

Analysis of the NMC Covid-19 temporary register on 2 July 2020



Introduction

In March 2020, we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic.

The Covid-19 temporary register is made up of three cohorts of people: those who left our permanent register in the last three years, those who left our permanent register in the last three to five years and eligible overseas registration candidates.

This report gives a snapshot of our temporary register on 2 July 2020.

Most of the data in the report comes from responses to a survey we sent to those on the temporary register asking about EDI characteristics, employment and likelihood of joining the permanent register. For some EDI characteristics, we combined this with data we already held in our systems to improve the completeness of the data.

At the time, there were 14,243 people on the temporary register. 9,433 of these people responded to the survey (a response rate of 66.2 percent).

Thank you to everyone who took the time to complete our survey. Your insight gives us a better picture of the temporary register to support the ongoing Covid-19 workforce and response planning.





Key dates



26 March 2020

Power to set up temporary register granted to NMC

27 March 2020

Temporary register opened to those who left the permanent register in the last three years

6 April 2020

Temporary register opened to those who left the permanent register in the last three to five years

Temporary register opened for eligible overseas candidates

27 May 2020

EDI and employment survey sent out to all on temporary register (13,797 people)

From 19 June 2020

Survey sent to new joiners daily

16 July 2020

Survey sent to those who joined between 27 May and 1 July (636 people)

Summary

Analysis by cohort

Around four in five people on the temporary register have previously left our permanent register - 66 percent had left our permanent register in the last three years and 16 percent had left our permanent register between three to five years ago. Just under a fifth (18.2 percent) are overseas applicants.

EDI characteristics of the different cohorts

The EDI characteristics of those in each of the three cohorts differ markedly.

- Overseas applicants have considerably higher proportions of people from Asian or Black ethnic groups, and people aged under 40. They also have a higher proportion of people who identify as bisexual
- In comparison, those who have left our register are older and mainly white. There are also more people in these groups who have declared a disability in comparison to the overseas applicant cohort.

EDI characteristics in comparison to the permanent register

Compared to our register as a whole, the temporary register has a:

- higher proportion of people in the older categories (50 and above)
- slightly higher proportion of men
- smaller proportion of people identifying as white; smaller proportions declaring Black and mixed ethnicity, but larger proportions identifying as Asian
- higher proportion of people identifying as bisexual
- higher proportion of people identifying as Hindu, and lower proportions identifying as Muslim, and who prefer not to say.

However, we have less complete data for people in the overseas cohort. Even when supplementing the survey data with the information we hold on our systems, there are around 30 percent of overseas applicants for whom we do not know their diversity information. This means that we should be cautious when comparing the EDI characteristics of the temporary register to those on the permanent register.

Where people live

Most (83 percent) people have an address in England.

- A higher proportion of people on the temporary register have an address in England and Scotland, compared to our permanent register. A lower proportion of people have an address in Wales and Northern Ireland.
- Cohorts differ across the four countries of the UK. England has the largest proportion of overseas applicants (21 percent) and Scotland has the lowest (2 percent). Conversely, Scotland has the highest proportion of people who left the NMC register in the last three years (81 percent) while England has the lowest (63 percent).

Employment

Over half (56 percent) of the people on the temporary register had not started practising or received an offer of employment at the point they filled out the EDI survey. Over a quarter of people (28 percent) had started practising as a nurse or midwife, and a further tenth (11 percent) had received an offer of employment but not yet started.

However, there are marked differences in proportions of people who had started practising between the overseas cohort and the cohorts who had previously left the register.

- 92 percent of overseas applicants had started practising as a nurse or midwife. It is expected that the majority of these people were already working in a 'pre-registration' capacity while waiting to undertake their final OSCE. Of those who left the register in the last three years, just under 14 percent of people had started practising; and less than six percent of people who had left between three and five years ago had started practising.
- Conversely, around two thirds (66 percent) of people who had left in the last three years, and 80 percent of people who had left between three and five years ago, had not yet started practising or received an offer of employment when they filled out the EDI survey. Fewer than 3 percent of overseas applicants had not yet started practising or received an offer of employment.
- There are some differences by country in the proportions of people who have started practising. Amongst the groups of people who had left the register, Northern Ireland has the highest proportions of people who have started practising (19 percent) and Scotland the lowest (5 percent). Amongst the overseas group, the majority of people (over 90 percent) of people in all four UK countries had started practising. However, the small sample sizes for some of these groups should be noted.
- Amongst the groups who had left the register, there were small differences by age, gender and ethnicity in the proportions who had started practising. For example, men had a slightly higher proportion who had started practising than women.

- Around two-third of people (66 percent) that have started practising or received an offer of employment were working in adult and general care nursing in hospital or other secondary care settings. Around one in seven people (14 percent) were working in Covid-related screening or contact tracing.
- Around seven in ten of those who had not yet started practising said it was because they had not been contacted by potential employers. Around one in ten cited 'other reasons'.

Likelihood of joining the permanent register

Over a third of people (36 percent) on the temporary register said it was highly likely or possible that they would want to join the permanent register. Nearly a quarter (23 percent) said it was possible, and 14 percent said they had not yet decided. Just over a quarter (27 percent) said it was highly unlikely.

However, there are marked differences in proportions of people who were likely to join or re-join the permanent register between the overseas cohort and the cohorts who previously left the register.

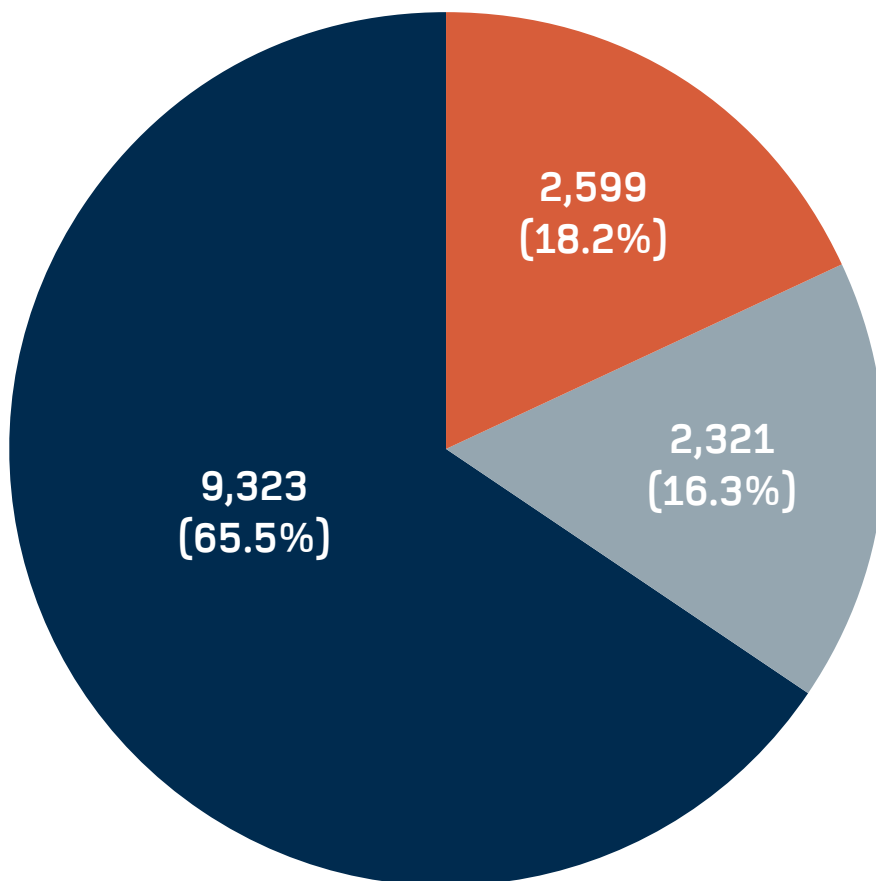
- Over 97 percent of overseas applicants said they were highly likely to want to join. (This may not be surprising, as these people are already in the process of applying to join the register). In contrast, just one in five (20 percent) of people who had left the register in the last three years, and over a quarter (27 percent) of those who had left between three to five years ago said that they were highly likely to re-join the register.
- Over a third of people (36 percent) who left our register within the last three years said it was highly unlikely that they would re-join the register. Around a quarter (25 percent) who had left our register between three to five years ago said they were highly unlikely to want to join our register. Only one of the overseas applicants said that they were highly unlikely to join the permanent register.
- There is little variation by country in the proportions of people who are likely to join or re-join the register. Amongst those who have left the register, the proportions who are highly likely, or highly unlikely, to join the permanent register, do not vary much by country. Amongst overseas applicants, a large majority of people in each country (over 90 percent) are highly likely to join the permanent register. However, the small sample sizes for some of these groups should be noted.
- In the groups of people who had left the register, those aged under 50 had higher proportions who were highly likely to re-join the register than those aged over 50. Men had a higher proportion who were highly likely to re-join the register. Black and Asian people also had higher proportions who were highly likely to re-join the register than white people, although the different ethnic groups varied considerably in size.

Make-up of the temporary register

All those on the temporary register (n=14,243) had information which indicated which cohort they belonged to.

Just under two thirds (65.5 percent) were people who had left the register in the last three years. A further 16.3 percent left between three and five years ago, and the remaining 18.2 percent were people who were applying to the permanent register through the overseas process.

Figure 1
People on the temporary register by cohort (n=14,243)



- Left in last 3 years
- Left between 3 to 5 years
- Overseas applicant

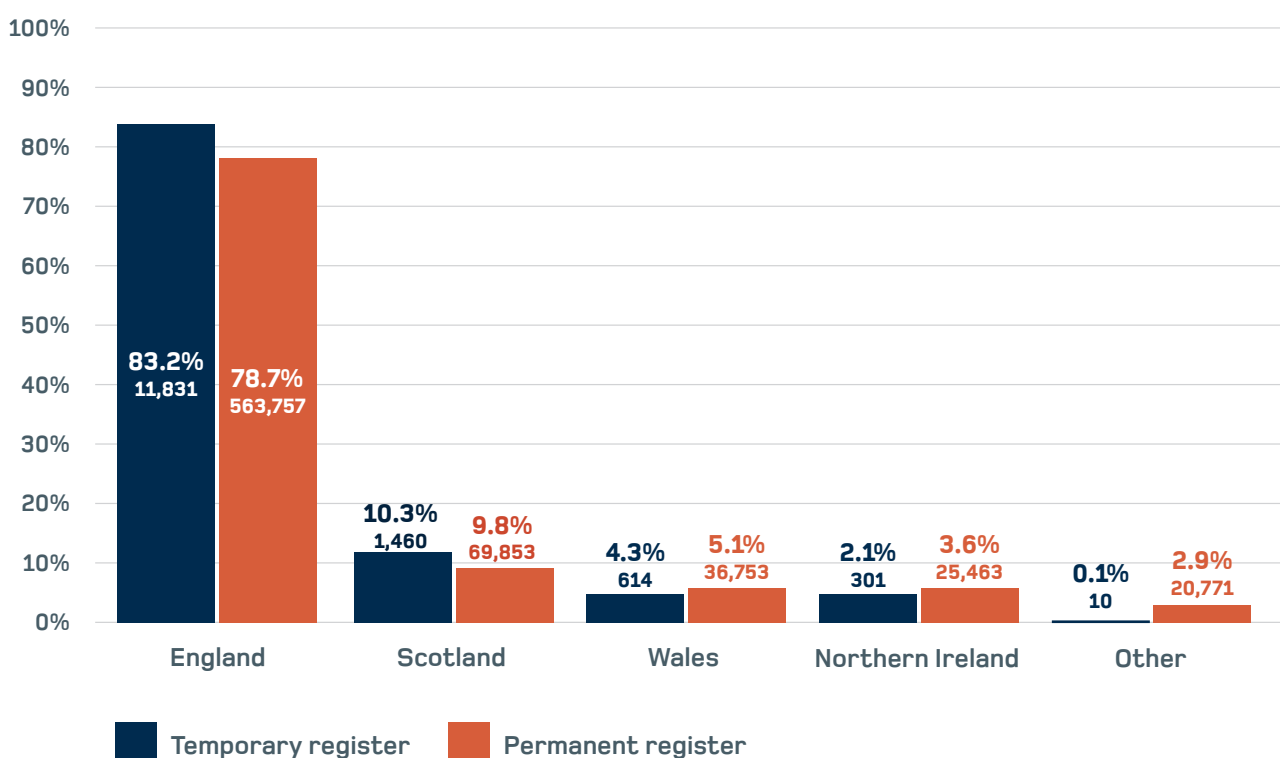
Where people on the temporary register live¹

Most people (83.2 percent) had an address in England (Figure 2).

Compared to our register as a whole, there are higher proportions of people with an address in England and Scotland on the temporary register (83.2 percent of the temporary register have an address in England compared to 78.7 percent on the permanent register; 10.3 percent of the temporary register have an address in Scotland compared to 9.8 percent of the permanent register). There are slightly lower proportions of people with an address in Wales and Northern Ireland (4.3 percent of temporary register have an address in Wales compared to 5.1 percent of permanent register; and 2.1 percent of temporary register have an address in Northern Ireland compared to 3.6 percent of permanent register).

The proportions of people in each of the three cohorts differs by country of residence (Figure 3). England has the greatest proportion of overseas applicants (20.7 percent, 2,445 of 11,831) and Scotland the lowest proportion (1.8 percent, 27 of 1,460). Northern Ireland and Wales are in between, at 14.3 percent (43 of 301) and 10.9 percent (67 of 614) respectively.

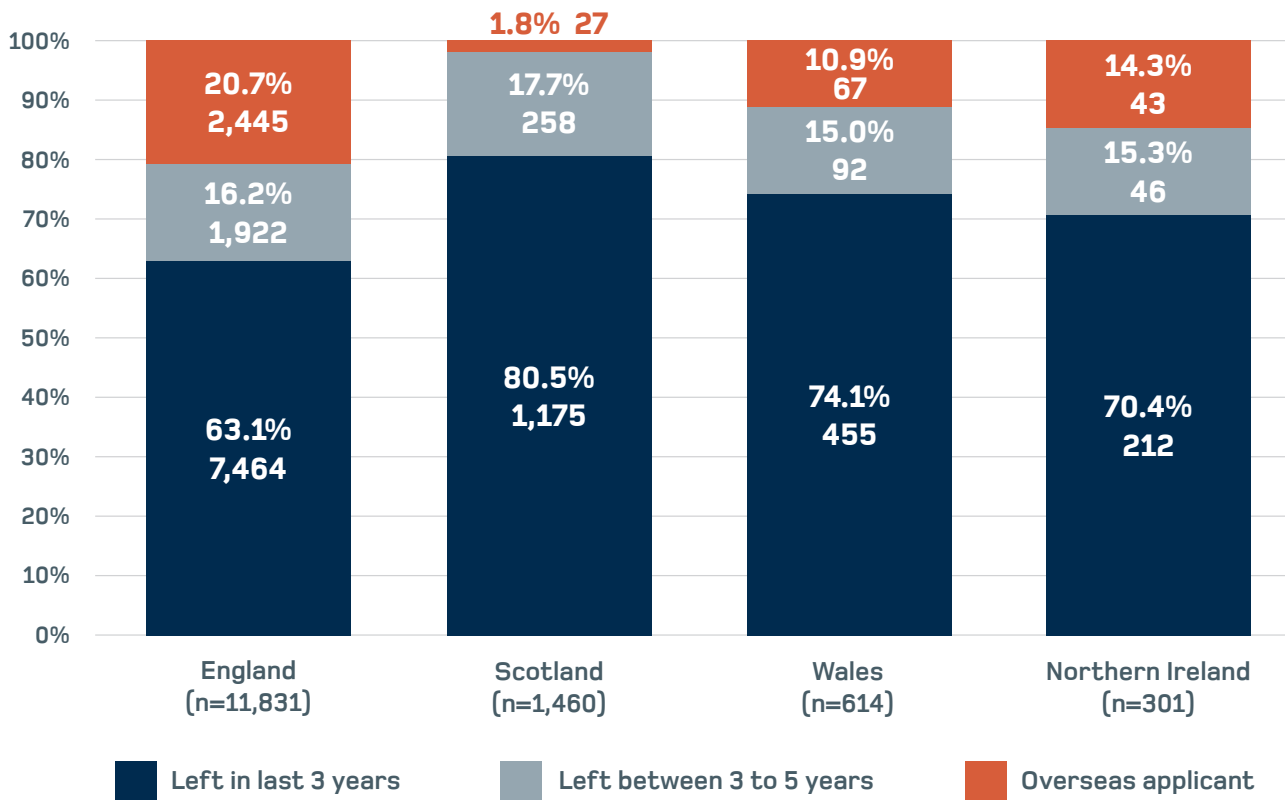
Figure 2
People on the temporary and permanent register by country of residence



¹ Country of residence information was missing for 29 people. The 'Other' category includes the Channel Islands and Isle of Man.

Figure 3

People on the temporary register by country of residence and cohort (n=14,206)



EDI characteristics by cohort

Note: Most of the information about EDI characteristics (apart from age group) presented here was taken from information provided by respondents to the survey. Where respondents had not completed the survey information, we have used data from our systems if available.

Age group

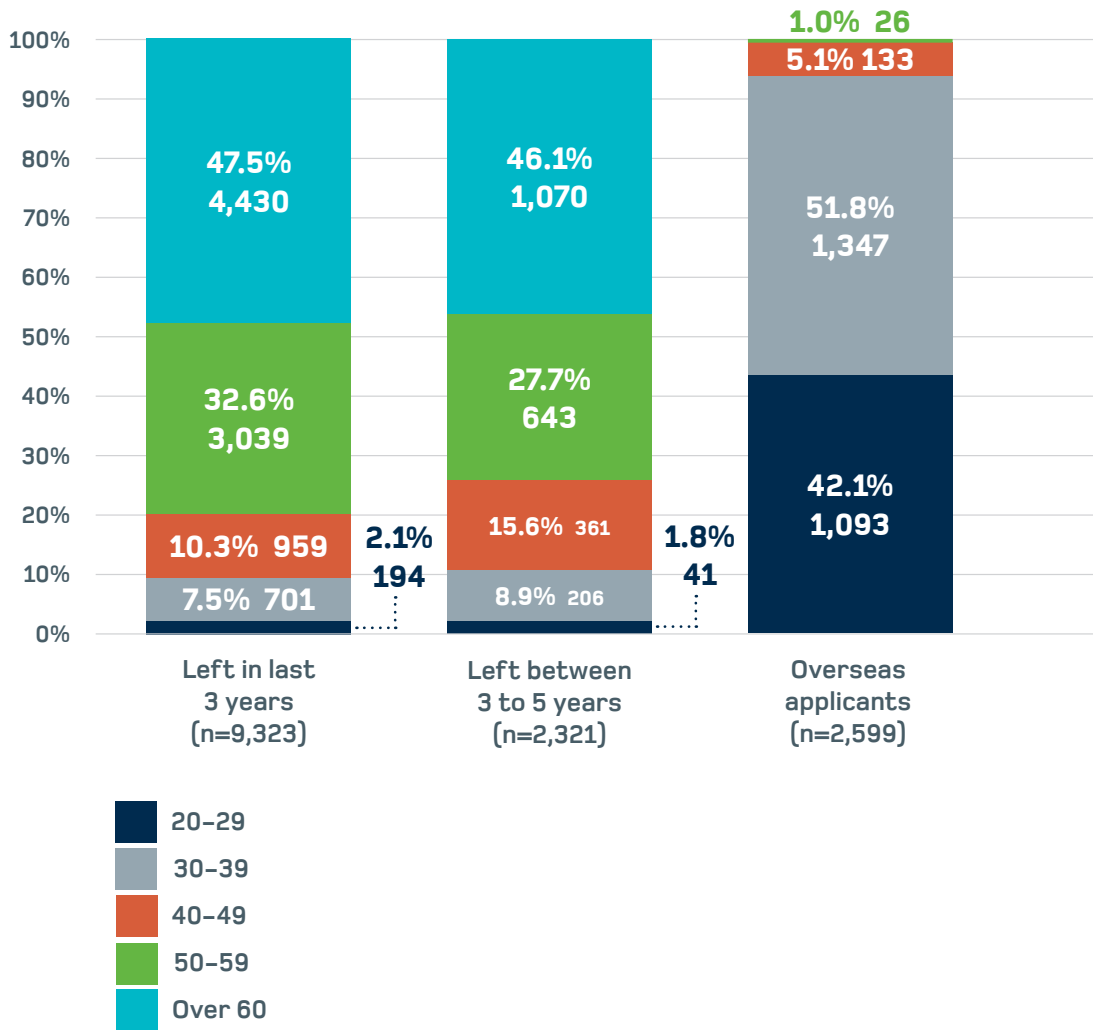
Figure 4 shows the breakdowns by age group for the whole temporary register (n=14,243). This shows that there are large differences between the age group profile of those who had left the permanent register and the overseas cohort.

- A large majority of overseas registrants (93.9 percent, 2,440 of 2,599) were aged 21–40, compared to only 9.6 percent (895 of 9,323) of those who had left the register in the last three years, and 10.7 percent (247 of 2,321) of those who had left between three and five years ago.
- Conversely, 80.1 percent (7,469 people) of those who had left in the last three years were aged 50 and over; 73.8 percent (1,713 people) of those who had left between three and five years ago; and only 1 percent (26 people) of overseas applicants.

Compared to our permanent register, the people on the temporary register are older: 25.1 percent of the people on the temporary register as a whole are aged under 40 compared to 39 percent of the permanent register; 64.6 percent of the temporary register are over 50 compared to 35.1 percent of the permanent register.

Figure 4

Temporary register cohorts by age group (n=14,243)



Gender

Table 1 shows the breakdowns by cohort by gender. Gender was missing for 730 (28 percent) people in the overseas category.

It shows that a higher proportion of overseas applicants were men (12.2 percent, 316 of 2,599) compared to those who had left in the last three years (10.8 percent, 1,005 of 9,323) and those who had left between three and five years ago (10.1 percent, 234 of 2,321).

Compared to the numbers on our permanent register, there is a lower proportion of women (78.9 percent on the temporary register, compared to 89.3 percent on the permanent register) but a similar proportion of men (10.9 percent and 10.7 percent respectively). The lower proportion of women is most likely due, at least in part, to the higher proportion of people on the temporary register for which this information is unknown (10.2 percent on the temporary register, compared to <0.1 percent on the permanent register). In particular, a large proportion of the overseas cohort (730 people or 28 percent) are missing information on gender.

Table 1

Temporary register cohort by gender

| | Left in last 3 years | Left between 3 to 5 years | Overseas | Total |
|-----------------------------|-------------------------|------------------------------|----------------|-----------------|
| Man | 1,005 10.8% | 234 10.1% | 316 12.2% | 1,555 10.9% |
| Woman | 7,943 85.2% | 1,739 74.9% | 1,550 59.6% | 11,232 78.9% |
| Other | <5 - | - | <5 - | 6 - |
| Prefer not to say / unknown | 372 4.0% | 348 15.0% | 730 28.1% | 1,450 10.2% |
| Total | 9,323 | 2,321 | 2,599 | 14,243 |

Ethnicity

Table 2 shows the breakdowns by ethnic group of the three cohorts. This shows that there are large differences in the ethnic groups of the people who left the permanent register compared to the overseas applicants. Ethnicity was unknown for 27.8 percent of overseas applicants.

- Of those who had left in the last three years, 84.1 percent (7,836 of 9,323) were white British/English/Welsh/Scottish/Northern Irish; 73.7 percent (1,711 of 2,321) of those who had left between three and five years ago were white British/English/Welsh/Scottish/Northern Irish; compared to only 0.1 percent (3 of 2,599) of overseas applicants.
- In the overseas group, 33.7 percent (876 of 2,599 people) were Asian Indian ethnicity compared to 0.6 percent (57 of 9,323) of those who left in the last three years and 0.5 percent (12 of 2,321 people) those who had left three to five years ago. Just over a fifth (21.9 percent or 568 of 2,599) were Asian Other ethnicity compared to 0.5 percent (48 of 9,323) of those who left in the last three years and 0.8 percent (19 of 2,321) of those who left three to five years ago.
- The overseas applicants group also had a markedly higher proportion of people of Black ethnicity (2.2 percent or 58/2,599 Black Caribbean, 3.7 percent or 95/2,599 Black Other; 4.7 percent or 122/2,599 Black African) compared to those who had left in the last three years (0.8 percent or 73/9,323 Black Caribbean, 0.2 percent or 14/9,323 Black Other, 1.2 percent or 116/9,323 Black African) and those who had left between three and five years ago (0.8 percent or 18/2,321 Black Caribbean, 0.2 percent or 5/2,321 Black Other and 1.4 percent or 33/2,321 Black African).

Compared to the numbers on the register in general, the temporary register has a lower proportion of people of white ethnicity (71.3 percent compared to 75.5 percent on the permanent register), a lower proportion of Black ethnicity (3.7 percent compared to 8.5 percent on the permanent register), and a lower proportion of mixed ethnicity people (1 percent compared to 2.1 percent on the permanent register).

However, it has a higher proportion of people of Asian ethnicity (11.4 percent compared to 8.6 percent). There is also a higher proportion of people whose ethnicity is unknown (9.8 percent compared to 2.5 percent), which again may account for at least some of the differences noted.

Table 2

Temporary register: cohort by ethnicity

| Ethnic group | Left in last 3 years | | Left between 3 to 5 years | | Overseas | | Total | |
|----------------------------------|----------------------|---------------|---------------------------|---------------|--------------|---------------|---------------|---------------|
| | | | | | | | | |
| Asian – Other | 48 | 0.5% | 19 | 0.8% | 568 | 21.9% | 635 | 4.5% |
| Asian – Bangladeshi | 5 | 0.1% | <5 | - | - | - | 7 | 0.0% |
| Asian – Chinese | 20 | 0.2% | <5 | - | <5 | - | 23 | 0.2% |
| Asian – Indian | 57 | 0.6% | 12 | 0.5% | 876 | 33.7% | 945 | 6.6% |
| Asian – Pakistani | 15 | 0.2% | <5 | - | <5 | - | 20 | 0.1% |
| Black – African | 116 | 1.2% | 33 | 1.4% | 122 | 4.7% | 271 | 1.9% |
| Black – Other | 14 | 0.2% | 5 | 0.2% | 95 | 3.7% | 114 | 0.8% |
| Black – Caribbean | 73 | 0.8% | 18 | 0.8% | 58 | 2.2% | 149 | 1.0% |
| Mixed – Other | 33 | 0.4% | 12 | 0.5% | <5 | - | 46 | 0.3% |
| Mixed – White & Asian | 30 | 0.3% | 7 | 0.3% | - | - | 37 | 0.3% |
| Mixed – White & Black African | 12 | 0.1% | <5 | - | <5 | - | 16 | 0.1% |
| Mixed – White & Black Caribbean | 37 | 0.4% | 5 | 0.2% | <5 | - | 43 | 0.3% |
| Other | 47 | 0.5% | 9 | 0.4% | 103 | 4.0% | 159 | 1.1% |
| White – Other | 250 | 2.7% | 62 | 2.7% | 32 | 1.2% | 344 | 2.4% |
| White – British | 7,836 | 84.1% | 1,711 | 73.7% | <5 | - | 9,550 | 67.1% |
| White – Irish | 218 | 2.3% | 46 | 2.0% | - | - | 264 | 1.9% |
| White – Gypsy or Irish Traveller | <5 | - | - | - | - | - | <5 | - |
| Unknown | 342 | 3.7% | 338 | 14.6% | 722 | 27.8% | 1,402 | 9.8% |
| Prefer not to say | 168 | 1.8% | 35 | 1.5% | 13 | 0.5% | 216 | 1.5% |
| Total | 9,323 | 100.0% | 2,321 | 100.0% | 2,599 | 100.0% | 14,243 | 100.0% |

Disability

Table 3 shows the disability status for the three cohorts. This shows that fewer than five people in the overseas cohort had a disability, compared to 5.3 percent (490 of 9,323) of those who had left in the last three years, and 6.2 percent (143 of 2,321) of those who had left between three and five years ago.

Compared to the permanent register, there is a lower proportion of people who have not declared a disability (82.7 percent or 11,779 of 14,423 people compared to 89.9 percent of the permanent register), a similar proportion of people with a disability (4.5 percent or 634 people on the temporary register compared to 4 percent on the permanent). The lower proportion of people who have not declared a disability is likely to be mainly due to the larger proportion of people who preferred not to say (7.8 percent), compared to none on the permanent register.

Table 3

Temporary register cohort by disability

| | Left in last 3 years | Left between 3 to 5 years | Overseas | Total |
|-------------------|-------------------------|------------------------------|--------------|-------------------------------|
| No disability | 8,148 87.4% | 1,759 75.8% | 1,872 72% | 11,779 82.7% |
| Has a disability | 490 5.3% | 143 6.2% | <5 - | 634 4.5% |
| Prefer not to say | 685 7.3% | 419 18.1% | <5 - | 1,108 7.8% |
| Unknown | - | - | 722 38.5% | 722 5.1% |
| Total | 9,323 | 2,321 | 2,599 | 14,243 |

Gender identity

Table 4 shows the gender identity for the three cohorts. This shows that there is little difference between cohorts in the proportions whose gender identity does not match their sex as registered at birth (or within six weeks). The proportions of people in the overseas cohort who say their gender identity does match that at birth is lower than the other two cohorts. This is most likely due to the relatively high proportion (27.9 percent or 724 people) for whom this information is unknown.

Compared to the permanent register, the temporary register has a lower proportion of people who say their gender identity matches the sex assigned at birth (88.1 percent compared to 93.3 percent on the permanent register). Again, this is likely due to the higher proportion of people for whom this information is unknown.

Table 4

Temporary register cohort by gender identity

| | Left in last 3 years | Left between 3 to 5 years | Overseas | Total |
|---------------------------------------|-------------------------|------------------------------|----------------|-------------------------------|
| Gender matches sex at birth | 8,730 93.6% | 1,953 84.1% | 1,868 71.9% | 12,551 88.1% |
| Gender does not match sex at birth | 27 0.3% | 5 0.2% | <5 - | 35 0.2% |
| Prefer not to say | 223 2.4% | 25 1.1% | <5 - | 252 1.8% |
| Unknown | 343 3.7% | 338 14.6% | 724 27.9% | 1,405 9.9% |
| Total | 9,323 | 2,321 | 2,599 | 14,243 |

Sexual orientation

Table 5 shows that the cohort of overseas applicants has a markedly higher proportion of people who identify as bisexual compared with the two cohorts of people who had left the permanent register (4.7 percent of overseas applicants; 1 percent of people who had left in the last three years; and 0.8 percent of people who had left between three and five years ago). There is less difference between cohorts in the proportions who identify as gay or lesbian. There is a higher proportion of people in the overseas cohort whose sexual orientation is unknown.

Compared to the permanent register, there are a higher proportion of people identifying as bisexual (1.7 percent compared to 0.7 percent of the permanent register), a similar proportion of gay and lesbian people, and a lower proportion of heterosexual people (81 percent compared to 88.5 percent). Again, this is likely due to the higher proportion of people for whom this information is unknown.

Table 5
Temporary register cohort by sexual orientation

| | Left in last 3 years | Left between 3 to 5 years | Overseas | Total |
|--------------------------|-------------------------|------------------------------|----------------|---------------|
| Bisexual | 97 1% | 19 0.8% | 122 4.7% | 238 1.7% |
| Gay or lesbian | 153 1.6% | 31 1.3% | 29 1.1% | 213 1.5% |
| Heterosexual or straight | 8,100 86.9% | 1,808 77.9% | 1,634 62.9% | 11,542 81% |
| Other | 10 0.1% | <5 - | 6 0.2% | 19 0.1% |
| Prefer not to say | 614 6.6% | 120 5.2% | 75 2.9% | 809 5.7% |
| Unknown | 349 3.7% | 340 14.6% | 733 28.2% | 1,422 10% |
| Total | 9,323 | 2,321 | 2,599 | 14,243 |

Religion

Table 6 below shows that there are differences in religion between the overseas applicants and the cohorts of people who have left the register. Overseas applicants have higher proportions of people who identify as other religion, Hindu, and Muslim. Conversely, only 1.3 percent of overseas applicants say they have no religion, compared to nearly a fifth of those in the other two groups.

In comparison to our permanent register, the temporary register has a higher proportion of people identifying as Hindu (1.5 percent compared to 1.0 percent on the permanent register). There are lower proportions of people identifying as Muslim (0.7 percent compared with 1.6 percent) and who prefer not to say (4.8 percent compared to 7.1 percent). However, there are higher proportions of people whose religion is unknown on the temporary register compared to the permanent register (15.6 percent on the temporary register compared with 2.5 percent on the permanent register). This high proportion of missing data is likely to account for some of the differences between groups.

Table 6
Temporary register cohort by religion

| | Left in last 3 years | Left between 3 to 5 years | Overseas applicant | Total |
|--------------------|-------------------------|------------------------------|-----------------------|---------------|
| Any other religion | 126 (1.4%) | 30 (1.3%) | 97 (3.7%) | 253 (1.8%) |
| Buddhist | 76 (0.8%) | 24 (1.8%) | 6 (0.2%) | 106 (0.7%) |
| Christian | 5,723 (61.4%) | 1,228 (52.9%) | 1,511 (58.1%) | 8,462 (59.4%) |
| Hindu | 32 (0.3%) | 11 (0.5%) | 173 (6.7%) | 216 (1.5%) |
| Jewish | 12 (0.1%) | 7 (0.3%) | < 5 | 20 (0.1%) |
| Muslim | 53 (0.6%) | 12 (0.5%) | 38 (1.5%) | 103 (0.7%) |
| No religion | 1,685 (18.1%) | 434 (18.7%) | 34 (1.3%) | 2,153 (15.1%) |
| Prefer not to say | 576 (6.2%) | 98 (4.2%) | 14 (0.5%) | 688 (4.8%) |
| Sikh | 14 (0.2%) | 8 (0.3%) | < 5 | 26 (0.2%) |
| Unknown | 1,026 (11%) | 469 (20.2%) | 721 (27.7%) | 2,216 (15.6%) |
| Total | 9,323 | 2,321 | 2,599 | 14,243 |

Caring responsibilities by cohort

Table 7 shows the caring responsibilities by cohort for those on the temporary register who had responded to the EDI survey by 2 July 2020. The percentages are worked out based on the total number in that cohort on the temporary register:

Table 7
Temporary register cohort by caring responsibilities

| | Left in last 3 years | | Left between 3 to 5 years | | Overseas applicant | | Total | |
|--|----------------------|-------|---------------------------|-------|--------------------|-------|---------------|--------------|
| None | 3,573 | 40.3% | 855 | 36.8% | 1,027 | 39.5% | 5,636 | 39.6% |
| Primary carer of a child or children (under 18 years) | 705 | 7.6% | 267 | 11.5% | 472 | 18.2% | 1,444 | 10.1% |
| Primary carer of a disabled child or children (under 18 years) | 50 | 0.5% | 23 | 1.0% | 19 | 0.7% | 92 | 0.6% |
| Primary carer of adult or adults (18 years and over) | 123 | 1.3% | 34 | 1.5% | 174 | 6.7% | 331 | 2.3% |
| Primary carer of disabled adult or adults (18 years and over) | 85 | 0.9% | 25 | 1.1% | 44 | 1.7% | 154 | 1.1% |
| Primary carer of older person or people (65 years and over) | 482 | 5.2% | 91 | 3.9% | 157 | 6.0% | 730 | 5.1% |
| Secondary carer | 729 | 7.8% | 152 | 6.5% | 84 | 3.2% | 965 | 6.8% |
| Other | 153 | 1.6% | 41 | 1.8% | 35 | 1.3% | 229 | 1.6% |
| Prefer not to say | 130 | 1.4% | 20 | 0.9% | 83 | 3.2% | 233 | 1.6% |
| Total number in cohort | 9,323 | | 2,321 | | 2,599 | | 14,243 | |

This shows that the overseas cohort has a higher proportion of people (18.2 percent) who are the primary carer of a child or children under 18 years, than the two cohorts of people who had left the register (at 7.6 percent and 11.5 percent respectively). Overseas applicants have a higher proportion who are primary carers of adult(s) (6.7 percent compared to 1.3 percent and 1.5 percent for the other two groups). On the other hand, lower proportions of the overseas group (3.2 percent) are secondary carers compared with the other two groups (7.8 percent and 6.5 percent respectively).



Employment

Over half (55.5 percent, 5,190 of 9,357²) of the people on the temporary register had not yet received an offer of employment at the point of completing the survey. Over a quarter (28.3 percent or 2,645 people) had started practising as a nurse or midwife and just over a tenth (11.3 percent or 1,053 people) had received an offer of employment but not yet started.

There are large differences between the employment rates of the people who had left the permanent register and the overseas cohort (Figure 5).

- A large majority of overseas applicants (92 percent, 1,721 of 1,870) had started practising by the time they responded to the survey, compared with only 13.9 percent (841 of 6,049) of people who had left in the last three years, and 5.8 percent (83 of 1,438) of those who left between three and five years ago. Conversely, 79.9 percent of those who had left between three and five years ago had not yet started practising or received an offer of employment; 65.9 percent of those who had left in the last three years; and only 2.9 percent of overseas applicants.

There are also some differences in employment rates by country.

- Of those who had left the register (Figure 6), Northern Ireland had the highest proportion of people who had started practising as a nurse or midwife (19.2 percent, 28 of 146 people). Scotland had the lowest proportion who had started practising (5.0 percent, 50 of 994 people). Conversely, Scotland had the highest proportion who had not yet started practising or received an offer of employment (85.3 percent, 848 of 994 people) and Northern Ireland the lowest proportion (47.9 percent, 70 of 146 people). However, the different sizes of each country group should be noted.
- Of those who were overseas applicants (Figure 7), the large majority of people (over 75 percent) in all four UK countries had started practising. Please note, however, the small numbers of overseas applicants in Scotland, Wales and Northern Ireland.
- Around three-quarters (75.2 percent, 2,781 of 3,698) of those that had started practising, or had received an offer of employment, were working in adult and general care nursing. Just over a tenth (11.2 percent, 413 people) were working in public health nursing. Around two-thirds (66.3 percent, 2,451 people) said they were working in hospital or other secondary care settings. Around one in seven people (14.3 percent, 527 people) were working in Covid-related screening or contact tracing.
- Around seven in ten (71.6 percent, 3,716 of 5,190) of those who had not started practising or received an offer of employment said it was because they had not been contacted by potential employers. Around one in ten (10 percent, 519 people) cited

² The figures in this section are based on those people who responded to the survey and who completed the question on employment (n=9,357).

'other reasons'. It should be noted that survey respondents had been on the register for varying lengths of time. Some respondents may only have just joined the register when they were sent the survey.

Figure 5

Employment of those on the temporary register by cohort (n=9,357)

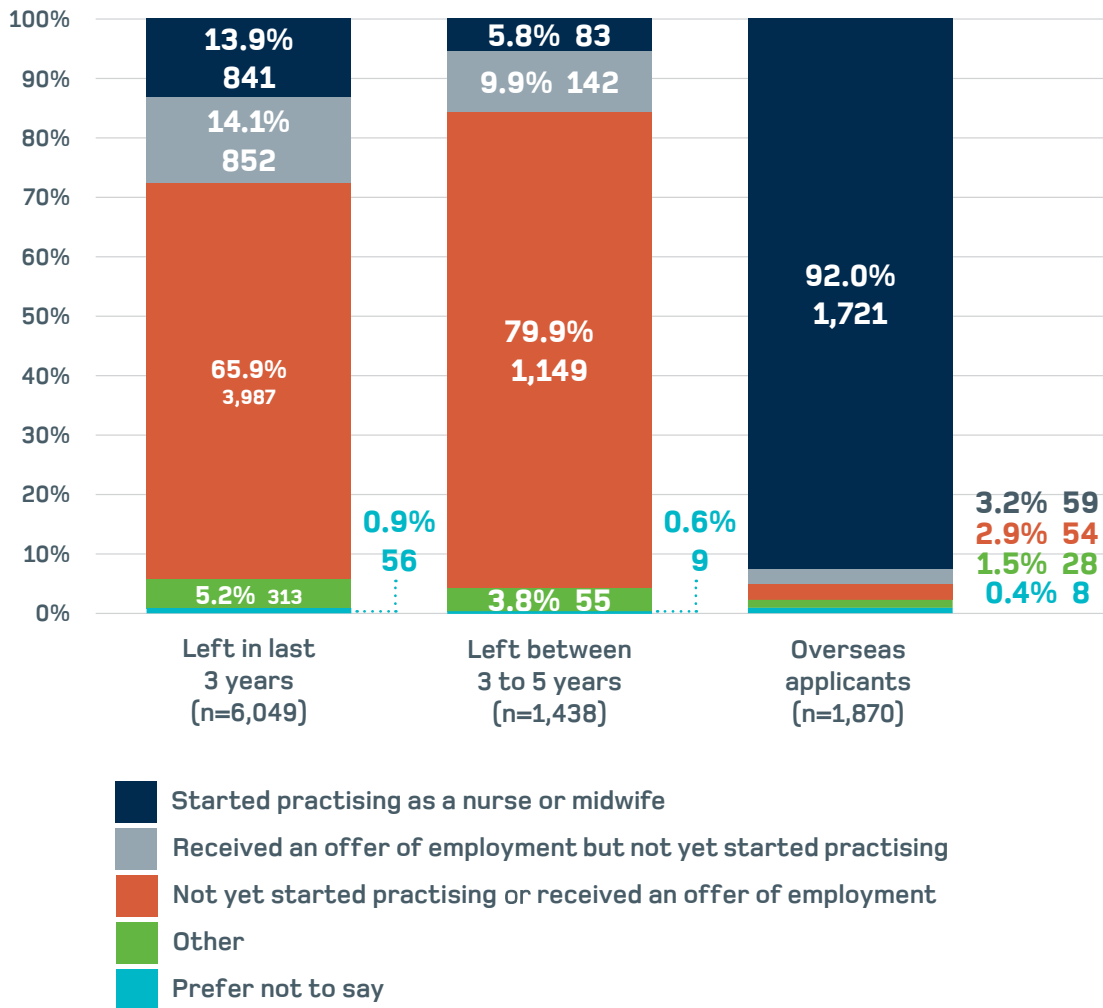
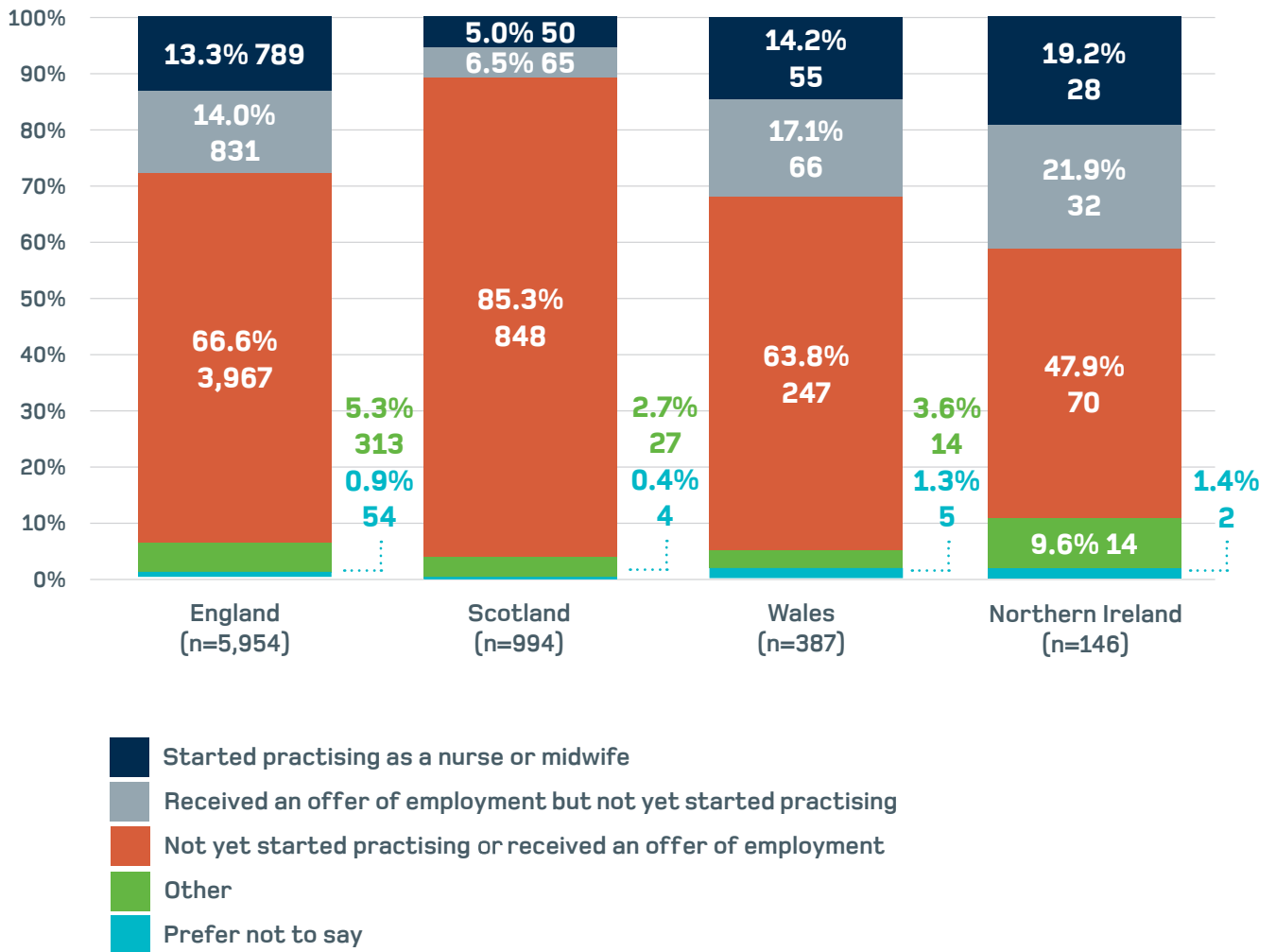


Figure 6

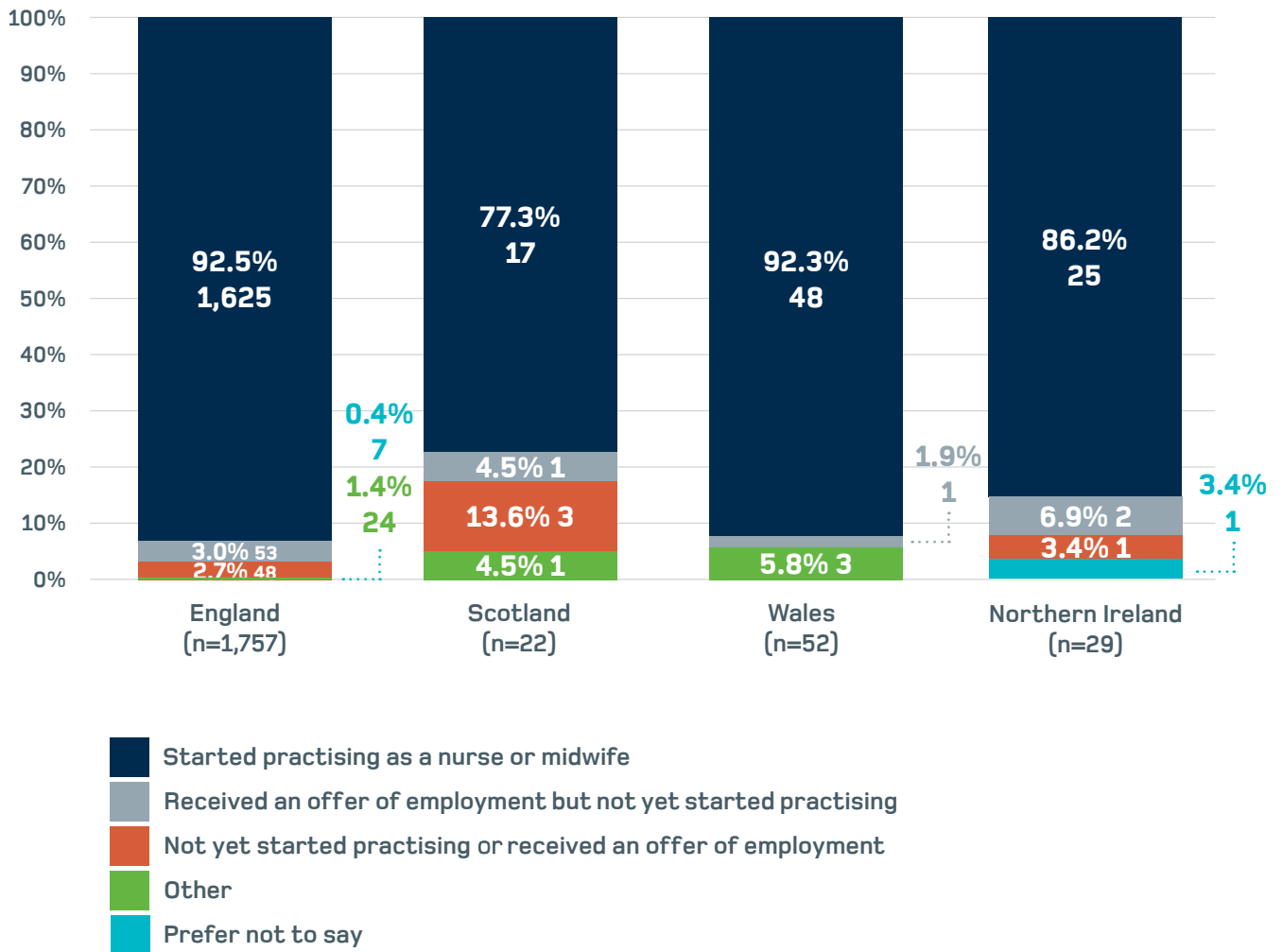
Employment by country of residence: People who had left the register (n=7,481)



This includes all those who had left the permanent register i.e. those who left in the last three years; and those who left between three and five years ago.

Figure 7

Employment by country of residence: Overseas applicants (n=1,860)



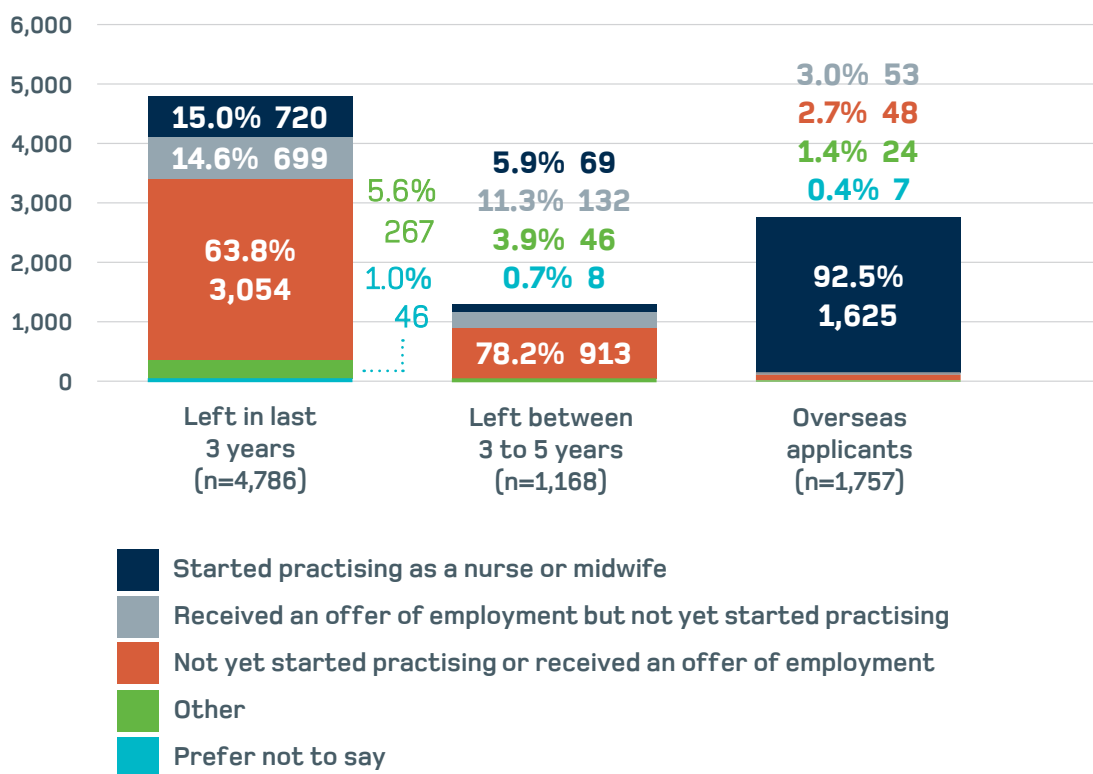
This includes all those who had left the permanent register i.e. those who left in the last three years; and those who left between three and five years ago.

Employment by country and cohort

The charts below, for each of the four countries of the UK, show the breakdowns of employment by cohort. They show the relative size of each cohort, as well as the percentage breakdowns within each cohort. The advantage of this is that you can see more easily the relative size of the overseas cohort in each country, so you can tell how much the overall employment rate is being driven by the fact that overseas people have a far greater deployment rate.

Figure 8

Employment of those on the temporary register by cohort: England (n=7,711)

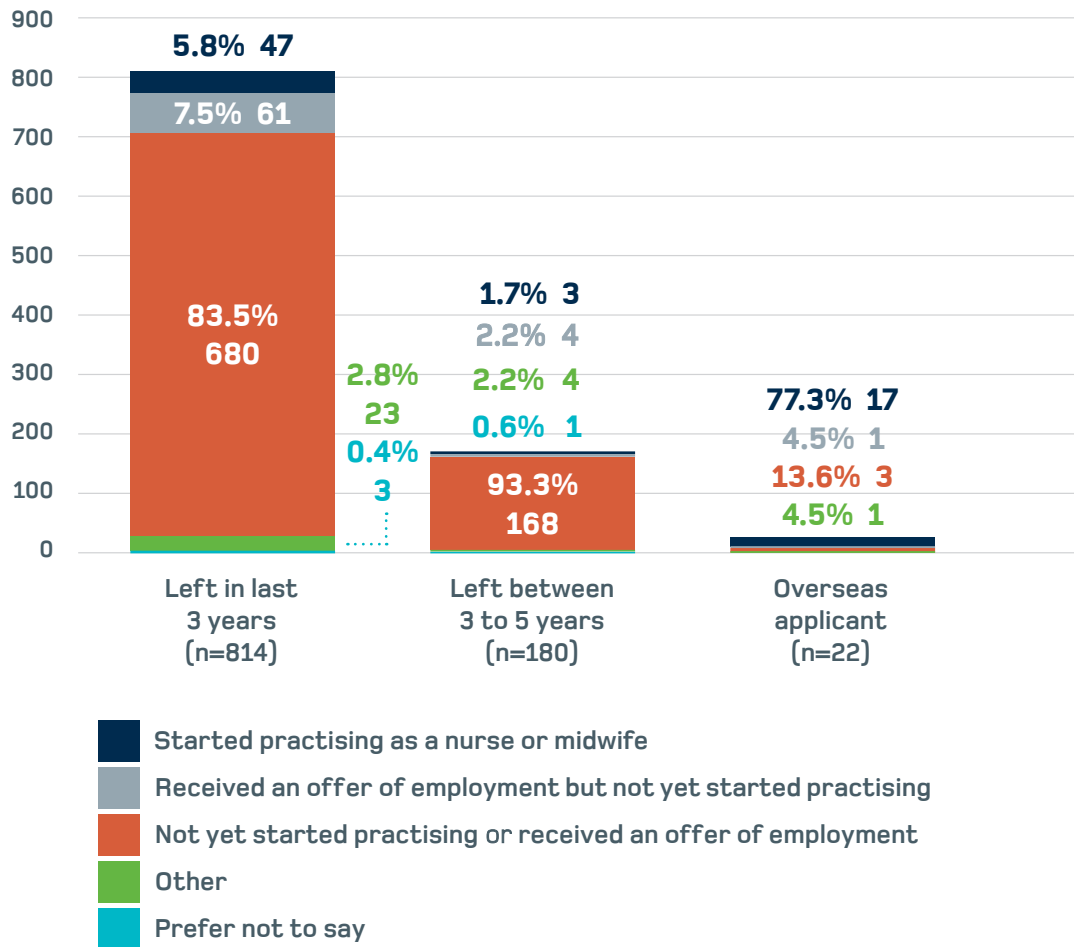


In England, 22.8 percent of the people who responded to the question about employment (1,757 of 7,711) were overseas applicants. There are large variations in the proportion who have started practising by cohort. For those who left in the last three years, 15.0 percent (720 of 4,786) have started practising; only 5.9 percent (69 of 1,168) of those who left between three and five years ago; and 92.5 percent (1,625 of 1,757) of those who are overseas applicants.

This means that in England, around two thirds (67.3 percent, 1,625 of 2,414) of people who have started practising on the temporary register are overseas applicants.

Figure 9

Employment of those on the temporary register by cohort: Scotland (n=1,016)

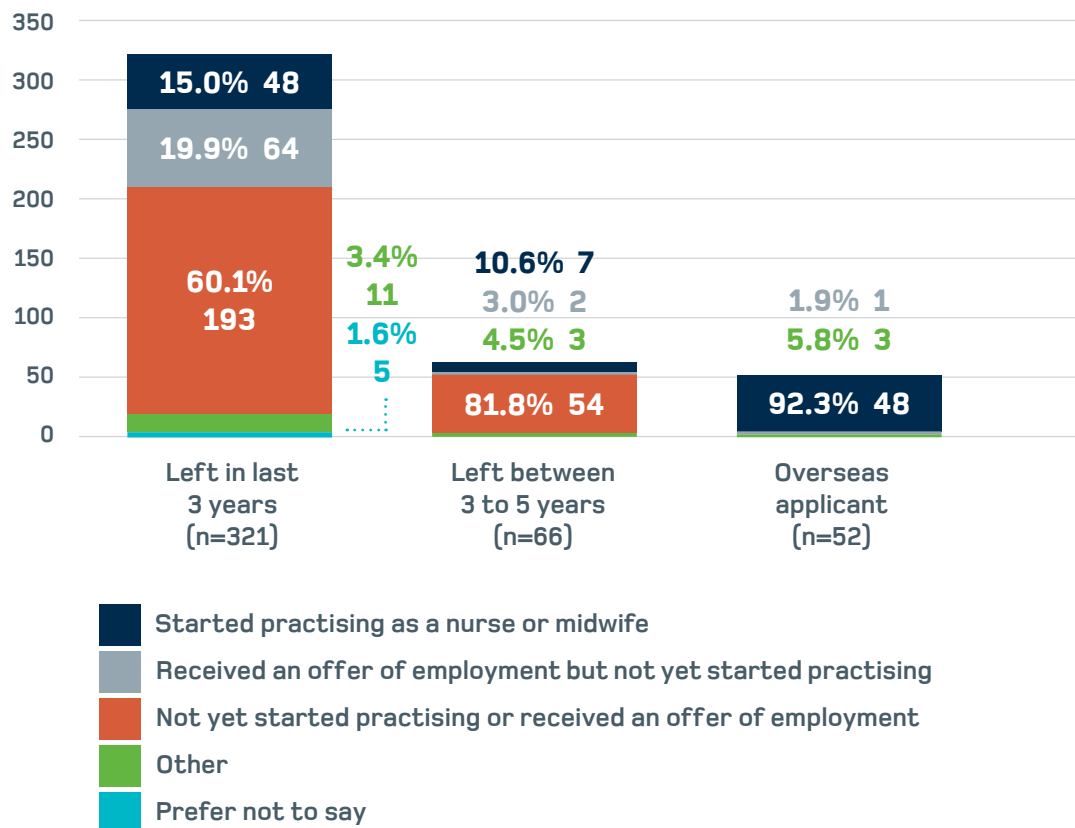


In Scotland, only 2.2 percent of the people who responded to the question about employment (22 of 1,016) are overseas applicants. Scotland also has the lowest proportion, compared to the other three countries, of people who have started practising: 5.8 percent (47 of 814) of people who have left in the last three years; 1.7 percent (3 of 180) of those who have left between three and five years ago; and 77.3 percent (17 of 22) of those who are applicants from overseas.

This means that in Scotland, only 25.4 percent (17 of 67) of those who have started practising are overseas applicants.

Figure 10

Employment of those on the temporary register by cohort: Wales (n=439)

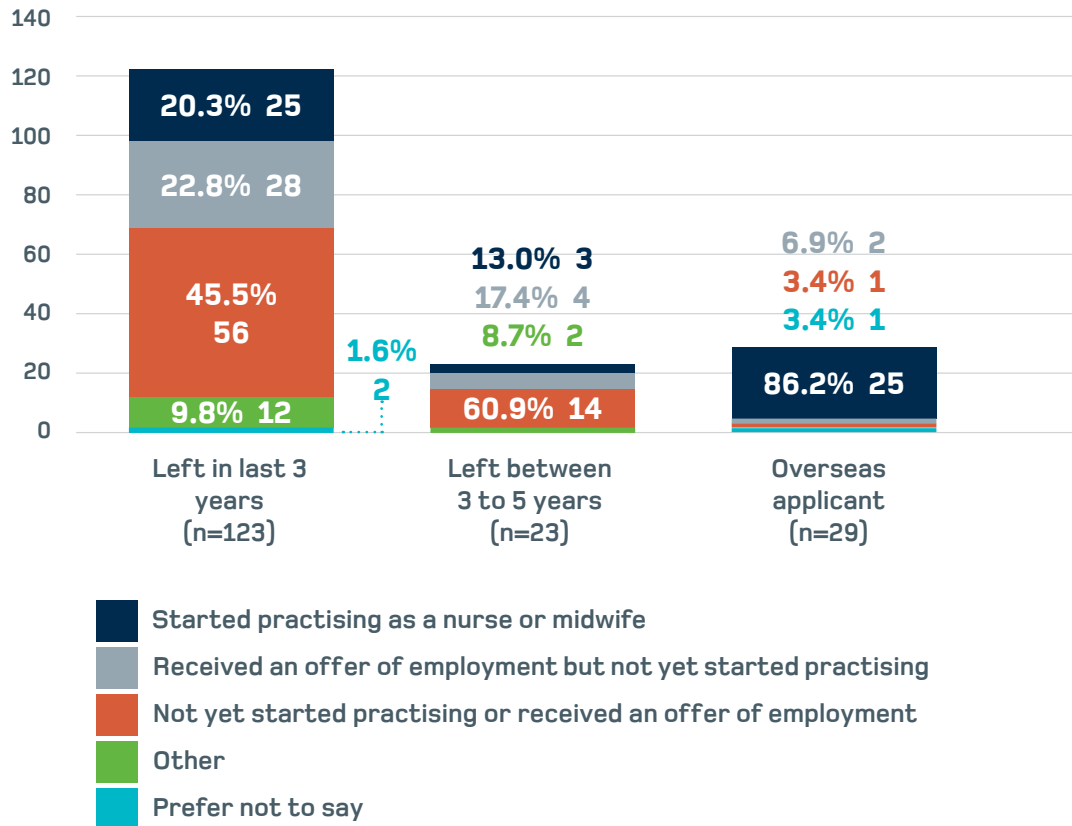


In Wales, 11.8 percent of the people who responded to the question about employment (52 of 439) are overseas applicants. In Wales, the employment rate for people who had left the permanent register is greater than in Scotland, but less than in Northern Ireland: 15.0 percent (48 of 321) of people who left in the last three years have started practising; 10.6 percent (7 of 66) of those who left between three and five years ago; and 92.3 percent (48 of 52) of overseas applicants.

This means that in Wales, 46.6 percent (48 of 103) of those who have started practising are overseas applicants.

Figure 11

Employment of those on the temporary register by cohort: Northern Ireland (n=175)



In Northern Ireland, 16.6 percent of the people who responded to the question about employment (29 of 175) are overseas applicants. In Northern Ireland, the employment rate for people who had left the permanent register is slightly higher than in the other three countries: 20.3 percent (25 of 123) of people who left in the last three years; 13.0 percent (3 of 23) of those who left between three and five years ago; and 86.2 percent (25 of 29) of overseas applicants.

This means that in Northern Ireland, 47.2 percent (25 of 53) of people who started practising are overseas applicants.

Employment by EDI characteristics

Note: The age group, gender and ethnicity data in this section comes from the EDI survey.

Age

Table 8

Employment by age group: People who had left the register (n=7,487)

| | 20-29 | 30-39 | 40-49 | 50-59 | Over 60 | Total |
|--|-------------|--------------|--------------|----------------|----------------|------------------------------|
| Started practising as a nurse or midwife | 10 12.2% | 55 14.7% | 100 15.7% | 328 13.8% | 431 10.7% | 924 12.3% |
| Received an offer of employment but not yet started practising | 10 12.2% | 48 12.8% | 80 12.5% | 326 13.6% | 530 13.2% | 994 13.3% |
| Not yet started practising or received an offer of employment | 59 72.0% | 254 67.9% | 429 67.2% | 1,572 66.3% | 2,822 70.1% | 5,136 68.6% |
| Other | <5 - | 15 2.4% | 23 3.6% | 122 5.1% | 205 5.1% | 368 4.9% |
| Prefer not to say | - | <5 - | 6 0.9% | 22 0.9% | 35 0.9% | 65 0.9% |
| Total | 82 | 374 | 638 | 2,370 | 4,023 | 7,487 |

Amongst those who had left the permanent register and responded to the employment question, at least two thirds of people (66 percent) in all age groups had not yet started practising or received an offer of employment. There are small variations between age groups: those aged 40-49 have the highest proportion who have started practising (15.7 percent, 100 of 638 people) and those aged over 60 the lowest (10.7 percent, 431 of 4,023).

Note, however, the different sizes of the age groups; amongst those who had left the permanent register and responded to the employment question, 85.4 percent (6,393 of 7,487) were aged 50 and above.

Table 9**Employment by age group: Overseas applicants (n=1,870)**

| | 20-29 | 30-39 | 40-49 | 50-59 | Over 60 | Total |
|--|--------------|--------------|-------------|-------------|----------|--------------|
| Started practising as a nurse or midwife | 679 93.8% | 932 91.2% | 92 87.6% | 18 94.7% | - | 1,721 |
| Received an offer of employment but not yet started practising | 19 2.6% | 37 3.6% | <5 - | - | - | 59 |
| Not yet started practising or received an offer of employment | 16 2.2% | 30 2.9% | 7 6.7% | <5 - | - | 54 |
| Other | 7 1.0% | 18 1.8% | <5 - | - | - | 28 |
| Prefer not to say | <5 - | 5 0.5% | - | - | - | 8 |
| Total | 724 | 1,022 | 105 | 19 | - | 1,870 |

Amongst those who were overseas applicants and who responded to the employment question, a large majority (over 85 percent) in all age groups had started practising. There were small variations by age group: people aged 40-49 had the lowest proportion who had started practising (87.6 percent, 92 of 105 people).

Note, however, the different sizes of the age groups; amongst those who were overseas applicants and responded to the employment question, 93.4 percent (1,746 of 1,870 people) were aged under 40, and there was no one aged 60 and over.

Gender

Table 10

Employment by gender: People who had left the register (n=7,407)³

| | Man | Woman |
|--|--------------|----------------|
| Started practising as a nurse or midwife | 115 14.8% | 804 12.1% |
| Received an offer of employment but not yet started practising | 109 14.0% | 877 13.2% |
| Not yet started practising or received an offer of employment | 500 64.4% | 4,580 69.1% |
| Other | 35 4.5% | 325 4.9% |
| Prefer not to say | 18 2.3% | 44 0.7% |
| Total | 777 | 6,630 |

Amongst those who had left the permanent register and responded to the employment question, the majority of both men and women (over 60 percent) had not yet started practising or received an offer of employment. The proportion of men who had started practising was slightly higher (14.8 percent, 115 of 777) than the proportion of women who had started practising (12.1 percent, 804 of 6,630).

³ Note: this table excludes 36 people whose gender was unknown; 3 people whose gender was other; and 41 people who preferred not to say.

Table 11**Employment by gender: Overseas applicants (n=1,858)⁴**

| | Man | Woman |
|--|--------------|----------------|
| Started practising as a nurse or midwife | 299 94.6% | 1,411 91.5% |
| Received an offer of employment but not yet started practising | 10 3.2% | 48 3.1% |
| Not yet started practising or received an offer of employment | 6 1.9% | 48 3.1% |
| Other | <5 - | 27 1.8% |
| Prefer not to say | - | 8 0.5% |
| Total | 316 | 1,542 |

Amongst those who were overseas applicants and responded to the employment question, a large majority (over 90 percent) of both men and women had started practising. The proportion of men who had started practising (94.6 percent, 299 of 316) is, however, slightly higher than the proportion of women who had started practising (91.5 percent, 1,411 of 1,542). Men are also make up higher proportion of overseas applicants who responded to the employment question (16.9 percent, 316 of 1,870), compared to people who had left the register who responded to this question (10.4 percent, 777 of 7,487).

⁴ Note: this table excludes 9 people whose gender was unknown; and 3 people whose gender was other.

Ethnicity

Table 12

Employment by ethnicity: People who had left the register (n=7,449)⁵

| | Asian or Asian British | Black, African, Caribbean or black British | Mixed or multiple ethnic groups | Other ethnic group | Prefer not to say | White | Total |
|--|------------------------------|--|--|--------------------------|-------------------------|----------------|------------------------------|
| Started practising as a nurse or midwife | 14 13.7% | 15 10.9% | 11 15.5% | <5 - | 5 6.1% | 874 12.5% | 923 12.4% |
| Received an offer of employment but not yet started practising | 11 10.8% | 28 20.3% | 10 14.1% | 8 17.4% | 8 9.8% | 926 13.2% | 991 13.3% |
| Not yet started practising or received an offer of employment | 66 64.7% | 87 63.0% | 47 66.2% | 28 60.9% | 58 70.7% | 4,821 68.8% | 5,107 68.6% |
| Other | 8 7.8% | 8 5.8% | <5 - | 5 10.9% | 7 8.5% | 332 4.7% | 363 4.9% |
| Prefer not to say | <5 - | - | - | <5 - | <5 - | 57 0.8% | 65 0.9% |
| Total | 102 | 138 | 71 | 46 | 82 | 7,010 | 7,449 |

Amongst those who had left the permanent register and responded to the employment question, a large proportion of people were of white ethnicity (94.1 percent, 7,010 of 7,449 people). The other ethnic groups are therefore relatively small. Across all ethnic groups, the majority of people (over 60 percent) had not yet started practising.

⁵ Note that this table excludes 38 people whose ethnicity was unknown.

Table 13

Employment by ethnicity: Overseas applicants (n=1,869)⁶

| | Asian or Asian British | Black, African, Caribbean or black British | Mixed or multiple ethnic groups | Other ethnic group | Prefer not to say | White | Total |
|--|------------------------|--|---------------------------------|--------------------|-------------------|-------------|------------------------------|
| Started practising as a nurse or midwife | 1,357 94.0% | 237 87.1% | <5 - | 92 89.3% | 10 76.9% | 22 62.9% | 1,720 92.0% |
| Received an offer of employment but not yet started practising | 38 2.6% | 13 4.8% | - | 5 4.9% | <5 - | <5 - | 59 3.2% |
| Not yet started practising or received an offer of employment | 28 1.9% | 12 4.4% | <5 - | <5 - | - | 9 25.7% | 54 2.9% |
| Other | 15 1.0% | 8 2.9% | - | <5 - | <5 - | <5 - | 28 1.5% |
| Prefer not to say | 5 0.3% | <5 - | - | - | <5 - | - | 8 0.4% |
| Total | 1,443 | 272 | <5 | 103 | 13 | 35 | 1,869 |

Amongst those who were overseas applicants and who responded to the employment question, over three quarters (77.2 percent, 1,443 of 1,869 people) were of Asian or Asian British ethnicity. This ethnic group had the highest proportion of people who had started practising (94.0 percent, 1,357 of 1,443). People of Black ethnicity also had a high proportion of people who had started practising (87.1 percent, 237 of 272). People of white ethnicity were a small group (35 people) and had a smaller proportion of people who had started practising (62.9 percent, 22 of 35).

⁶ Note that this table excludes one person whose ethnicity is unknown.

Likelihood of joining the permanent register

Over a third of people said they were highly likely to want to join the permanent register (36.3 percent or 3,425 people). Just under a quarter said it was possible (23.2 percent or 2,191 people) and just over a quarter said they were highly unlikely (26.9 percent or 2,539 people). Over a tenth of people said they had not yet decided whether they want to join the permanent register (13.5 percent or 1,278 people).

Again, there are large differences by cohort.

- The proportions of registrants who had left the permanent register and who said 'highly likely' was much lower than for overseas applicants (Figure 12), at 19.7 percent (1,201 of 6,100) of those who had left in the last three years, and 27.3 percent (397 of 1,455) of people who had left between three and five years ago.
- As might be expected, the vast majority (97.3 percent 1,827 of 1,878) of overseas applicants say they are 'highly likely' to join the register, with 2.0 percent (37) saying 'possibly'; 0.7 percent (13) saying they were not yet decided; and 0.1 percent (one person) being highly unlikely.
- There are only small differences by country, within the groups of people who had left the register, and those from overseas:
- Amongst those who have lapsed (Figure 13), the proportions who are highly likely to re-join the permanent register are about one in five (20 percent) in England, Scotland and Wales, and one in four (27 percent) in Northern Ireland. Around a third of people (33 percent) in each country are highly unlikely to re-join the register.
- Amongst those who are overseas applicants (Figure 14), a large majority of people in each country are highly likely to join the permanent register.

Figure 12

Likelihood of joining the permanent register by cohort (n=9,433)

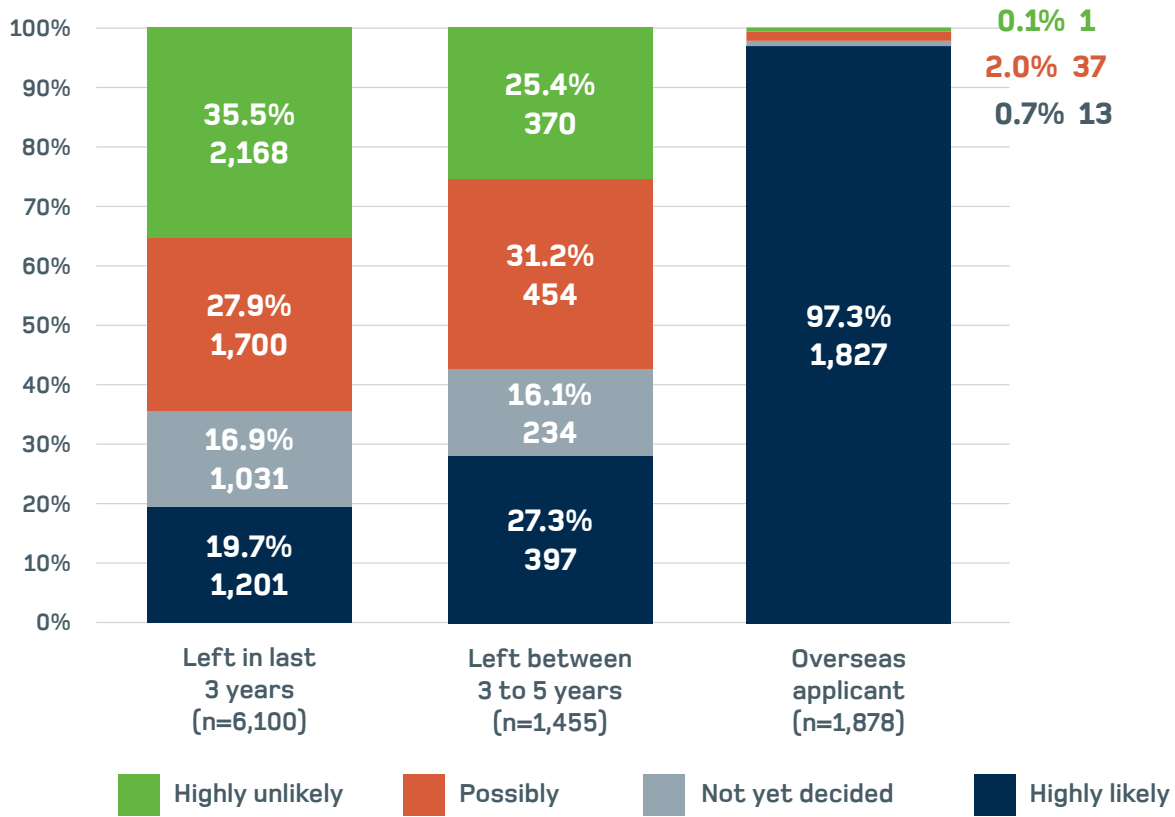


Figure 13

Likelihood of joining the permanent register by country: People who have left the register (n=7,549)

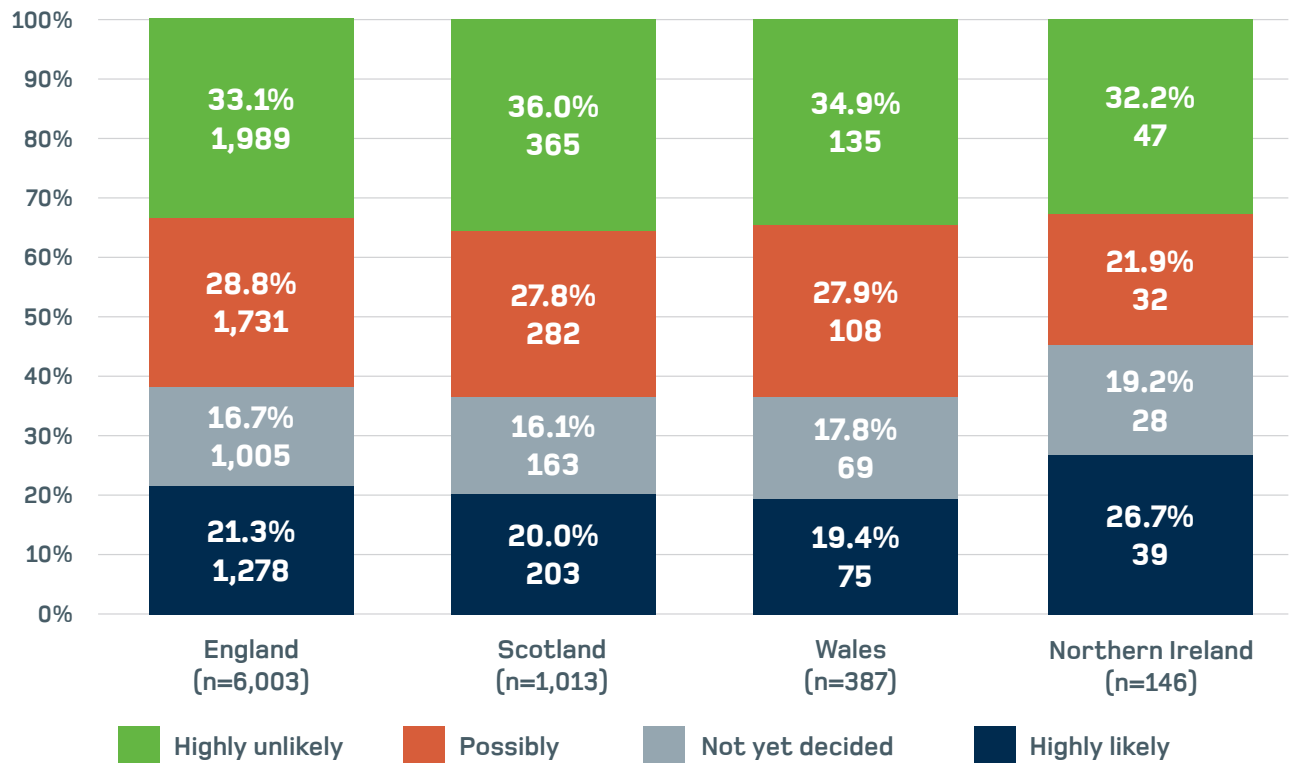


Figure 14

Likelihood of joining the permanent register by country: Overseas applicants (n=1,868)

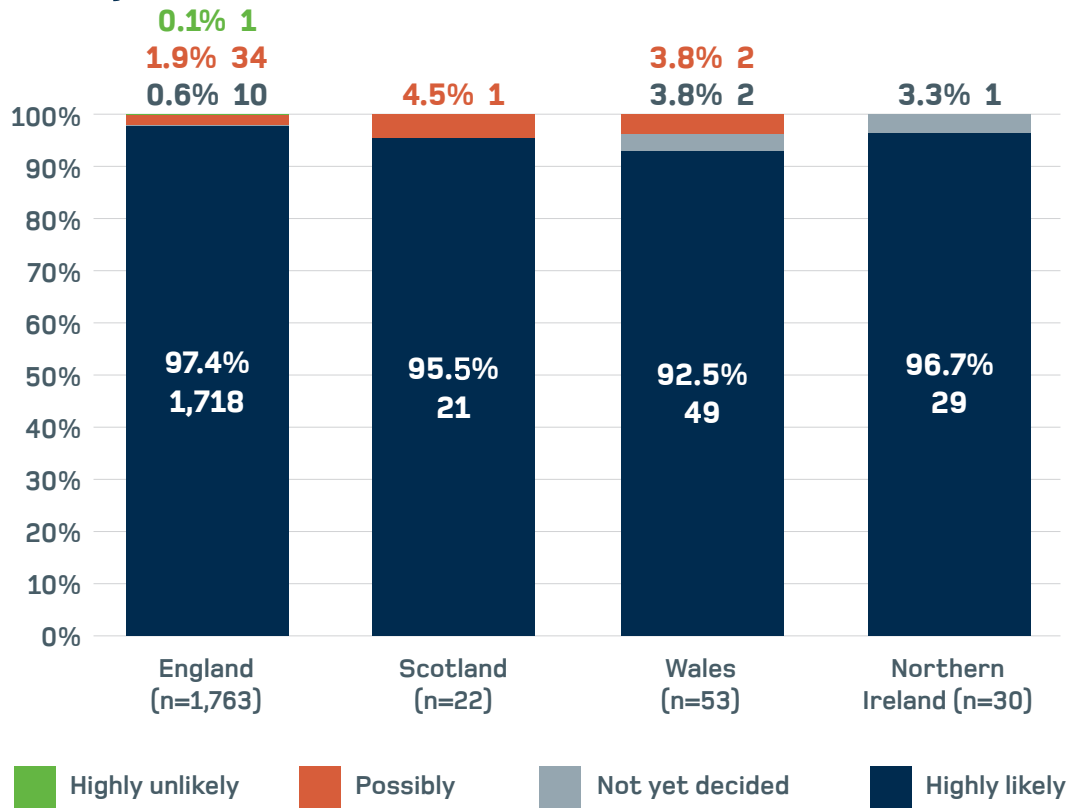
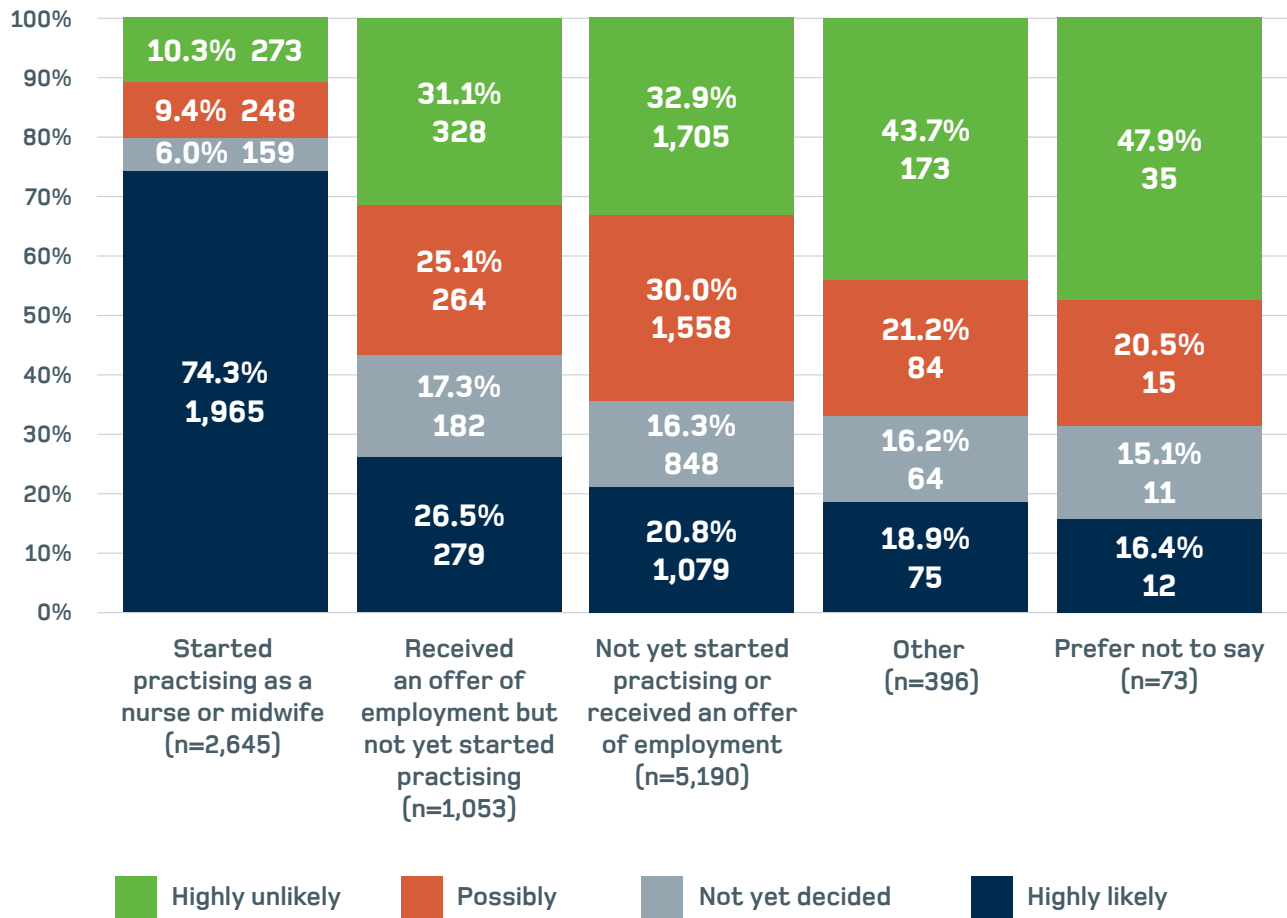


Figure 15

Likelihood of joining the permanent register by employment (n=9,357)



This chart presents the likelihood of people joining or readmitting to the permanent register by employment. This shows that those who have started practising have a far higher proportion who are highly likely to join or readmit to the register, and lower proportions who are not yet decided, or possibly may join, or are highly unlikely to join.

Nearly three quarters (74.3 percent, 1,965 of 2,645) people who have started practising say that they are highly likely to join the permanent register, compared to 26.5 percent (279 of 1,053) of those who have been offered employment but not started practising; and 20.8 percent (1,079 of 5,190) of those who have not yet started or received an offer of employment. Conversely, 10.3 percent (273 of 2,645) of those who have started practising were highly unlikely to join the register, compared to 31.1 percent (328 of 1,053) of those who have been offered employment but not yet started practising, and 32.9 percent (1,705 of 5,190) of those who have not yet started or received an offer of employment.

Breaking down the data further by cohorts suggests that these differences are largely driven by whether someone has left the permanent register, or is in the overseas cohort. Of those people who started practising, about two thirds (65.1 percent, 1,721 of 2,645) were overseas applicants. Of those people who had started

practising and said they were highly likely to join the register, 85.6 percent (1,682 of 1,965) were overseas applicants. Of those people who had started practising and were highly unlikely to join the register, 95.2 percent (260 of 273) had left in the last three years.

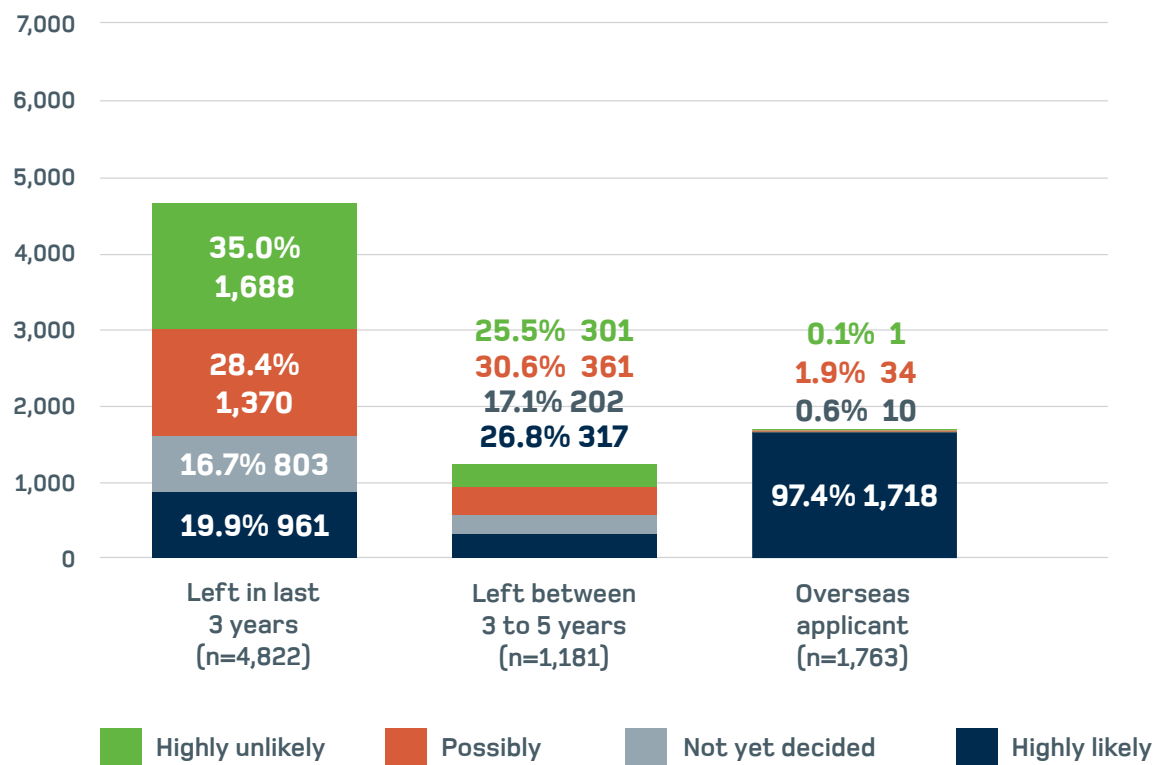
In the group of people who had not started practising or received an offer of employment, there was a much smaller proportion of overseas applicants (1.0 percent, 54 of 5,190). Most of these overseas applicants (90.7 percent, 49 of 54) said they were highly likely to join the register.

Likelihood of joining the register by country and cohort

The charts below, for each of the four countries of the UK, show the breakdowns of likelihood of joining the permanent register by cohort. As in the Employment section, they show the relative size of each cohort, as well as the percentage breakdowns within each cohort.

Figure 16

Likelihood of joining the permanent register by cohort: England (n=7,766)



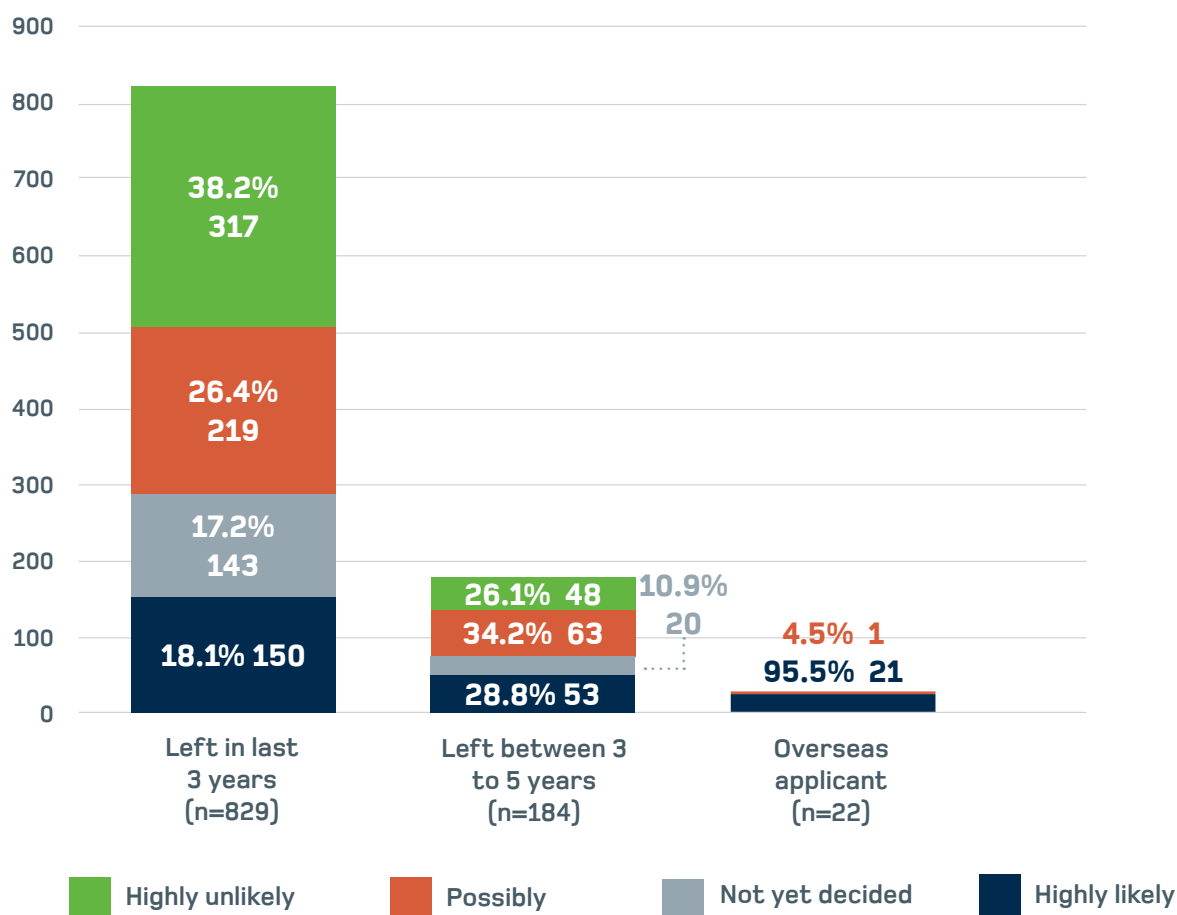
In England, 57.3 percent (1,718 of 2,996 people) of those who said they were highly likely to join the permanent register were overseas applicants.

Almost all (97.4 percent, 1,718 of 1,763) overseas people said that they were highly likely to join the permanent register, compared to 19.9 percent (961 of 4,822 people) who had left in the last three years, and 26.8 percent (317 of 1,181 people) who had left between three and five years ago.

Over a third (35.0 percent, 1,688 of 4,822) of people who had left the register in the last three years were highly unlikely to re-join; about a quarter (25.5 percent, 301 of 1,181) of those who had left between three and five years ago were highly unlikely to re-join; and only one person (0.1 percent) from the overseas applicants.

Figure 17

Likelihood of joining the permanent register by cohort: Scotland (n=1,035)



In Scotland, only 9.4 percent (21 of 224 people) of those who said they were highly likely to join the permanent register were overseas applicants.

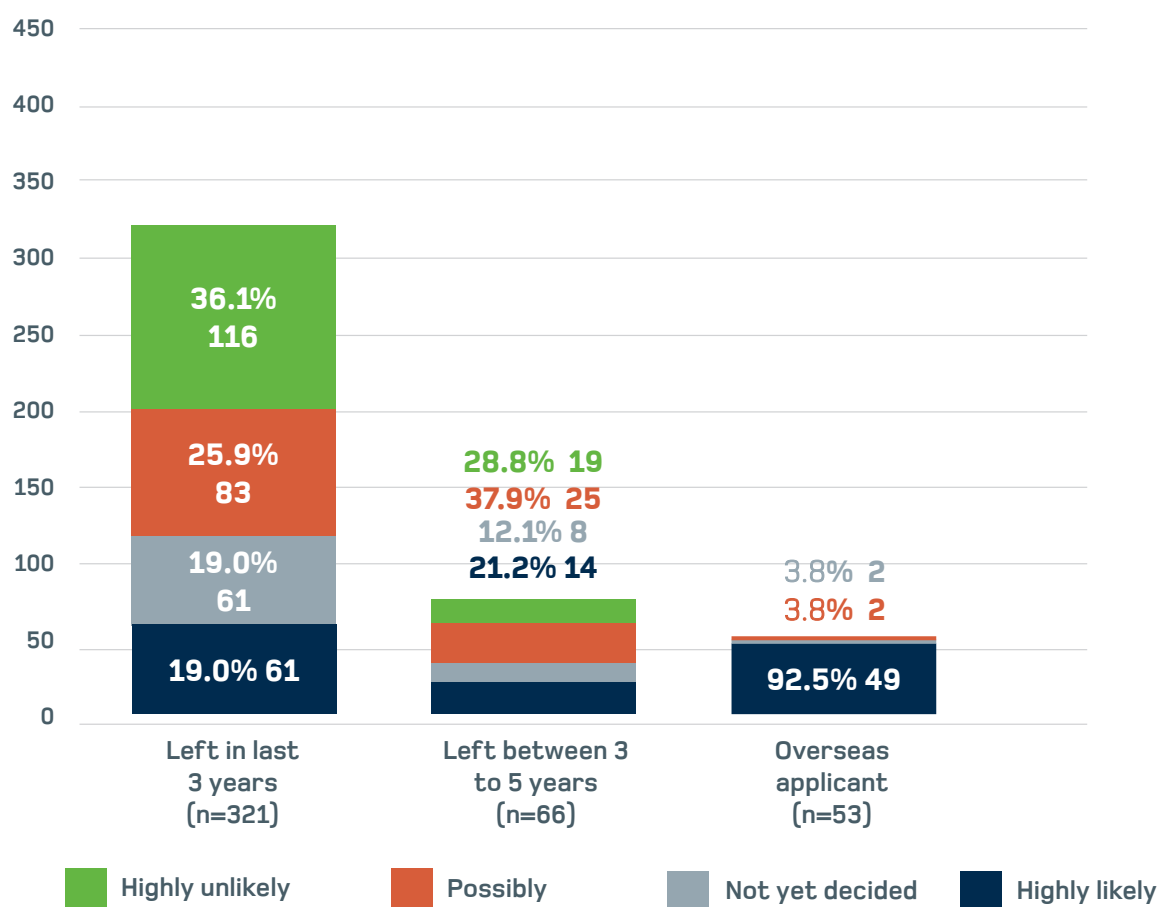
However, the proportions of people in each group who said they were highly likely to join, or highly unlikely to join, was similar to England. Less than one in five (18.1 percent, 150 of 829 people) of those who had left in the last three years said that they were highly likely

to re-join the register; over a quarter (28.8 percent, 53 of 184) of those who had left between three and five years ago were highly likely to re-join; and nearly all (95.5 percent, 21 of 22) overseas applicants.

Over a third (38.2 percent, 317 of 829) of those who had left in the last three years were highly unlikely to re-join; over a quarter (26.1 percent, 48 of 184) of those who had left between three and five years ago were highly unlikely; and none of those who were

Figure 18

Likelihood of joining the permanent register by cohort: Wales (n=440)



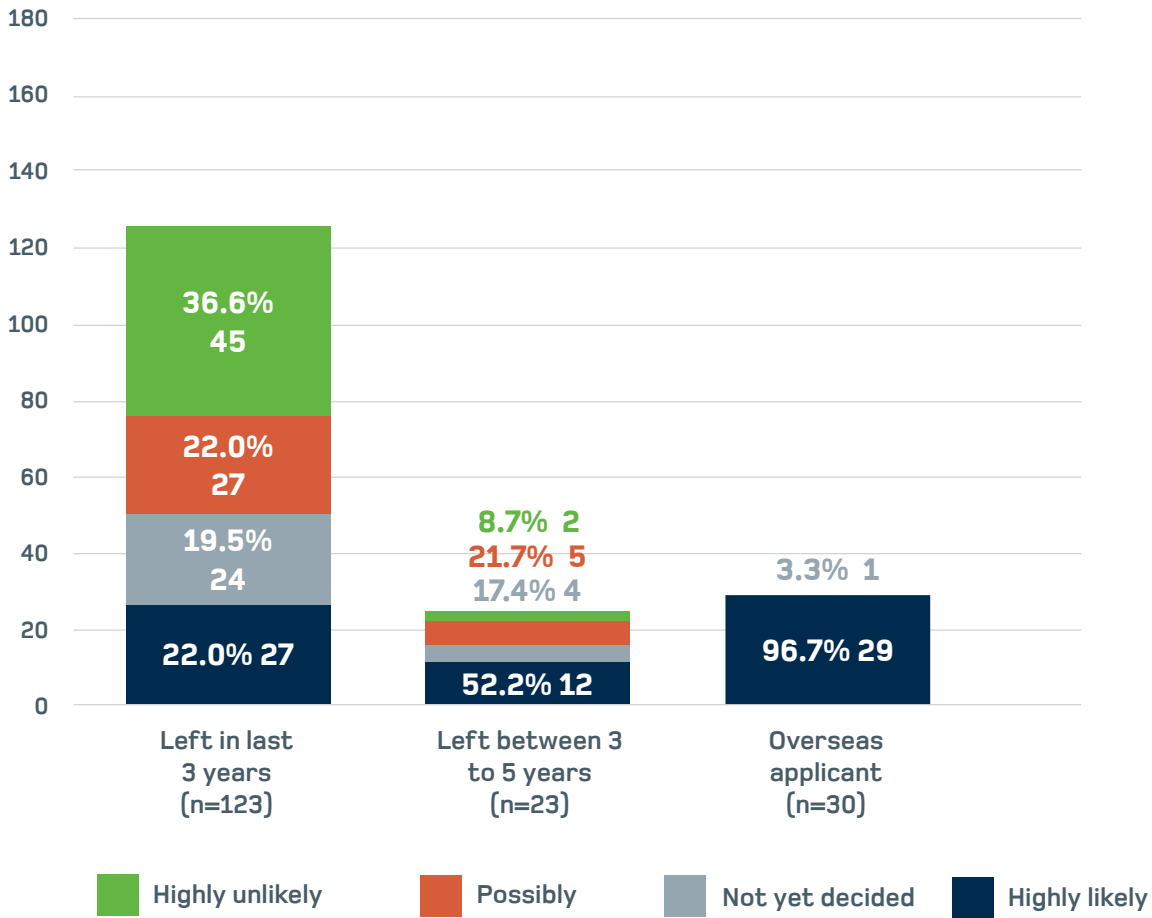
In Wales, 39.5 percent (49 of 124 people) of those who said they were highly likely to join the permanent register were overseas applicants.

The proportions of people in each group who said they were highly likely to join, or highly unlikely to join, was similar to England and Scotland. Around one in five (19.0 percent, 61 of 321) people who had left in the last three years said that they were highly likely to re-join the permanent register; 21.2 percent (14 of 66) who had left between three and five years ago were highly likely to re-join; and 92.5 percent (49 of 53) overseas people.

Over a third (36.1 percent, 116 of 321 people) of those who had left in the last three years were highly unlikely to re-join; over a quarter (28.8 percent) of those who had left between three and five years ago were highly unlikely; and none of those who were overseas applicants.

Figure 19

Likelihood of joining the permanent register by cohort: Northern Ireland (n=176)



In Northern Ireland, 42.6 percent (29 of 68 people) of those who said they were highly likely to join the permanent register were overseas applicants. The proportion of people who had left in the last three years and who said they were highly likely to re-join the permanent register was similar to the other three countries (22.0 percent, 27 of 123). The proportion of people who had left between three and five years ago who said they were highly likely to re-join the register was higher than in the other countries (52.2 percent, 12 of 23), although this is a relatively small group. Nearly all the overseas group (96.7 percent, 29 of 30) said they were highly likely to join the permanent register.

Over a third (36.6 percent, 45 of 123) of people who had left in the last three years said that they were highly unlikely to re-join the permanent register, a similar proportion to the other three countries. Only 8.7 percent (2 of 23) of those who had left between three and five years ago said that they were highly unlikely to re-join the register. This is a lower proportion than for this group in the other three countries, although as noted above, this was a relatively small group. None of the overseas applicants said that they were highly unlikely to join the register.

Likelihood by EDI characteristics

Note: The age group, gender and ethnicity data in this section comes from the EDI survey.

Age

Table 14

Likelihood of joining the permanent register by age group: People who have left the register (n=7,555)

| | 20-29 | 30-39 | 40-49 | 50-59 | Over 60 | Total |
|-----------------|-------------|--------------|--------------|--------------|----------------|------------------------------|
| Highly likely | 39 47.0% | 196 52.0% | 326 50.7% | 531 22.2% | 506 12.5% | 1,598 21.2% |
| Not yet decided | 5 6.0% | 30 8.0% | 46 7.2% | 410 17.1% | 774 19.1% | 1,265 16.7% |
| Possibly | 22 26.5% | 117 31.0% | 204 31.7% | 730 30.5% | 1,081 26.6% | 2,154 28.5% |
| Highly unlikely | 17 20.5% | 34 9.0% | 67 10.4% | 721 30.1% | 1,699 41.8% | 2,538 33.6% |
| Total | 83 | 377 | 643 | 2,392 | 4,060 | 7,555 |

Amongst those who had left the permanent register and responded to the question about likelihood of re-joining the register, people aged under 50 had a higher proportion who were highly likely to re-join the register. Around half (50 percent) of those in the age groups below 50 said they were highly likely to join the register; only 22.2 percent (531 of 2,392) of those aged 50-59; and 12.5 percent (506 of 4,060) of those aged over 60. Conversely, people aged 50 and over had higher proportions who were highly unlikely to re-join the register. They also had higher proportions who were not yet decided about whether they wanted to re-join.

Note, however, the different sizes of the age groups; amongst those who had left the permanent register and responded to the employment question, 85.4 percent (6,452 of 7,555) were aged 50 and above.

Table 15**Likelihood of joining the permanent register by age group:
Overseas applicants (n=1,878)**

| | 20-29 | 30-39 | 40-49 | 50-59 | Over 60 | Total |
|-----------------|--------------|----------------|--------------|--------------|----------|------------------------------|
| Highly likely | 703 96.8% | 1,000 97.4% | 105 99.1% | 19 100.0% | - | 1,827 97.3% |
| Not yet decided | 5 0.7% | 8 0.8% | - | - | - | 13 0.7% |
| Possibly | 17 2.3% | 19 1.9% | <5 - | - | - | 37 2.0% |
| Highly unlikely | <5 - | - | - | - | - | <5 - |
| Total | 726 | 1,027 | 106 | 19 | - | 1,878 |

Amongst those who were overseas applicants and who responded to the question about likelihood of joining the permanent register, a large majority (over 95 percent) in all age groups had started practising. Only a small proportion in each group said possibly (<3 percent) or they were not yet decided (<1 percent). Fewer than five people were highly unlikely to join the permanent register.

Note, however, the different sizes of the age groups; amongst those who were overseas applicants and responded to the employment question, 93.3 percent (1,753 of 1,878 people) were aged under 40, and there was no one aged 60 and over.

Gender

Table 16

Likelihood of joining the permanent register by gender: People who had left the register (n=7,475)⁷

| | Woman | Man |
|-----------------|----------------|--------------|
| Highly likely | 1,386 20.7% | 203 26.0% |
| Not yet decided | 1,153 17.2% | 98 9.0% |
| Possibly | 1,895 28.3% | 239 30.6% |
| Highly unlikely | 2,260 33.8% | 241 30.9% |
| Total | 6,694 | 781 |

Amongst those who had left the permanent register and responded to the question about likelihood of re-joining the register, men had a higher proportion (26.0 percent, 203 of 781) who said they were highly likely to re-join the register compared to women (20.7 percent, 1,386 of 6,694). Men had a lower proportion who were not yet decided (12.5 percent, 98 of 781) compared to women (17.2 percent, 1,153 of 6,694); and a slightly lower proportion who were highly unlikely to re-join (30.9 percent of men compared to 33.8 percent of women).

Table 17

Likelihood of joining the permanent register by gender: Overseas applicants (n=1,866)⁸

| | Woman | Man |
|-----------------|----------------|--------------|
| Highly likely | 1,506 97.2% | 309 97.8% |
| Not yet decided | 12 0.8% | <5 - |
| Possibly | 32 2.1% | 5 1.6% |
| Highly unlikely | - | <5 - |
| Total | 1,550 | 316 |

⁷ Note: This table excludes 36 people whose gender was unknown; 3 people whose gender was other; and 41 people who preferred not to say.

⁸ Note: This table excludes 9 people whose gender was unknown; and 3 people whose gender was other.

Amongst those who were overseas applicants and responded to the question about likelihood of joining the register, a large majority (over 95 percent) of both men and women were highly likely to join the permanent register. Only a small proportion in each group said possibly (<3 percent) or they were not yet decided (<1 percent). Only one person was highly unlikely to join the permanent register.

Ethnicity

Table 18

Likelihood of joining the permanent register by ethnicity: People who had left the register (n=7,517)⁹

| | Asian or Asian British | Black, African, Caribbean or black British | Mixed or multiple ethnic groups | Other ethnic group | Prefer not to say | White | Total |
|--------------------|------------------------------|--|--|--------------------------|-------------------------|-----------------|------------------------------|
| Highly likely | 44 42.7% | 82 59.0% | 29 40.8% | 11 23.9% | 18 22.0% | 1,411 19.1% | 1,595 21.2% |
| Not yet decided | 17 16.5% | 24 17.3% | 8 11.3% | 9 19.6% | 13 15.9% | 1,188 16.8% | 1,259 16.7% |
| Possibly | 30 29.1% | 27 19.4% | 24 33.8% | 19 41.3% | 22 26.8% | 2,022 28.6% | 2,144 28.5% |
| Highly unlikely | 12 11.7% | 6 4.3% | 10 14.1% | 7 15.2% | 29 35.4% | 2,455 34.75% | 2,519 33.5% |
| Total | 103 | 139 | 71 | 46 | 82 | 7,076 | 7,517 |

Amongst those who had left the permanent register and responded to the question about likelihood of re-joining the register, a large proportion of people were of white ethnicity (94.1 percent, 7,076 of 7,517 people). The other ethnic groups are therefore relatively small.

There were some differences between ethnic groups in the proportions who said that they were highly likely, or highly unlikely to re-join the permanent register. Those who were Black had the highest proportion who were highly likely to re-join the register (59.0 percent, 82 of 139), followed by those who were Asian (42.7 percent, 44 of 103). Those who were white had the lowest proportion who were highly likely to re-join the register (19.9 percent, 1,411 of 7,076).

⁹ Note: This table excludes 38 people for whom ethnicity was unknown.


Table 19**Likelihood of joining the permanent register by ethnicity:
Overseas applicants (n=1877)¹⁰**

| | Asian or Asian British | Black, African, Caribbean or black British | Mixed or multiple ethnic groups | Other ethnic group | Prefer not to say | White | Total |
|--------------------|------------------------------|--|--|--------------------------|-------------------------|-------------|------------------------------|
| Highly likely | 1,414 97.7% | 268 97.5% | <5 - | 100 97.1% | 10 76.9% | 31 88.6% | 1,826 97.3% |
| Not yet decided | 9 0.6% | <5 - | - | <5 - | <5 - | - | 13 0.7% |
| Possibly | 24 1.7% | 5 1.8% | - | <5 - | <5 - | <5 - | 37 2.0% |
| Highly unlikely | <5 - | - | - | - | - | - | <5 - |
| Total | 1,448 | 275 | <5 | 103 | 13 | 35 | 1,877 |

Amongst those who were overseas applicants and responded to the question about likelihood of joining the register, over three quarters (77.1 percent, 1,448 of 1,877 people) were of Asian ethnicity. In all ethnic groups, a large majority (over 85 percent) were highly likely to join the permanent register.

¹⁰ Note: This table excludes one person for whom ethnicity was unknown.

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