

The NMC Register Wales

1 April 2025 –
31 March 2026



Our unique data give an account of the nursing and midwifery workforce in Wales – how many people are joining and leaving the professions, where they were educated, their demographic characteristics and more. The data are based on people who have given us an address in Wales.

The big picture

As of 31 March 2026, there are a record **42,020** professionals on the NMC Register with an address in Wales. That's **568** more than a year ago (March 2025).

However, as is the picture for the Register across the UK, the rate of growth has slowed compared with previous years (**1.4%** in 2025-26 compared to **2.4%** in 2024-25). This is driven by a slowdown in both domestic and international registrations.

A total of **1,542** professionals living in Wales joined the Register for the first time in the 12 months to March 2026. This is a decrease for the second year in a row (**1,906** in 2024-25 and **2,029** in 2023-24).

That includes fewer UK-educated professionals joining the Register – **1,321** in March 2026 compared to **1,505** in March 2025.

Meanwhile, **1,570** professionals living in Wales left the Register. This is **7.3%** more than the previous year.

This means that in Wales, the rate of professionals leaving the Register is higher than the rate of professionals joining, although the Register continues to grow overall.

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

42,020

professionals
in Wales



An increase of

568

+1.4%

As of March 2026,
compared with
March 2025



Nurses

+1.3%

39,446



Midwives

+3.5%

2,190



**Dual
registrants**

-4.0%

335



**Nursing
associates¹**

+32.4%

49

Between 1 April
2025 and 31 March
2026, compared
to the same period
2024-25



1,542

joined the
Register

-19.1%



1,570

left the
Register

+7.3%

The increasing diversity of the Register

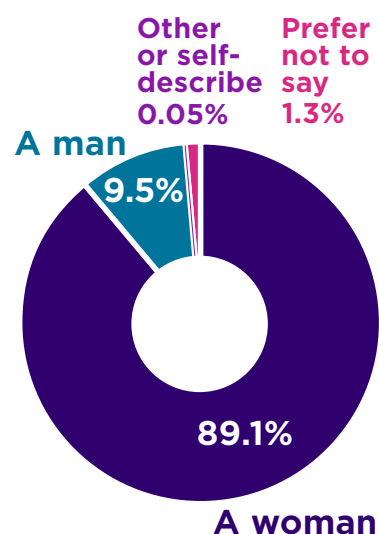
Professionals from Black, Asian and ethnic minority backgrounds now make up **15.3%** of the total Register in Wales (**6,433**). That's **1.6 percentage points higher** than last year (**13.7%**).

While the nursing and midwifery professions are increasingly diverse, nurses, midwives and nursing associates are experiencing unacceptable racism and discrimination while delivering care. **Spotlight**, the NMC's 2025 annual insight report, reported that **40%** of the professionals who responded to our annual survey said they had experienced discrimination in the previous year, most often on grounds of ethnicity or age. This is devastating for those individuals and it affects care experience and quality.

It's incumbent upon everyone working in health and care to confront racism and discrimination.

We published **principles to support anti-racism in midwifery and nursing education and practice** because our professions have a right to learn and work in environments that support equity and fairness. They are intended to drive real change ahead of our consultation on revisions to the Code which will include proposals to strengthen the expectation that registrants recognise, challenge and disrupt racism.

Gender split of professionals living in Wales (% of Register)



As of March 2026

481 people have declared a disability²



² There has been a decrease in the number of professionals in Wales declaring a disability. This is likely to reflect changes in how disability data is captured, rather than a reduction in disability across the workforce.

International joiners

Our data on internationally educated professionals in our four nation reports, can never be definitive. This is because professionals may not yet have a registered UK address at the point of registration. This means there may be international professionals working in Wales who aren't included in this data because they have yet to provide us with their UK address.

We encourage all international joiners to our Register to update their details through [MyNMC](#) at the earliest opportunity.

From the latest data, we know that at least **5,618** professionals on the Register in Wales were educated outside the UK. This is an increase of **641 (12.9%)** compared with the previous year.

During the 12 months to March 2026, **221** internationally educated professionals joined the Register. This is a decrease of **44.9%** compared with the previous year.

This means that while the number of internationally educated professionals on the Register has continued to grow overall, the number joining in the last year has decreased compared with previous years, contributing to the overall reduction in joiners.

Over the same period, **103** internationally educated professionals left the Register.

India remains the largest source of international joiners in Wales. In 2024-25 the second and third highest countries for internationally educated new joiners were Ghana and the Philippines. In 2025-26 Nigeria has moved into third spot, replacing the Philippines.

This means that two of the biggest sources of international joiners – Nigeria and Ghana – are 'red list' countries. Active recruitment from these countries is prohibited by the relevant [codes of practice](#) which uphold ethical standards on recruitment and support global health equity. Nurses, midwives and nursing associates are nevertheless free to make their own decisions about where to practise. We appreciate the contribution of all internationally educated registrants.

Countries from which we receive the highest numbers of internationally educated new joiners (% change since 2024-25)

- 1 India**
104 ↓ -56.8%
- 2 Ghana**
28 ↓ -9.7%
- 3 Nigeria**
24 ↑ +33.3%

Fields of practice

All fields of practice have seen modest growth in Wales. This includes learning disabilities nursing, which has still grown slightly in Wales (**+0.3%**) but has fallen across the UK (**-0.4%**).

Why are people leaving the Register in Wales?

Since 2017 we've run an annual survey of professionals who left our Register.

Responses to [this year's survey](#) show the most common reason for professionals with an address in Wales leaving was retirement, although this has decreased slightly. Physical or mental health remains the second-most common reason. In Wales, most leavers were unlikely to recommend their profession which is consistent with the UK-wide picture and what respondents told us in previous years.

Sharing our insights to support the sector

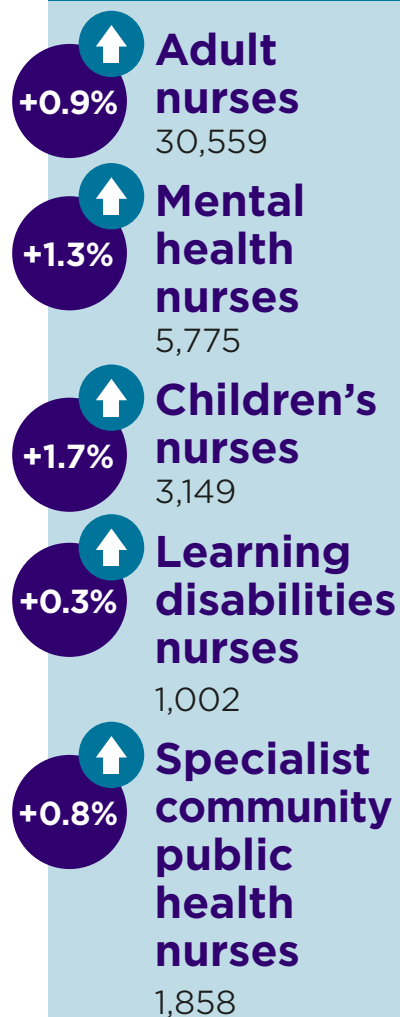
We hope that this overview of our Register in Wales, alongside our comprehensive [data tables](#) and leavers' survey summary can be used by partners and the wider sector in their workforce planning.

If you have questions about our insight or ideas for how we might improve the usefulness of this report, please get in touch via research@nmc-uk.org.

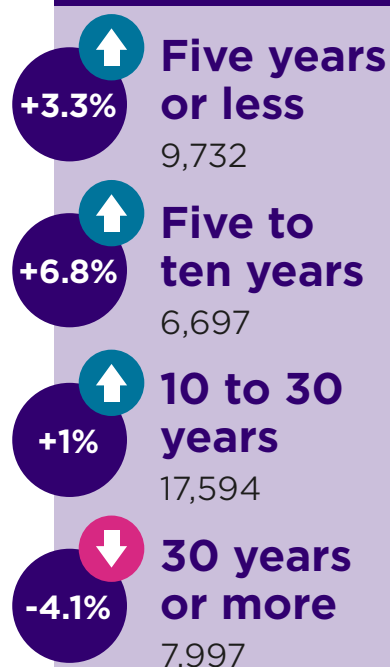


Emma Westcott
Executive Director
Strategy and Insight

As of March 2026,
compared to last year



Length of time since
initial registration,
change in the last
12 months³



³ Length of time since first registration does not necessarily mean unbroken or continuous registration. Many registrants leave the register for a variety of reasons, for one or more periods during their careers

We shouldn't forget that behind our data are dedicated professionals who provide safe and effective care to people every day. We're grateful for everything they do for the people and communities they serve.



Who we are and what we do

Our vision is for safe and effective nursing and midwifery practice across the four countries of the UK – regulated and supported by the NMC – a fit for the future organisation, with fairness and equity at the heart of everything we do.

Our role is to **protect the public and maintain confidence** in the nursing and midwifery professions. As the largest independent regulator in Europe of more than **867,000** nursing and midwifery professionals, we have a crucial role in making this a reality.

We do this by **setting and promoting high education and professional standards** for all future and registered nurses and midwives in the UK and nursing associates in England.

We also ensure every nurse, midwife and nursing associate on our Register meets **clear standards of conduct** and practice which protects the public and the reputation of our professions.

We have a duty to **investigate concerns** and to take steps to **protect the public** in the relatively rare instances where we need to limit or restrict a nurse, midwife or nursing associate's right to practise.

We are building a new NMC with integrity, fairness, respect, equity and effectiveness at its core.

We are determined to **improve and modernise our culture and ways of working**. This will ensure that the public and professionals feel confident in our work.

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 The Nursing and Midwifery Council

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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