

The NMC register Wales

1 April 2019 – 31 March 2020



About us

Our vision is safe, effective and kind nursing and midwifery that improves everyone's health and wellbeing. As the professional regulator of more than 700,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

Our core role is to **regulate**. First, we promote high professional standards for nurses and midwives across the UK, and nursing associates in England. Secondly, we maintain the register of professionals eligible to practise. Thirdly, we investigate when care goes wrong – something that affects less than one percent of professionals each year.

To regulate well, we **support** our professions and the public. We create resources and guidance that are useful throughout people's careers, helping them to deliver our standards in practice and address new challenges. We also support people involved in our investigations, and we're increasing our visibility so people feel engaged and empowered to shape our work.

Regulating and supporting our professions allows us to **influence** health and social care. We share intelligence from our regulatory activities and work with our partners to support workforce planning and sector-wide decision making. We use our voice to speak up for a healthy and inclusive working environment for our professions.



About our register

We keep the register of all nurses and midwives eligible to practise in the UK, and nursing associates who can practise in England. We currently publish data from our register every six months. Our previous report was a mid-year update that we published in December 2019.

How to interpret our data

Not everyone on our permanent register will currently be working as nurses, midwives and nursing associates, or in the field they're registered in.

We collect the registered addresses of the professionals on our register. The data in the report is about those professionals with registered addresses in Wales.

People from the UK, European Economic Area (EEA) and outside the EEA all join our register through different routes. When we say that someone is from the UK, EEA or outside the EEA, we mean that they joined our register through that particular route.

So far, all the nursing associates on our register joined it via the UK route.

The number of joiners, leavers and total people registered won't add up exactly. That's because the joiners' data only includes people joining the register for the first time. It doesn't include people who re-joined after a break from practising.

The number of joiners and leavers are cumulative totals from the whole year (1 April–31 March). We're working to improve our systems so we can provide a more complete picture of joiners and leavers in the future.

Our register changes every day and can vary considerably from the start of the month to the end of the month. Therefore, our data only offers a snapshot in time. This report gives a snapshot of our register on 31 March 2020.

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. Data from the Covid-19 temporary register is included in its own section at the end of this report. For clarity, data from the Covid-19 temporary register is not included in figures 1–9.

Size of our permanent register in Wales on 31 March

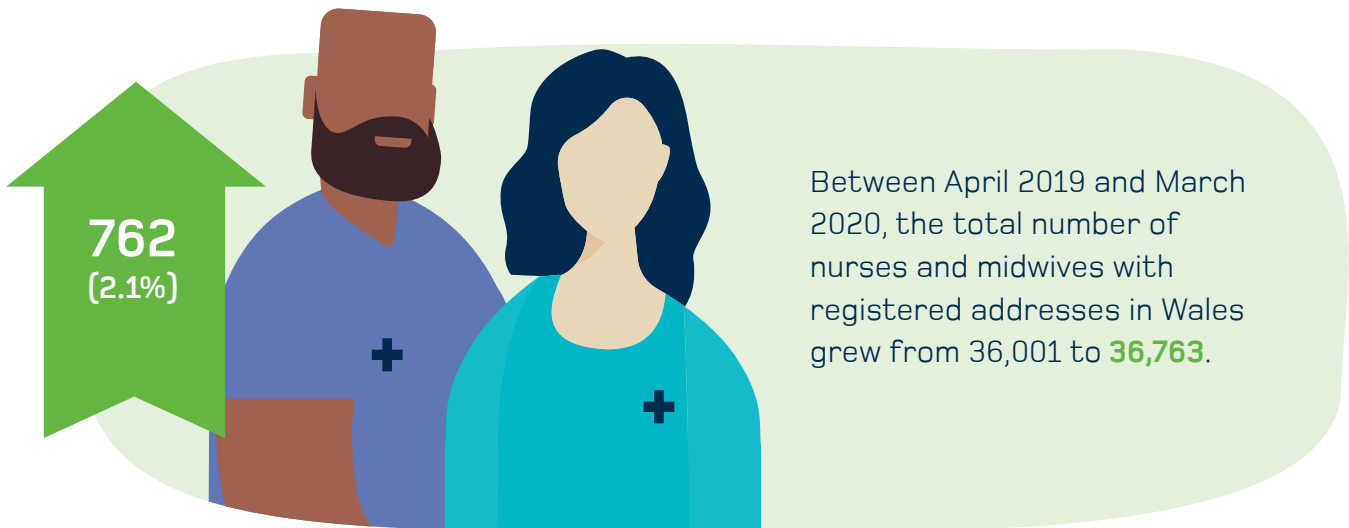


Figure 1

Total number of people on the register by registration type with an address in Wales

Registration type	March 2016	March 2017	March 2018	March 2019	March 2020
Nurse	32,416	32,521	33,716	33,957	34,661
Midwife	1,288	1,419	1,530	1,594	1,663
Dual registrant (nurse and midwife)	581	518	479	448	434
Nursing associate	n/a	n/a	n/a	<5	<5
Total	34,285	34,458	35,725	36,001	36,763

The nursing associate role was introduced in 2019, in England only. A small proportion of registered nursing associates have addresses in Wales.

Joining the permanent register

The number of people joining our permanent register in Wales for the first time has increased over the past two years. Between April 2019 and March 2020, 1,364 people joined. That's 85 (6.7 percent) more than the previous year.

Figure 2

People with an address in Wales joining the permanent register for the first time



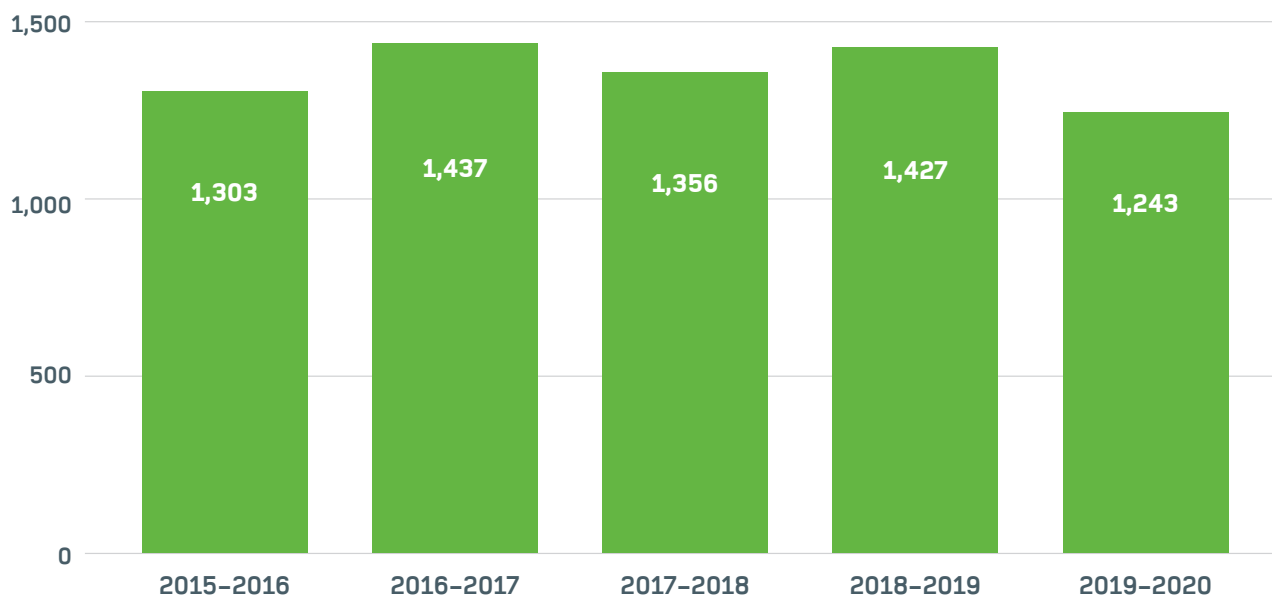
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

In 2019-2020, 1,243 people in Wales left our register. That's 184 (12.9 percent) fewer than the previous year.

Figure 3

People with an address in Wales leaving the permanent register



Professionals who trained in the EEA

There were minor changes in the number of people on the permanent register in Wales who trained in the EEA. Romania was the most popular EEA country of training, with 263 registered professionals, followed by Spain on 65.

Figure 4

Total number of people on the permanent register in Wales by country of training in the EEA (top five countries)

	March 2016	March 2017	March 2018	March 2019	March 2020
Romania	171	222	249	246	263
Spain	66	75	78	72	65
Italy	13	65	84	65	63
Poland	54	56	54	53	55
Portugal	24	25	26	30	28
Total EEA	412	538	610	587	602

Professionals who trained outside the EEA

Changes in the number of people on the permanent register in Wales who trained outside the EEA were marginal. Like the rest of the UK, the Philippines and India were the most popular non-EEA countries of training, with 1,168 and 692 registered professionals, respectively.

Figure 5

Total number of people on the register in Wales by country of training outside the EEA (top five countries)

	March 2016	March 2017	March 2018	March 2019	March 2020
Philippines	1,062	1,073	1,115	1,135	1,168
India	590	594	627	633	692
South Africa	87	89	96	94	92
Nigeria	37	38	39	39	44
Zambia	40	38	38	36	39
Total outside EEA	2,022	2,035	2,133	2,166	2,270

This data is based on people on our permanent register with a registered address in Wales. Some professionals on our permanent register who trained overseas may still have registered addresses outside the UK and therefore will not be included here. Data on the number of people on our permanent register with addresses outside the UK can be found in the UK registration data report.

Profile of the permanent register in Wales

There was a rise in the number of people aged 21–40 on our permanent register in Wales. The number of people in the 51–70 age brackets also increased, and this was the biggest group with 14,166 people. There was a decrease in the number of people aged 41–50.

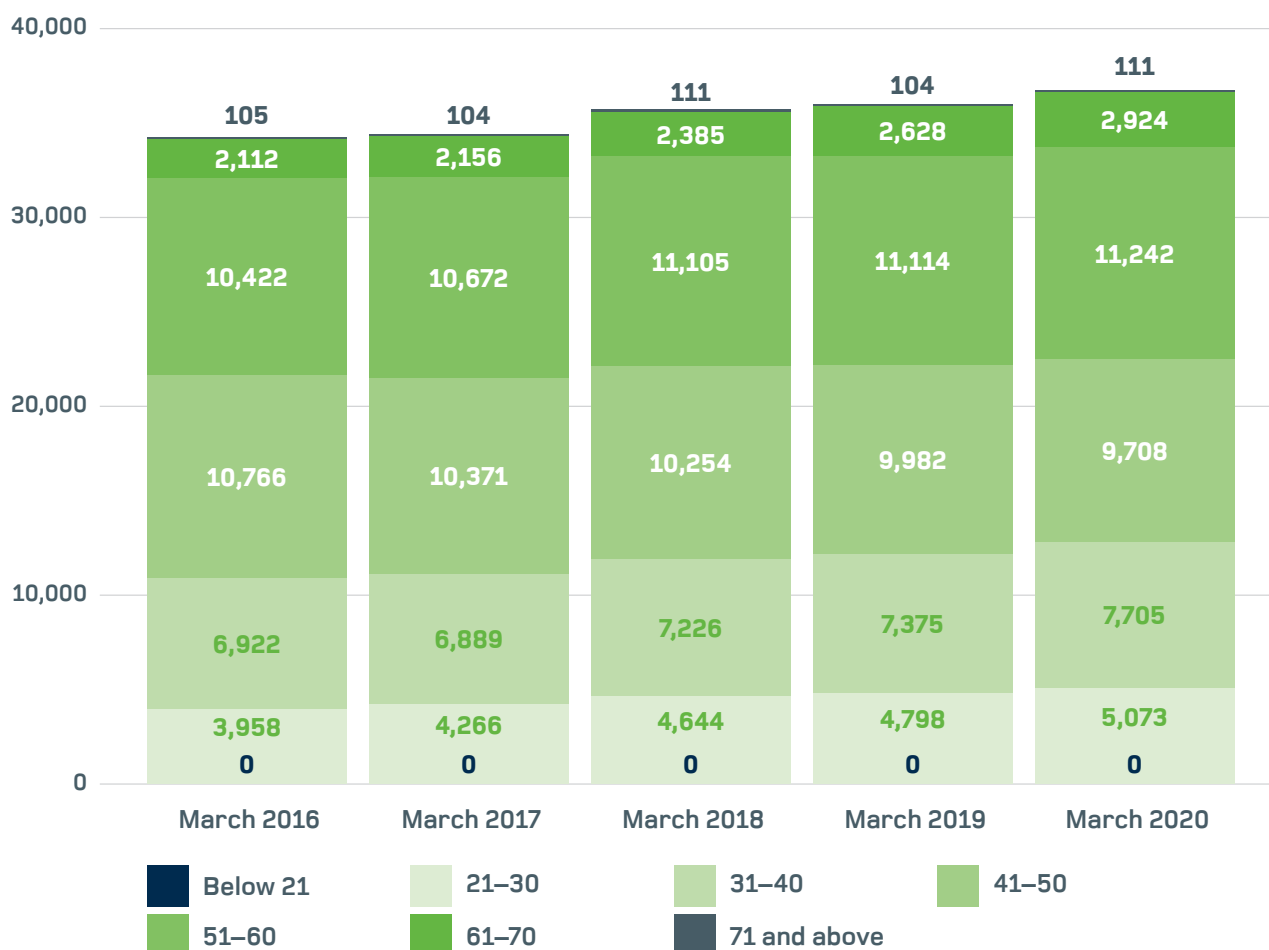
Figure 6a

Age profile of the permanent register in Wales

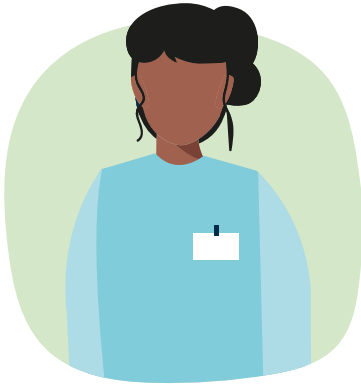
	March 2016	March 2017	March 2018	March 2019	March 2020
Below 21	0	0	0	0	0
21–30	3,958	4,266	4,644	4,798	5,073
31–40	6,922	6,889	7,226	7,375	7,705
41–50	10,766	10,371	10,254	9,982	9,708
51–55	6,355	6,428	6,547	6,307	6,123
56–60	4,067	4,244	4,558	4,807	5,119
61–70	2,112	2,156	2,385	2,628	2,924
71 and above	105	104	111	104	111

Figure 6b

Age profile of the permanent register

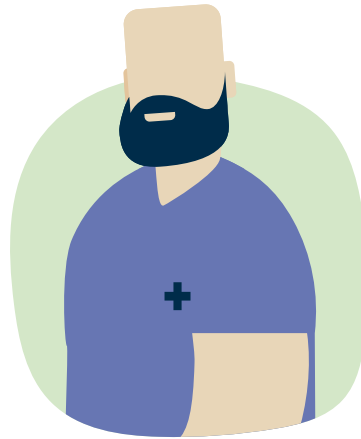


Gender



90.2%

of people on our permanent register in Wales identify as female



9.8%

of people on our permanent register in Wales identify as male

Over the last five years there have been only fractional changes in this gender split.

Of the 36,763 professionals on the permanent register in Wales, 211 said their gender is not the same as it was at the time of birth.

Fields of nursing practice

There was a significant increase in the number of adult nurses on our permanent register. There were very slight increases in the other three fields.

The number of children's nurses saw the biggest increase (it rose by 3.6 percent in 2019–2020). The number of mental health nurses also rose for the fifth year running (by 2.7 percent).

There was a 1.73 percent increase in the number of learning disabilities nurses and a 1.46 increase in the number of adult nurses in 2019–2020.

This data doesn't tell us what role nurses are currently working in. Nurses can hold more than one qualification and don't always work in the fields they are registered in.

Figure 7

Nurses registered in the four fields of practice

	Adult	Children	Learning disabilities	Mental health
March 2016	26,594	2,211	898	4,674
March 2017	26,469	2,272	896	4,713
March 2018	27,187	2,405	914	4,945
March 2019	27,209	2,468	924	4,985
March 2020	27,607	2,557	940	5,120

SCPHN and specialist practice qualifications

A nurse or midwife can have multiple additional qualifications. Specialist community and public health nursing (SCPHN) is a distinct part of our register. Someone on our register can become a specialist community public health nurse by taking an approved programme and achieving the right standards.

Where an area of practice is identified on our register, this indicates the area the qualification focused on. 'Specialist practitioner' refers to someone who has a specialist practice qualification (SPQ). SPQs are post-registration qualifications that relate to particular fields of practice. However, gaining an SPQ doesn't change the field a person is registered in.

Figure 8

Total number of registered Specialist Community and Public Health Nurses with an address in Wales

	March 2016	March 2017	March 2018	March 2019	March 2020
Health visitors	1,271	1,307	1,355	1,361	1,394
School nurses	233	249	259	263	274
Occupational health nurses	109	106	104	102	97
SCPHNs without a field of practice	9	9	8	8	8
Family nurses	0	0	0	0	0
Total	1,622	1,671	1,726	1,734	1,773



Figure 9

Total number of professionals with special/recordable qualifications with an address in Wales

	March 2016	March 2017	March 2018	March 2019	March 2020
Community practitioner nurse prescriber	2,551	2,620	2,763	2,836	2,912
Nurse independent / Supplementary prescriber	1,219	1,318	1,477	1,612	1,762
SP – District nursing	1,136	1,122	1,130	1,143	1,136
SP – Adult nursing	622	598	593	575	559
Lecturer / Practice educator	388	356	331	316	306
Teacher	189	226	257	286	298
SP – General practice nursing	206	210	211	215	215
SP – Community mental health nursing	216	197	195	187	182
SP – Community children’s nursing	79	78	83	84	85
SP – Children’s nursing	53	51	51	50	47
SP – Community learning disabilities nursing	49	48	49	49	46
SP – Mental health	23	22	21	21	22
Nurse independent prescriber	10	12	10	11	9
SP – Learning disability nurse	0	0	0	0	0
Total	6,741	6,858	7,171	7,385	7,579

SP = Specialist practitioner

Covid-19 temporary register in Wales

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. We initially invited nurses and midwives who had left our permanent register within the last three years to join our Covid-19 temporary register.

In April we invited two further groups: overseas applicants who had completed all parts of their NMC registration process except their OSCE (Objective structured clinical examination); nurses and midwives who had left the register within the last four and five years.

However the data below is taken from 31 March 2020 – the same as the data from our permanent register above in this report. Therefore it doesn't include these two additional groups. For clarity, data from the Covid-19 temporary register is not included in figures 1–9.

Figure 10

Total people on the Covid-19 temporary register with an address in Wales

	31 March 2020
Nurse	364
Midwife	18
Nurse and midwife	<5
Total	383

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