

The NMC register Wales mid-year update

1 April -
30 September 2024



Welcome to our mid-year report on the NMC register and what it tells us about the nursing and midwifery workforce in Wales.

The big picture

The overall number of nursing and midwifery professionals on the NMC's register in Wales continues to increase, and is now at **41,126**. That's **632 (1.6 percent) more** registered professionals than six months ago, and **4,627 (12.7 percent) more** than five years ago.

This growth over the years has been upheld by a steady increase in the number of people educated in the UK joining the register, and a continuing rise in international recruitment.

Our latest data show **87 fewer people (-7.4 percent)** joining our register for the first time in Wales compared with the same period last year. This was driven by a decrease in the number of nurses joining – **130 fewer people (-11.5 percent)** compared to the same period last year. However, although the numbers joining this year are lower than the previous year, the number of people joining is still higher than any other six-month period before 2023.

After a significant drop in midwives joining the register in Wales in the six months leading to September 2023 (where only **46** joined), it's reassuring to see this has risen back up to be more in line with previous years (there were **84** joiners in the past six months).

41,126

professionals on the register in Wales



In the last six months

An increase of

632

+1.6%



+1.5%



Nurses

38,641

+3.1%



Midwives

2,088

-1.1%



Dual registrants

357

+21.2%



Nursing Associates¹

40

In the last six months, compared to April-September 2023

-7.4%



1,092

joined the register

+1.7%



736

left the register

¹ There are 40 nursing associates living in Wales but at the current time, only England is using the role. The Welsh Government has committed to introducing nursing associates in Wales subject to changes in our legislation.

A look at international recruitment in Wales

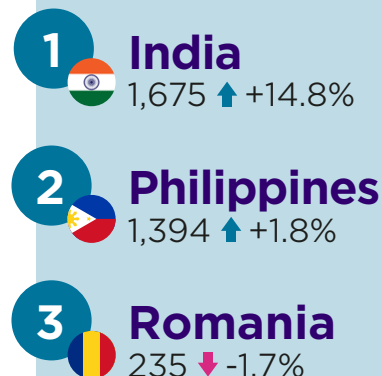
Our data relating to internationally educated professionals in our four nation reports, such as this one, can never be definitive because professionals may not yet have a registered UK address at the point of registration. This means there may be international professionals working in Wales who aren't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

Nonetheless, our country-specific international data is a good indicator of trends over time. Overall, we're seeing continued growth in the number of internationally educated professionals joining the register in Wales.

India is still the largest source of international recruitment in Wales, as the largest group of international joiners.



Top non-UK countries of education as of September 2024, change in the last six months

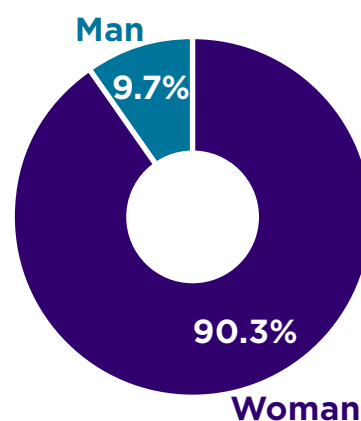


As of September 2024

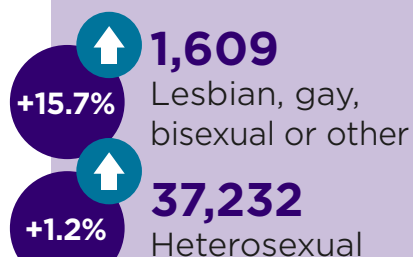
45 years, 3 months

average age of professionals in Wales

Gender split of the register



Sexual orientation, change in the last six months



A more ethnically diverse register

As with in previous years, we're seeing a slight shift in the ethnic profile of the register in Wales, albeit at a slower pace than in the other four nation countries.

In Wales, the proportion of all registered professionals from Black and minority ethnic backgrounds² has increased to **13 percent** on 30 September 2024. This is **0.8 percentage points higher** than six months ago (**12.2 percent**), and **2.9 percentage points** more than five years ago (**9.3 percent**).

Overall retention remains steady

In Wales, the picture of leavers has remained similar to previous years – **736** people left the register in the last six months. This is **12** more people than in the same period last year (**724**). When looking at leavers as a proportion of the register we can see there's been no change since last year from 1.8 percent.

The overall picture of UK-educated leavers across Wales has stayed consistently around 700 people for the past five years. However, similar to the UK-wide picture, there was a rise in the number of internationally educated professionals leaving the register in the last six months (**56**), that's **19** more than this time last year, and **29** more than five years ago.

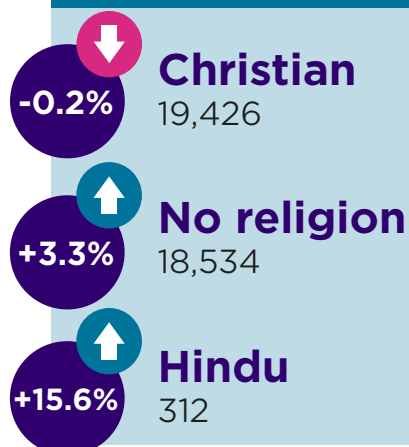


- ² The NMC recognises that language in this area is constantly changing and that the people included within such broad terms encompasses diverse ethnic groups. We regularly keep the language that we use under review.
- ³ Length of time since first registration does not necessarily mean unbroken or continuous registration. Many registrants leave the register for a variety of reasons, for one or more periods during their careers.

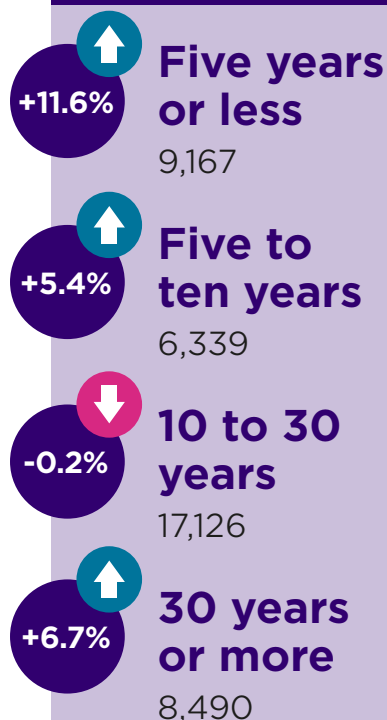
13.0%
of register in Wales from Black and minority ethnic backgrounds. In 2019, **9.3%** of register in Wales from Black and minority ethnic backgrounds.



Most common specified religions, change in six months



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



Sharing insights to support the sector

We hope this overview, alongside our comprehensive [data tables](#), will support workforce planning and research in Wales, ensuring the most effective delivery of services that people and communities across the country rely on for their health and wellbeing.

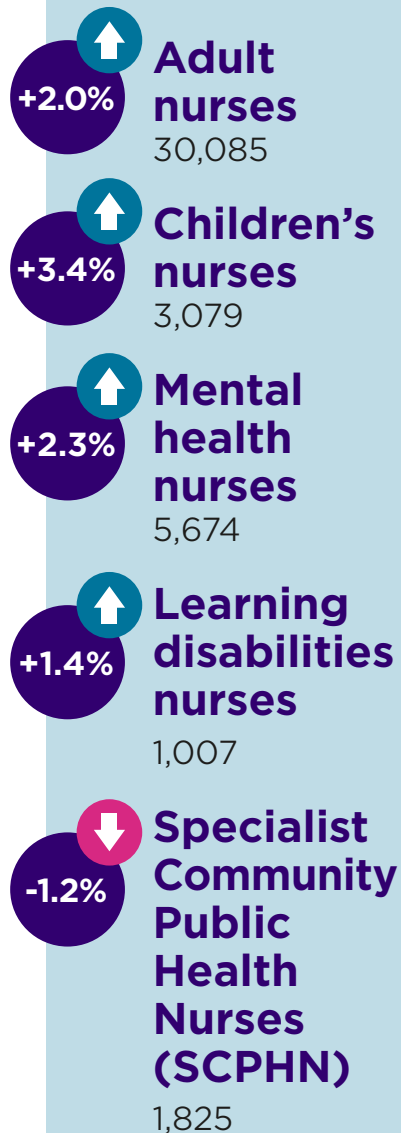
If you have questions about our data or ideas for how we might improve the usefulness of this report, please [get in touch](#).



Kuljit Dhillon
Interim Director
of Strategy and Insight



In the last six months



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 841,000 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 regulator for England, Wales, Scotland and Northern Ireland
Registered charity in England and Wales (1091434) and in Scotland (SC038362).

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