



nmc
**Nursing &
Midwifery
Council**

What we did between April 2025 and March 2026



Who we are



We are the Nursing and Midwifery Council (NMC).



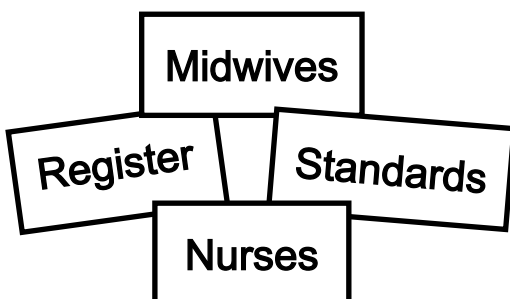
We make sure **nurses**, **midwives** and **nursing associates** have the skills and knowledge they need to do their jobs well and in a safe way.

Register

Helen O'Mahony
Michelle Newman
Krishna Azim
Kai Chung
Zofia Kowalczyk
Angela Brown
Santiago Silva

We keep a list of all the people who can work as **nurses** and **midwives** in the UK. We also keep the list of **nursing associates** in England.

This list is called the **Register**.



Some words in this leaflet are in **bold**. There is a list of what they mean at the end.

We are building a new NMC



This year has been difficult. We did not do everything as well as we should have.



A lot of this was because of things that happened in the past.



It affected lots of people:

- People who work here.



- Nurses, midwives and nursing associates.



- People who use health and care services.



We have new leaders at the NMC who are helping us to put things right.

What we did between April 2025 and March 2026

We looked into some worries people had about nurses, midwives and nursing associates



People can tell us when a nurse, midwife or nursing associate gives them poor care. This happened 7,152 times last year.

We listen to these worries and decide if we need to look into them.



In the last few years we have not done this as quickly as we wanted to.



This was because the NMC was not a good place to work and people could not do their jobs well.



We have been making decisions quicker and safer for the public, nurses, midwives and nursing associates involved in the worries we look into.



We want to make the NMC a better place to work so we can help our staff to do their jobs well.

We made difficult and important decisions about money



Nurses, midwives and nursing associates must pay to be on our Register.



Our fees have stayed the same since 2015.



It is costing us more to do our work.



So we had to increase our fees.



We also changed how the NMC is organised and made the number of people who work here smaller.

We fixed a problem about how we let people onto our Register



For many years we did not always follow the right steps to make sure nurses, midwives and nursing associates were safe to join our Register.



After we made people feel safe to tell us any worries, a member of staff came to us and told us about a problem.



We listened to them.



We said sorry to the people affected.



We said we should have followed the right process.



We took quick action to fix the problem.



We improved how we do things.



These changes will help us protect the public.



We are making the NMC a better place to work

In July 2024, a report said the NMC wasn't a good place to work.



Last year, we made a new plan that says how we will change things over the next three years.



We have finished year one of this plan.



We spoke to lots of staff and made new **values** that everyone at the NMC must follow.



Our **values** say what is important to us.

- We want to make sure the NMC is fair for everyone.



- We want to change things so that there is less bullying and racism at the NMC.



- We wrote rules about racism that will help students, nurses, midwives and nursing associates treat people fairly, and make sure they are treated fairly too.



- We made more ways for staff to feel safe to tell us when they are worried about something.

We did more to make sure education is good



We work with universities to make sure they are teaching students to give good care.



We check they are teaching students well and make sure they meet our **standards**.

Standards are rules about how things should be done. **Standards** help everyone know what to expect.



We have made some changes to help us find problems and fix them more quickly. We work with others to do this.

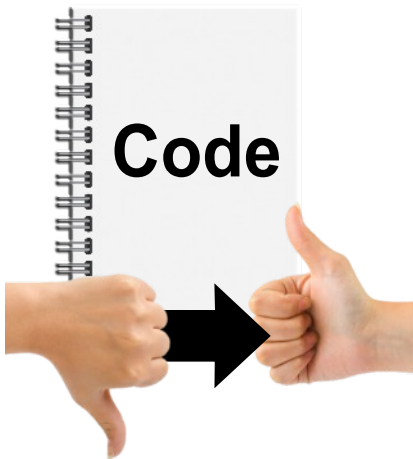
We made sure nurses, midwives and nursing associates can do their jobs well



All nurses, midwives and nursing associates must follow rules called a **Code**.



They must also show that they can keep providing safe care for people. This is called **Revalidation**.



We are looking at whether we need to improve our **Code** and **Revalidation**.



We spoke to lots of people who shared their ideas with us.



This is helping us to understand how we can make the **Code** and **Revalidation** stronger.

We looked at how to support students even more



Students do some of their learning in places where people get real health and care, like hospitals and care homes.



This is important as it helps them learn to give good care to people.



We are looking at how this type of learning works best.



We spoke to lots of people who shared their ideas with us.



What people told us will help us decide if we need to change how students learn.

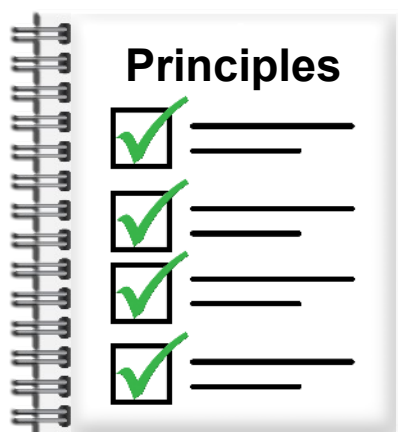
We supported advanced nurses and midwives to do their best work



Advanced nurses and midwives have done extra training. They keep this training up to date.



This means they can do more things than other nurses and midwives.

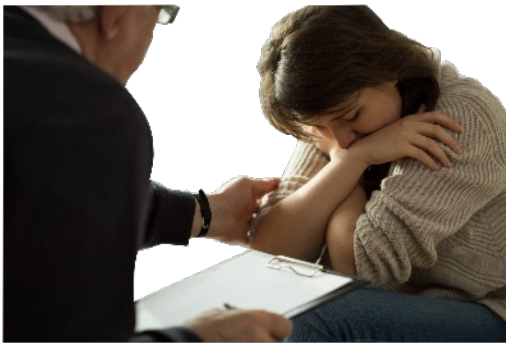


We want to support these nurses and midwives to do their best work. So we wrote some **principles**.

Principles are a little bit like rules. They make it clear how advanced nurses and midwives should work.



Some organisations are helping us to test these principles and how they work.



We kept more people safe

We improved how we help people who might be at risk of being hurt or treated badly.



We set up better training and tools for our staff so that they can improve how they:

- Check for people who might be at risk
- Support people to stay safe





- Give advice to other people who work at the NMC about how to help keep people safe.

We learnt more about the people on our Register



Register	
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Santiago Silva	

At the end of March 2026 there were more than 867,000 people on our Register.



There were:

- More than 799,000 nurses



- More than 48,000 midwives



- More than 6,000 who could do both jobs



- More than 14,000 nursing associates.



Our Register has lots of different people on it:

- 11 out of 100 told us they are men.



- Just over 33 out of 100 are from ethnic minority backgrounds.



- Just over 1 out of 100 have a disability.

The money we spent



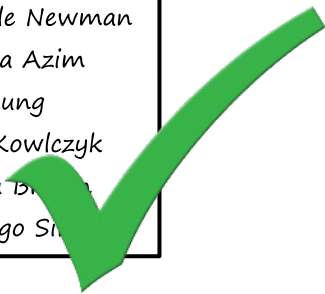
It cost us £132.4 million to do our work.



We spent more than half of that money looking into worries about some nurses, midwives and nursing associates.

Register

Helen O'Mahony
Michelle Newman
Krishna Azim
Kai Chung
Zofia Kowalczyk
Angela B
Santiago S



It cost us £7.2 million to look after our Register and keep it up to date.

Looking ahead



Some people have seen positive changes, but others have not.



We are on year two of our plan to make things better.



We will continue to:

- Make the NMC a better place to work



- Make sure everyone is treated fairly



- Look into worries about nurses, midwives and nursing associates in a fairer, faster and safer way



- Keep supporting nurses, midwives and nursing associates to deliver good care to people.

What the words mean

Code

Rules that nurses, midwives and nursing associates must follow to give safe care.

Midwives

People who are trained to give women support, care and advice during pregnancy, labour and after the baby is born.

Nurses

People who are trained to give safe and kind care to help people who have health problems and to help people to stay well.

Nursing associates

This is a role in England. Nursing associates are trained to work with nurses to support and care for patients.

Principles

Are a little bit like rules. They make it clear how advanced nurses and midwives should work.

Racism

This is being treated badly because of things like:

- the colour of your skin
- speaking a different language.

Register

A list of all the people who have the right training and meet our rules to work as a nurse or midwife in the UK, or nursing associate in England. People who can give good, safe care.

Standards

These are rules about how things should be done. Standards help everyone know what to expect.

Revalidation

The way nurses, midwives and nursing associates show us they can keep providing safe care for people.

Values

Our values say what is important to us.



Credits

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Midwifery
Council**

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