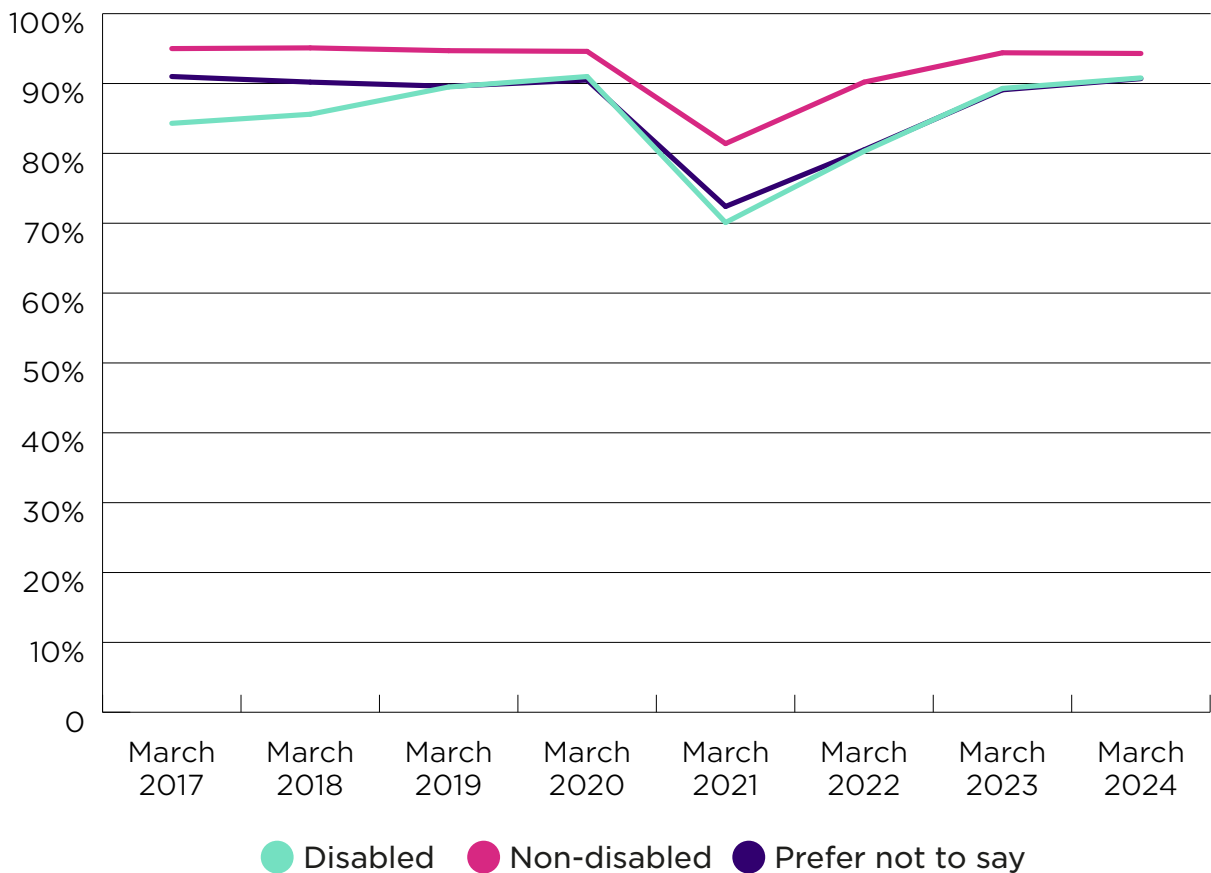
This involved speaking to 29 professionals from across the UK, of different ages and with a range of disabilities and impairments.

Through in-depth interviews and discussion groups, we heard that the most challenging requirements for disabled professionals revalidating were practice hours, CPD and reflective discussions and confirmation.

The research will help inform what further support we can provide for disabled professionals as part of revalidation review, due to commence in 2025/26.

Figure 7

Revalidation rates by disability



Ethnicity

Revalidation rates for all ethnicities where this data was known were above 90 per cent for 2023–2024 (with the exception for Any other mixed background where there was a low base size).

Table 1

Revalidation rates by ethnicity

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024
White British	94.7%	94.7%	94.4%	94.1%	80.8%	89.5%	93.7%	93.6%
White – Gypsy or Irish Traveller	95.8%	91.5%	91.5%	93.9%	86.5%	72.5%	81.5%	95.2%
White Irish	89.2%	90.1%	90.9%	90.7%	78.3%	86.8%	92.9%	92.2%
Any other White background	89.5%	90.0%	90.3%	90.9%	79.3%	86.8%	92.2%	93.7%
Mixed – White and black Caribbean	96.0%	95.9%	95.5%	95.3%	71.9%	83.7%	88.7%	91.6%
Mixed – White and black African	96.2%	94.8%	95.6%	95.6%	74.2%	84.0%	91.4%	92.2%
Mixed – White and Asian	95.3%	93.6%	94.9%	95.0%	78.1%	87.2%	92.8%	94.7%
Any other mixed background	92.8%	92.6%	90.3%	92.5%	58.0%	10.3%	18.2%	25.0%
Asian/Asian British Indian	96.7%	97.1%	96.8%	97.4%	87.6%	95.3%	97.6%	96.7%
Asian/Asian British Pakistani	95.6%	96.7%	96.9%	96.4%	79.1%	89.4%	96.1%	96.3%
Asian/Asian British Bangladeshi	96.8%	97.8%	95.6%	95.4%	76.5%	90.7%	94.9%	96.2%
Asian/Asian British Chinese	87.2%	86.2%	87.8%	89.8%	77.6%	83.0%	90.6%	90.3%
Asian/Asian British Filipina/Filipino	0.0%	0.0%	0.0%	0.0%	85.4%	94.5%	97.0%	96.8%
Any other Asian background	96.2%	96.9%	96.3%	97.1%	79.4%	87.1%	92.9%	95.1%
Black/Black British African	95.7%	96.2%	96.1%	96.5%	80.4%	90.8%	96.1%	96.4%
Black/Black British Caribbean	92.5%	93.4%	93.6%	93.3%	73.7%	84.2%	93.0%	93.0%
Any other Black background	80.4%	88.9%	87.0%	92.4%	79.3%	87.5%	93.4%	92.9%
Arab	0.0%	0.0%	0.0%	0.0%	78.9%	86.8%	97.0%	93.9%
Any other ethnic group	96.0%	94.6%	93.8%	94.8%	79.7%	89.8%	93.6%	94.1%
Prefer not to say	91.4%	91.0%	90.4%	100.0%	77.3%	84.5%	92.0%	92.2%

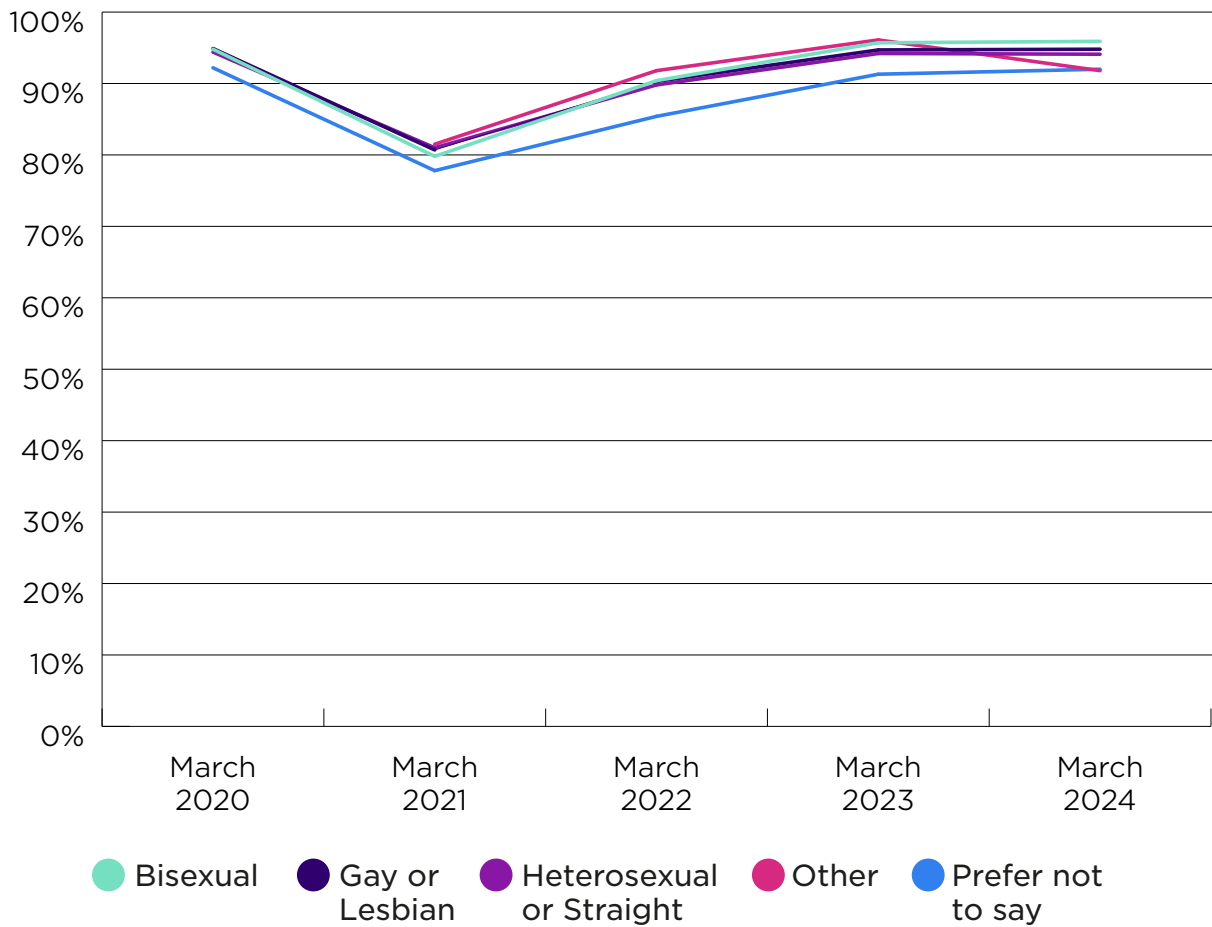
Sexual orientation

We have been reporting revalidation rates by sexual orientation since 2019–2020. People were able to select the response of ‘Other’ from 2020–2021.

Figures reported for professionals identifying as ‘Other’ in terms of sexual orientation or those whose sexual orientation we don’t know, should be treated cautiously due to low numbers revalidating in each year.

Figure 8

Revalidation rates by sexual orientation



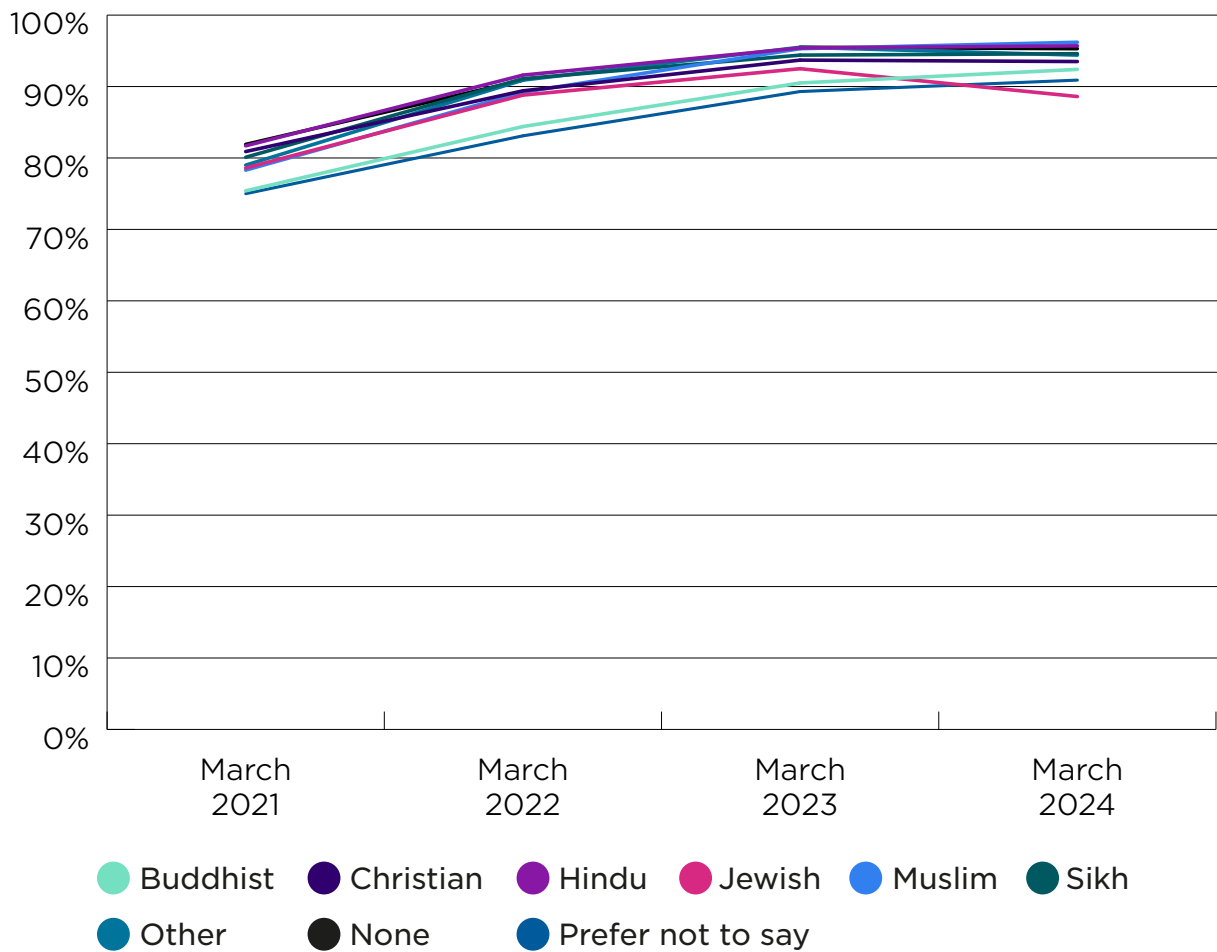
Religion or belief

We have been reporting revalidation rates by religion or belief since 2019–2020.

Since 2016–2017, less than one percent of our register told us they identified as Jewish. The numbers of Jewish professionals revalidating each year are low and as such should be treated cautiously.

Figure 9

Revalidation rates by religion or belief



Gender identity

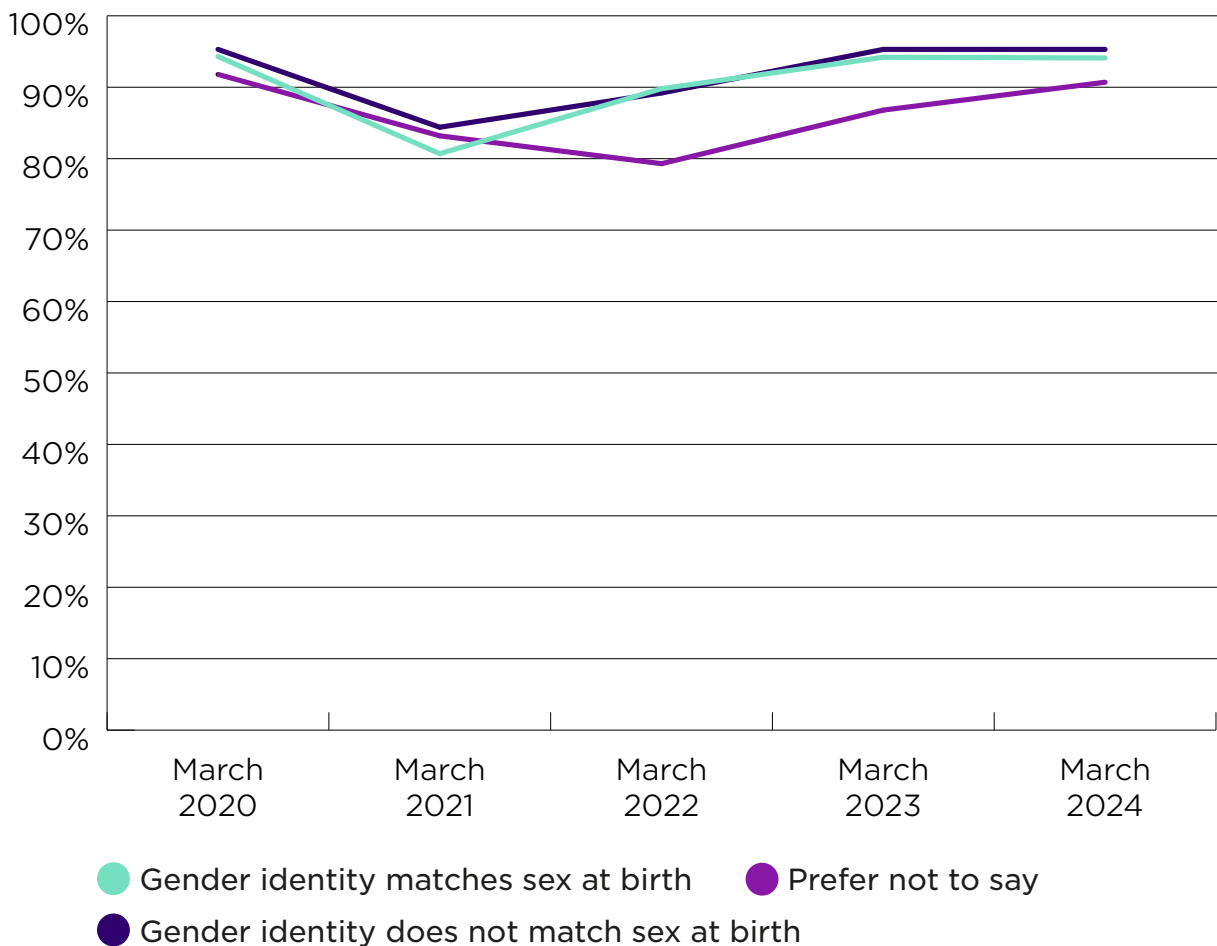
Since 2019, we have asked professionals whether their gender identity matches their sex as registered at birth (or within six weeks) as part of our diversity monitoring.

We have been reporting revalidation rates by gender identity since 2019-2020.

Revalidation rates for professionals who prefer not to tell us their gender identity have almost returned to their 2019-20 highpoint (the revalidation rate was 91.8% in 2019-20, compared to 90.7% in 2023-24).

Figure 10

Revalidation rates by gender identity



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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