



NMC Professionals Survey Full Report 2025

February 2026

Context and Objectives

nmc
Insights

In March 2025, we launched a new survey that was sent to all professionals on our register to better understand their experiences

An **online survey** was sent to **842,460 professionals** between 25 March – 17 April 2025. We excluded those who had opted out of research. We received **37,961 responses** – a response rate of around 5%.

The aim of this research was to understand:

- What **professionals on our register are doing and where** (e.g. job setting, scope of practice and sector)
- Professionals' levels of **satisfaction with their work** and their **experiences**, including in the workplace and in providing care.

Some questions are replicated from the [General Medical Council \(GMC\) barometer survey](#) and the [NHS staff survey in England](#) to allow comparability across professions and sectors.

We've included comparisons with these surveys as well as other internal surveys we've conducted. **Comparisons should be treated with caution due to differences in sample and methodology.**

37,961
professionals
responded to our
survey. This
represents 4% of our
total register as of 30
September 2025

Questions covered topics such as **job role, work satisfaction, experiences in the workplace, wellbeing, perceptions of providing care, and career intentions.**

Respondents were broadly representative; however we heard from some groups slightly more, compared to our register

Those who were heard from were broadly representative of our register by profession and UK country.

They were also representative of many demographic characteristics of our register including gender, ethnicity, gender identity, religion and sexual orientation.

91%
nurses
- 92% -

6%
midwives
- 5% -

2%
nursing
associates
- 1% -

1%
dual qualified
professionals
- 1% -

■ [Those who responded to our survey](#)

■ [professionals on our register](#)

Older professionals
particularly those aged 56-65 were **overrepresented**.

26%

18%

Younger professionals
particularly those aged 21-30 were **underrepresented**.

10%

16%

Disabled professionals*
Were slightly **overrepresented**.

5%

3%

**Professionals
educated outside UK
and EU/EEA**
Were slightly **overrepresented**.

25%

21%

Whilst some groups were overrepresented or underrepresented, we studied each cohort individually and report only on statistically significant differences in this report.

Further detail on our sample, and comparisons to our register, can be found in our Annexe.

* In 2024 we changed how we classify disability to align it with the Office for National Statistics (ONS). This survey was sent out using our previous classification of disability. This means it is possible that some people classified as disabled here may not be classified as disabled under the new system and vice versa.

SAMPLE VALIDITY

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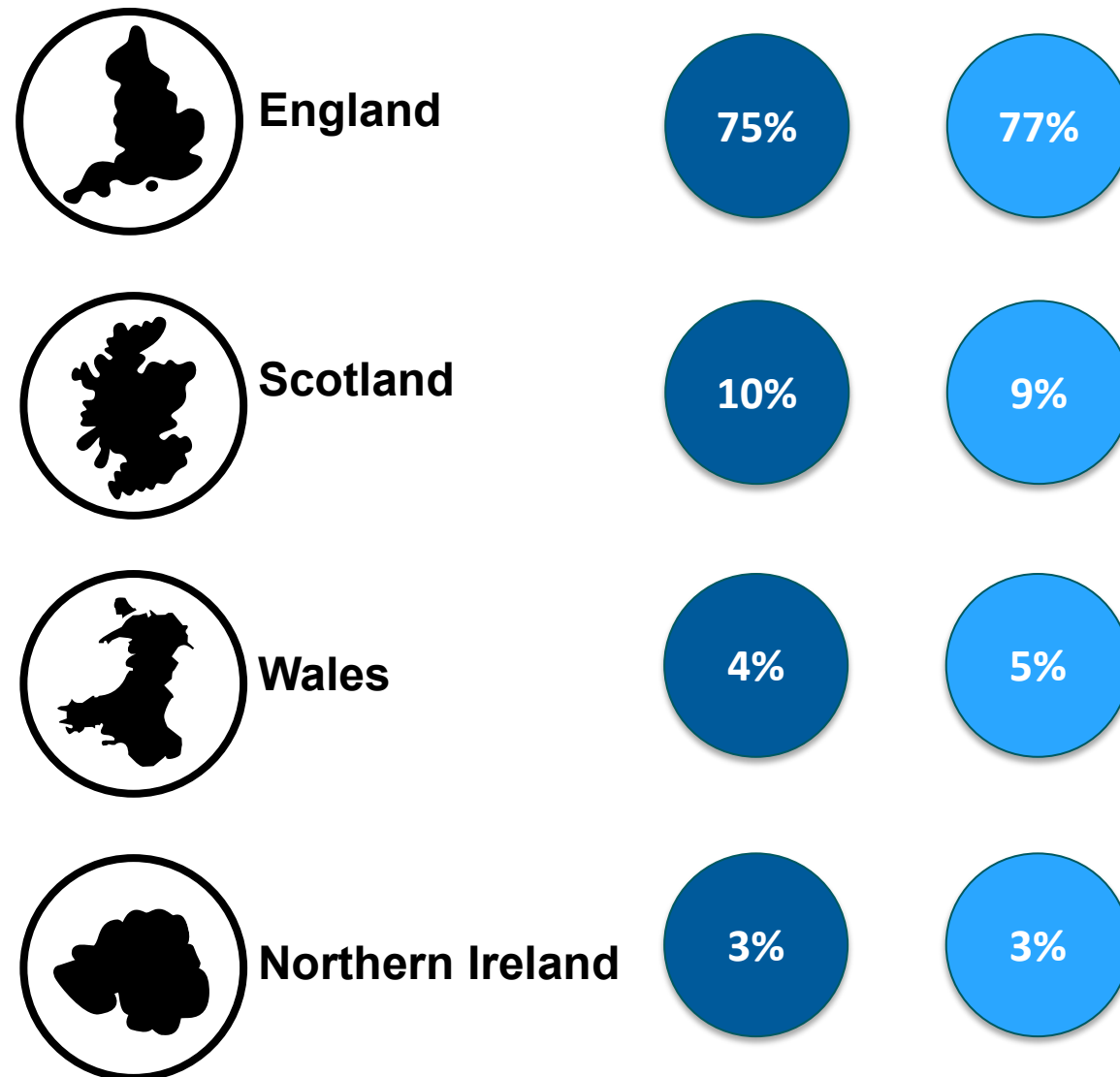
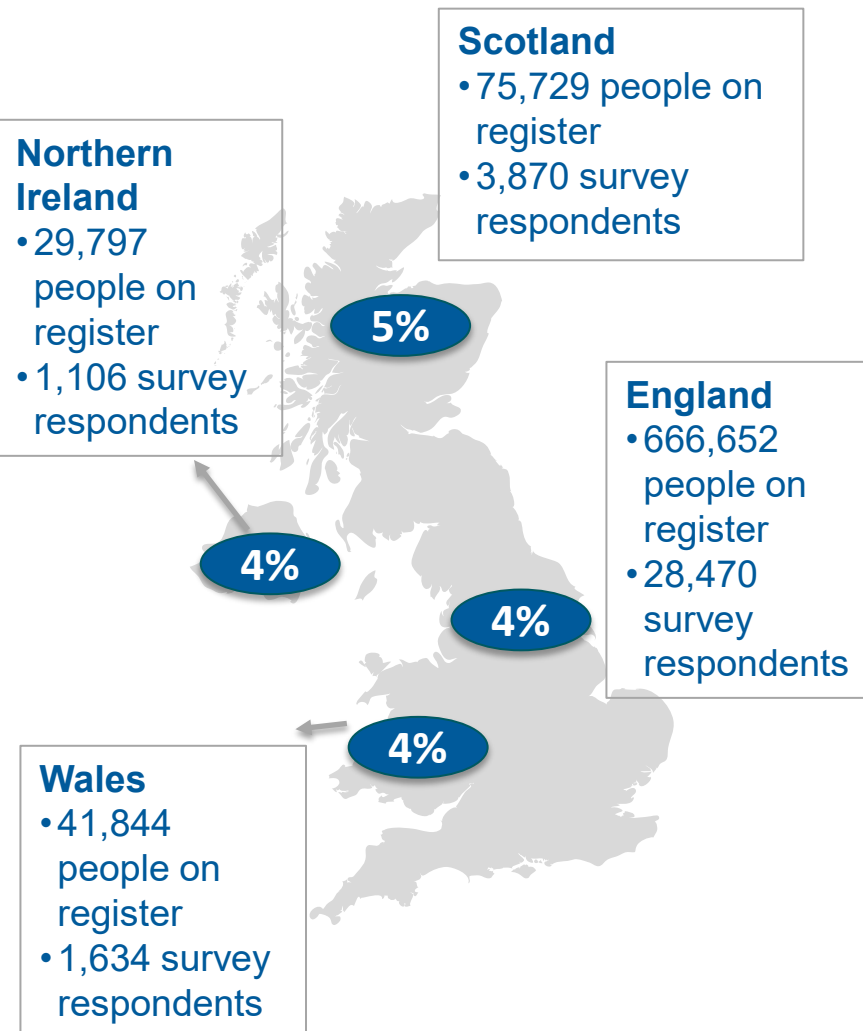
The high engagement of professionals from the NMC register gives us strong confidence in the experiences shared at a UK, national and even demographic audiences level

- The 37,961 people who responded to our survey were self-selecting (e.g. they voluntarily choose to participate rather than being randomly selected). However, respondents were broadly representative of our register in terms of demographics
- While there were some differences between our sample and the register (e.g. age), we opted not to weight the data due to overall similarities across many other interlocking demographic areas.
- Because of the large sample size and broadly representative sample we received, we have a high level of confidence in the experiences reported at a UK, national and to demographic audience level where sample size allows.
- In line with best practice, we report only on findings that are statistically significant (at 5% standard level) and to a 95% confidence level. Sample information for each question can be found at the bottom of each slide.
- The example below illustrates an example of our margin of error at a 95% confidence level:

	Example score	Margin of error
NMC registered professionals in the UK	23%	+/- 0.4%
NMC registered professionals in Scotland	28%	+/- 1.4%
NMC registered midwives in Scotland	34%	+/- 5.8%

UK COUNTRY




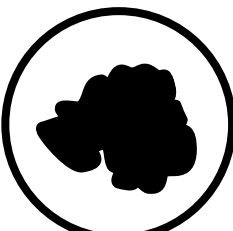
The number of survey respondents make up a small proportion of the register in each country but, the proportions of people we heard from in each UK country are similar to the proportions on our register



PROFESSIONS ACROSS THE UK

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The number of respondents by profession represent a small proportion of the overall register in each country

	Nurses	Midwives	Dual register	Nursing associates
 England	25,619 4%	1,834 5%	306 6%	711 5%
 Scotland	3,569 5%	276 7%	25 8%	0 0%
 Wales	1,545 4%	72 3%	14 4%	3 7%
 Northern Ireland	1,002 4%	81 6%	23 7%	0 0%

Survey respondents by UK country and profession as percentage of NMC register (as of 30 September 2025)

WHERE

Most professionals we heard from were currently practising, directly employed, working for the NHS/HSC and in hospitals

Of those we heard from...

94%

Currently
practising

Of those **revalidating in 2024/25***,
59% worked in hospital/secondary care
5% worked in GP practices/primary care
6% worked in the care home sector

Most common work settings for professionals who
were currently practising:

59% in Hospitals/secondary care
10% in GP practices/primary care
7% in Care homes

Of those
practising:

83%

Worked for the
NHS/HSC for their
main job

For those who **revalidated in 2024/25***:
65% worked in adult and general care nursing
10% worked in mental health nursing
6% worked in children and neo-natal nursing
5% worked in midwifery

Most common scope of practice for professionals who
were currently practising:

63% Adult and general care nursing
12% Mental health nursing
7% Children and neo-natal nursing
7% Midwifery
6% General practice nursing

Of those
practising:

91%

Directly employed
(part or full time) for
their main job

For those who
**revalidated in
2024/25***:
94% employed
directly (not
via agency)

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Further detail on professionals who were practising, their sector, contract type, work setting and scope of practice, can be found in our Annexe.

*Note: Our professionals survey and revalidation data do not include the exact same response options on these questions, which may explain some of the variation between the data sources. For example, our professionals survey did not include a community setting option for work setting, in addition revalidation data does not capture those whose scope of practice is general practice nursing.

Summary

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Areas of general satisfaction

- Over half of professionals (58%) reported they were satisfied with their day-to-day work.
- Interacting and working with people in their care is a key reason for satisfaction but around a quarter are struggling
 - Interacting with people in their care and making a difference in their lives was a key reason for satisfaction.
 - 89% agreed they had positive relationships with people in their care.
 - Around a quarter (26%) of professionals were '**struggling**'. A similar proportion (23%) were at **high risk of burnout**.
- Many professionals reported positive relationships with colleagues
 - Having a good team, colleagues and managers was also reported as a key reason for those feeling satisfied.
 - Around 8 in 10 (80%), agreed that they had **positive relationships with immediate colleagues**, 69% agreed that they were part of a supportive team.
 - Over half agreed (53%) they felt support by senior health and care staff.

Challenges and barriers

- Around a third (32%) were dissatisfied with their day-to-day work; this was higher for midwives.
 - The same proportion (32%) reported difficulty providing sufficient levels of care at least weekly.
- Staffing and workload are key challenges and barriers to safe and effective care
 - Understaffing/workload were key reasons for feeling dissatisfied and **staffing and workloads** mentioned as top barriers to safe, effective and kind care (72% for both).
 - Poor leadership (48%), low morale (58%) and bureaucracy/admin (53%) also mentioned by many as key barriers.
- Many professionals reported experiencing bullying, harassment, abuse and discrimination in the past year
 - Over half (58%) have experienced **bullying, harassment or abuse at least once** from those in their care/the public over the past year.
 - Around 4 in 10 professionals reported experiencing **discrimination** in the past year, with this more common for those working in England. Nearly half of these said this because of their ethnic background.

Recommending profession

- Only a small minority (12%), were likely to recommend a career in nursing and midwifery to family/friends.
 - 65% of professionals were unlikely to recommend the profession.
 - Of those feeling satisfied, some noted pride in the profession, others, particularly those feeling dissatisfied noted challenges around progression and opportunities and feeling undervalued as a profession.

The challenges reported in our survey are well known to professional leaders in the four countries of the UK, and addressed by nursing and midwifery strategies

Work satisfaction

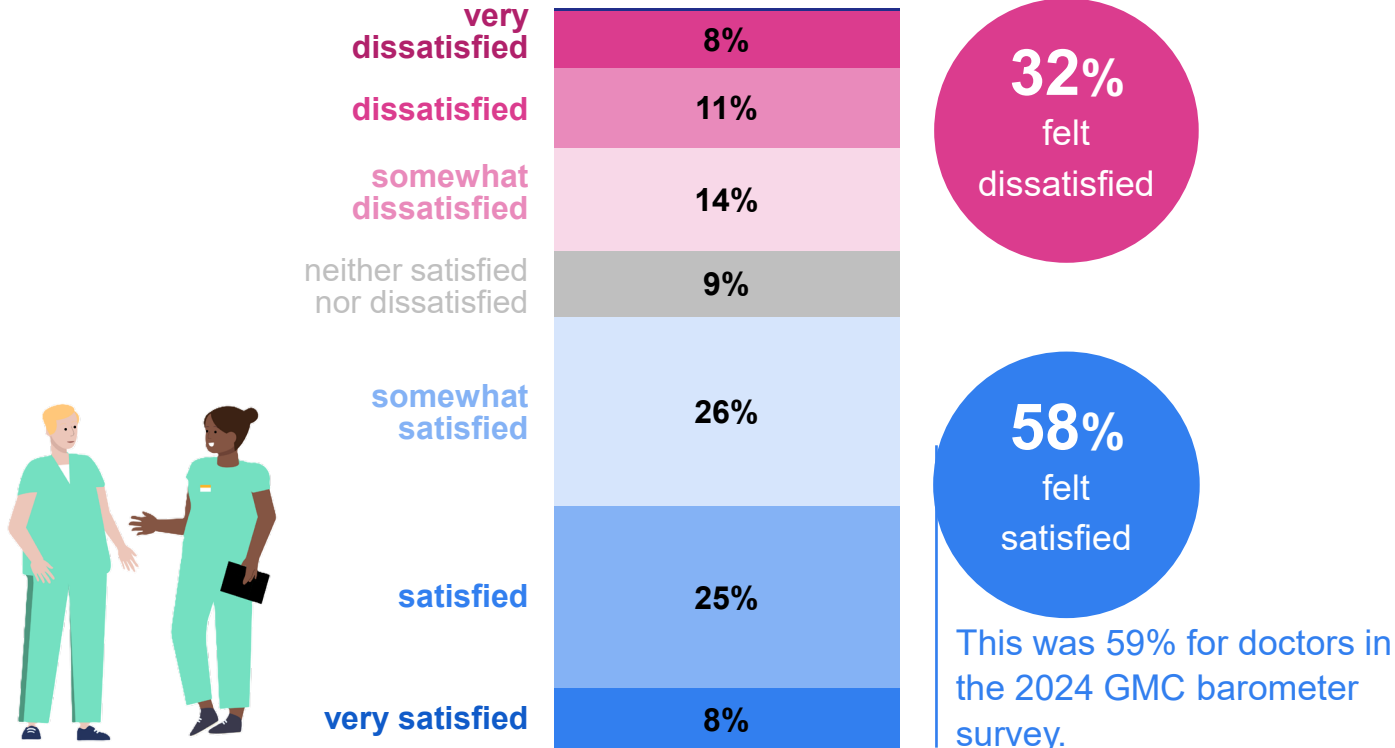
Over half of respondents feel satisfied with their work, yet only a small minority are likely to recommend nursing or midwifery as a career

General feelings surrounding working in the profession

Over half of respondents reported feeling satisfied with their day-to-day work, whilst a third felt dissatisfied

Satisfaction with day-to-day work

Practising professionals - %



Midwives, those working in **Scotland** and/or those who are **disabled** (41% for all) more commonly reported feeling **dissatisfied**.

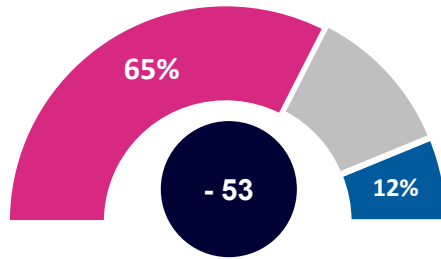
Those working for the NHS/HSC (34%) more commonly felt **dissatisfied** (23% for independent services, 18% for Voluntary organisations).

Older adults (aged above 66), those **educated outside the UK and EU/EEA**, **Asian and Black** professionals and those **new to the register** more commonly reported feeling **satisfied**.

*Asian and Black professionals who were educated outside the UK and EU/EEA were particularly more likely to feel **satisfied** compared to those UK educated.*

Only a small minority of professionals likely to recommend a career in nursing and midwifery

Promoters, detractors and neutral Practising professionals - %



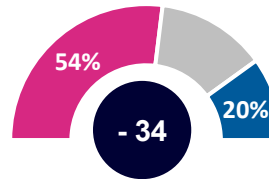
■ Detractor (0-6)
■ Neutral (7-8)
■ Promoter (9-10)

Overall, **12%** of respondents likely to recommend the profession, **65%** were unlikely to recommend it, an NPS* score of **-53**.

1

Midwives, those working in **Scotland**, and/or **disabled** professionals, were less likely to **recommend their profession**.

Leavers - %



Our leavers survey found that those leaving our register were more likely to **recommend the profession** (20%).

2

Internationally educated (particularly those educated outside the UK and EU/EEA), **Asian and Black** professionals were more likely to **recommend the profession**. This was consistent across different job settings.

Asian professionals educated outside the UK and EU/EEA were particularly likely to **recommend the professions**, compared to those UK educated.

3

Those working in **care homes, social care** or **independent services** were more likely to **recommend the profession**.

Whilst the majority working in **care homes** worked for **independent services**, those working in care homes within the NHS/HSC were also more likely to **recommend the profession**.

Making a difference to lives and delivering quality care key reason for satisfaction, dissatisfaction often surrounded barriers to this

Reasons for satisfaction*

Fulfilment working with people in their care



Positive interactions with people in their care, making a difference to people's lives and having support from colleagues to deliver high quality care

Satisfaction with job and work environment



Satisfaction with their specific role or area/specialism; team, colleagues and managers or work environment.

Pride in profession and opportunities



Some spoke about **career opportunities** given to them and noted a lot of **pride in the profession**

***For those that gave 'Satisfied' score, many still referenced challenges regarding workload, staffing and support. In addition, some spoke about challenges regarding pay, progression and career opportunities**

Reasons for dissatisfaction

Poor management, leadership and workplace culture



Many spoke about organisational issues, such as **poor leadership, low morale and an inadequate work environment.**

Understaffing and lack of support



Others talked about **workloads and staffing levels**, including low levels of staffing to cover work, lack of support and working outside hours.

Paperwork and admin



Some spoke about **the volume of paperwork, computer work and other responsibilities** limiting time spent with **people in their care.**

Unable to give care quality they would like



Several spoke about **workload, staffing and effective leadership** preventing them giving good care quality, with some noting care sometimes feeling unsafe.

Feeling undervalued



Many spoke about **not feeling valued as a profession**, including issues regarding pay or specific circumstances/background meaning they were not taken seriously.

“

I am a nurse for more than 30 years and still very much dedicated to work as a nurse. The **fulfilment, satisfaction and happiness** when I see my patients going home with smile and expressing their gratitude, those are the priceless scenes. Though sometimes there are patients that are hard to please... it might not be perfect, but always available to give care.

Nurse: Female, England, Aged 56-60

“

I feel unsupported to provide the quality of care I wish to provide. I feel that we are so **short staffed** that everyone is broken from **mental, emotional and physical exhaustion**. It's so sad. I feel the service only runs on the good nature of the wonderful midwives that work there and the fumes of energy they have left.

Midwife: Female, England, Aged 31-40

The factors feeding into feeling satisfied or dissatisfied fall under three core elements which we will cover in this report

Themes

Theme 1: Work environment

Support, autonomy and
experiences of
bullying/discrimination

Theme 2: Workload and wellbeing

Challenges with
workload, stress and
burnout

Theme 3: Delivering quality care

Ability to deliver this
and any barriers



Theme 1: Work environment

Professionals reported challenges around leadership support. In addition, many had experienced harassment, bullying or abuse from those in their care

Theme 1

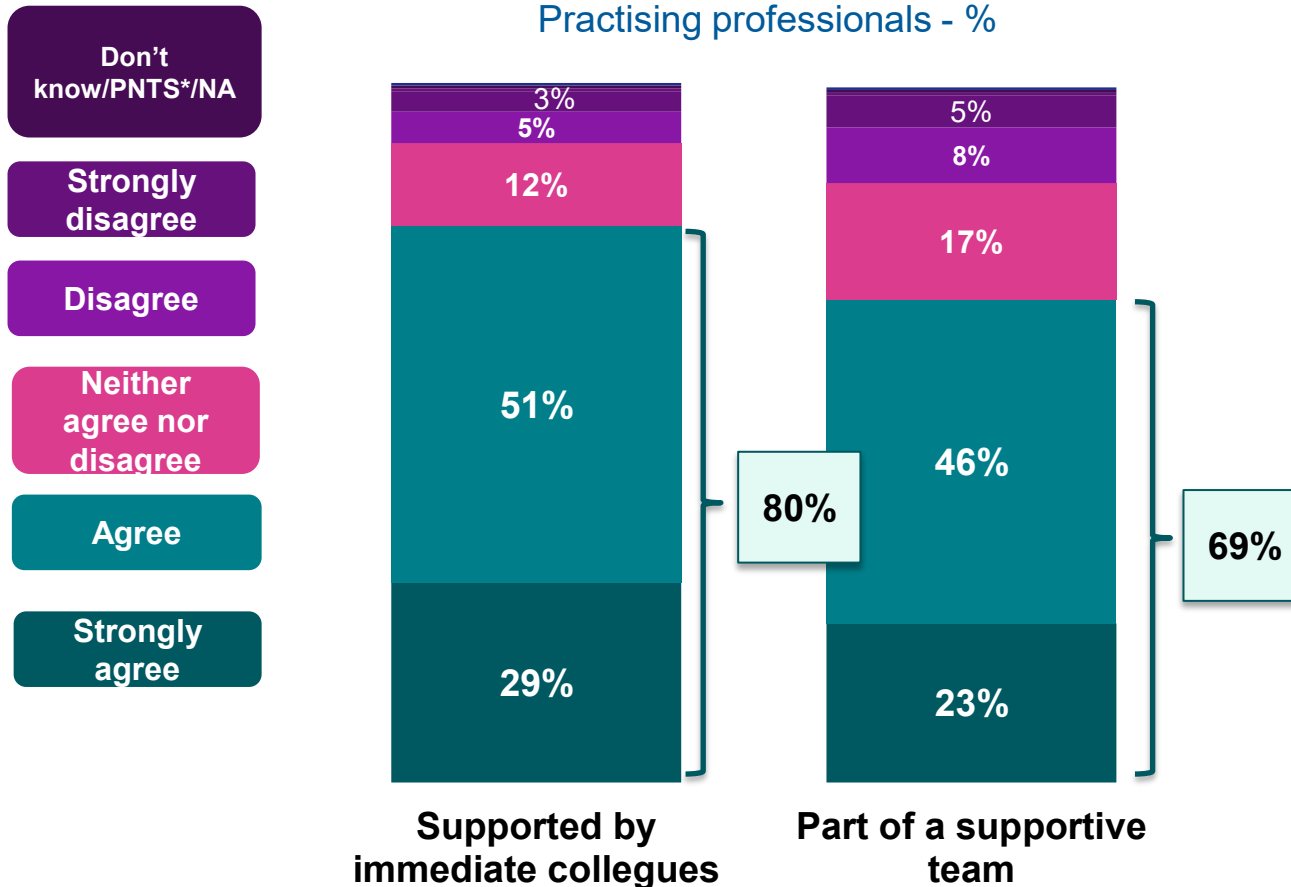
Part 1: Support and autonomy



Professionals generally felt supported by immediate colleagues, however felt less organisational and leadership support.

Many professionals felt supported by immediate colleagues, however this was slightly lower for Asian and Black professionals

Agreement with statements Practising professionals - %



Internationally educated professionals (74%) were less likely to feel **supported by immediate colleagues**, compared to those educated in the UK (82%).

Asian (73%) and Black (74%) professionals, were less likely to agree with this, compared to **White (83%)** professionals. *This trend was consistent when looking at both UK and internationally educated professionals.*

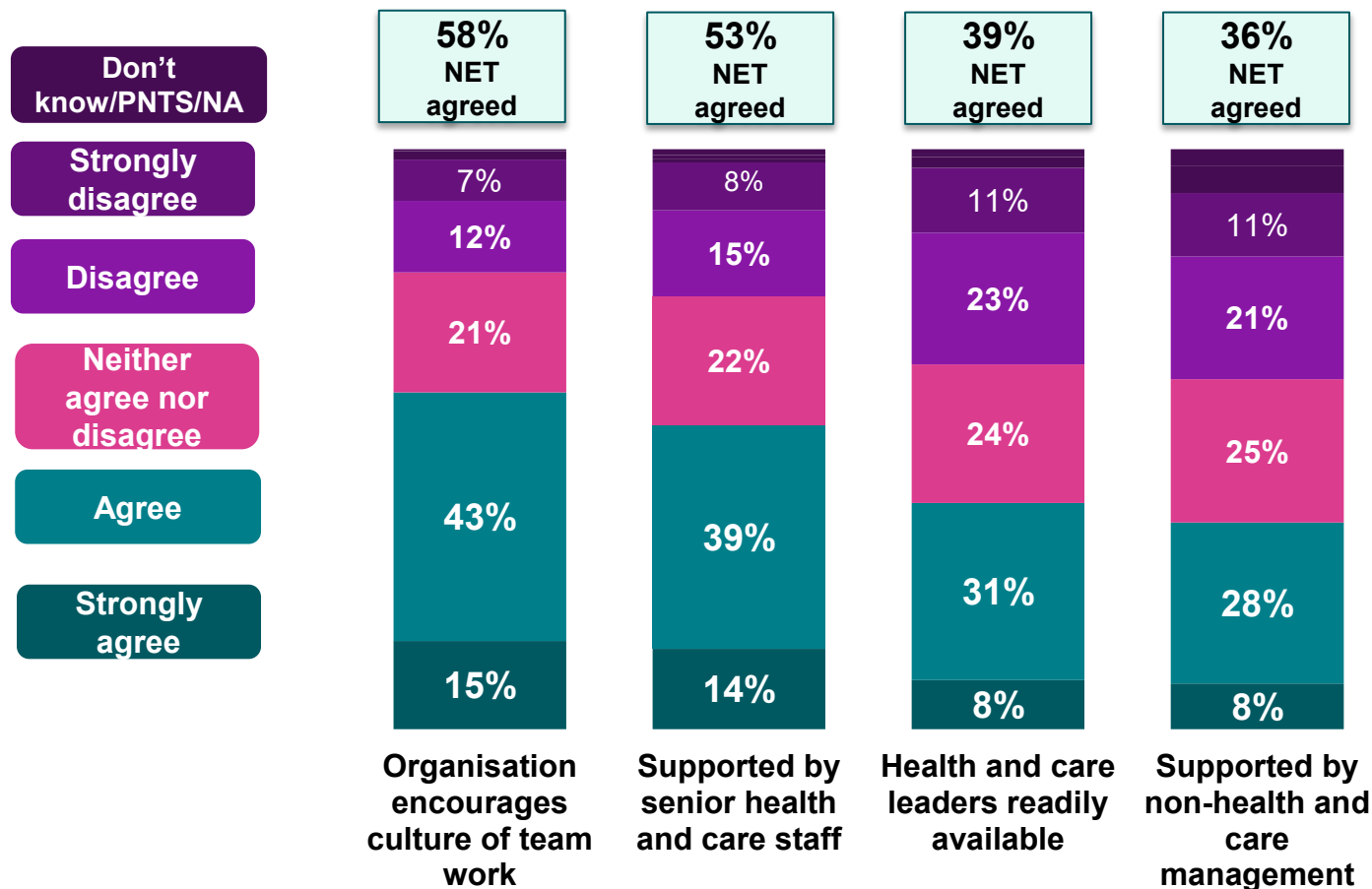
Those working for **voluntary organisations (80%)**, were more likely to agree that they were **part of a supportive team**.



Most professionals feel supported by senior health and care staff but fewer feel they are available

Agreement with statements

Practising professionals - %



Over half (53%) agreed they felt supported by senior health and care staff and that their organisation encourages a culture of team work (58%).

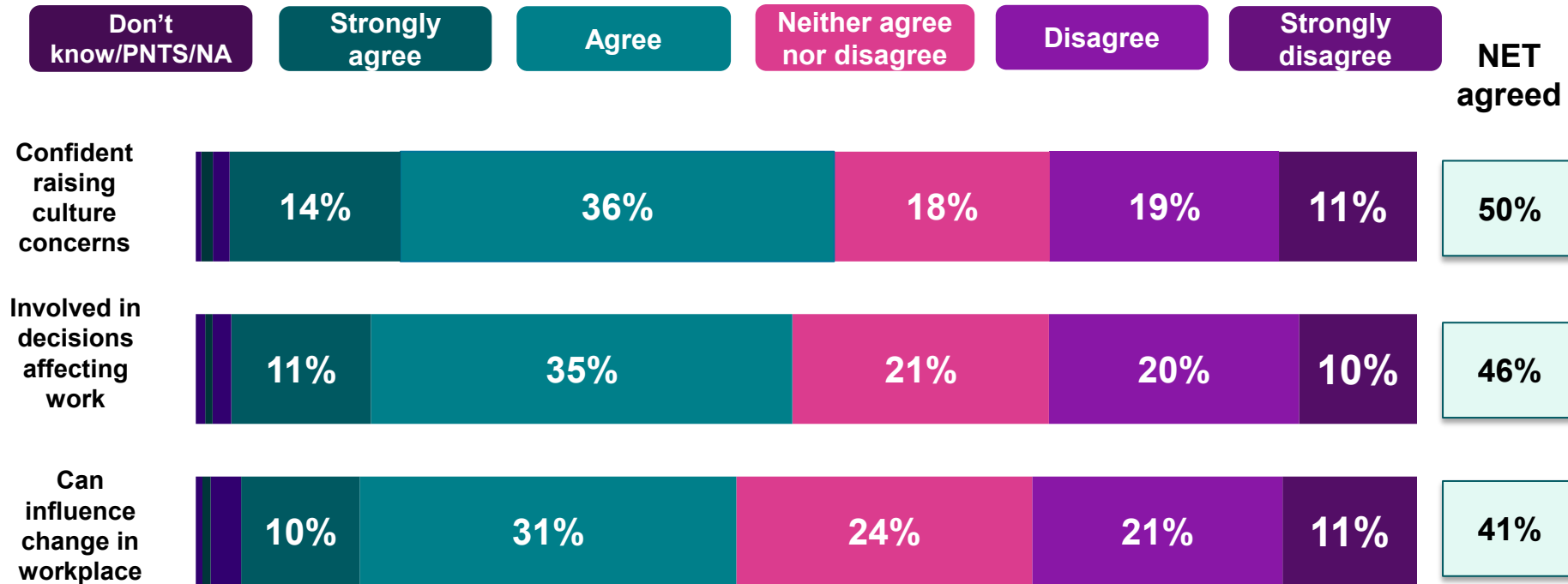
Fewer agreed (39%) on health and care leaders being readily available and feeling supported by non-health and care management (36%).

Midwives and those working in Scotland less likely to agree on managers/leaders being available and feeling supported by them.

UK or EU/EEA educated, disabled and LGB+* professionals were less likely to agree on all of these.

Half felt confident raising concerns about culture, with older professionals feeling more comfortable with this

Agreement with statements Practising professionals - %



Half of professionals (50%) agreed they felt **confident raising concerns about workplace culture**.

Fewer (46%) agreed that they were involved in decisions that affect their work, 41% agreed that they could influence change in their workplace.

Those who agreed they felt involved in decisions and able to influence change were more likely to report feeling satisfied and more likely to recommend the profession.

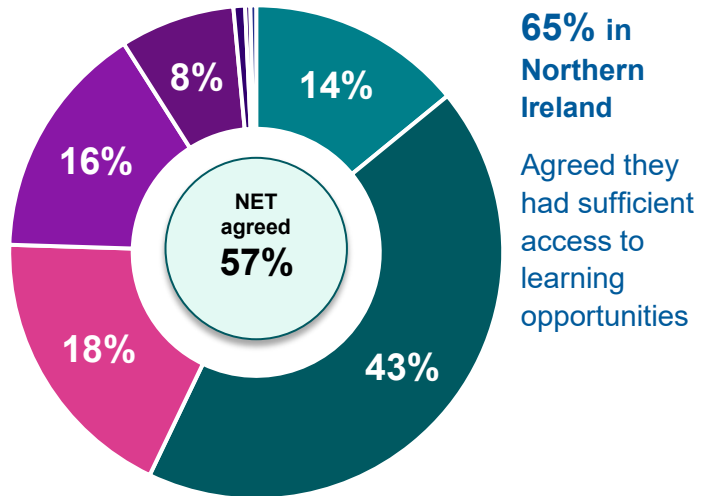
Midwives, disabled and LGB+ professionals were less likely to agree with these statements. Older professionals were more likely to agree.

Around 6 in 10 professionals agreed they had sufficient learning and development opportunities, highest in Northern Ireland

Agreement with statements

Practising professionals - %

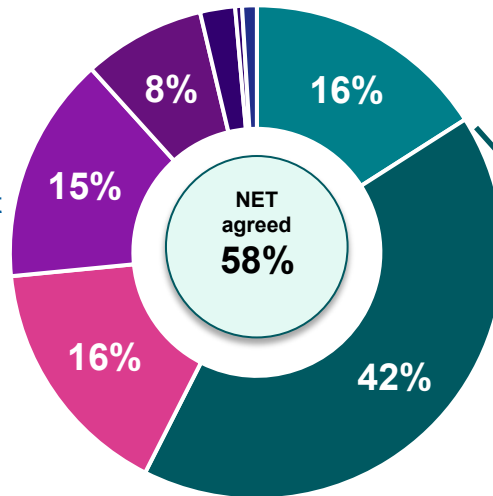
Access to learning and development opportunities



65% in Northern Ireland

Agreed they had sufficient access to learning opportunities

New colleagues receive a comprehensive induction



Lower proportions of those working in **Scotland** and **midwives** agreed that new colleagues received a comprehensive induction.

Those **new to the register (three years or less)** and those **educated outside the UK and EU/EEA**, were more likely to **agree** they had **sufficient access to learning and development opportunities** and **new colleagues received a comprehensive induction**.

Disabled professionals were more likely to **disagree** with both statements.

Those who agreed they had sufficient access to learning/development opportunities were more likely to report feeling satisfied and more likely to recommend the career.



Strongly agree

Agree

Neither agree nor disagree

Don't know/PNTS/NA

Disagree

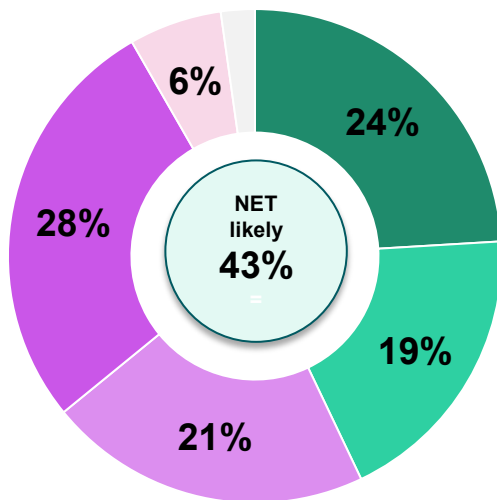
Strongly disagree

Nursing associates more likely to seek opportunities to progress, including further education and applying for more senior roles

Likelihood to make career changes

Practising professionals - %

Undertake further education with view to progress career



Very likely

Not very likely

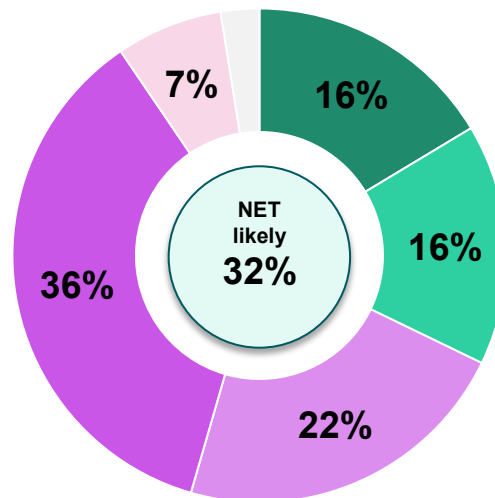
Don't know

Fairly likely

Not at all likely

Not applicable

Apply for a more senior role within profession



Around 4 in 10 (43%) said they were likely to undertake further education to progress their career. A third reported they were likely to apply for a more senior role (32%).

Nursing associates more commonly reported seeking opportunities to progress with 72% likely to undertake further education to progress their career and 45% likely to apply for a more senior role.

Those **internationally educated, and those from ethnic minority backgrounds** were also more likely to undertake further education to progress their career or apply for a more senior role.

Those feeling 'satisfied', more likely to undertake further education to progress their career (49%) or apply for a more senior role (38%).



Part 2: Bullying and discrimination

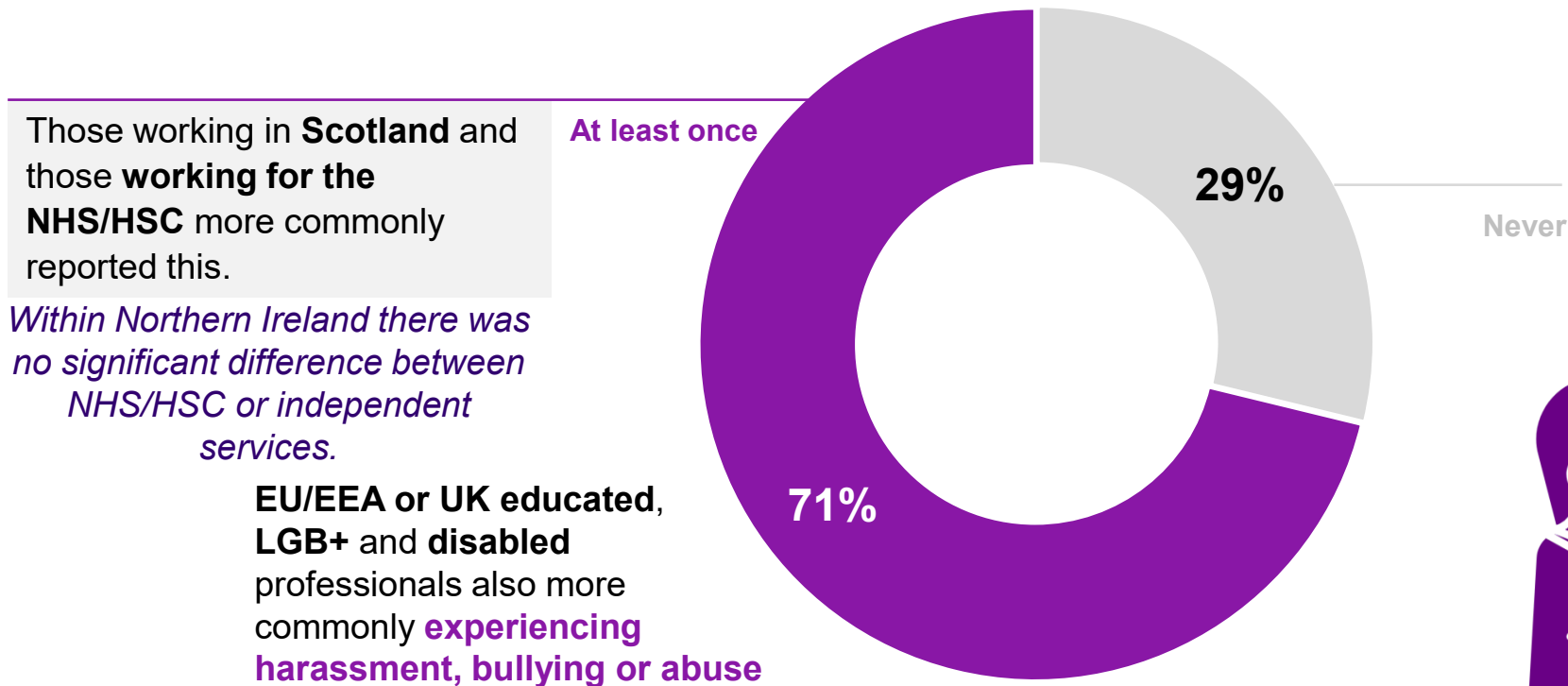


Around 7 in 10 professionals had experienced harassment, bullying or abuse in the past year, most commonly from members of the public.

Experiencing harassment, bullying or abuse was common among professionals, with 7 in 10 reporting this

Experience of harassment, bullying or abuse in the last 12 months

Practising professionals - %



Of those who experienced, harassment, bullying or abuse, **54% said they or a colleague had reported it.**



Harassment, bullying or abuse from members of the public more common, compared to from managers or colleagues

Experience of harassment, bullying or abuse in the last 12 months

Practising professionals - %

■ At least once ■ Never

Members
of the
public

58%

42%

Managers

35%

65%

Other
colleagues

41%

59%

Midwives more commonly reporting experiencing this from managers (40%)

Compared to nurses (34%)/nursing associates (27%).

Nurses/nursing associates slightly more likely to report experiencing this from the public (58% and 59% respectively), compared to midwives (54%).

Harassment, bullying or abuse from the **public** more common for those working in:

- Prisons
- Telephone or e-health services
- Hospitals or secondary care

The 2024 NHS staff survey in England found that 35% of registered nurses and midwives reported experiencing harassment, bullying or abuse from the public, 10% from managers and 21% from other colleagues.

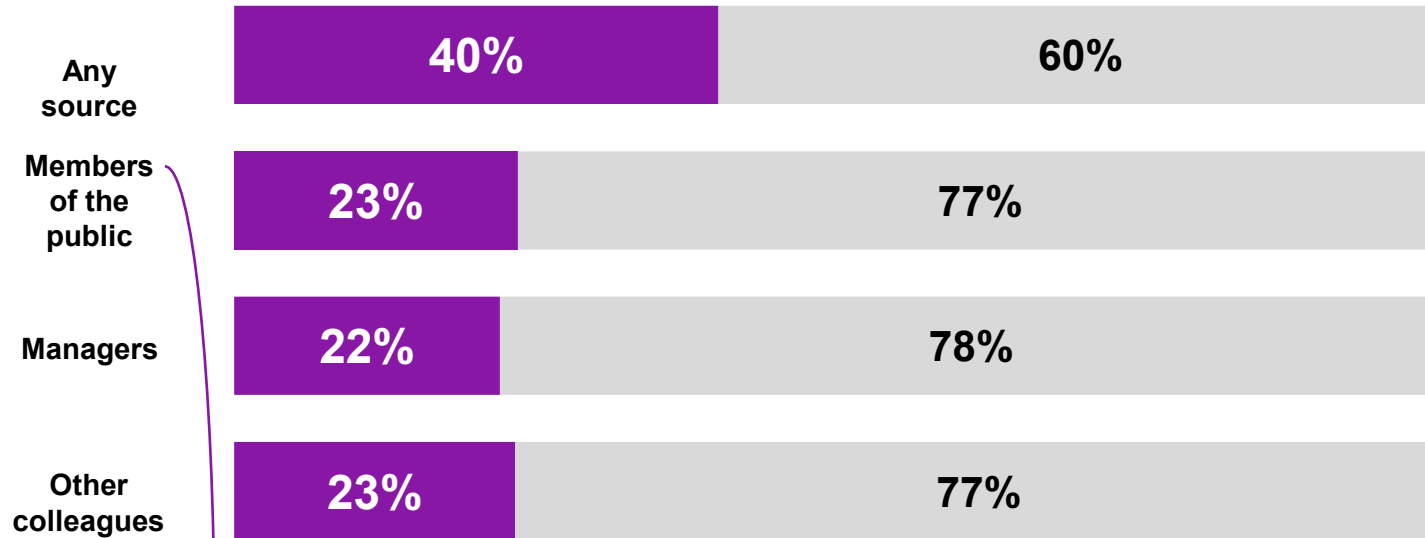
Those who frequently reported experienced harassment, bullying or abuse from managers/colleagues were more likely to report feeling dissatisfied, than those who experienced it from the public.

Around 4 in 10 reported experiencing discrimination in the past year, this was more common for those working in England

Experience of discrimination in the last 12 months

Practising professionals - %

■ Yes ■ No



Nurses and nursing associates (24% for both) more commonly reported experiencing discrimination from the public, compared to midwives (16%).

Those working in England (41%) more commonly reported experiencing discrimination, compared to those working in Scotland (37%), Wales (38%) or Northern Ireland (38%).

Those internationally educated more commonly reported experiencing discrimination (53%), compared to those UK educated (35%)

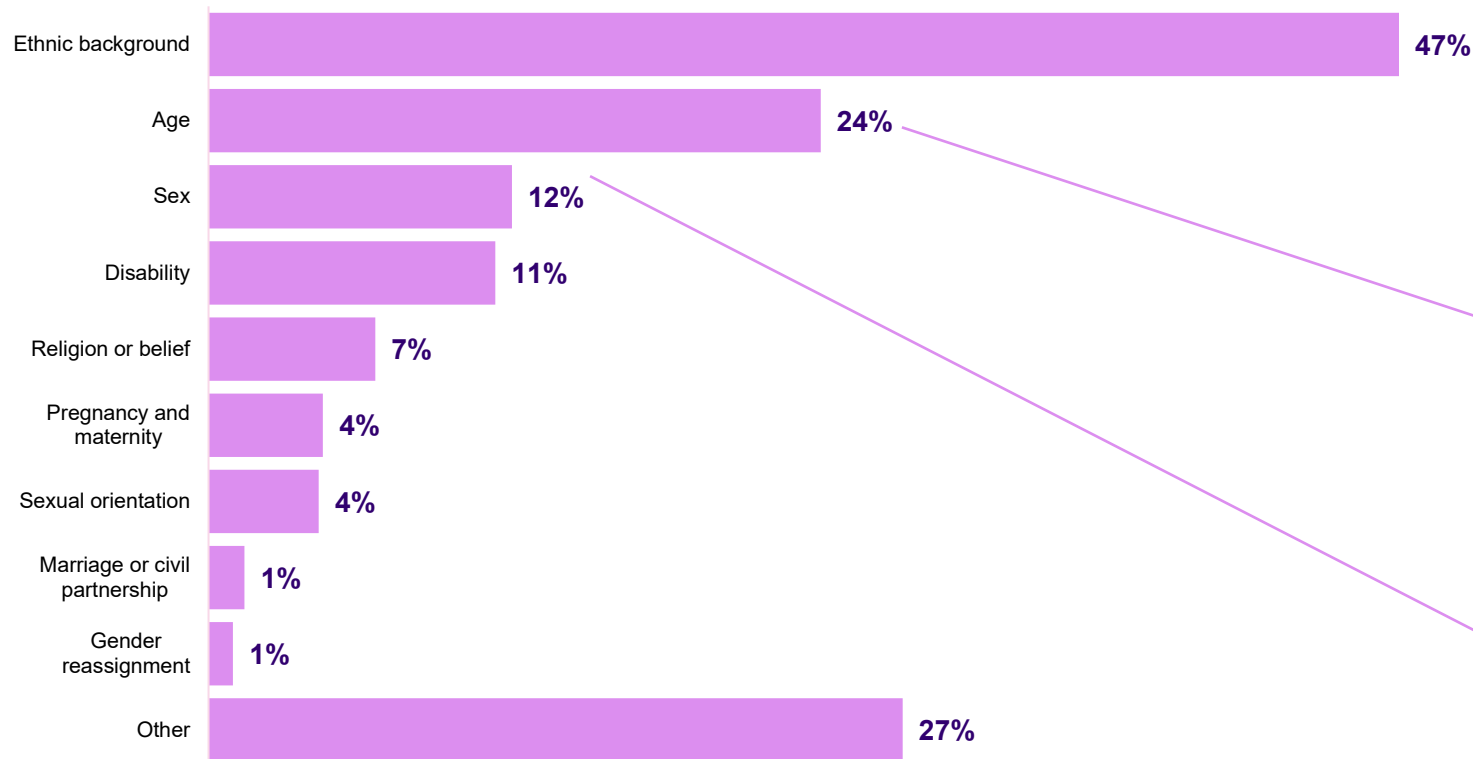
The proportion experiencing discrimination from the public, managers and other colleagues was similar.

In the NHS staff survey in England (2024), 14% of registered nurses and midwives reported experiencing discrimination from the public and 11% from managers/other colleagues.

Ethnic background and age noted as most common grounds of discrimination, amongst those experiencing it

Grounds for discrimination (for those who reported experiencing it)

Those who had experienced discrimination - %



Of those who experienced discrimination, the most common grounds were **ethnic background**, **age**, **sex** and **disability**.

Age discrimination most common amongst those **aged above 60** (50%) but was also quite common for **people aged 30 or below** (33%), and those **aged 56-60** (35%).

Males who had experienced discrimination more commonly reported this **based on their sex** (24%), compared to females (10%).



Theme 2: Workload and wellbeing

Around a quarter of professionals are 'struggling' - with a similar proportion at high risk of burnout

Theme 2

Part 1: Workload and pressures

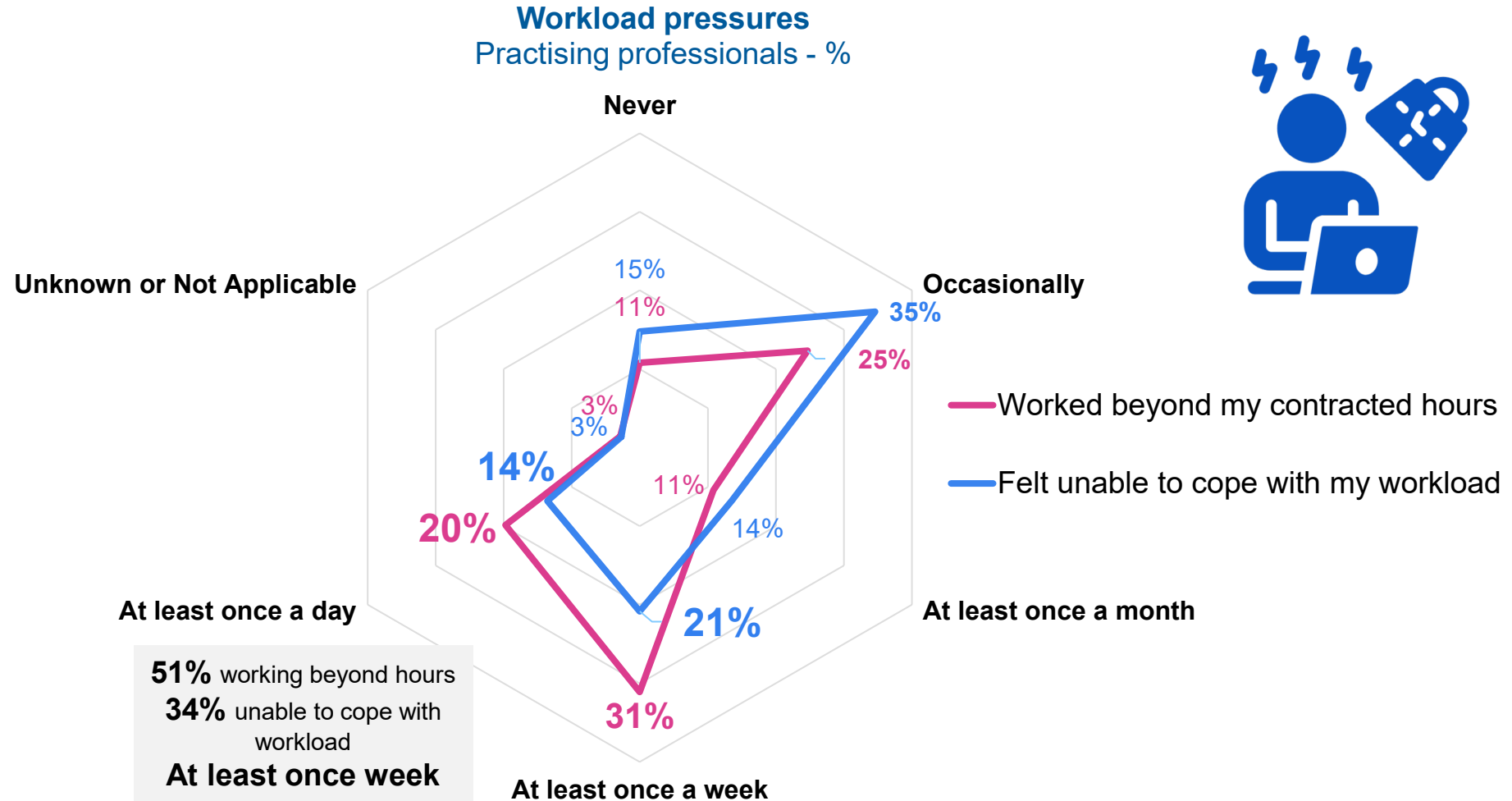


Around a quarter of professionals reported to be struggling at work (i.e. working beyond their contracted hours and feeling unable to cope with their workload at least weekly).

Midwives and nurses were more likely to work beyond their hours, whilst this was less common for nursing associates

- **51% of professionals reported working beyond their contracted hours at least once a week.** This was highest for midwives (68%), followed by nurses (50%), then nursing associates (38%). The proportion of doctors reporting this was 62% in the 2024 GMC barometer survey.

- **In addition, 34% reported feeling unable to cope with workload at least once a week** (47% of midwives). The compares to 33% of doctors in 2024.



Around a quarter of professionals reported to be 'struggling', this was higher for some groups

38%
managing

NA

26%
struggling

7%

24%
normalised

issues unrelated
to workload

Professionals were split into four categories to better understand the relationship between working beyond contracted hours and ability to cope. To allow comparison, this mirrored the categorisation that the GMC have used in the analysis of doctors in their annual barometer survey.

Managing: working beyond contracted hours less than weekly and unable to cope with workload less than weekly. Professionals with a manageable workload made up 4 in 10 respondents (38%).

Normalised: working beyond contracted hours at least weekly but unable to cope with their workload less often than this. Around a quarter of professionals (24%) fell into this category.

Issues unrelated to workload: unable to cope on at least weekly but not working beyond their contracted hours regularly. Only 7% of professionals fell into this category.

Struggling: those who are working beyond contracted hours at least weekly and feel unable to cope with workload at least weekly. Around a quarter (26%) of professionals fell into this category.

The proportion of **doctors** 'struggling' was 29% in the 2024 GMC barometer survey.

Midwives (particularly those working in Scotland) and those working for the NHS/HSC **more commonly reported struggling**.

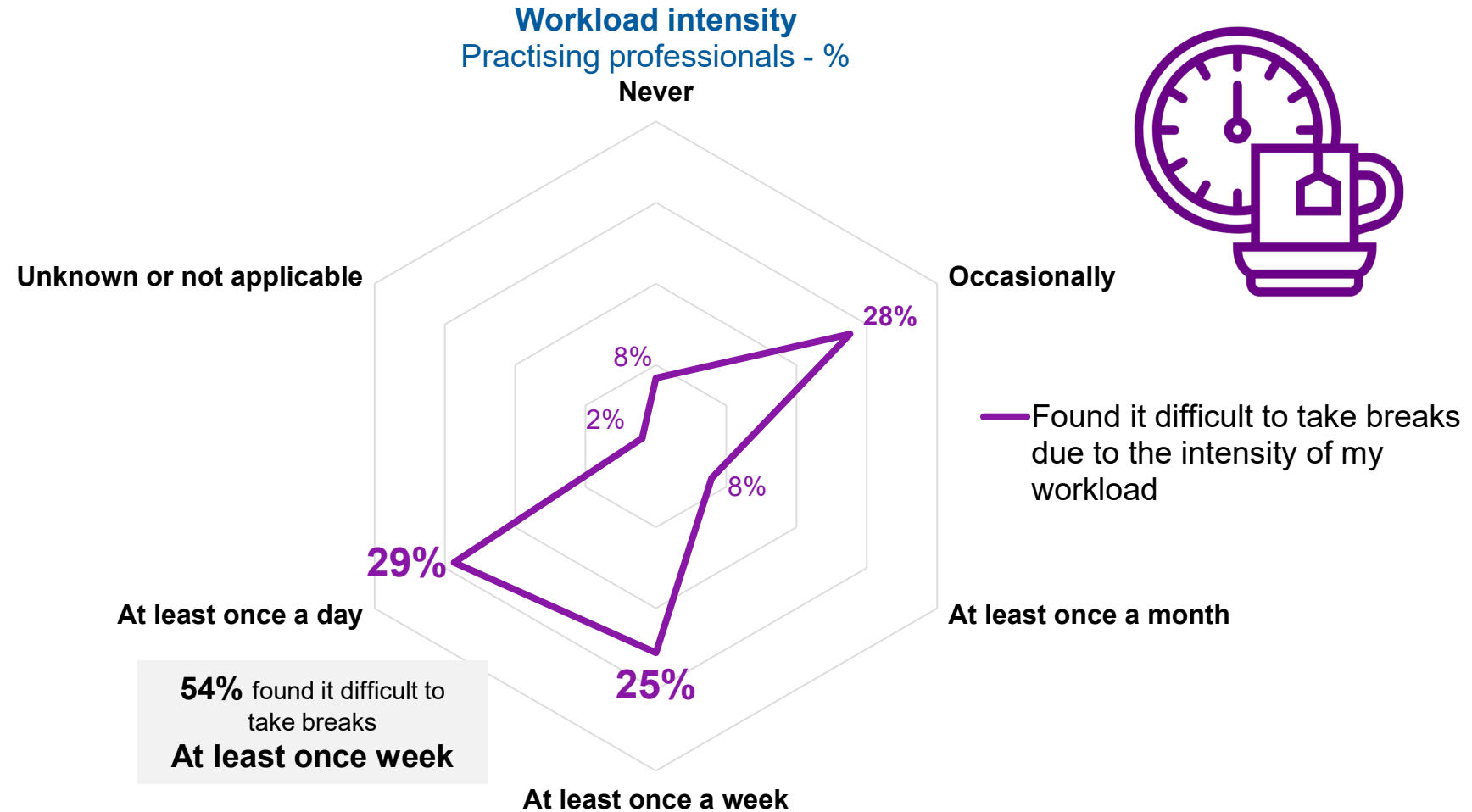
Other groups **more likely to be struggling** included UK educated, those aged 41-55 and disabled professionals.

Over half found it difficult to take breaks due to their workload at least once a week, this was highest for midwives

Just over half of professionals (54%) reported finding it difficult to take breaks due to the intensity of the workload at least once a week.

This was highest for midwives (72%).

60% of doctors reported this in the 2024 GMC barometer survey.



Many reported taking on responsibilities outside their role, including those of junior colleagues and non-health or care staff

Undertaken activities of others

Practising professionals - %

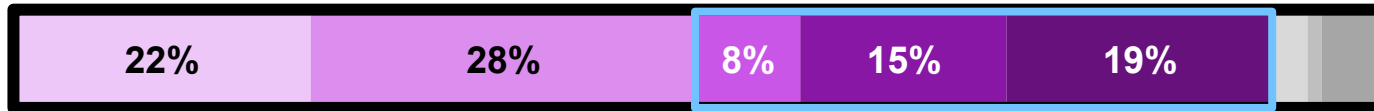
Never Occasionally At least once a month At least once a week
 At least once a day Don't know Prefer not to say Not applicable

...undertake activities usually completed by a **health or care colleague who has a more junior role**



45% of professionals reporting being asked/required to undertake activities usually completed by colleagues in a more junior role **at least monthly**

...undertake activities usually completed by **non-health or care staff**



42% reported being asked/required to undertake activities usually completed by non-health or care staff role **at least once a month**

...undertake activities usually completed by a **health or care colleague who has a more senior role**



40% reported being asked/required to undertake activities usually completed by colleagues in a more senior role **at least once a month**

Midwives (51%) and Nursing associates (50%) were more likely to report undertaking activities by **those in a more junior role** at least monthly, compared to nurses (44%).

Those working in Scotland, UK or EU/EEA educated, aged 30 or below and/or disabled were more likely to report this.

Refusing additional work and reducing hours most common adjustments made due to pressure on workload or capacity

Actions taken due to workload and capacity

Practising professionals - %, multi-select

The most common **adjustments made to work** included refusing to undertake additional workload (24%), reducing contracted hours (19%) and moving to a role working less directly with people in care (11%).

1

Refusing additional workload was the most common adjustment and even **more highly reported for doctors (39%)** in the 2024 GMC barometer survey.

2

Those who were 'struggling' were more likely to refuse additional workload (36%) and reduce their contracted hours (27%).

Considered or taken steps towards leaving the nursing and midwifery profession

Planned or considered an early retirement

1 Refused to undertake additional workload

2 Reduced contracted hours

Taken a leave of absence due to stress

Applied or considered applying for a nursing or midwifery job abroad

Moved to a role working less directly with people in care

Switched to bank/agency work

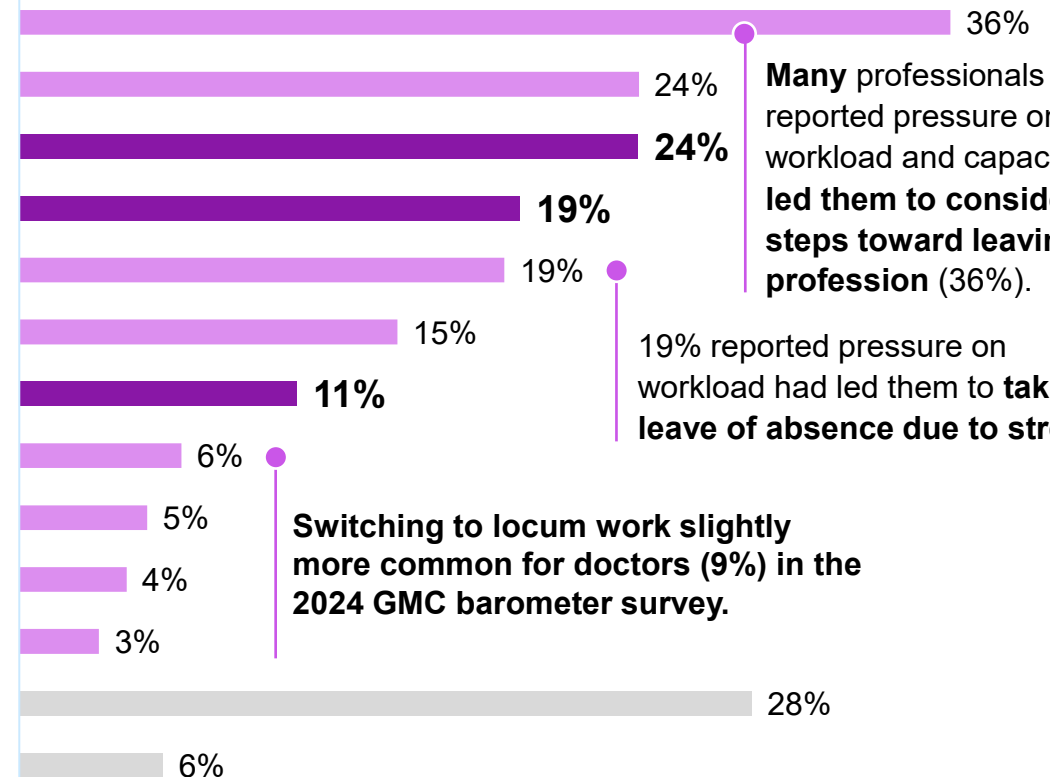
Moved into a private setting or increased proportion of time spent working privately

Retired and returned to working on a bank/agency basis

Taken a career break

None of these

Other



Many professionals reported pressure on workload and capacity had led them to consider/take steps toward leaving the profession (36%).

19% reported pressure on workload had led them to **take a leave of absence due to stress.**

Switching to locum work slightly more common for doctors (9%) in the 2024 GMC barometer survey.

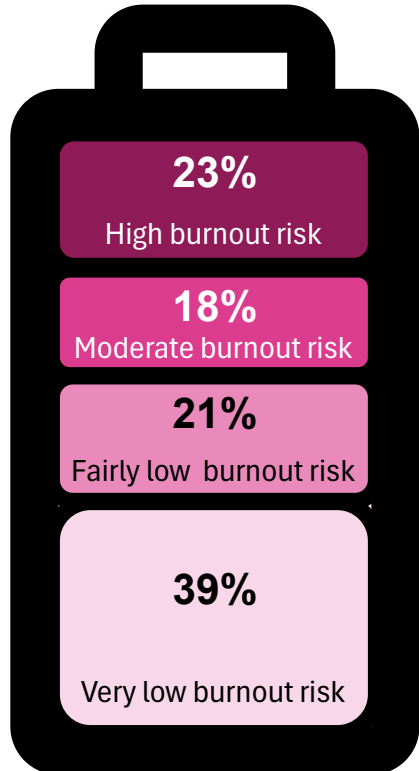
Part 2: Wellbeing



Around a quarter of professionals are at high risk of burnout. In addition, a third had taken a leave of absence due to stress in the past year.

Almost a quarter of professionals at high risk of burnout, with younger professionals aged 30 or below at higher risk

Burnout risk levels Practising professionals - %



Nearly a quarter of professionals (23%) scored highly across six or seven burnout measures (and therefore classified as high risk of burnout). This was 18% for doctors in the 2024 GMC barometer survey.

Just under 4 in 10 (39%) professionals scored highly in either none or one of the aspects measured (very low risk of burnout).

Midwives (30%) and those **working in Scotland** (28%) more likely to be at **high risk**. Midwives working in Scotland were particularly likely to be at high risk (34%), compared to nurses in Scotland (27%).

Those working for the NHS/HSC (24%) were more likely to be at **high risk** of burnout, compared those working in independent (17%) or voluntary organisations (11%). **Those working in health visiting** were more likely to be of **high risk of burnout** (27%).

UK or EU/EEA educated, and younger professionals (particularly those aged 30 or below) more likely to be at **high risk**.



Those **'struggling'** (49%), **feeling dissatisfied** (49%), **unable to cope with workload at least once a week** (46%) and **working beyond their contracted hours** (32%) were more likely to be at high risk of burnout.

Those dissatisfied with their work were more likely to have taken a leave of absence due to stress in the past year

Frequency of leave absence due to stress Practising professionals - %

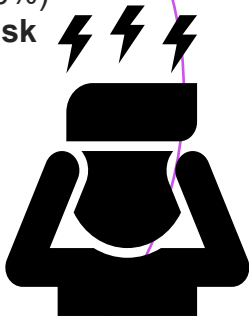
■ Never ■ Occasionally ■ At least once a month ■ At least once a week ■ At least once a day ■ Don't know ■ Prefer not to say ■ Not applicable

Had to take a
leave of
absence due
to stress



Around a third (33%) of professionals reported having taken a leave of absence due to stress in the past year. This is higher than doctors in the 2024 GMC barometer survey (23%).

Those dissatisfied (50%) and at high burnout risk (59%) were more likely to take a leave of absence due to stress.



Professionals aged **40 or below** (39%) more commonly reported having taken a leave of absence due to stress, compared to older professionals.

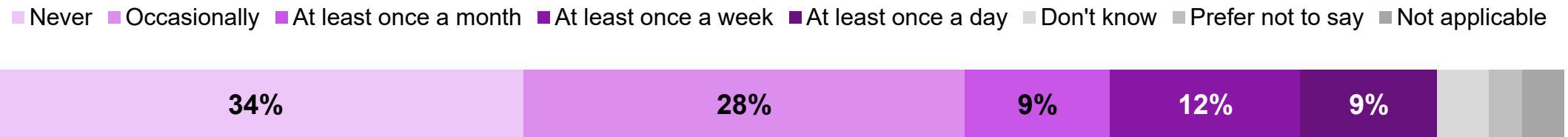
In addition, **disabled** professionals (49%), **males** (37%) and those **EU/EEA educated** (40%) more commonly reported this.

Those **working in mental health or learning disability nursing, health visiting or midwifery** more commonly reported this.

A fifth felt they acted in conflict with personal values at least once a week, this more than doubled for those at high risk of burnout

Frequency of acting in conflict with values at work

Practising professionals - %



Had to act in a way that conflicts with my personal values when at work



This was more common for those **EU/EEA or UK educated, White, Mixed, LGB+ and disabled** professionals

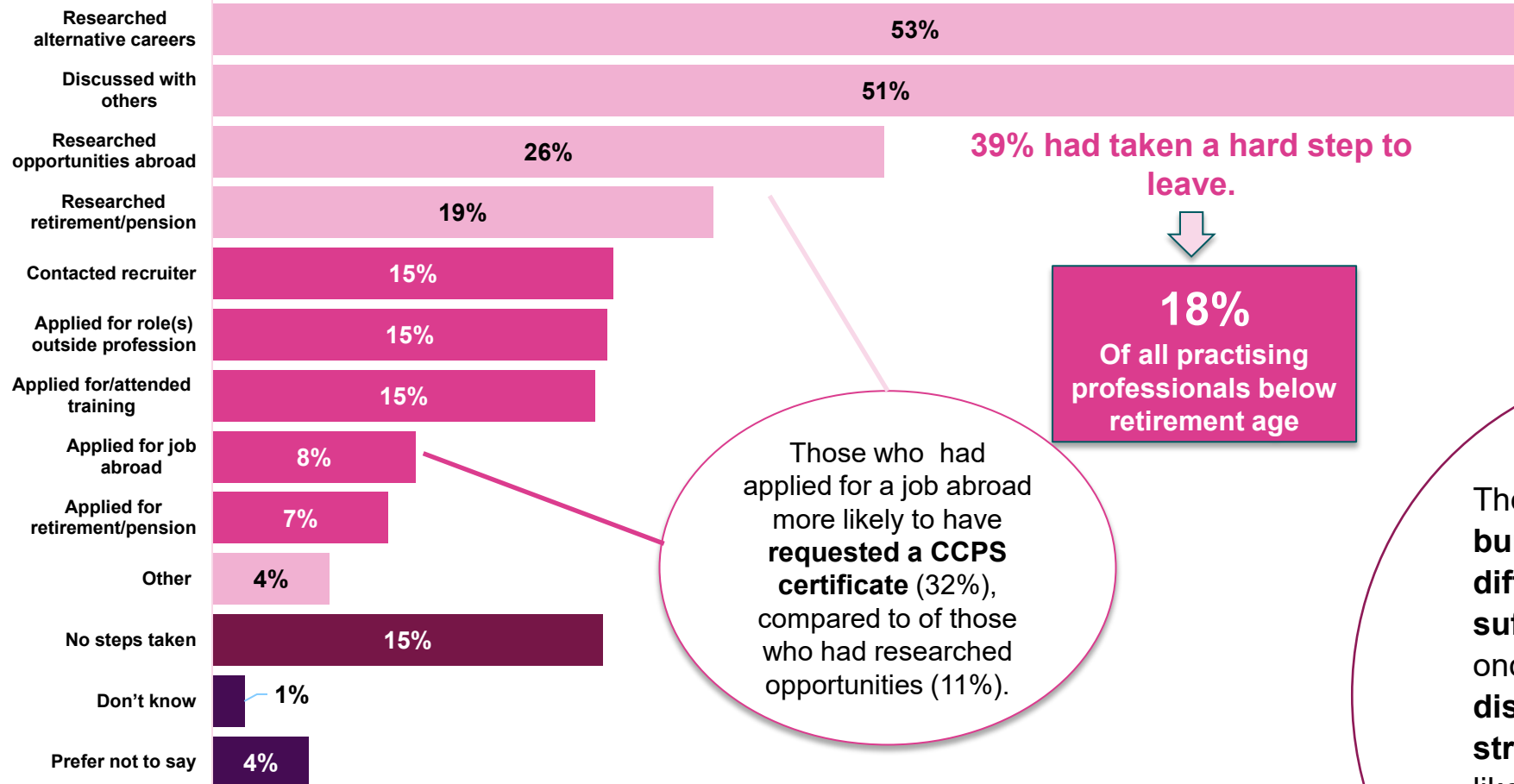
Nearly **half of those at high risk of burnout** (45%) felt they had to act in a way that conflicts with personal values at work at least once a week.

A fifth of professionals (21%), reported acting in a way that conflicted with their personal values at least weekly.

Just under a fifth of professionals had taken hard steps to leave profession, rising to a third in those who were dissatisfied

Steps taken to leave the profession

Practising professionals likely to leave UK profession in next year, excluding those of retirement age - %, multi-select



Of those likely to leave around half said they **researched alternative career paths** or **discussed it with others.**

The most common 'hard steps' taken were **contacting a recruiter, applying for another role** and **applying for/attending training** to prepare for a new role

Our 2024/25 leavers survey found **physical/mental health, burnout and exhaustion** were some of the top reasons for leaving the profession (excluding retirement).

Those at **high risk of burnout** (34%), **finding it difficult to provide sufficient care** at least once a week (28%) **dissatisfied** (33%) or **struggling** (29%), more likely to have taken hard steps to leave.

Theme 3: Delivering quality care

Professionals generally enjoyed interactions with people in their care, however many reported barriers to delivering good care

Theme 3

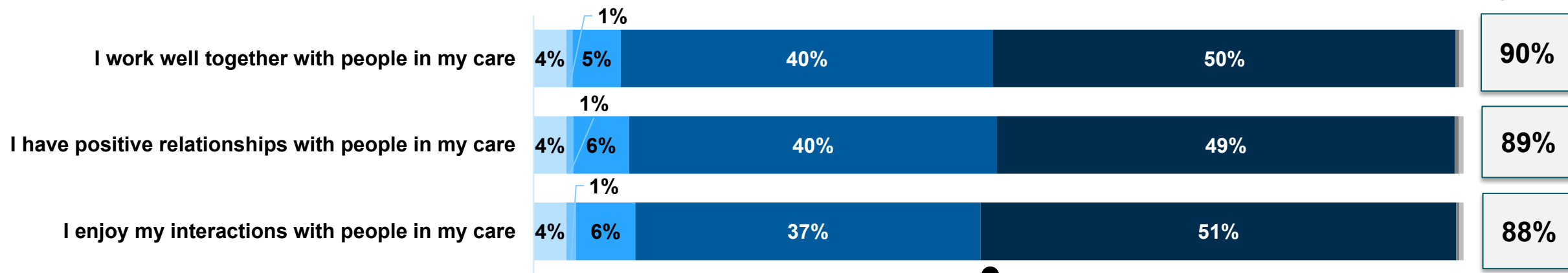
The majority reported positive relationships with people in their care, this was slightly less common for those educated outside UK

Agreement with statements

Practising professionals - %

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree Don't know Prefer not to say

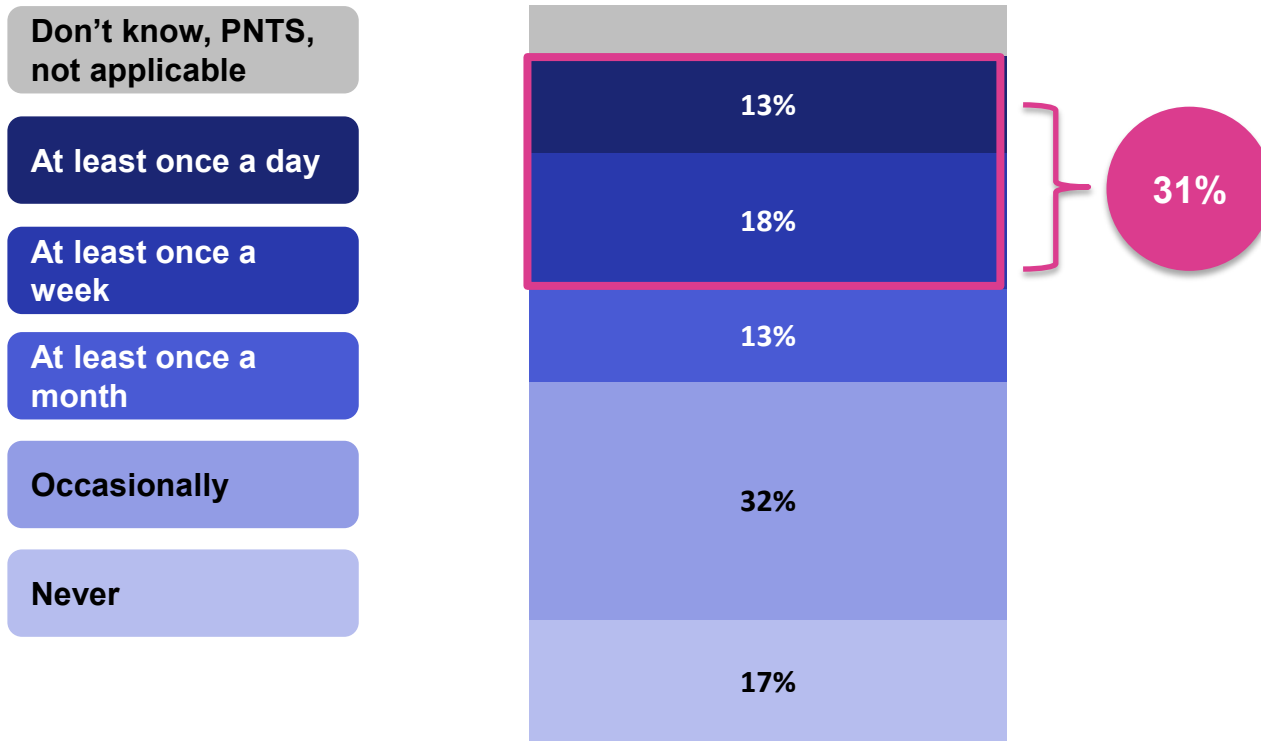
NET
agreed



Those **UK educated** more commonly reported **good relationships** with those in the care. For example, 90% of those UK educated reported **enjoying interactions with people in their care**, compared to 82% EU/EEA educated and 84% educated outside the UK/EEA.

Despite this, many professionals, in particular midwives, reported challenges managing expectations of those in their care

Frequency of finding it hard to manage expectations of those in their care
Practising professionals - %



Around 3 in 10 (31%) reported finding it hard to **manage a person in their care's expectations at least once a week** (44% for midwives). 46% of doctors reported this in the 2024 GMC barometer survey.

Those working in **GP practices/primary care, maternity units/birth centres, prisons, or telephone/e-health services** were more likely to report this.



Those at **high risk of burnout** (61%), **dissatisfied** (54%) and **'struggling'** (65%) were more likely to report finding it hard to manage expectations at least weekly.

Difficulty “providing sufficient levels care” to people at least once a week was also reported by a third of professionals

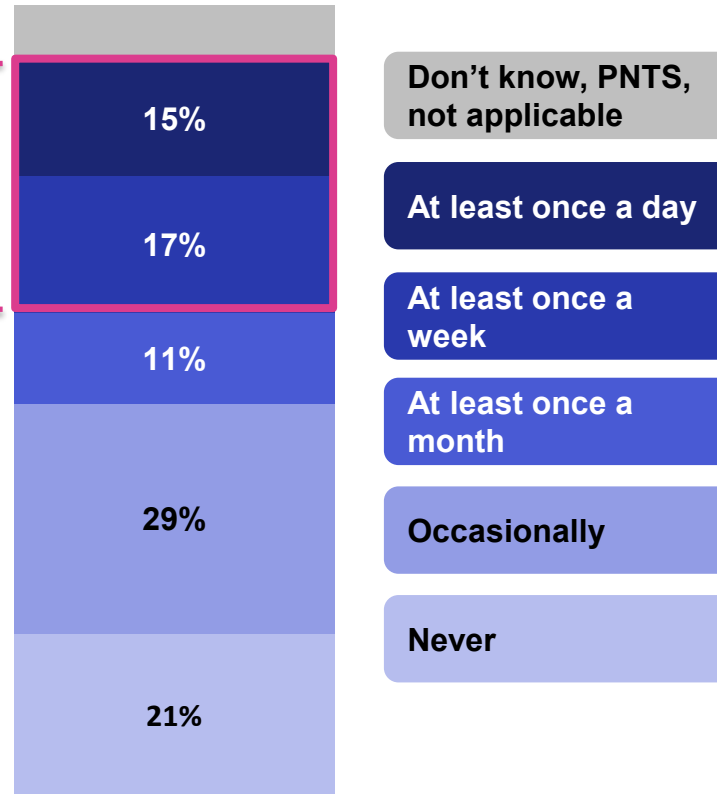
Around a third of professionals (32%) reported finding it hard to provide a person in their care the **sufficient level of care they need at least weekly**. Two in five (40%) of doctors reported this in the 2024 GMC barometer survey.

Midwives (46%), those working in **Scotland** (38%), **UK educated** (37%) and **disabled professionals** (42%) were more likely to report this.

Those working in **GP practices/primary care**; **hospitals/secondary care**, **prisons**, **maternity unit of birth centres** and **telephone/e-health services** were also more likely to report this.

Frequency of finding it hard to provide
sufficient level of care
Practising professionals - %

32%

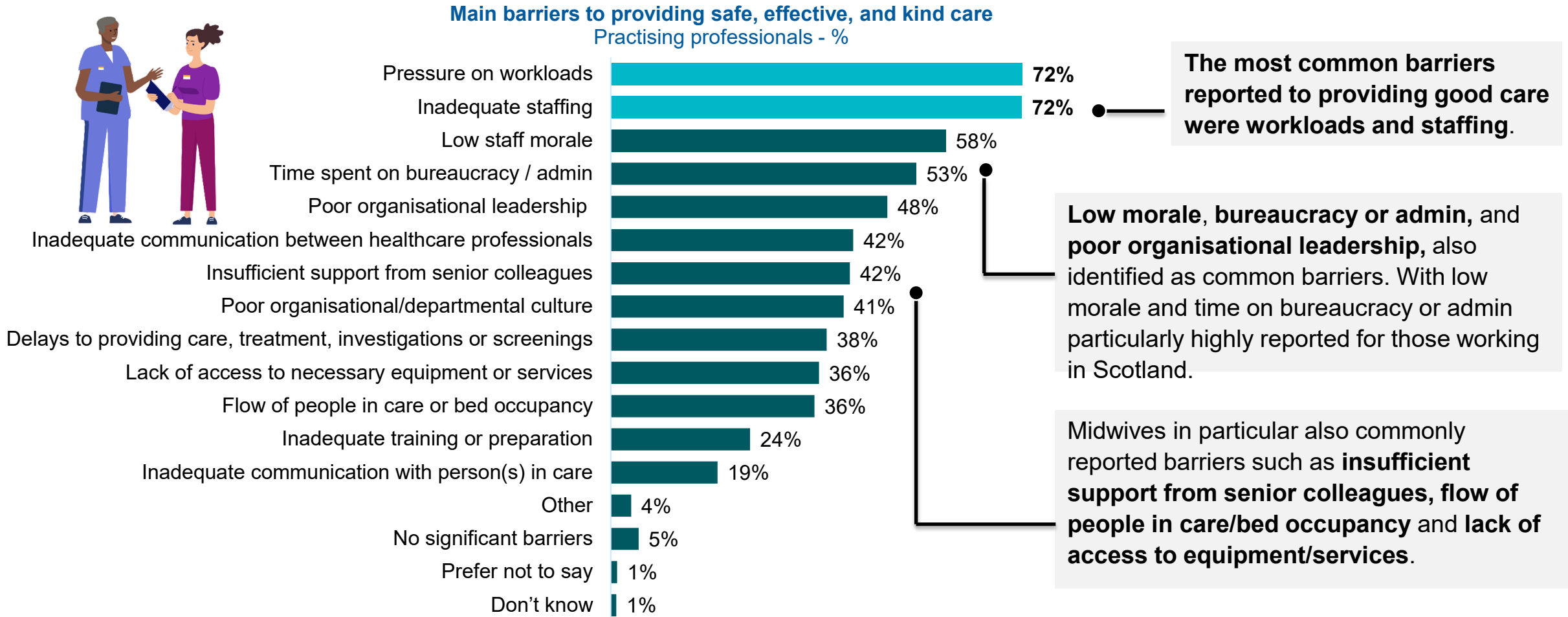


Those at **high risk of burnout** (62%), **dissatisfied** (57%) ‘**struggling**’ with **workload** (67%) more likely to report difficulty providing **sufficient care at least weekly**.

Those who reported frequent instances of **bullying, harassment or abuse** from managers or other colleagues more likely to report this (48%).

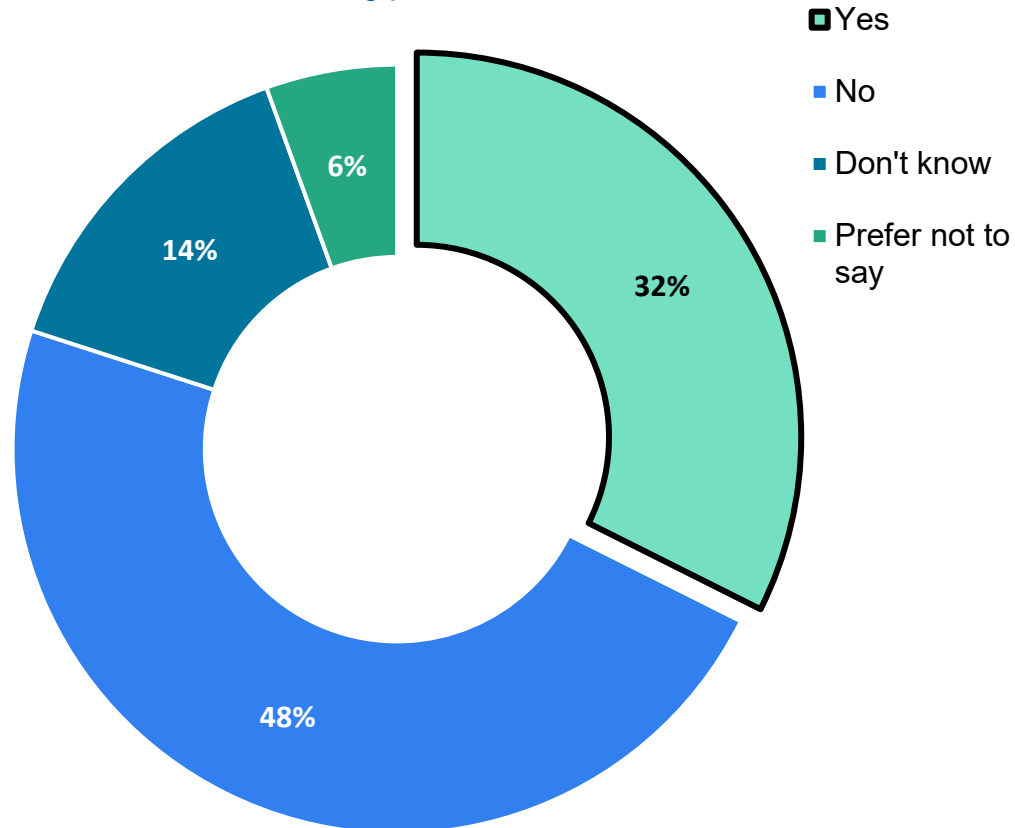
Those who had experienced **discrimination from both managers/other colleagues** were also more likely to report this (44%).

Pressure on workloads and inadequate staffing identified as most common barriers to providing safe, effective and kind care



A third had witnessed a situation where they believed a person safety or care was compromised by a professional

Witnessed situation where they believed a person safety or care was compromised by a professional
Practising professionals - %



- Yes
- No
- Don't know
- Prefer not to say

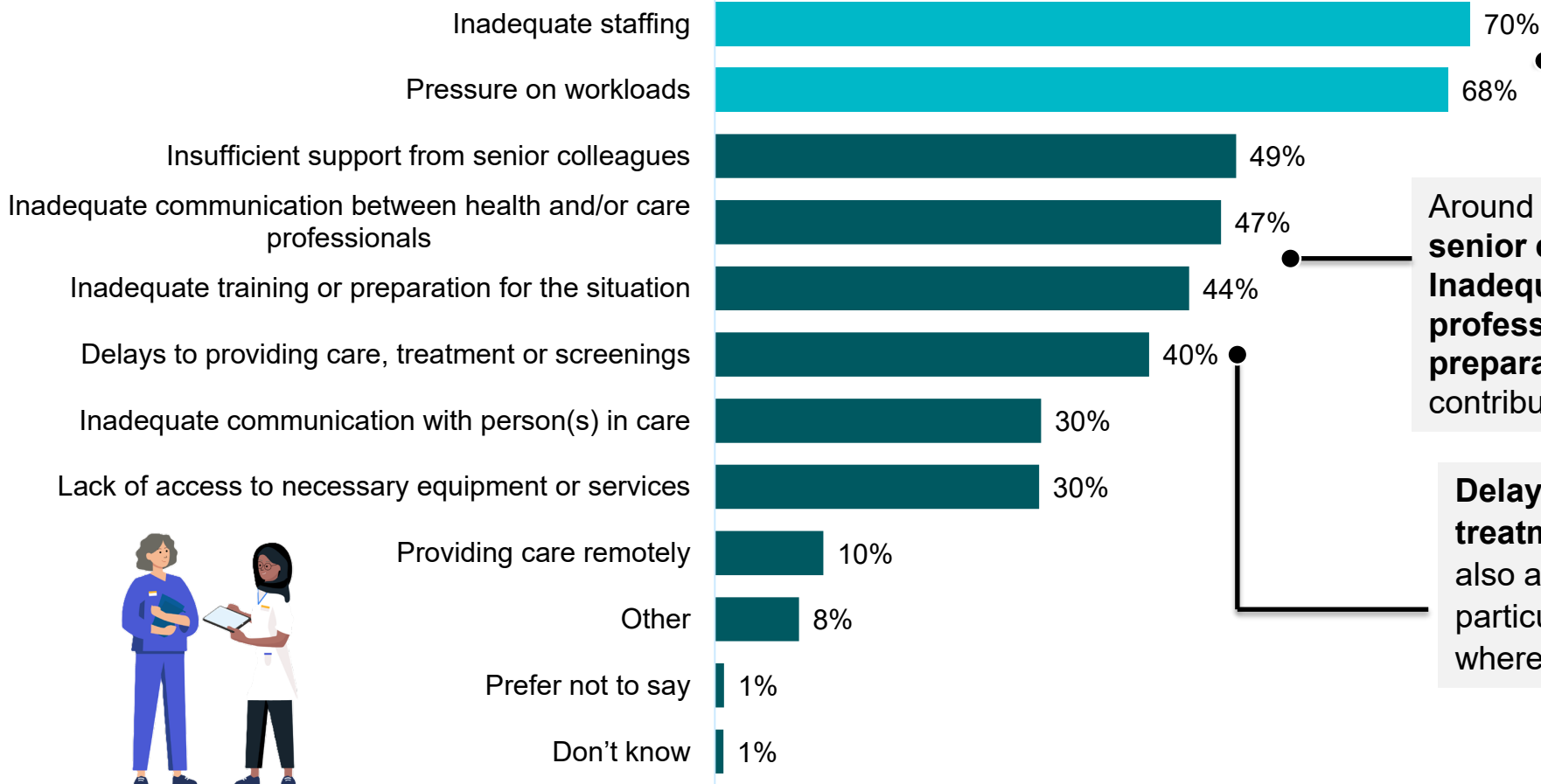
A third of professionals (32%), reported that they had witnessed a situation in the last year where the safety or care was compromised by a nurse, midwife or nursing associate. This was highest for midwives at 45%. Four in ten (40%) doctors reported this in the 2024 GMC barometer survey

This broadly aligns with findings from the **2024 NHS staff survey** in England that found that 44% of registered nurses and midwives had seen errors, near misses or incidents that could hurt staff and/or service users.



Contributing factors to care being compromised often surrounded workload, resourcing issues, training and support

Contributing factors to safety of care being compromised
Practising professionals who witnessed care being compromised - %, multi-select



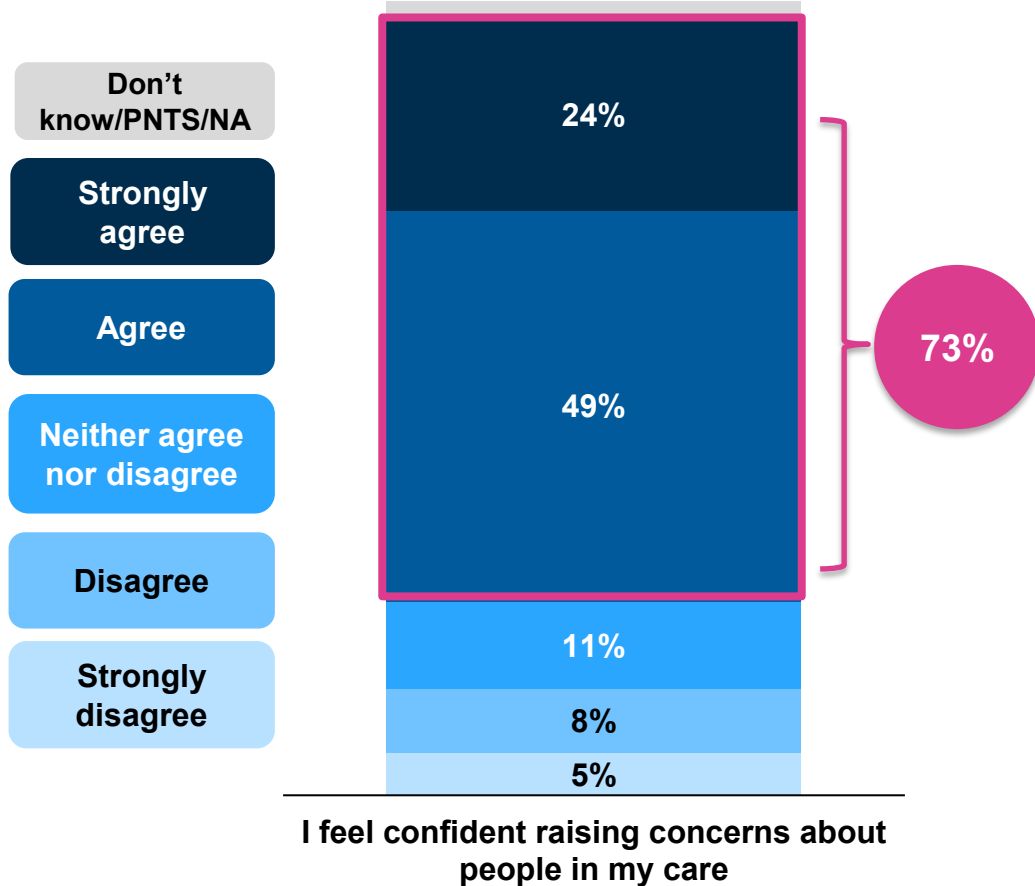
Pressure on workloads and inadequate staffing were the most identified contributing factors to safety of care being compromised.

Around half identified **insufficient support from senior colleagues** being an issue. **Inadequate communication between professionals and inadequate training or preparation for the situation** identified as contributing factors for many.

Delays to providing care, treatment or screenings was also a common factor identified, particularly amongst midwives where 49% reported this.

Around 7 in 10 felt confident raising concerns about people in their care, with some feeling less confident than others

Agreement with statement
Practising professionals - %



73% of professionals agreed they felt confident raising concerns about people in their care, 14% disagreed. This was higher than doctors agreeing in the 2024 GMC barometer survey (64%).

Nursing associates more likely to agree (80%), compared to nurses (73%) and midwives (75%).

Those **educated internationally** (70%) **less likely to agree** compared to UK educated (75%).

Males, Asian, disabled professionals were **slightly less likely to agree**.



Those at **high risk of burnout** (28%) **twice as likely to disagree** with this.

Those experiencing **frequent harassment, bullying or abuse** from manager or colleagues (30%) or **discrimination** from managers/colleagues more likely to disagree (32%).

ANNEXE

Four country and profession breakdown

Key measures from the survey
broken down for each UK country
and by profession

England

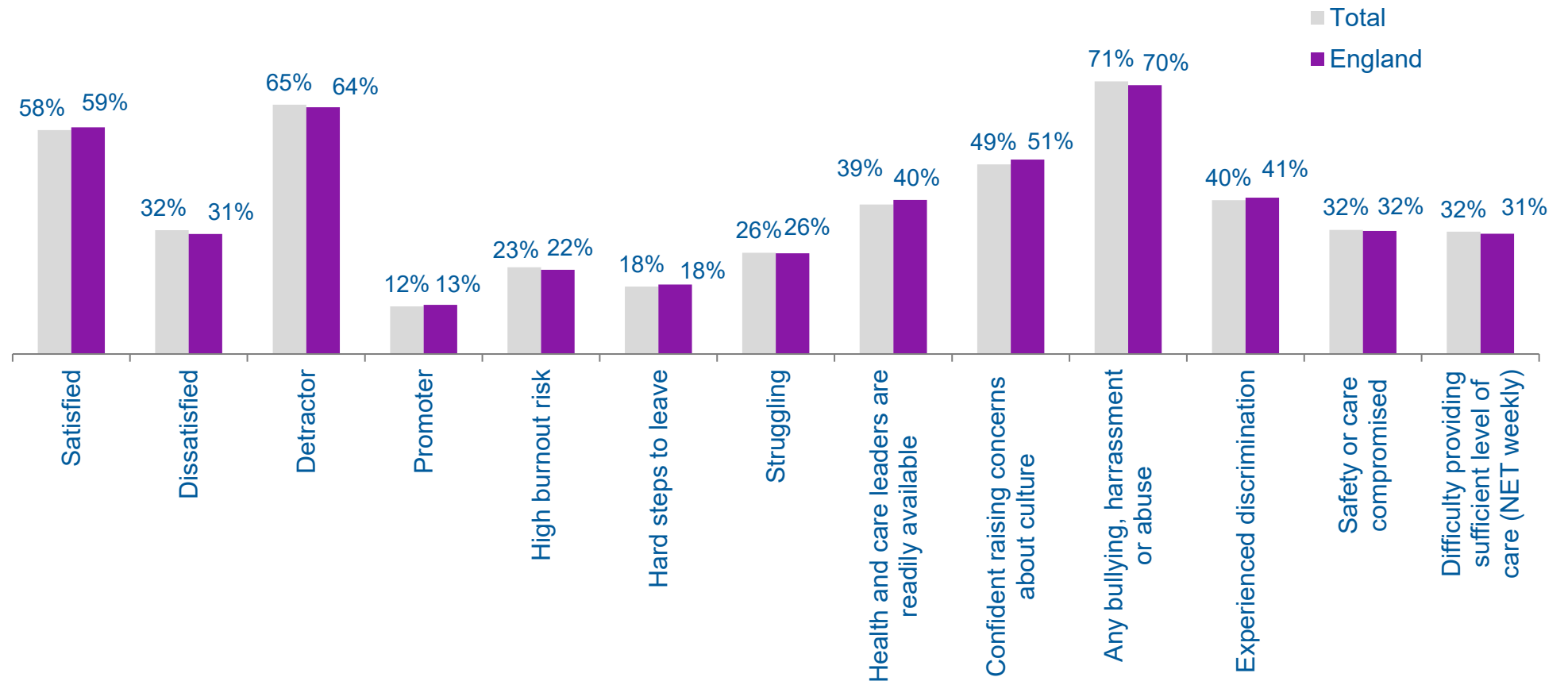
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Key measures from survey England responses compared to overall

Percentages for England across key measures broadly aligned with overall percentages.

Those in England were slightly more likely to report feeling confident raising concerns about workplace culture, compared to other UK countries.

Those in England were slightly more likely to report having experienced discrimination, compared to other UK countries. People on the register in England are more diverse than those in other UK countries, which may be driving some of these differences.



Total=35,482, England=28,648, Note for Confidence raising concerns about culture Total=35,163, England=28,399, for experience of bullying, harassment or abuse or discrimination, Total=35,282, England=28,448. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Scotland

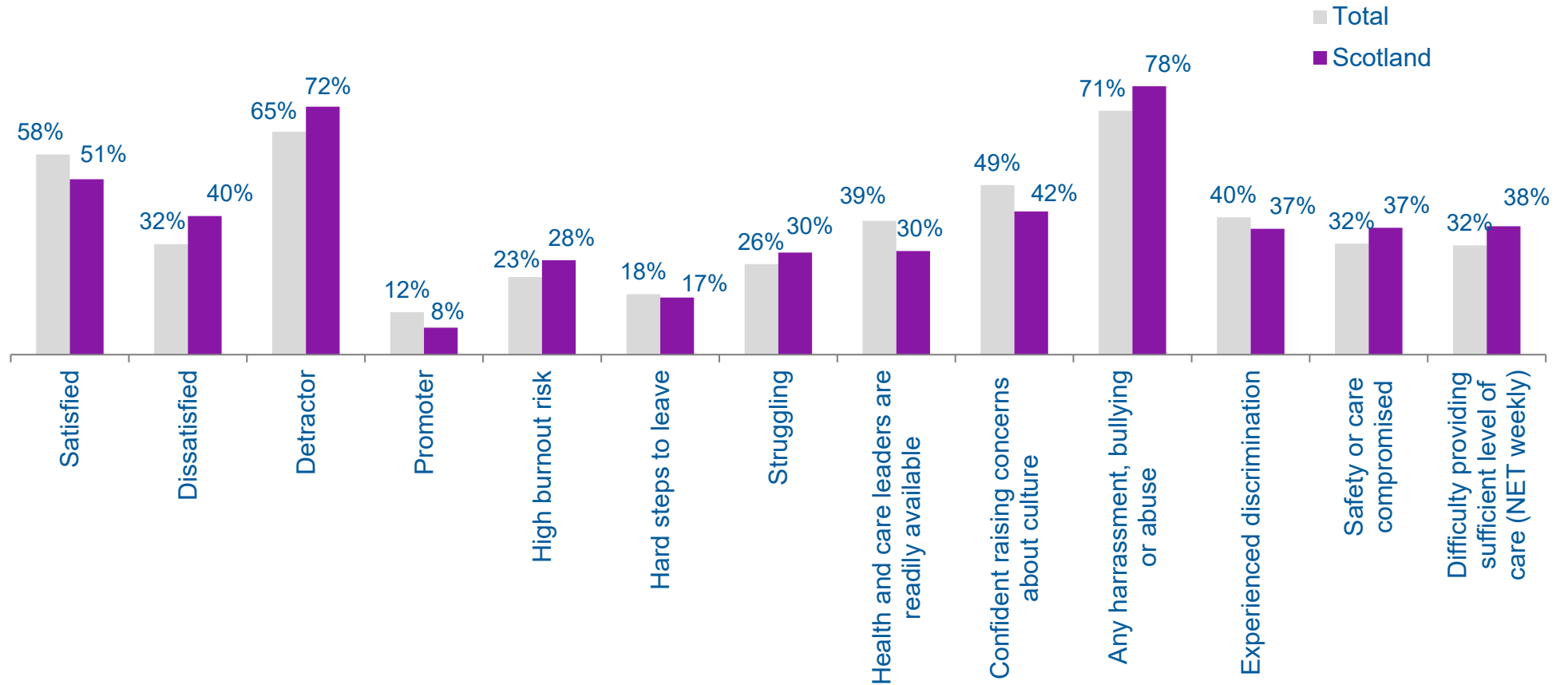
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Insights

Key measures from survey Scotland responses compared to overall

Percentages for Scotland differed on some key measures with overall percentages.

For example, a lower proportion of professionals in Scotland had experienced discrimination in the last year compared to elsewhere in the UK.,

However, those in Scotland were more likely to report feeling dissatisfied, to be struggling, and to be at high risk of burnout.



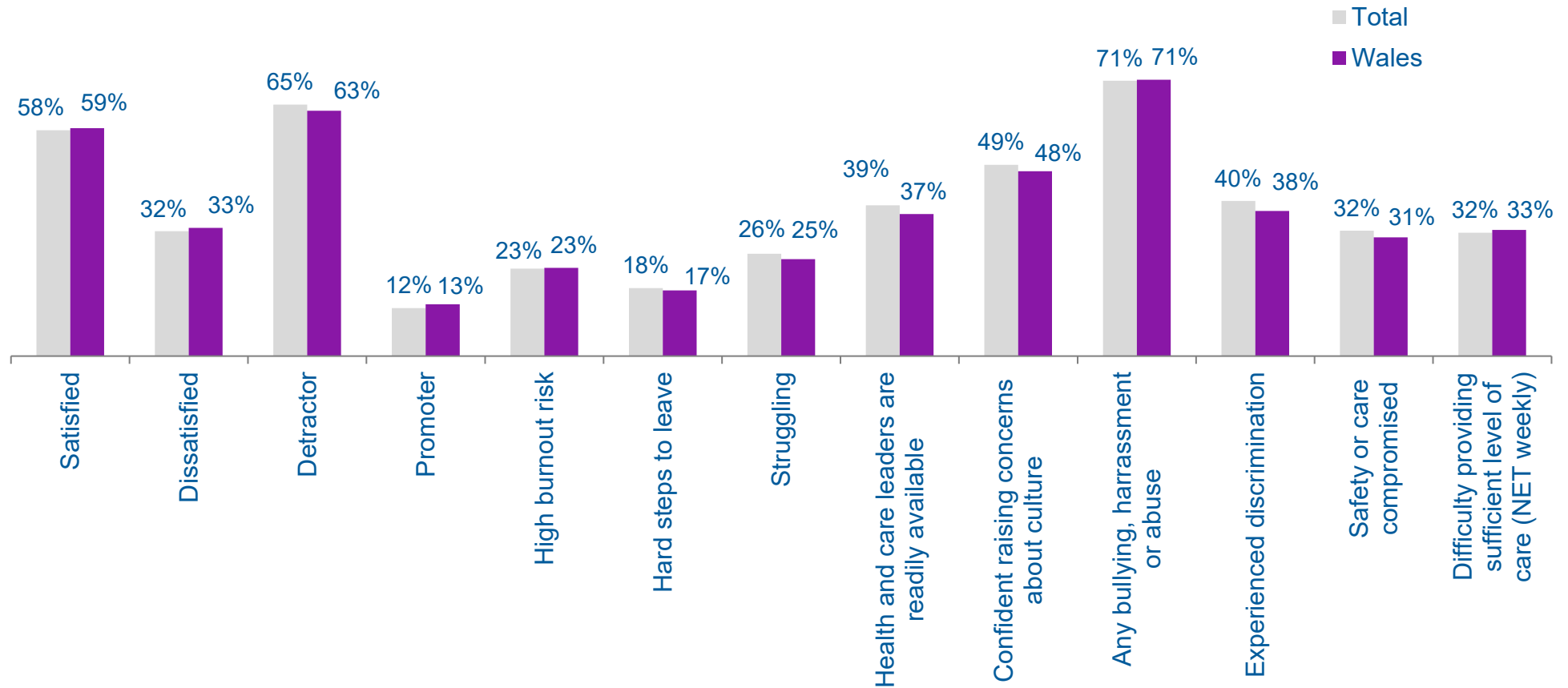
Total=35,482, Scotland=3,780. Note for Confidence raising concerns about culture Total=35,163, Scotland=3,737, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Scotland=3,780. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Wales

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Key measures from survey
Wales responses compared to overall

Percentages for Wales across key measures broadly aligned with overall percentages.



Total=35,482, Wales=1,634. Note for Confidence raising concerns about culture Total=35,163, Wales=1,619, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Wales=1,634. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Northern Ireland

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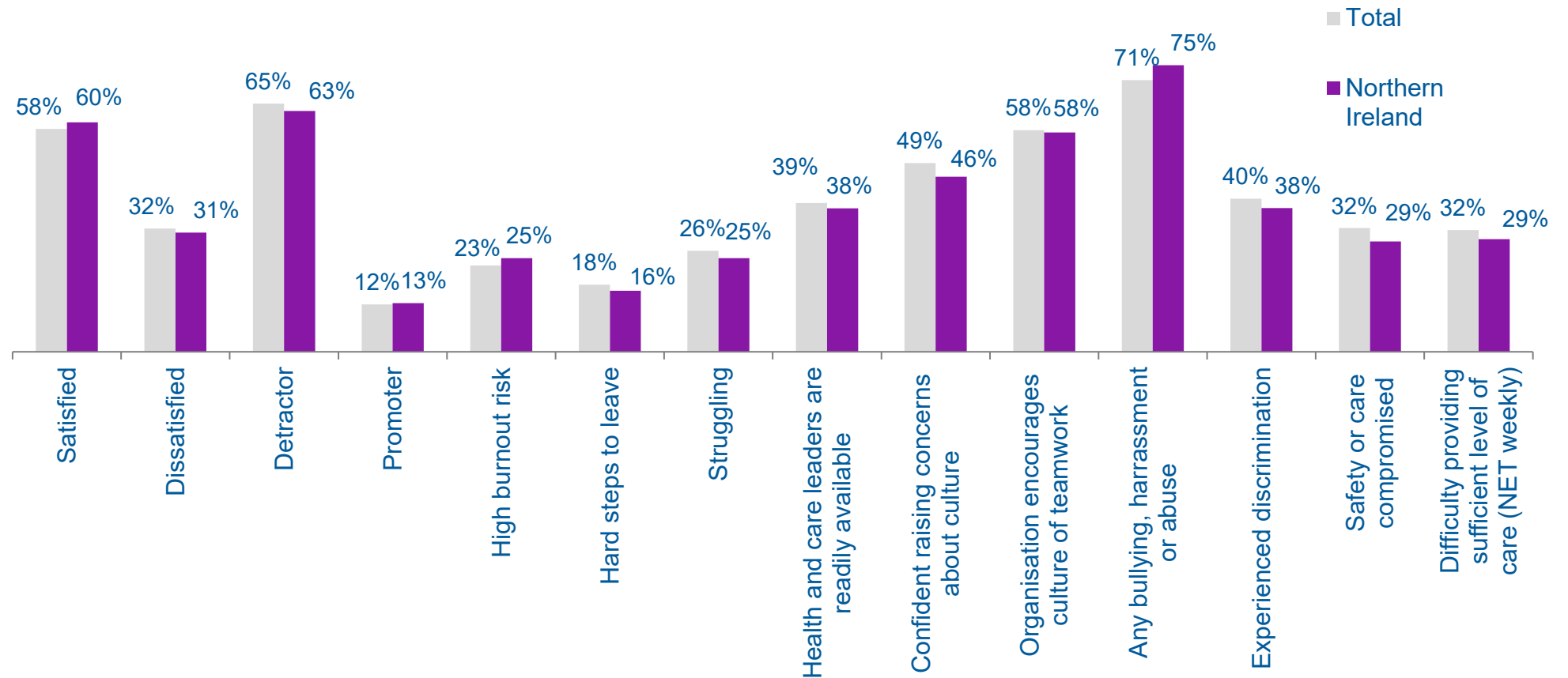
Key measures from survey

Northern Ireland responses compared to overall

Percentages for Northern Ireland across key measures broadly aligned with overall percentages.

Those in Northern Ireland were slightly more likely to report experiencing bullying, harassment or abuse, however this was still lower compared to Scotland.

Those in Northern Ireland were more likely to agree they had sufficient access to learning opportunities.



Total=35,482, Northern Ireland=1,153. Note for Confidence raising concerns about culture Total=35,163, Northern Ireland=1,142, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Northern Ireland=1,153. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Nurses

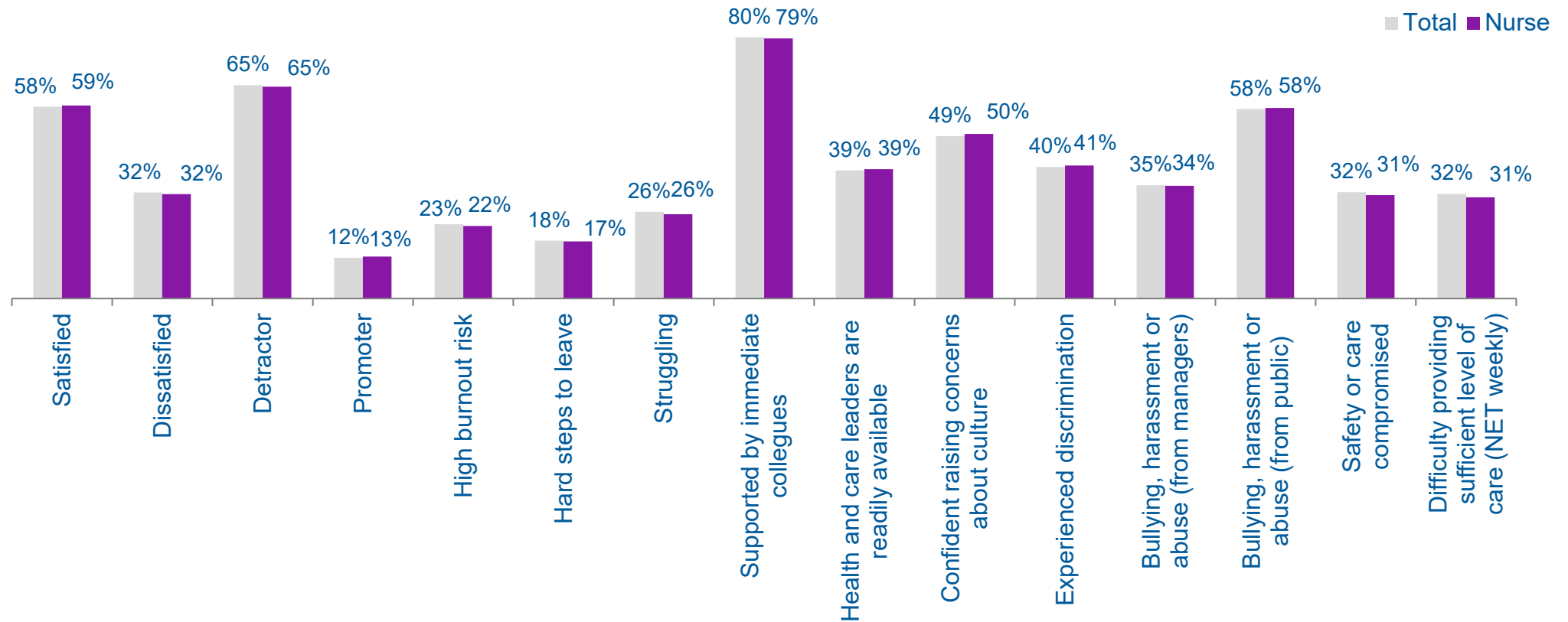
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Key measures from survey Nurse responses compared to overall

Percentages for nurses across key measures broadly aligned with overall percentages.

Nurses and nursing associates were more likely to report experiencing discrimination, compared to midwives.

Nurses and nursing associates were also more likely to report bullying, harassment or abuse from the public, compared to midwives.



Total=35,482, Nurse=32,331. Note for Confidence raising concerns about culture Total=35,163, Nurse=32,040, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Nurse=32,152. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Midwives

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Key measures from survey

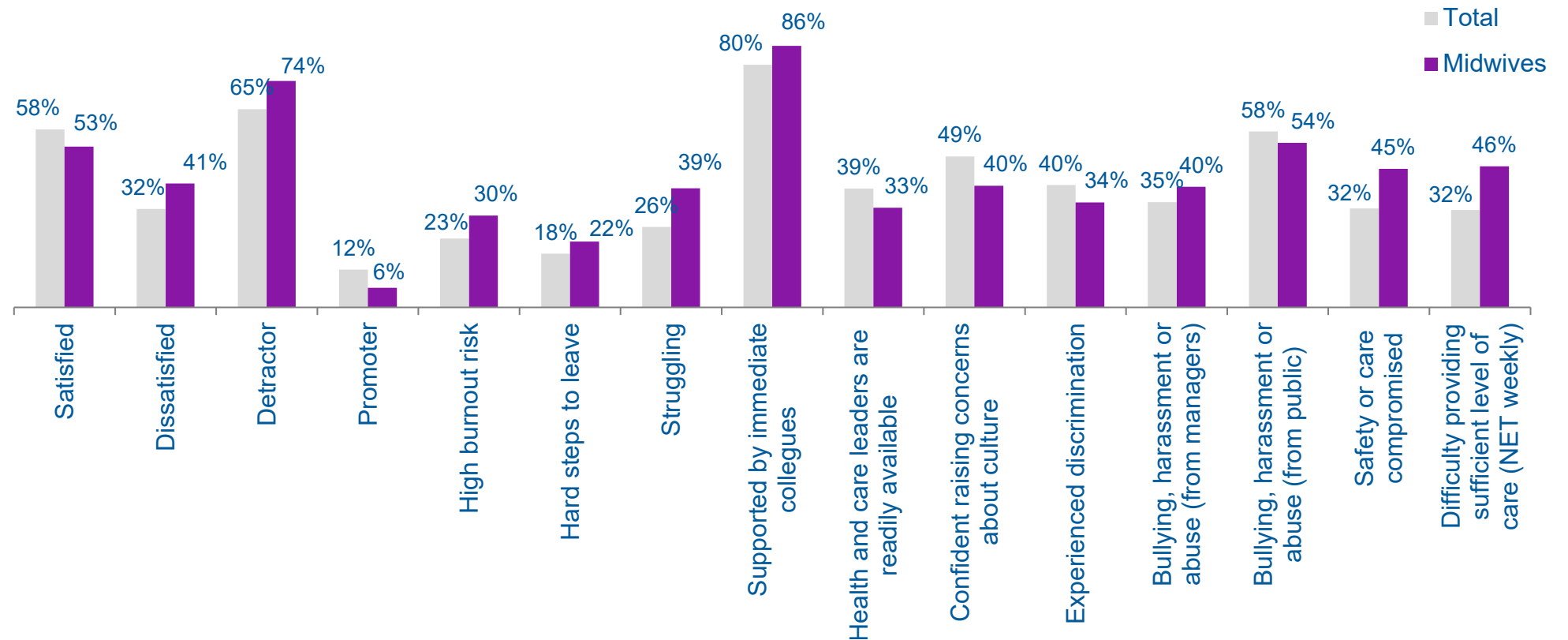
Midwife responses compared to overall

Percentages for midwives differed on some key measures with overall percentages.

For example, midwives were more likely to report feeling dissatisfied, to be at high risk of burnout, to have taken hard steps to leave and to be struggling.

Midwives were also more likely to have witnessed safety or care being compromised and reported difficulty providing a sufficient level of care.

Whilst they were less likely to feel leaders were readily available, they were more likely to report feeling supported by immediate colleagues, compared to nurses and nursing associates.



Total=35,482, Midwife=2,129. Note for Confidence raising concerns about culture Total=35,163, Midwife=2,108, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Midwife=2,113. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Nursing associates

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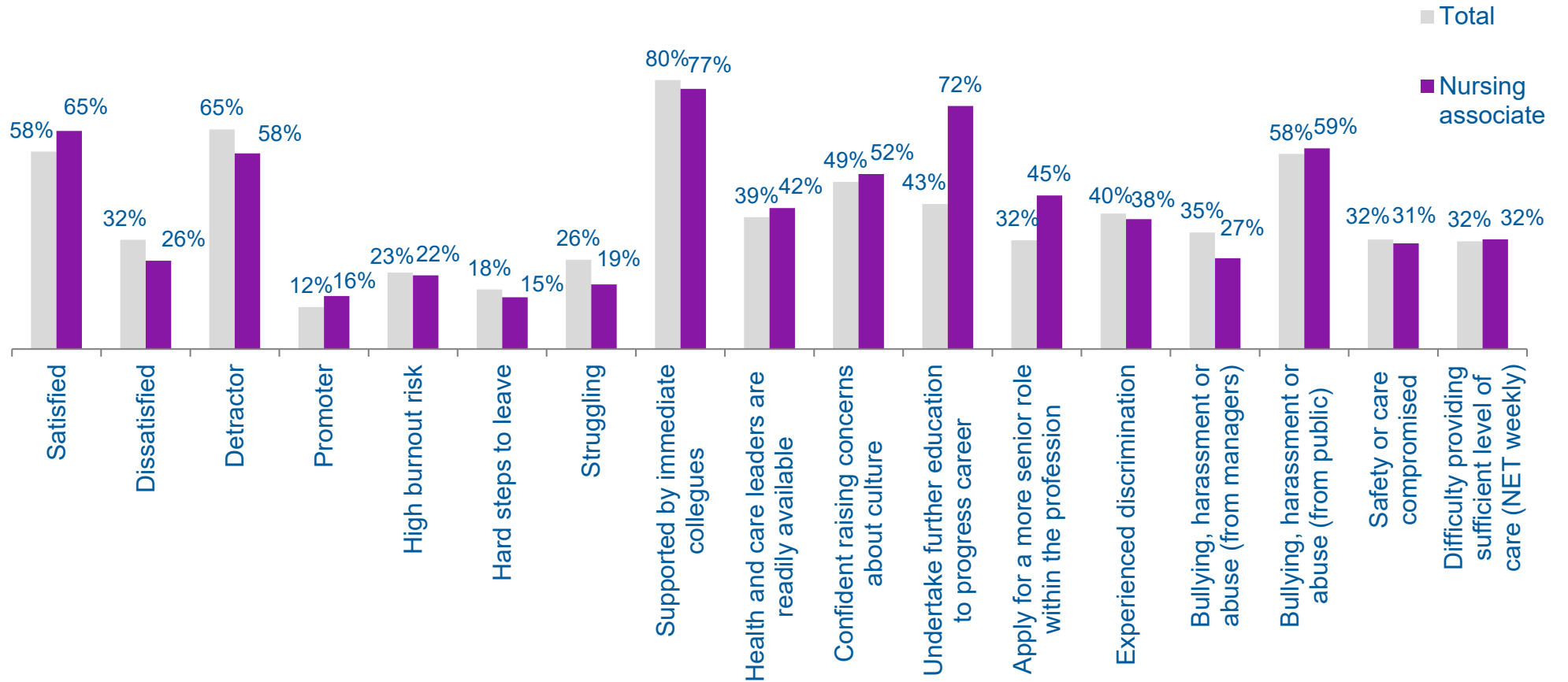
Key measures from survey Nursing associate responses compared to overall

Nursing associates scored higher/more positively on several measures, compared to overall percentages.

56

For example, nursing associates were more likely to report feeling satisfied, more likely to recommend (promote) the profession and were less likely to be classified as 'struggling'.

They were also more likely to take steps to progress their career such as apply for a more senior role and undertake further education.



Total=35,482, Nursing associates=674. Note for Confidence raising concerns about culture Total=35,163, Nursing associate=670, for experience of bullying, harassment or abuse or discrimination, Total=35,282, Nursing associate=670. This is due to modifications to these questions and routing between the Pilot and Full Launch.

Survey respondents

A breakdown of who responded to the survey by key characteristics

Respondents were broadly representative; we heard from more professionals who are older, disabled and educated outside the UK/EU/EEA, compared to our register

Profession

Profession	Survey completes	On register
Nurse	91%	92%
Midwife	6%	6%
Nursing associate	2%	1%
Dual qualified	1%	2%

We heard from **fewer midwives working in Wales** (3%)

Country of address

Country	Survey completes	On register
England	75%	77%
Scotland	10%	9%
Wales	4%	5%
Northern Ireland	3%	3%
Outside the UK	8%	5%

Age group

Age	Survey completes	On register
Age Below 21	0%	0.01%
Aged Between 21-30	10%	15%
Aged Between 31-40	27%	30%
Aged Between 41-50	20%	23%
Aged Between 51-55	14%	12%
Aged Between 56-60	15%	11%
Aged Between 61-65	11%	7%
Aged Between 66-70	3%	2%
Aged Between 71-75	0.7%	0.5%
Age over 75	0.2%	0.1%

Older respondents (particularly those aged 56-65) were **overrepresented**.

Younger respondents (particularly those aged 21-30) were **underrepresented**.

Disability

Disability	Survey completes	On register
Disabled	5%	1.6%
Not disabled	90%	95%
Prefer not to say/Unknown	4%	3.4%

We heard from more **disabled professionals**, compared to our register. This was higher in **England** (6%) and **Scotland** (5%), compared Wales and Northern Ireland (3%).

The proportion of disabled **midwives** we heard from were particularly overrepresented (8%).

Region of education

Sector	Survey completes	On register
UK educated	72%	76%
EU/EEA educated	3%	3%
Educated outside the UK/EU/EEA	25%	21%

We heard from more slightly more **internationally educated professionals (educated outside the UK/EU/EEA)** compared to our register

Internationally educated respondents were particularly overrepresented in **Wales and Northern Ireland**, compared to the proportions on our register in these counties.

Respondents were broadly representative in terms of other characteristics including gender, religion, ethnicity, sexual orientation and gender identity

Gender

Gender	Survey completes	On register
Female	88%	89%
Male	12%	11%
Prefer not to say/Unknown	0%	0%

Ethnicity

Ethnicity	Survey completes	On register
Asian or Asian British	17%	18%
Black, African, Caribbean or Black British	12%	13%
Mixed or multiple ethnic groups	1%	1%
Other ethnic group	1%	1%
Prefer not to say/Unknown	3%	3%
White	66%	64%

Within **Wales**, **Asian or Asian British** professionals were slightly underrepresented.

Religion

Religion	Survey completes	On register
Buddhist	1%	1%
Christian	58%	56%
Hindu	3%	2%
Jewish	0.2%	0.1%
Muslim	2%	3%
None	29%	32%
Others	1%	1%
Prefer not to say/Unknown	6%	5%
Sikh	0.4%	0.4%

Sexual Orientation

Sexual Orientation	Survey completes	On register
Bisexual	2%	2%
Gay or lesbian	3%	2%
Heterosexual or straight	87%	89%
Other	0.2%	0.2%
Prefer not to say/Unknown	8%	7%

Gender identity

Gender identity	Survey completes	On register
Gender different to sex registered at birth	0.8%	0.8%
Gender same as sex registered at birth	97%	98%
Prefer not to say/Unknown	2%	2%

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Insights

Most professionals we heard from were currently practising, directly employed in hospitals and worked within the NHS/HSC

Current practice

Practice	Not practising	Currently practising
England	6%	94%
Scotland	4%	96%
Wales	4%	96%
Northern Ireland	6%	94%
Total	6%	94%

Contract type

Sector	Percentage
Directly employed (part time or full time)	91%
Bank staff	5%
Agency staff	2%
Volunteering	0.1%
Other	1%
Prefer not to say	1%

Work setting

Setting	Percentage
Hospital or other secondary care	59%
GP practice or other primary care	10%
Care home	7%
Maternity unit or birth centre	3%
Specialist or other tertiary care including hospice	3%
Public health organisation	2%
University or other research facility	1%
Occupational health	1%
Governing body or other leadership	1%
Social care	1%
Voluntary or charity sector	0.5%
School	0.5%
Telephone or e-health advice	0.4%
Prison	0.4%
Consultancy	0.4%
Private domestic setting	0.2%
Police	0.2%
Vaccination centre	0.2%
Cosmetic or aesthetic sector	0.2%
Inspectorate or regulator	0.1%
Insurance or legal	0.1%
Military	0.1%
Policy organisation	0.1%
Trade union or professional body	0.1%
Covid related screening or contact tracing	0.04%
Other	7%
Prefer not to say	4%

Job sector

Sector	Percentage
NHS/HSC	83%
Independent	11%
Voluntary organisations	1%
Other	3%
Prefer not to say	2%

Scope of practice (multi-select)*

Scope	Percentage
Adult and general care nursing	63%
Mental health nursing	12%
Midwifery	7%
Children's and neo-natal nursing	7%
General practice nursing	6%
Education	4%
Health visiting	2%
Learning disabilities nursing	2%
Research	2%
Quality assurance or inspection	2%
Commissioning	1%
Occupational health	1%
Policy	1%
Other	3%
Prefer not to say	1%

Q1: Are you currently practising? Base=37,971, Q30: What sector do you work in? Base: Practising professionals (35,482) Q31: Which of the following options describes your contract type? Base: Practising professionals (35,482), Q33: Which of the following describes the work setting for your job? Base: Practising professionals (35,482), Q32: What is the scope of practice for your job? Base: Practising professionals (Base=35,215). *Note: The scope of practice excludes those due to those who answered Other or Prefer not to say when asked what country they work in, this is due to an error in routing.

Breakdown of current practice for respondents in England

Current practice

Practice	Not practising	Currently practising
Nurse	6%	94%
Midwife	8%	92%
Dual qualified	5%	95%
Nursing associates	6%	94%

Contract type

Sector	Percentage
Directly employed (part time or full time)	91%
Bank staff	5%
Agency staff	2%
Volunteering	0.1%
Other	1%
Prefer not to say	1%

Work setting

Setting	Percentage
Hospital or other secondary care	59%
GP practice or other primary care	10%
Care home	6%
Maternity unit or birth centre	3%
Specialist or other tertiary care including hospice	3%
Public health organisation	2%
University or other research facility	1%
Occupational health	1%
Governing body or other leadership	1%
Social care	1%
Voluntary or charity sector	1%
School	0.5%
Telephone or e-health advice	0.5%
Prison	0.4%
Consultancy	0.4%
Private domestic setting	0.2%
Police	0.2%
Cosmetic or aesthetic sector	0.2%
Vaccination centre	0.1%
Inspectorate or regulator	0.1%
Insurance or legal	0.1%
Military	0.1%
Policy organisation	0.1%
Trade union or professional body	0.1%
Covid related screening or contact tracing	0.03%
Other	7%
Prefer not to say	4%

Job sector

Sector	Percentage
NHS/HSC	83%
Independent	11%
Voluntary organisations	1%
Other	3%
Prefer not to say	2%

Scope of practice (multi-select)*

Scope	Percentage
Adult and general care nursing	64%
Mental health nursing	12%
Midwifery	7%
Children's and neo-natal nursing	7%
General practice nursing	7%
Education	4%
Health visiting	2%
Learning disabilities nursing	2%
Research	2%
Quality assurance or inspection	2%
Commissioning	2%
Occupational health	1%
Policy	1%
Other	3%
Prefer not to say	2%

Q1: Are you currently practising? Base=28,470, Q30: What sector do you work in? Base: Practising professionals (28,648) Q31: Which of the following options describes your contract type? Base: Practising professionals (28,648), Q33: Which of the following describes the work setting for your job? Base: Practising professionals (28,648), Q32: What is the scope of practice for your job? Base: Practising professionals (28,648)

WHERE - SCOTLAND

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Insights

Breakdown of current practice for respondents in Scotland

Current practice

Practice	Not practising	Currently practising
Nurse	4%	96%
Midwife	7%	93%
Dual qualified	0%	100%

Contract type

Sector	Percentage
Directly employed (part time or full time)	91%
Bank staff	6%
Agency staff	1%
Volunteering	0.1%
Other	1%
Prefer not to say	1%

Work setting

Setting	Percentage
Hospital or other secondary care	56%
GP practice or other primary care	13%
Care home	7%
Maternity unit or birth centre	3%
Specialist or other tertiary care including hospice	3%
Public health organisation	2%
Social care	1%
Occupational health	1%
University or other research facility	1%
Vaccination centre	1%
School	0.5%
Governing body or other leadership	0.4%
Telephone or e-health advice	0.4%
Prison	0.3%
Consultancy	0.2%
Voluntary or charity sector	0.2%
Private domestic setting	0.2%
Military	0.1%
Policy organisation	0.1%
Trade union or professional body	0.1%
Insurance or legal	0.1%
Inspectorate or regulator	0.1%
Police	0.1%
Cosmetic or aesthetic sector	0.1%
Covid related screening or contact tracing	0.1%
Other	7%
Prefer not to say	3%

Job sector

Sector	Percentage
NHS/HSC	87%
Independent	8%
Voluntary organisations	1%
Other	3%
Prefer not to say	1%

Scope of practice (multi-select)*

Scope	Percentage
Adult and general care nursing	60%
Mental health nursing	15%
Midwifery	7%
Children's and neo-natal nursing	6%
General practice nursing	5%
Education	4%
Health visiting	4%
Learning disabilities nursing	3%
Research	2%
Occupational health	2%
Quality assurance or inspection	2%
Policy	1%
Commissioning	0.5%
Other	4%
Prefer not to say	1%

Q1: Are you currently practising? Base=3,870, Q30: What sector do you work in? Base: Practising professionals (3,780), Q31: Which of the following options describes your contract type? Base: Practising professionals (3,780), Q33: Which of the following describes the work setting for your job? Base: Practising professionals (3,780), Q32: What is the scope of practise for your job? Base: Practising professionals (3,780).

Breakdown of current practice for respondents in Wales

Current practice

Practice	Not practising	Currently practising
Nurse	4%	96%
Midwife	11%	89%
Dual qualified	7%	93%
Nursing associates	33%	67%

Contract type

Sector	Percentage
Directly employed (part time or full time)	91%
Bank staff	5%
Agency staff	2%
Volunteering	0.0%
Other	1%
Prefer not to say	1%

Work setting

Setting	Percentage
Hospital or other secondary care	59%
GP practice or other primary care	10%
Care home	8%
Specialist or other tertiary care including hospice	3%
Maternity unit or birth centre	2%
Public health organisation	2%
University or other research facility	1%
Occupational health	1%
School	1%
Governing body or other leadership	1%
Telephone or e-health advice	1%
Social care	0.5%
Cosmetic or aesthetic sector	0.4%
Prison	0.3%
Private domestic setting	0.2%
Police	0.2%
Voluntary or charity sector	0.2%
Consultancy	0.2%
Policy organisation	0.1%
Inspectorate or regulator	0.1%
Military	0.1%
Vaccination centre	0.1%
Trade union or professional body	0.1%
Covid related screening or contact tracing	0.1%
Other	7%
Prefer not to say	3%

Job sector

Sector	Percentage
NHS/HSC	83%
Independent	12%
Voluntary organisations	1%
Other	3%
Prefer not to say	2%

Scope of practice (multi-select)*

Scope	Percentage
Adult and general care nursing	65%
Mental health nursing	13%
General practice nursing	6%
Children's and neo-natal nursing	5%
Education	4%
Midwifery	4%
Learning disabilities nursing	3%
Health visiting	2%
Quality assurance or inspection	1%
Research	1%
Policy	1%
Occupational health	1%
Commissioning	1%
Other	4%
Prefer not to say	2%

Q1: Are you currently practising? Base=1,634, Q30: What sector do you work in? Base: Practising professionals (1,634) Q31: Which of the following options describes your contract type? Base: Practising professionals (1,634), Q33: Which of the following describes the work setting for your job? Base: Practising professionals (1,634), Q32: What is the scope of practise for your job? Base: Practising professionals (1,634).

WHERE – NORTHERN IRELAND

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Insights

Breakdown of current practice for respondents in Northern Ireland

Current practice

Practice	Not practising	Currently practising
Nurse	6%	94%
Midwife	4%	96%
Dual qualified	0%	100%

Contract type

Sector	Percentage
Directly employed (part time or full time)	85%
Bank staff	10%
Agency staff	3%
Volunteering	0.0%
Other	1%
Prefer not to say	2%

Work setting

Setting	Percentage
Hospital or other secondary care	55%
Care home	11%
GP practice or other primary care	10%
Maternity unit or birth centre	5%
Public health organisation	2%
Social care	1%
Consultancy	1%
Governing body or other leadership	0.4%
Occupational health	0.3%
University or other research facility	0.3%
School	0.3%
Voluntary or charity sector	0.3%
Private domestic setting	0.3%
Prison	0.3%
Police	0.2%
Vaccination centre	0.2%
Insurance or legal	0.1%
Inspectorate or regulator	0.1%
Covid related screening or contact tracing	0.1%
Cosmetic or aesthetic sector	0.1%
Telephone or e-health advice	0.1%
Other	6%
Prefer not to say	4%

Job sector

Sector	Percentage
NHS/HSC	82%
Independent	13%
Voluntary organisations	1%
Other	2%
Prefer not to say	1%

Scope of practice (multi-select)*

Scope	Percentage
Adult and general care nursing	65%
Mental health nursing	11%
Midwifery	9%
Children's and neo-natal nursing	5%
General practice nursing	6%
Education	4%
Health visiting	3%
Learning disabilities nursing	3%
Quality assurance or inspection	2%
Research	1%
Policy	1%
Commissioning	1%
Occupational health	1%
Other	3%
Prefer not to say	2%

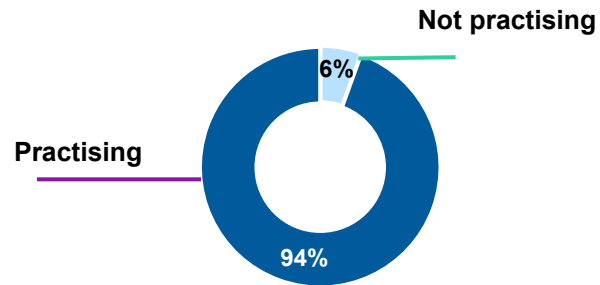
Q1: Are you currently practising? Base=1,106, Q30: What sector do you work in? Base: Practising professionals (1,153) Q31: Which of the following options describes your contract type? Base: Practising professionals (1,153), Q33: Which of the following describes the work setting for your job? Base: Practising professionals (1,153), Q32: What is the scope of practise for your job? Base: Practising professionals (1,153).

PRACTISING

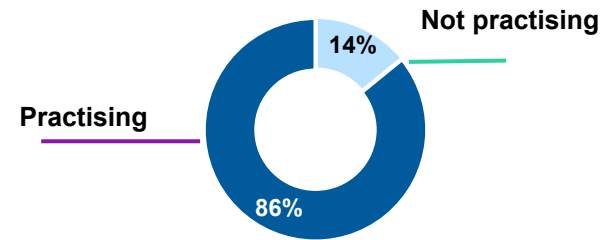
nmc
Insights

Lower proportions of respondents who were midwives and/or professionals who were older, disabled or Black were currently practising

All professionals

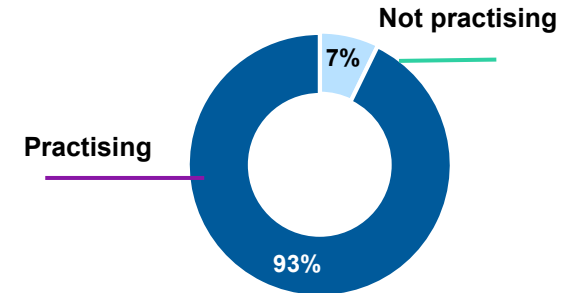


Aged 66 or above



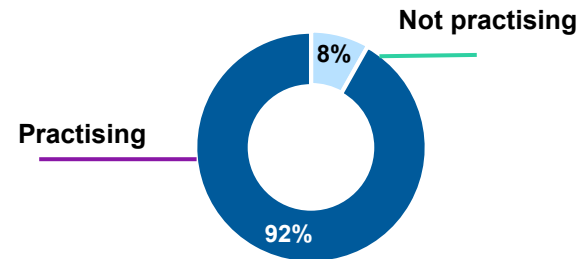
Around 14% of respondents aged 66 or above were not practising.

Disabled



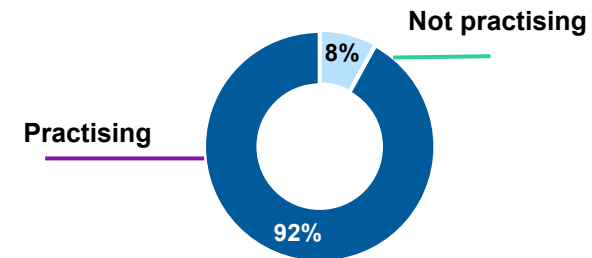
A higher proportion of disabled professionals were not currently practising (7%) compared to non-disabled professionals (5%)

Midwives



A higher percentage of midwives told us they were not currently practising (8%), compared to nurses (5%) and nursing associates (6%).

Black professionals

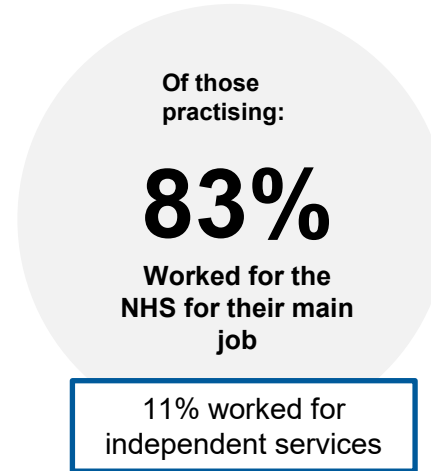
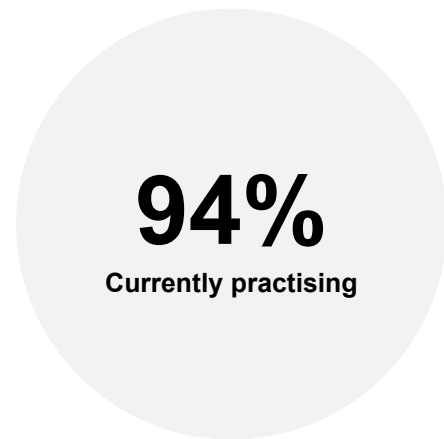


A higher proportion of Black professionals told us they were not currently practising compared to other ethnic groups.

When looking at region of education, a higher percentage of internationally educated Black professionals said they were not currently practising (10%) compared to UK educated Black professionals (6%).

WHERE - ENGLAND

The majority of respondents who were working in England were directly employed and worked for the NHS



Proportion of bank/agency staff slightly higher in settings such as **prisons, schools, telephone/e-health services and care homes**

The most common work settings practising professionals worked in for their main job were :

- Hospitals/secondary care (59%)**
- GP practices/primary care (10%)**
- Care homes (6%)**
- Maternity unit/birth centre (3%)**
- Specialist or tertiary care (3%)**

The most common scope of practise for practising professionals for their main job were:

- Adult and general care nursing (64%)**
- Mental health nursing (12%)**
- Children and neo-natal nursing (7%)**
- Midwifery(7%)**
- General practice nursing (7%)**

WHERE - SCOTLAND

nmc
Insights

A lower proportion of respondents in Scotland said they worked in independent services

96%
Currently practising

The proportion working for **independent services** was lower than other UK countries.

Of those practising:

87%
Worked for the NHS for their main job

8% worked for independent services

The proportion working in **GP practices/primary care** was slightly higher than other UK countries.

The most common work settings practising professionals worked in for their main job were:

Hospitals/secondary care (56%)
GP practices/primary care (13%)
Care homes (7%)
Maternity unit/birth centre (3%)
Specialist or tertiary care (3%)

Of those practising:

91%
Directly employed (part or full time) for their main job

7% bank or agency staff

Proportion of bank/agency staff slightly higher in **care homes** (11%).

The proportion working in **mental health nursing** in Scotland was slightly higher than other UK countries.

The most common scope of practise for practising professionals for their main job were:

Adult and general care nursing (60%)
Mental health nursing (15%)
Midwifery (7%)
Children and neo-natal nursing (6%)
General practice nursing (5%)

WHERE - WALES

nmc
Insights

A lower proportion of respondents in Wales worked in midwifery

96%

Currently practising

Of those practising:

83%

Worked for the
NHS for their
main job

12% worked for
independent services

Of those practising:

91%

Directly employed
(part or full time)
for their main job

7% bank or agency staff

The proportion of
bank/agency staff
was slightly higher
in **care homes**
(11%).

The most common work settings practising
professionals worked in for their main job were :

Hospitals/secondary care (59%)
GP practices/primary care (10%)
Care homes (8%)
Specialist or tertiary care (3%)
Maternity unit/birth centre (2%)

Fewer people we heard from in
Wales worked in **Midwifery (4%)**,
compared to other UK countries.

The most common scope of practise for practising
professionals for their main job were:

Adult and general care nursing (65%)
Mental health nursing (13%)
General practice nursing (7%)
Children and neo-natal nursing (5%)

A higher proportion of respondents working in Northern Ireland worked as bank or agency staff

94%

Currently practising

The proportion working in **care homes** was slightly higher than other UK countries.

The most common work settings practising professionals worked in for their main job were :

Hospitals/secondary care (55%)

Care homes (11%)

GP practices/primary care (10%)

Maternity unit/birth centre (5%)

Specialist or tertiary care (2%)

Of those practising:

82%

Worked for HSCNI for their main job

13% worked for Independent services

Of those practising:

85%

Directly employed (part or full time) for their main job

13% bank or agency staff

There were a significantly higher percentage of **bank/agency** staff in **hospitals** (13%) and **GP practices** (21%) compared to other UK countries

The most common scope of practice for practising professionals for their main job were:

Adult and general care nursing (65%)

Mental health nursing (11%)

Midwifery (9%)

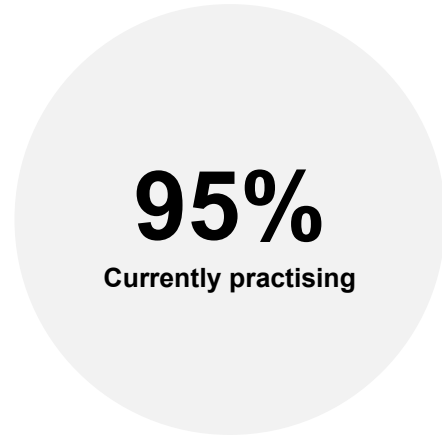
General practice nursing (6%)

Children and neo-natal nursing (5%)

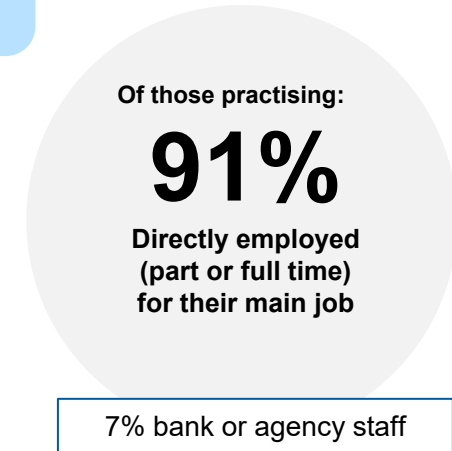
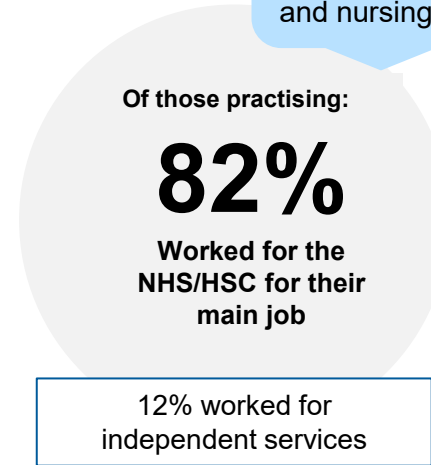
A higher proportion in Northern Ireland worked as **bank or agency staff** (13%), compared to other UK countries.

WHERE - NURSES

A higher proportion of nurses who responded said they worked in independent services compared to midwives



Proportion of nurses working for **independent services** higher than midwives (1%) and nursing associates (8%).



The most common work settings practising nurses worked in for their main job were:
Hospitals/secondary care (60%)
GP practices/primary care (11%)
Care homes (7%)

The most common scope of practise for practising nurses for their main job were:
Adult and general care nursing (68%)
Mental health nursing (13%)
Children and neo-natal nursing (7%)
General practice nursing (7%)

WHERE - MIDWIVES

nmc
Insights

Only a small minority of midwives who responded said they worked for independent services

92%

Currently practising

Of those practising:

96%

Worked for the
NHS/HSC for their
main job

Only 1% of midwives worked for independent services, lowest in comparison to other professions on our register.

Of those practising:

92%

Directly employed
(part or full time)
for their main job

7% bank or agency staff

The most common work settings practising midwives worked in for their main job were :

Hospitals/secondary care (43%)
Maternity unit or birth centre (42%)

The most common scope of practise for practising midwives for their main job were:

Midwifery (97%)
Education (5%)

WHERE – NURSING ASSOCIATES

nmc
Insights

A lower proportion of nursing associates who responded reported working as bank or agency staff

94%

Currently practising

Of those practising:

88%

Worked for the NHS
for their main job

8% worked for
Independent services

Of those practising:

96%

Directly employed
(part or full time) for
their main job

3% bank or agency staff

A higher proportion of nursing associates worked in **GP practices/primary care** compared to nurses.

The most common work settings reported by practising nursing associates were:
Hospitals/secondary care (62%)
GP practice/primary care (20%)

The most common scope of practise reported by practising nursing associates were:
Adult and general care nursing (69%)
General practice nursing (15%)
Mental health nursing (11%)
Children and neo-natal nursing (7%)

WHERE – DUAL QUALIFIED

A higher proportion of dual qualified professionals who responded worked as bank or agency staff

96%
Currently practising

Of those practising:

91%
Worked for the
NHS/HSC for their
main job

3% worked for
Independent services

Of those practising:

84%
Directly employed
(part or full time)
for their main job

13% bank or agency staff

A higher proportion of dual qualified professionals worked as **bank or agency staff**, compared to other professions.

This could be related to this profession being made up a higher proportion of **older people, aged 56 or over**, compared to other professions.

The most common work settings practising professionals worked in for their main job were :

Hospitals/secondary care (40%)
Maternity unit or birth centre (28%)
GP practice/primary care (7%)

The most common scope of practise for practising professionals for their main job were:

Midwifery (72%)
Adult and general care nursing (20%)
Health visiting (16%)
Education (10%)
Children and neo-natal nursing (7%)

WHERE

nmc
Insights

Respondents working in the NHS/HSC most commonly worked in hospitals, whilst those working for independent services commonly worked in care homes

NHS/HSC

Of those practising:

93%

**Directly employed
(part or full time) for
their main job**

6% bank or agency staff

The most common work settings practising professionals worked in for their main job were:

Hospitals/secondary care (66%)**GP practice/primary care (12%)****Maternity unit or birth centre (4%)**

The most common scope of practise for practising professionals for their main job were:

Adult and general care nursing (63%)**Mental health nursing (12%)****Midwifery (8%)****Children and neo-natal nursing (7%)****General practice nursing (6%)**

A higher proportion working for independent services worked as bank or agency staff, compared to the NHS/HSC.

The majority of those working in the NHS/HSC worked in **hospitals**.

Whilst those working for independent services commonly worked in **care homes or hospitals**.

A higher proportion of those working in NHS/HSC reported working in **children's and neo-natal nursing and midwifery**.

Those in independent services more commonly worked in **mental health nursing and learning disabilities nursing**, compared to those in the NHS/HSC.

Independent services

Of those practising:

85%

**Directly employed
(part or full time) for
their main job**

11% bank or agency staff

The most common work settings practising professionals worked in for their main job were :

Care homes (45%)**Hospitals/secondary care (24%)****Specialist or other tertiary care (5%)**

The most common scope of practise for practising professionals for their main job were:

Adult and general care nursing (73%)**Mental health nursing (17%)****General practice nursing (6%)****Learning disability nursing (5%)**

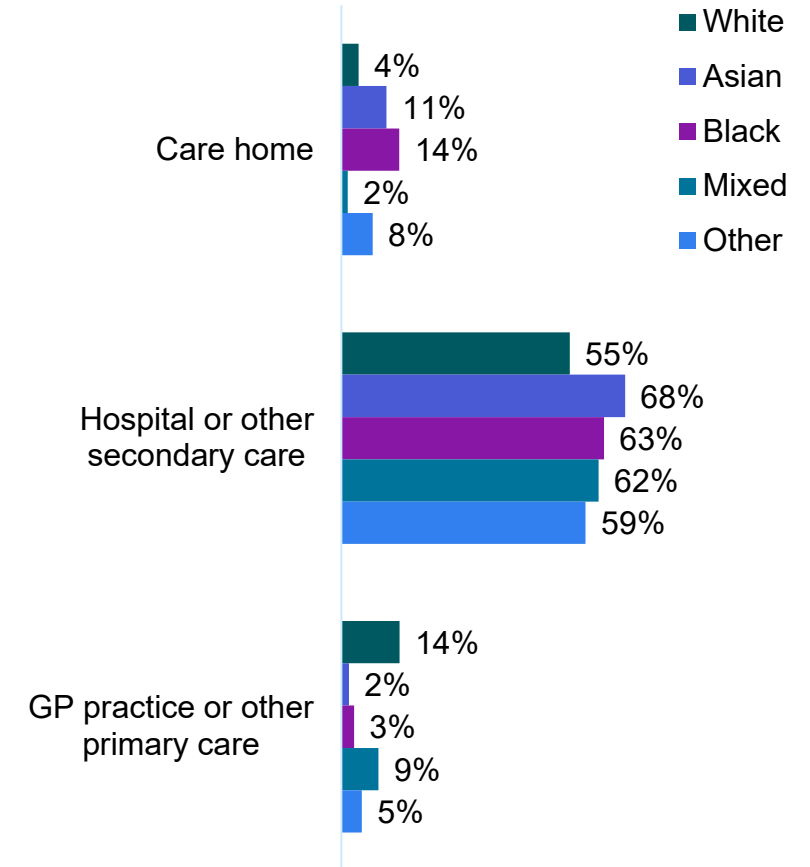
WHERE - ETHNICITY

nmc
Insights

A higher proportion of Black and Asian survey respondents reported working in care homes, compared to White and Mixed Ethnicity professionals

- **Black and Asian professionals** more commonly reported working in a **care home** for their main job, compared to other ethnic groups.
- **Asian, Black and mixed ethnicity professionals** more commonly reported working in **hospitals or other secondary care**, compared to White professionals.
- A higher proportion of **White and mixed ethnicity** professionals reported working in **GP practices** or primary care, compared to Asian professionals and Black professionals.
- Those from a **White or mixed ethnic background** more commonly reported working in **children's and neo-natal nursing and midwifery**, compared to Black and Asian professionals.

Proportion working in care home, hospitals and GP practices for main job by Ethnic group



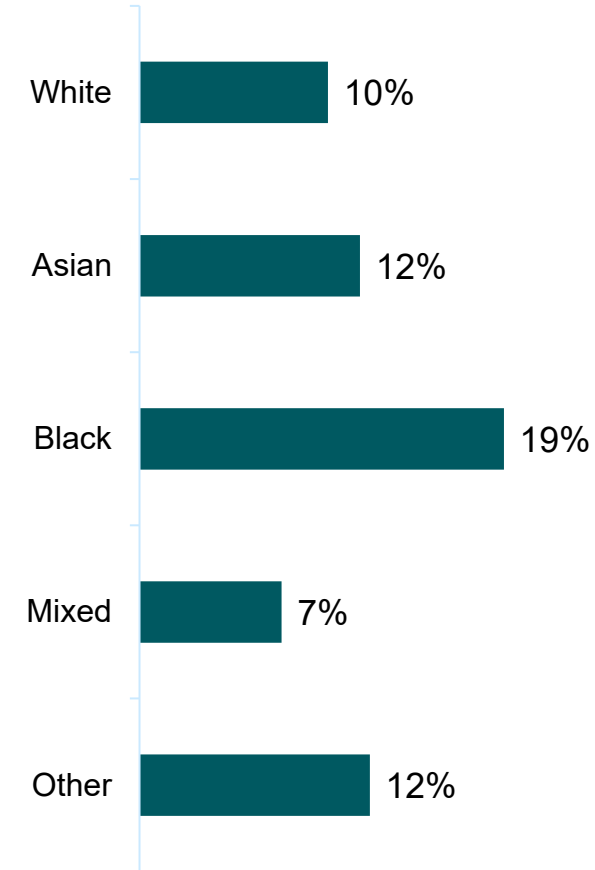
WHERE

nmc
Insights

A higher proportion of Black professionals who responded said they worked in independent services, in mental health nursing and as bank or agency staff

- A higher proportion of **Black professionals** reported working in **independent Services** (19%), compared to other ethnic groups.
- A higher proportion of **Black professionals** reported working as **bank or agency staff** (10%), compared to White (7%) and Asian (5%) professionals.
- A higher proportion of **Black professionals** (21%) told us they worked in **mental health nursing** compared to White (13%) or Asian (4%) professionals.

Proportion working for independent services for main job by ethnic group

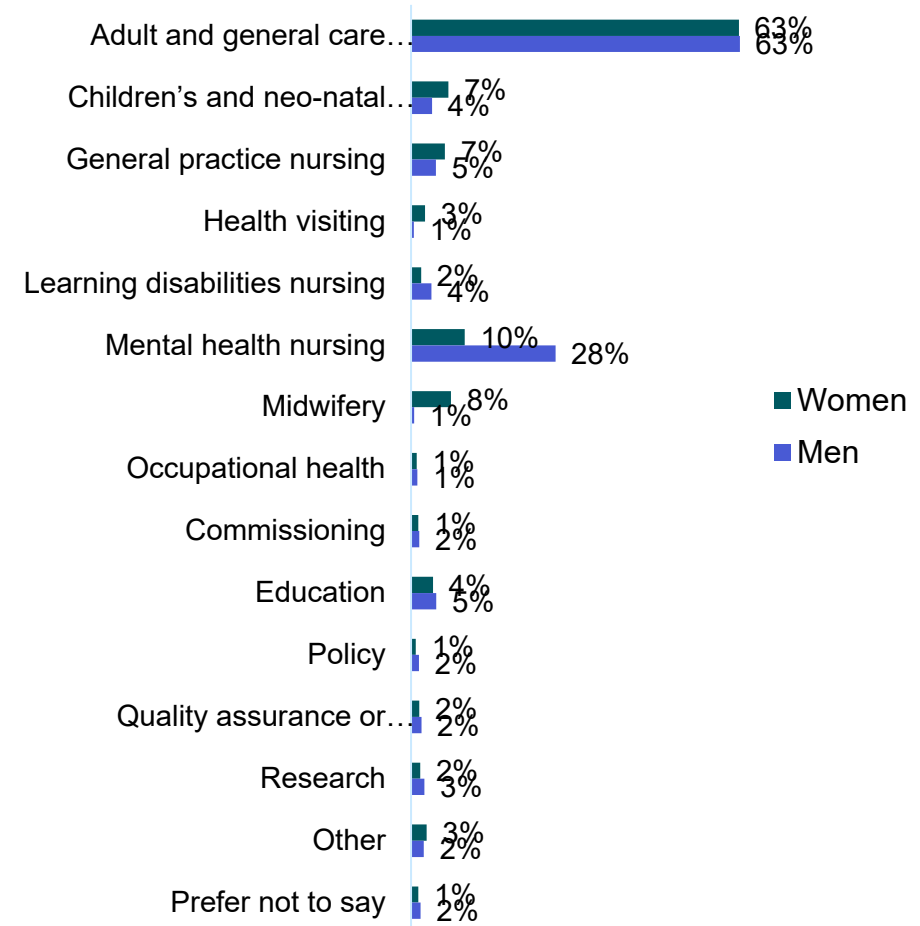


WHERE

More men who responded told us they work in mental health nursing compared to women

- **28% of men** (compared to 10% of women) reported working in **mental health nursing**.
- **Women more commonly reported working in children's and neo-natal nursing and midwifery**, compared to men.
- **Women respondents more commonly reported working in GP practices** (11%), compared to men (5%).
- **Men who respondents more commonly reported working in independent services** (15%), compared to women (11%).

Scope of practice for main job by gender, multi-select



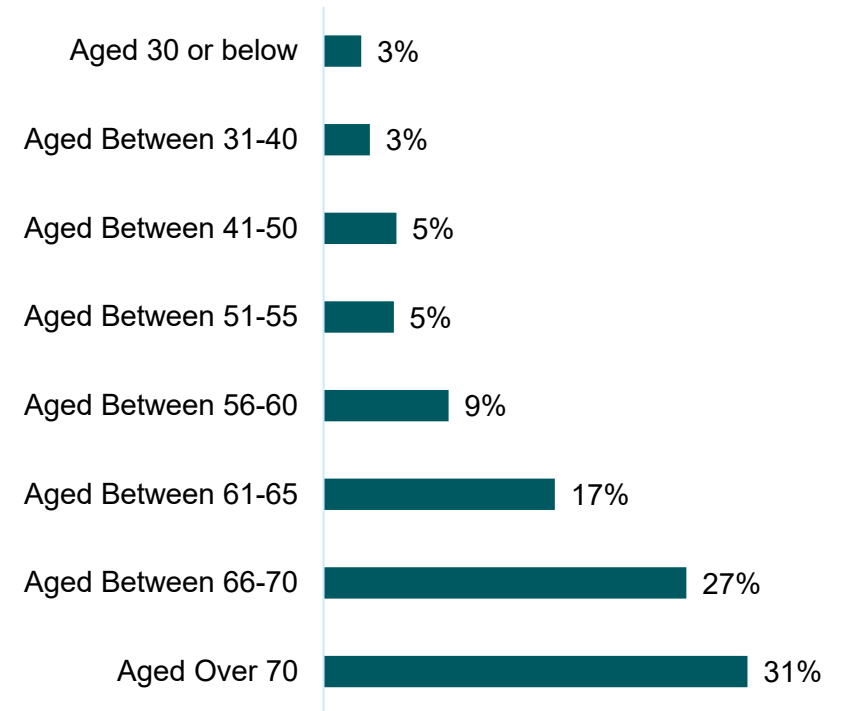
WHERE

nmc
Insights

A higher proportion of older respondents said they worked as bank/agency staff or for independent services compared to younger professionals

- **A higher proportion of practising older professionals**, particularly those **aged above 60** worked as **bank or agency staff**, compared to **younger professionals**
More of those **aged above 60** also worked for **independent services** (17%), compared to those aged 30 or below (7%).
- **A higher proportion of younger professionals (aged 40 or below) worked in GP practices as their main job (5%), compared to those aged 40 or above (13%).**
More also told us they worked in hospital and secondary care, compared to older professionals.

Proportion working as bank or agency staff for main job by age group



Q31: Which of the following options describes your contract type? Base: Practising professionals, Age 30 or below=3,471, Aged between 31-40=9,477, Aged between 41-50=7,127, Aged between 51-55=5,017, Aged between 56-60=5,239, Aged between 61-65=3,911, Aged between 66-70=963, Aged over 70=277

WHERE

nmc
Insights

Fewer disabled professionals reported working in hospitals/secondary care and care homes

- Fewer **disabled professionals** reported working in **care homes** as their main job (2%), compared to **non-disabled professionals** (7%).
- Fewer **disabled professionals** (53%) reported working in **hospitals/secondary care** as their main job than non-disabled **professionals** (59%).
- A slightly higher proportion of **disabled professionals** said they worked in **specialist/other tertiary care as their main job** (5%), compared to non-disabled professionals (3%).

Proportion working in care homes, hospitals or other secondary care or specialist care for main job, by disability

