

The NMC register Wales

1 April 2024 –
31 March 2025



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

The big picture

The number of nurses and midwives in Wales on the register now stands at a record **41,452**. That is **958 (2.4 percent) more** than a year ago (March 2024).

However, there was a slight drop in the number of people in Wales joining the register for the first time over the past year: **1,906** compared to **2,029** in 2023–2024. That includes fewer UK-educated professionals joining the register: **1,505**, compared to **1,679** the previous year¹.

A total of **1,463** professionals in Wales left the register. This is **1.5 percent** more leavers than the previous year (**1,441** leavers in 2023–2024). However, when viewed as a proportion of the growing register we see that the attrition is marginally down: **3.6 percent** of the register left, compared to **3.7 percent** in 2023–2024.



¹ Even though there was a drop in joiners, the register grew because the number of joiners remained higher than the number of leavers.

² The nursing associate role was introduced in 2019. Nursing associates can only practise in this role in England. The Welsh Government has committed to introducing nursing associates in Wales subject to changes in our legislation.

41,452

professionals
in Wales



An increase of

958

+2.4%



As of March 2025,
compared to
March 2024



Nurses

+2.3%

38,951



Midwives

+4.4%

2,115



**Dual
registrants**

-3.3%

349



**Nursing
Associates²**

+12.1%

37

In the last 12 months,
compared to same
period in 2023 – 2024



1,906

-6.1%

joined the
register



1,463

+1.5%

left the
register

International recruitment

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

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

From the latest data, we know that at least **401** international professionals in Wales joined the register last year. Of these, **241 (60 percent)** were educated in India, which remains the largest single source of international recruitment in Wales.



Non-UK countries of education as of March 2025, compared to last year

- 1 India**
1,867 ↑ +28%
- 2 Philippines**
1,419 ↑ +3.7%
- 3 Romania**
237 ↓ -0.8%

As of March 2025

**45 years,
4 months**

average age of
professionals in Wales

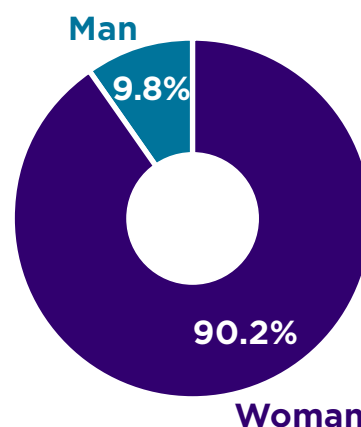


13.7%

of the register
in Wales are from
Black, Asian and
ethnic minority
backgrounds³. In
2020, **9.5%** were
from Black, Asian
and ethnic minority
backgrounds.



Gender split of
the register



³ The NMC recognises that language in this area is constantly changing and that the people included within such broad terms encompass diverse ethnic groups. We regularly keep the language that we use under review.

An increasingly diverse register

Ethnic diversity continues to increase among those registered in Wales, due to international recruitment from around the world, combined with an increasingly ethnically diverse cohort of UK-educated joiners.

Professionals from Black, Asian and ethnic minority backgrounds make up **more than one in 10 (13.7 percent)** of Wales's nursing and midwifery workforce. That's **1.5 percentage points higher** than last year and **4.2 percentage points more** than five years ago.

This picture of increasing ethnic diversity makes it more important than ever that professionals can practise in an environment that values diversity and tackles racism. As the professional regulator, we also have a responsibility to deliver fair outcomes and positive experiences for everyone on our register, regardless of their background or characteristics. This is something we are working towards through our [Fitness to Practise Improvement Plan](#) and [Culture Transformation Plan](#).

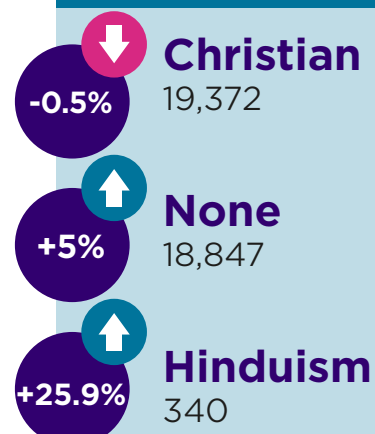
Why did people leave the register in Wales?

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

[This year's survey](#) shows similar findings to last year's. Retirement is still the number one reason people in Wales leave the register. Concerningly, physical or mental health is the second-most common reason, which is consistent with the UK-wide picture.

The proportion of leavers in Wales who would recommend a career as a nurse or midwife remains low at **18.5 percent**, compared to **18.2 percent** the year before.

Most common specified religions, change in 12 months



As of March 2025

874 people have declared a disability

Length of time since initial registration, change in the last 12 months⁴



⁴ Length of time since first registration does not necessarily mean unbroken or continuous registration. Many registrants leave the register for a variety of reasons, for one or more periods during their careers

Sharing data across the sector

We hope that this overview of our register in Wales, along with our comprehensive data tables and Register Leavers' Survey Summary can be used by partners and the wider sector in their research and workforce planning.

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



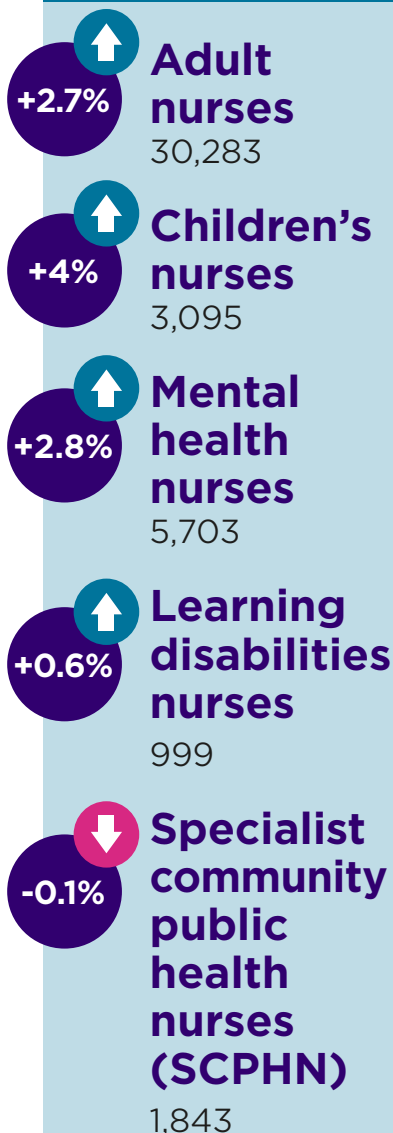
Paul Rees MBE

Interim Chief Executive and Registrar

A stylized signature of Paul Rees in a dark blue color.



As of March 2025,
compared to last
year



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



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 853,000 nurses and midwives in the UK and nursing associates in England, we have an important role to play in making this vision a reality.

We're here to protect the public by upholding high professional nursing and midwifery standards, which the public has a right to expect. That's why we're improving the way we regulate, enhancing our support for colleagues, professionals and the public, and working with our partners to influence the future of health and social care.




Our core role is to **regulate**. We set and promote high education and professional standards for nurses and midwives across the UK, and nursing associates in England and quality assure their education programmes. We maintain the integrity of the register of those eligible to practise. And we investigate concerns about professionals – something that affects very few people on our register every year.

To regulate well, we **support** nursing and midwifery professionals and the public. We create resources and guidance that are useful throughout professionals' careers, helping them to deliver our standards in practice and address challenges they face. We work collaboratively so everyone feels engaged and empowered to shape our work.

We work with our partners to address common concerns, share our data, insight and learning, to **influence** and inform decision-making and help drive improvement in health and social care for people and communities.

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 The Nursing and Midwifery Council

The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland
Registered charity in England and Wales (1091434) and in Scotland (SC038362).

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Midwifery
Council**