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# Spotlight on Nursing and Midwifery: Underpinning research

**Report Annexe 2023**





**nmc**  
Nursing &  
Midwifery  
Council

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# Spotlight on Nursing and Midwifery: Underpinning research

In '[Spotlight on Nursing and Midwifery](#)', we share insights drawn from data we hold, external research literature, and key pieces of further research that we have undertaken. This includes:

**1. Qualitative research with newly registered professionals**

In-depth qualitative research with 72 professionals (44 UK educated and 28 internationally educated) who have joined our register in the last 12 months and are currently practising in the UK.

**2. A survey of newly registered internationally educated professionals**

A survey of 1,512 internationally educated professionals who have joined our register in the last 12 months and are currently practising in the UK.

**3. Feedback from participants in our pilot 'Welcome to the UK Workforce' workshops:**

We gained qualitative feedback from 86 internationally educated professionals who attended our pilot 'Welcome to the UK Workforce' workshops in four NHS trusts in England in 2022. The sessions involved 54 nurses from Guyana, India, Nigeria, Philippines, USA and Zimbabwe, and 32 midwives from Ghana, Greece, Guyana, India, Jamaica, Japan, Kenya, Trinidad and Tobago, and Zambia.

**4. Qualitative research with people on person-centred regulation**

In-depth qualitative research that we conducted with 57 people as part of our work on person-centred regulation. This included members of the public and organisations that represent people who use services.

**5. Analysis of our fitness to practise data, relating to concerns that have been raised with us, including:**

- Analysis of fitness to practise cases involving professionals in the first three years of joining our register, April 2017-March 2022
- Analysis of fitness to practise referrals we received from members of the public, April 2017-March 2021
- A thematic review of the issues identified in a sample of fitness to practise cases in maternity, January 2017-July 2020

- A review of the context factors identified in a sample of 42 fitness to practise cases in maternity from three NHS trusts in England. The trusts we looked at (Shrewsbury and Telford, East Kent and Nottingham) are all settings that have been subject to high-profile reviews because of failures in the safety and quality of maternity care and, as such, cannot be taken to be typical of all maternity settings or care.

More information about the survey and qualitative research we conducted with newly registered professionals is provided below (which expands on points 1 and 2 above).



## 1.1 Qualitative research with 72 newly registered professionals

### Participants by role and geographic location

Professional	England	Northern Ireland	Scotland	Wales
Nurse	23	4	13	5
Midwife	15	0	0	1
Nursing Associate	11	0	0	0
<b>Total</b>	<b>49</b>	<b>4</b>	<b>13</b>	<b>6</b>

### Participants by role and place of training

Professional	UK educated	Internationally educated
Nurse	18	27
Midwife	15	1
Nursing Associate	11	0
<b>Total</b>	<b>44</b>	<b>28</b>

### UK educated participants by profession and geographic location

Profession	Geographic location	Number of participants
Nurse	England	9
	Northern Ireland	1
	Scotland	4
	Wales	4
Midwife	England	14
	Northern Ireland	0
	Scotland	0
	Wales	1
Nursing Associate	England	11
	Northern Ireland	0
	Scotland	0
	Wales	0
<b>Total</b>		<b>44</b>

### Internationally educated participants by profession and geographic location

Profession	Geographic location	Number of participants
Nurse	England	14
	Northern Ireland	3
	Scotland	9
	Wales	1
Midwife	England	1
	Northern Ireland	0
	Scotland	0
	Wales	0
Nursing Associate	England	0
	Northern Ireland	0
	Scotland	0
	Wales	0
<b>Total</b>		<b>28</b>

## Participants by country of training

Country of training	Number of participants
England	33
Scotland	5
Wales	5
Northern Ireland	1
Australia	1
Ghana	5
India	6
Lesotho	1
Nigeria	9
Pakistan	1
Philippines	2
United States	1
Zimbabwe	2
<b>Total</b>	<b>72</b>

## Participants by sector

Sector	Number of participants
NHS	62
Healthcare (non-NHS)	5
Social care	5
Other	0
<b>Total</b>	<b>72</b>

### Participants by age

Age	Number of participants
Aged under 20	0
Aged 21 - 30	31
Aged 31 - 40	25
Aged 41 - 50	13
Aged 51 - 55	2
Aged 56 - 60	0
Aged 61 - 65	1
<b>Total</b>	<b>72</b>

### Participants by gender

Gender	Number of participants
A man	21
A woman	51
<b>Total</b>	<b>72</b>

### Participants by ethnicity

Ethnicity	Number of participants
White	37
Asian or British Asian	10
Black, African, Caribbean or Black British	23
Mixed or multiple ethnic groups	1
Other ethnic groups	1
Preferred not to say	0
<b>Total</b>	<b>72</b>



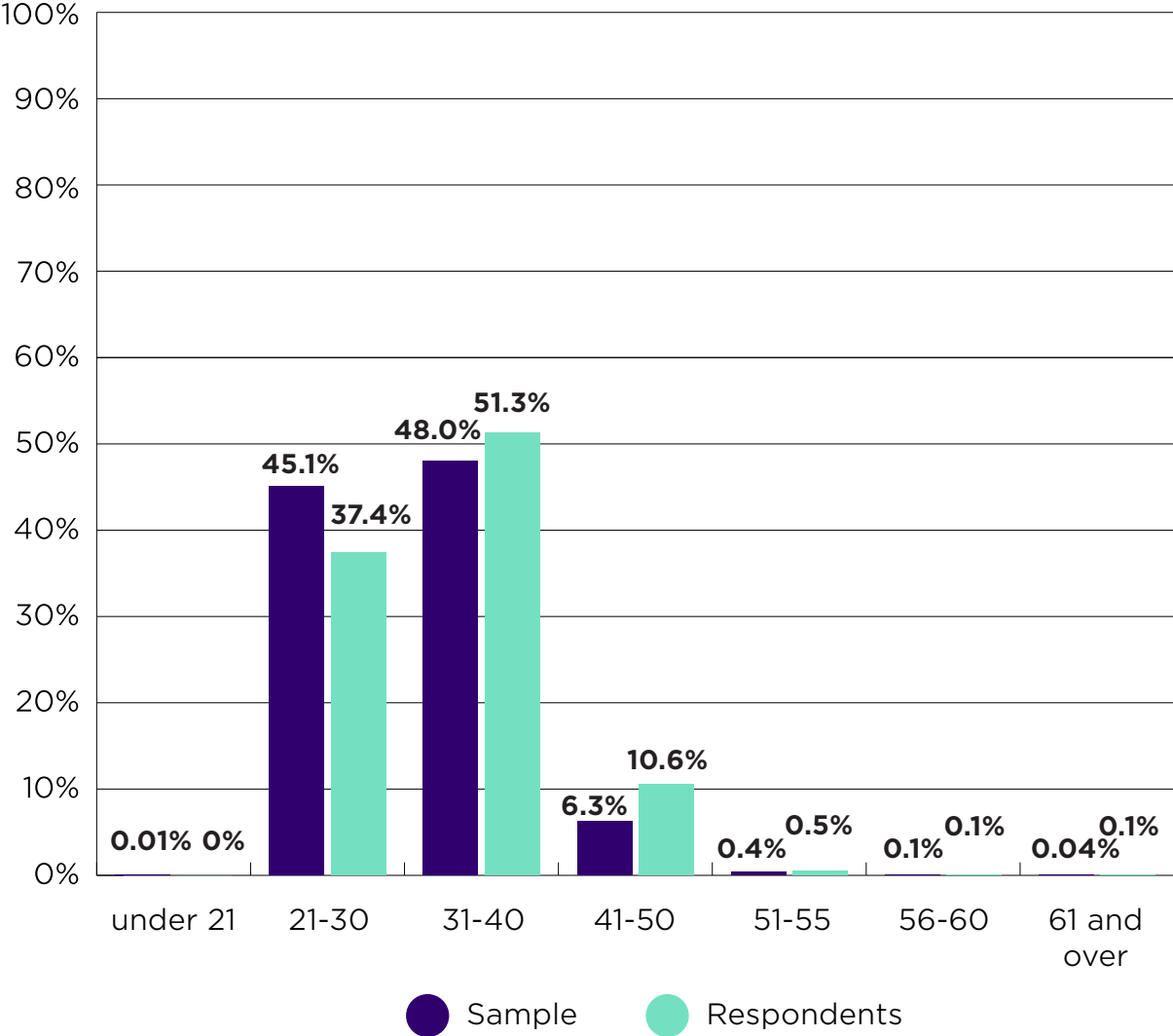
# 1.2 A survey of newly registered internationally educated professionals

Between 1 November 2021 and 30 October 2022, 23,914 internationally educated professionals joined the NMC register. We invited all of these professionals via email to take part in our online survey, which ran from 22 November 2022 to 5 December 2022. A total of 1,512 of these professionals completed our survey – a six percent response rate.

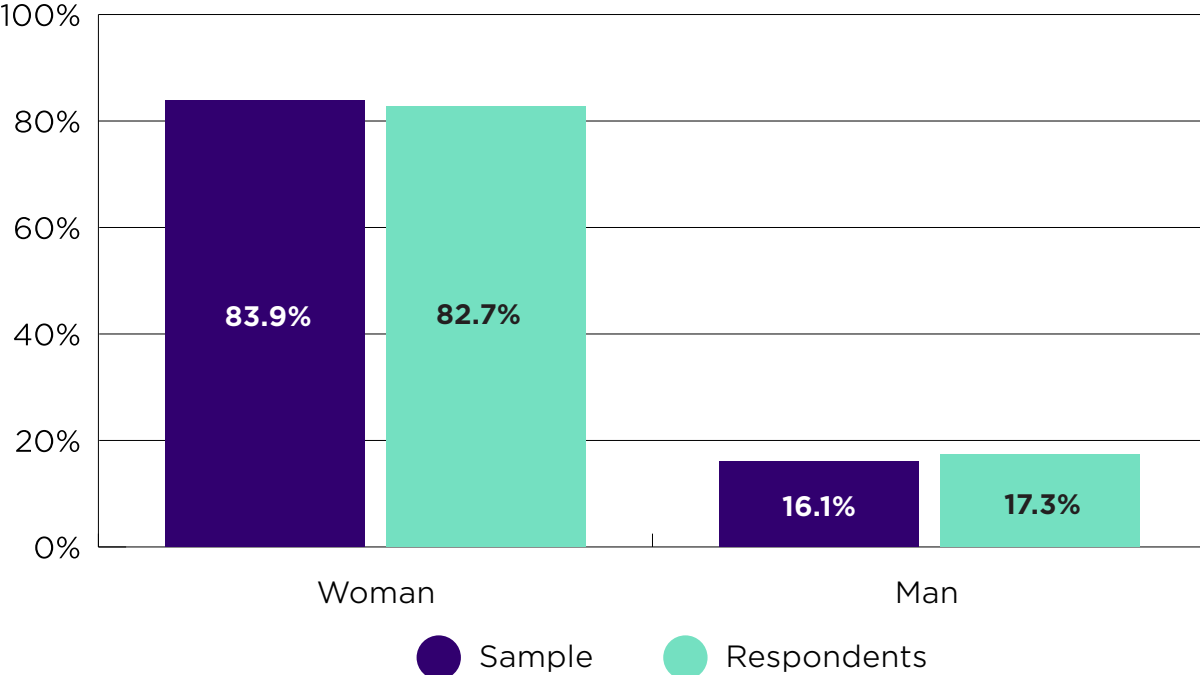
Respondents had trained in 108 countries and were currently practising in a UK country.

A breakdown of survey respondents compared to those of the total sample is provided below.

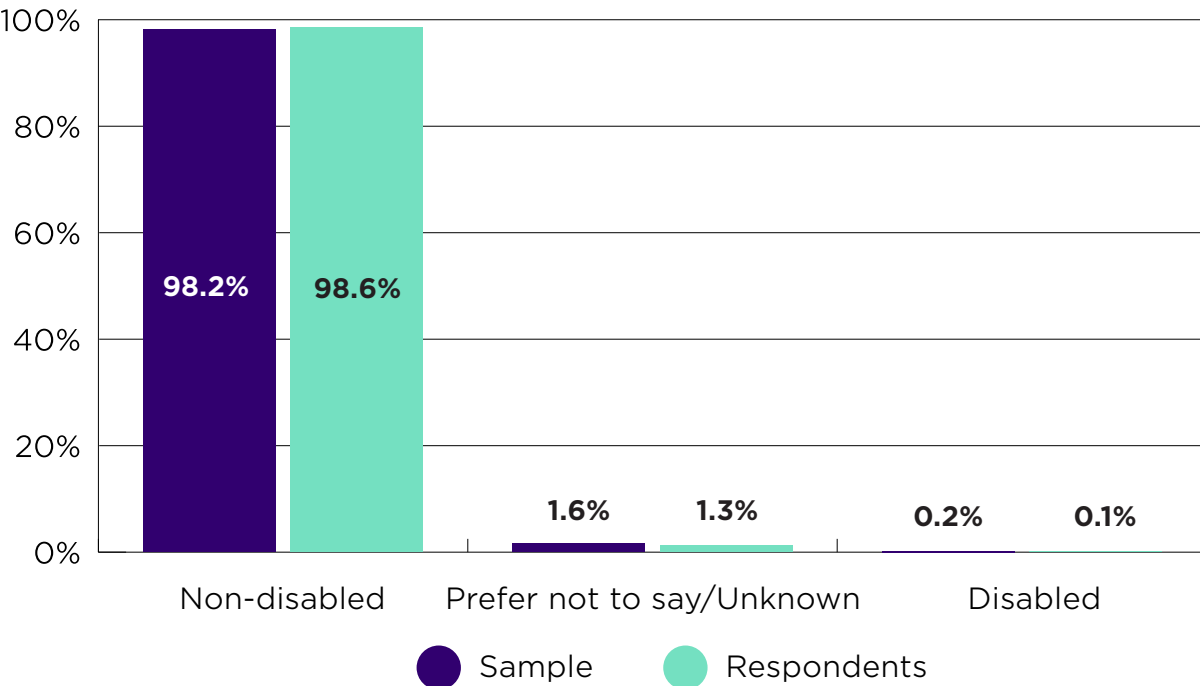
### Respondents by age



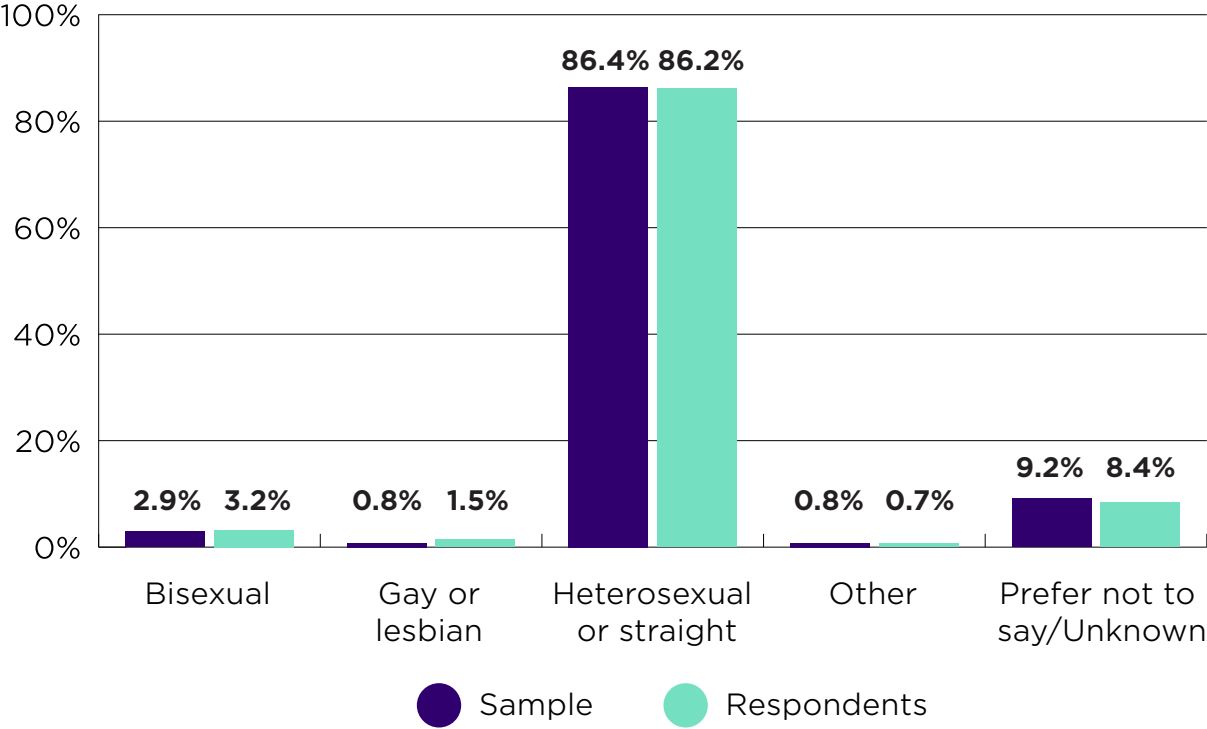
### Respondents by gender



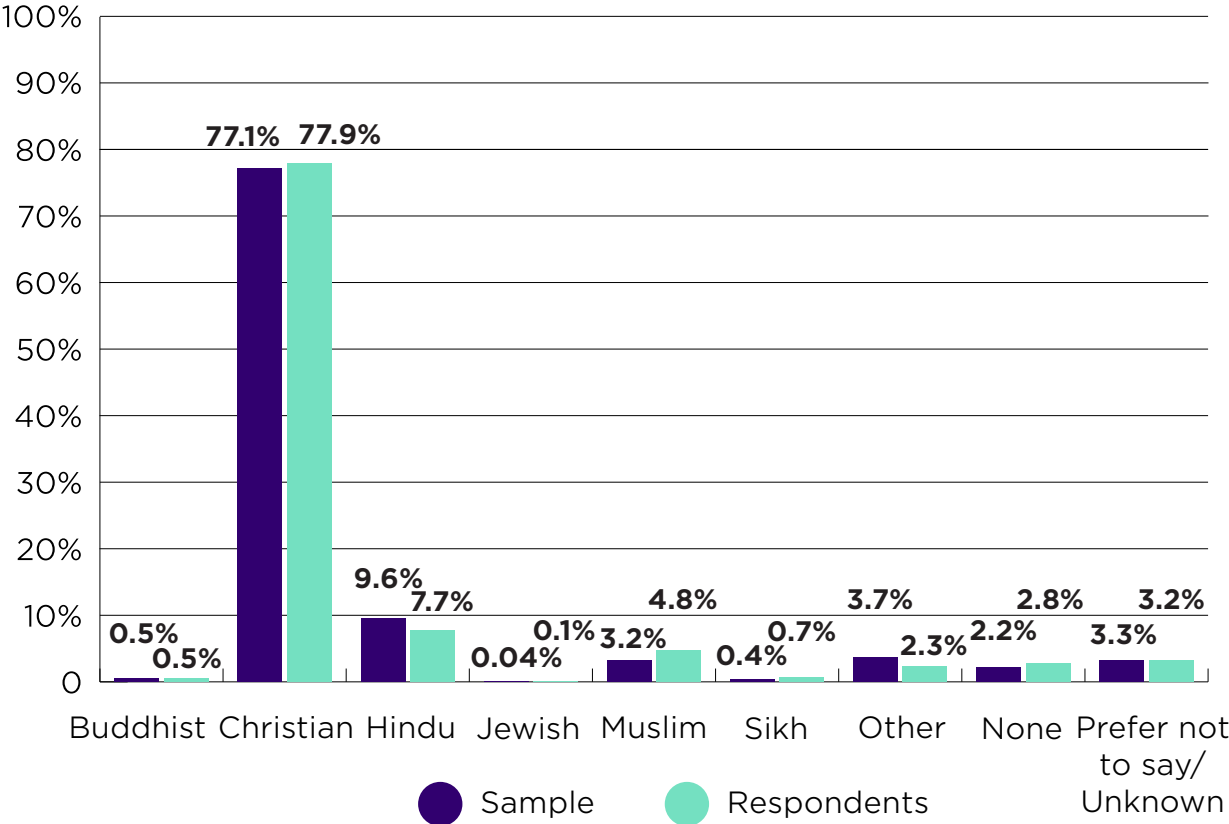
### Respondents by disability



### Respondents by sexual orientation



### Respondents by religion and belief



## Respondents by ethnicity

Age	Sample	Respondents
Arab	0.2%	0.3%
Asian - Any other Asian background	1.7%	1.5%
Asian - Bangladeshi	0.004%	0%
Asian - Chinese	0.6%	0.6%
Asian - Filipino	21.9%	16.5%
Asian - Indian	37.7%	31.6%
Asian - Pakistani	0.5%	0.4%
Black - African	25.5%	34.9%
Black - Any other Black background	0.3%	0.3%
Black - Caribbean	1.5%	1.9%
Mixed - Any other mixed/multiple ethnic background	0.004%	0%
Mixed - White and Asian	0.1%	0.3%
Mixed - White and Black African	0.1%	0.1%
Mixed - White and Black Caribbean	0.04%	0.1%
Other - Any other ethnic group	1.0%	1.0%
Prefer not to say	5.3%	5.5%
Unknown	0.1%	0%
White - Any other white background	2.6%	4.0%
White - English/Welsh/Scottish/Northern Irish/British	0.5%	0.7%
White - Gypsy or Irish Traveller	0.03%	0%
White - Irish	0.5%	0.3%

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# What we do

Our vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. As the independent regulator of more than 788,000 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 education and professional standards for nurses and midwives across the UK, and nursing associates in England. Second, we maintain the register of professionals eligible to practise. Third, we investigate concerns about nurses, midwives and nursing associates – something that affects a tiny minority of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.

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.



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