

Revalidation data report

1 April 2024 –
31 March 2025



Introduction

Revalidation is the process that all nurses and midwives in the UK and nursing associates in England undertake every three years to continue their registration. It involves declaration of practice hours and continuous learning, reflection on feedback, and a professional conversation with a suitable professional colleague.

This supports nurses, midwives and nursing associates to maintain high standards of practice throughout their careers, benefiting the health and wellbeing of people in their care. It also encourages reflection on [the Code](#).

High revalidation rates mean more professionals remain eligible to practise. Having enough nurses, midwives and nursing associates with the right skills makes a difference to the safety and quality of care people receive.

Most professionals revalidated successfully again this year, with **94.4 percent** of professionals due to renew their registration (just over 240,000 people) completing their revalidation in 2024–2025. Each year, some professionals decide not to revalidate because they plan to leave the register.

The proportion of professionals who revalidate is similar across all UK nations, with rates increasing in each country since 2020–2021. Most professionals revalidate in the same country in which they were educated, suggesting that many choose to practise where they studied.

Revalidation rates for those educated outside the UK and EU remain the highest at **95.4 percent**, while rates for UK -educated professionals have risen from 93.7 percent in 2023–2024 to **94.2 percent** this year and are now higher than EU-educated professionals. These differences are most likely to be due to the different age profiles of the groups – with EU and internationally educated professionals tending to be younger compared to those educated in the UK .

As we might expect, revalidation rates for professionals at retirement age are lower compared to those who are younger.

Background

Our core role is to regulate nurses, midwives and nursing associates, to ensure the standards of conduct and practice the public has a right to expect. This ensures that the people on our register continue to be capable of safe and effective practice throughout their careers. The principle of lifelong learning is an important part of our approach to regulation.

In a context where both the public and professionals report staff shortages affecting care, high revalidation rates mean more professionals remain eligible to practise. From a public perspective, high revalidation rates also mean professionals are being supported to maintain standards of practice and provide high quality care.

To revalidate and remain on our register, professionals need to submit an online form confirming that they have:

- Practised for a minimum of 450 practice hours (900 hours for those with dual registration as both a nurse and midwife) over the three years prior to the renewal of their registration
- Carried out 35 hours of continuing professional development (CPD), of which at least 20 hours must be participatory learning
- Collected five pieces of practice-related feedback over the three years prior to the renewal of their registration
- Completed five written reflective accounts on their CPD and/or practice-related feedback and/or an event or experience in their practice, and how this relates to the Code, over the three years prior to the renewal of their registration
- Had a reflective discussion with another nurse, midwife or nursing associate
- Received confirmation from an appropriate person that they have met all the requirements.

In addition, professionals must provide a health and character declaration and declare that they have (or will have when they practise) an appropriate professional indemnity arrangement.

More information on the [revalidation requirements](#) and related guidance and support is available on our website.

How to interpret our data

From 2022–2023 we report on the number and percentage of professionals that revalidated at any point during the financial year of April to March (including both those who revalidated by their due date¹ and after it). This means that professionals who have been granted an extension are also included in this data.

Revalidation figures for 2016–2017 to 2021–2022 report only on the number and percentage of professionals that revalidated by their due date.¹

This means that data from 2022–2023 onwards provides a fuller picture but is not directly comparable with previous years.

Following best practice guidance from the Equality and Human Rights Commission (EHRC), in 2024 we updated our approach to diversity monitoring to align it with the Office for National Statistics (ONS) wherever possible. This means that our questions (and associated response options) have therefore gone through the ONS's robust and extensive user testing and validation, giving us assurance about the validity and appropriateness of these questions. These changes include:

- Asking people for their sex as well as gender and gender identity
- Changing how we classify disability
- Changing how we ask people about their caring responsibilities.

The changes we have made to disability data categories mean that this year's data are not directly comparable with previous years. Furthermore, as these are recent changes, it will take time for us to collect enough data to report on. We don't yet have enough data about the sex or caring responsibilities of our professionals to be able to report on these categories in this year's data.

References to 'country' refer to the country of a nurse, midwife or nursing associate's current or most recent practice (for those for whom we have an employer address). Where professionals have not provided us with an address for their employer, we use their home address.

We continually review the quality and content of our data and information. When improved data or additional information becomes available, we retrospectively update our previously published information. This means that when comparing data in our latest reports against some of our previous publications, you may see small changes in some data.

Not all registrants who revalidate will currently be working as a nurse, midwife or nursing associate.

¹ The 'due date' means the deadline for professionals to submit their revalidation application. This is the first day of the month in which their registration expires. For example, if a professional's revalidation date is 30 April, their due date will be 1 April. We notify professionals 60 days before their revalidation application is due.

Revalidation from April 2024 to March 2025

254,718

**nurses, midwives, and
nursing associates
were due to revalidate.**

240,395

**of those
did revalidate in
2024-2025.**

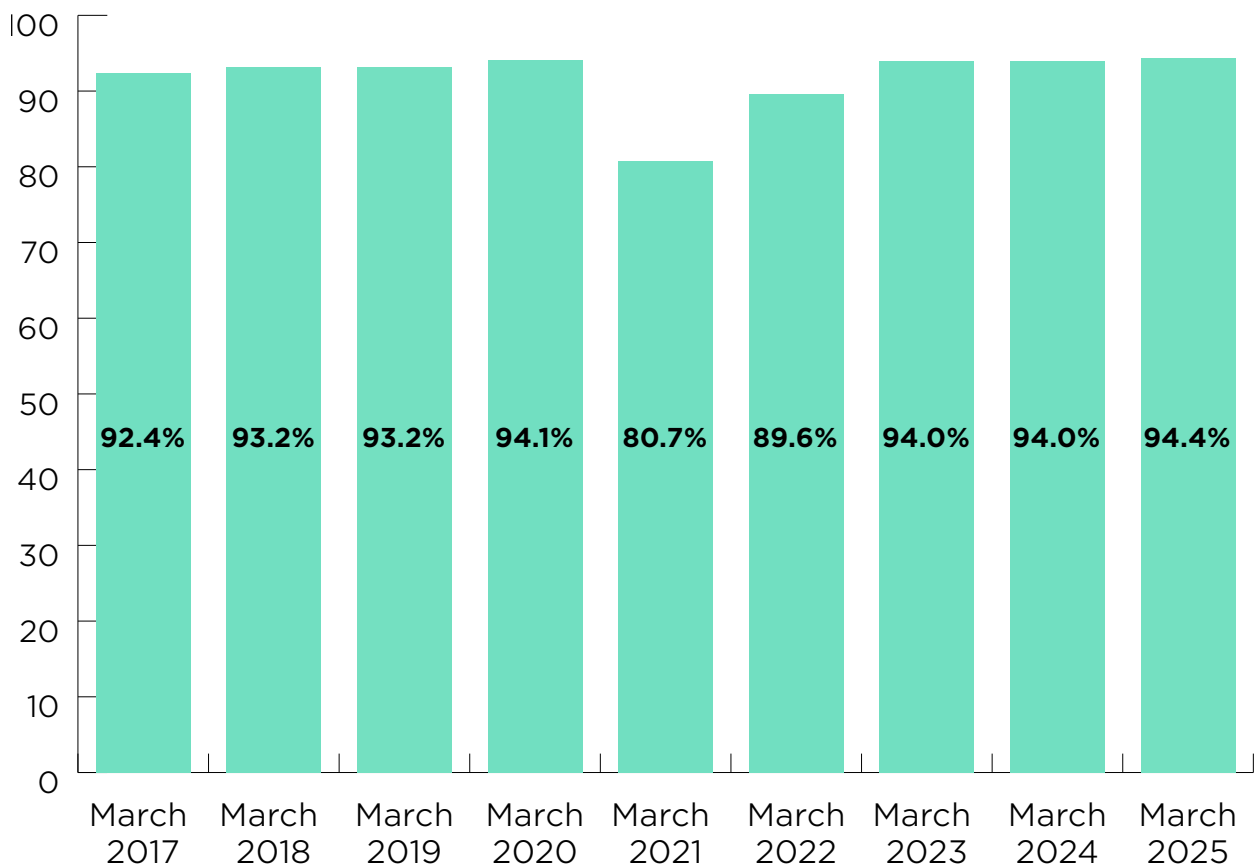
94.4%

**This is a revalidation
rate of 94.4%.**

This shows a consistent trend in the proportion of those who revalidate each year. Aside from the Covid-19 pandemic years of 2020-2021 and 2021-2022, revalidation rates have been over 90 percent yearly, with the 2024-2025 revalidation rate being the strongest recorded since the introduction of revalidation in 2016-2017.

Figure 1

Overall revalidation rates



Revalidation by country

Revalidation rates across the UK nations remained stable again this year, whilst revalidation rates for those outside of the UK were the lowest they have been in four years.

The largest change in revalidation rate for any of the UK nations was 0.6 percent, demonstrating consistency with previous years.

Revalidation rates for professionals who are practising outside the UK remain lower than for those practising within the UK and fell to 71.2 percent this year from 83.9 percent in 2023–2024, the lowest level reported in the past four years. This may be due to some professionals choosing not to maintain their UK registration while practising abroad, and decisions to permanently relocate without revalidating.

Table 1

Revalidation rates by current/last known country of practice

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024	March 2025
England	93.1%	93.8%	93.9%	94.6%	81%	90%	94.4%	94.4%	94.8%
Northern Ireland	92.9%	93.9%	93.5%	94%	82%	88.6%	93.5%	93.3%	93.9%
Scotland	93.4%	94.3%	93.6%	94.5%	79.2%	89.3%	94%	93.5%	94.1%
Wales	94%	94.2%	94.6%	95.2%	84%	90.4%	94.5%	94.3%	94.8%
Outside the UK	59%	61.5%	65.1%	74.7%	62.6%	73.3%	77%	83.9%	71.2%

Revalidation by profession

Nurses, midwives and dual qualified nurses and midwives have continued to revalidate in consistent proportions since 2016–2017.

In 2024–2025, revalidation rates remained consistent across professions, with 94.4 percent of nurses, 95.4 percent of midwives, and 94.7 percent of dual qualified professionals revalidating. Nursing associates had a slightly lower revalidation rate at 89.5 percent.

The first nursing associates joined our register in January 2019 and were eligible to revalidate in 2021–22, so there is no data for this role before then. The number of nursing associates revalidating has continued to grow, with just under 2,000 completing revalidation during 2024–2025.

The proportion of dual qualified professionals revalidating has declined slightly since 2016–2017 and continues to fall. This fall largely reflects these professionals dropping one of their registrations at the point of revalidation. For example, a professional invited to revalidate as both a nurse and a midwife may decide to revalidate only as a nurse.

Table 2

Revalidation by profession

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024	March 2025
Nurse (including SCPHNs)	92.4%	93.3%	93.2%	94.2%	80.8%	89.6%	94.1%	94.0%	94.4%
Midwife (including SCPHNs)	91.2%	99.0%	97.5%	94.8%	80.6%	90.1%	94.6%	94.7%	95.4%
Dual registrant (including SCPHNs)	65.2%	69.0%	74.6%	86.5%	75.6%	82.5%	86.1%	94.3%	94.7%
Nursing associate	N/A	N/A	N/A	N/A	N/A	87.1%	90.6%	94.3%	89.5%

Revalidation by place of education

Professionals educated outside the UK and EU continue to revalidate at the highest rate in line with previous years.

Revalidation rates remained high across all countries of education, with those educated outside the UK and EU achieving a rate of 95.4 percent, slightly lower than last year but still the highest across regions. Those educated in the EU recorded the lowest rate at 93.4 percent, consistent with previous trends.

Table 3

Revalidation by place of education

	March 2023	March 2024	March 2025
UK	93.8%	93.7%	94.2%
EU	91.5%	93.9%	93.4%
Overseas	96.6%	95.8%	96.6%

Revalidation by diversity characteristics

Gender

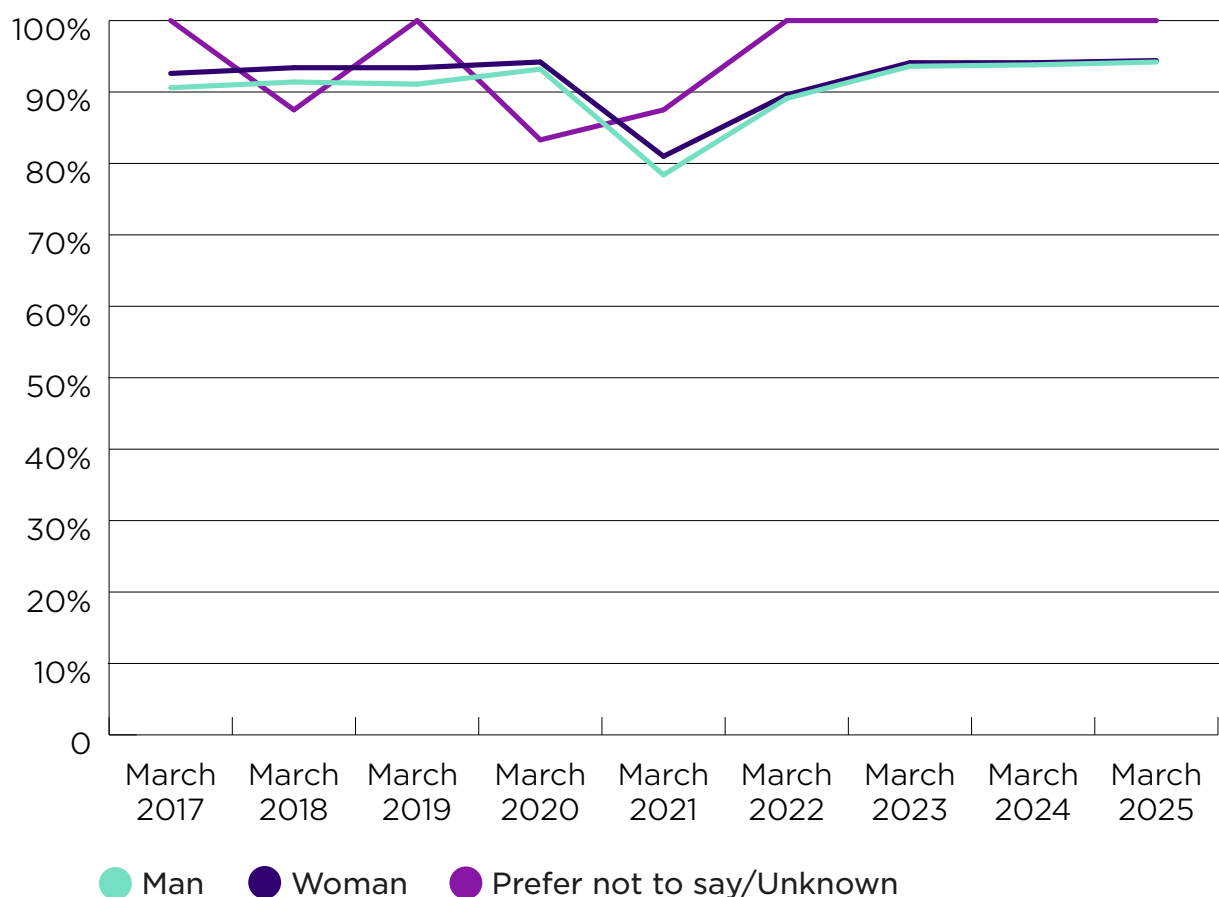
Women continued to revalidate at a slightly higher rate than men this year, with revalidation rates for both groups showing a small increase compared to the previous year. The first phase of our [Ambitious for Change research](#) found that male nurses and midwives were less likely to revalidate successfully compared to women, even after screening for other factors.

The gap between the proportion of men and women who revalidated, compared to those who did not, has decreased further this year. In 2023–2024, the gap fell to 0.3 percent, and it now stands at 0.2 percent, continuing a reducing trend seen since 2021–2022.

Revalidation rates for those whose gender we don't know have fluctuated, but these figures should be treated with caution as there are only around 10 professionals in this group each year.

Figure 2

Revalidation rates by gender

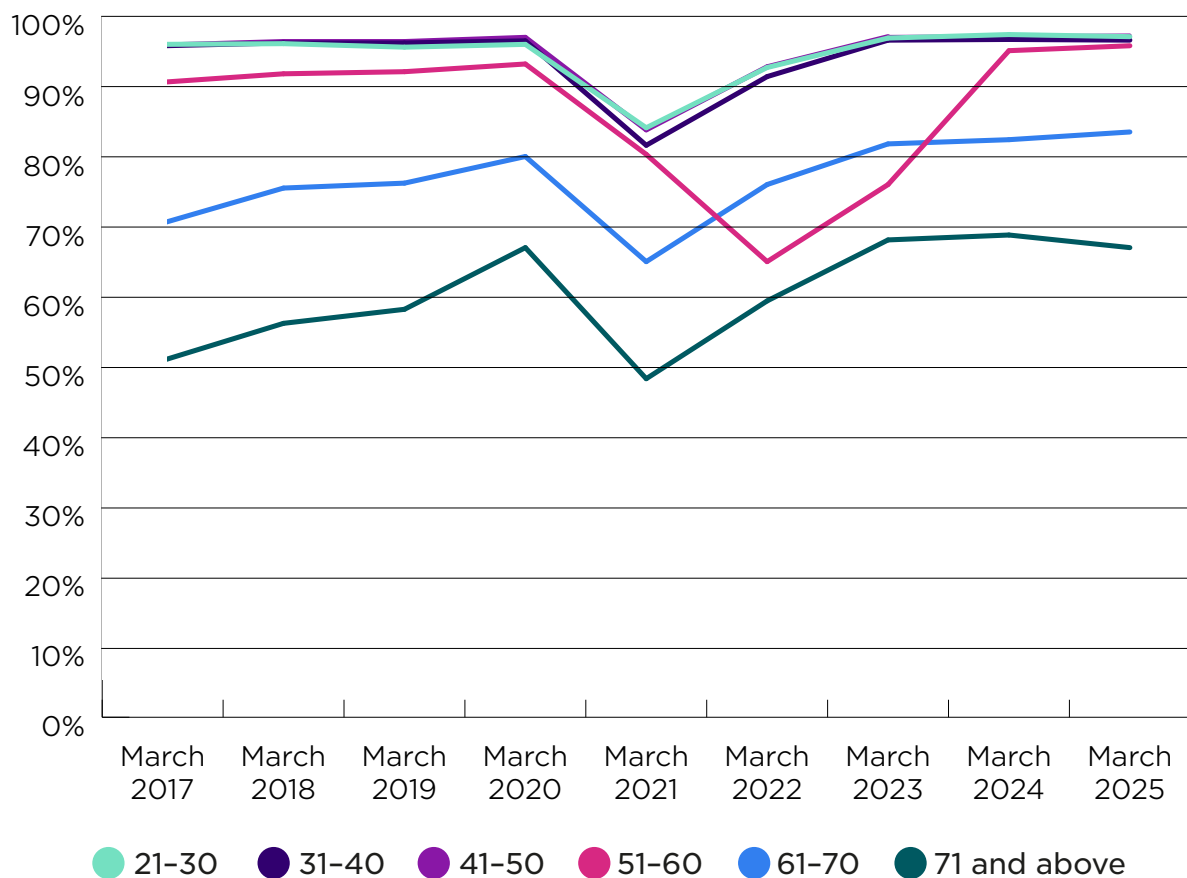


Age

Revalidation rates across age groups have remained broadly in line with last year's figures. With the exception of those aged over 61 years old, revalidation rates are over 95 percent. Revalidation rates for 31-40 year olds reached their highest level since 2016-2017. This year, professionals aged 41-50 had the highest revalidation rate overall, while those aged 61 years and over continued to have the lowest rates, reflecting trends seen in previous years. We know from our annual survey of those leaving our register that many older professionals leaving our register are choosing to do so due to retirement.

Figure 3

Revalidation rates by age group



Disability

Changes to how we classify disability mean that figures on the proportion of disabled people who revalidated this year are not comparable with those from previous years.

Fewer disabled professionals revalidated in 2024-2025 compared to previous years. It's likely that our previous figures on the proportion of disabled people that revalidated may have been inflated by classifying a wider range of professionals as being disabled. As such, our latest figures may be a more accurate representation of the revalidation rates of disabled professionals.

Alongside last year's revalidation report, we published [research on disabled professionals' experiences of revalidation](#). We heard that practice hours, CPD, reflective discussions and confirmation were the most challenging requirements. Research on registrants with disabilities is being fed into our [review of revalidation](#).

Figure 4

Revalidation rates by disability



Ethnicity

Revalidation rates for many ethnicities where this data was known have continued to rise – exceptions being ‘Asian or Asian British’ and ‘Other’. Within our full revalidation data tables, figures for the following groups should be treated with caution due to the low numbers of professionals revalidating in these groups: White-Gypsy or Irish Traveller, Mixed-Other, Arab and professionals whose ethnicity we don’t know.

Table 4

Revalidation rates by ethnicity

	March 2017	March 2018	March 2019	March 2020	March 2021	March 2022	March 2023	March 2024	March 2025
Asian or Asian British	96.2%	96.9%	95.4%	96.8%	85.0%	93.7%	96.8%	96.5%	95.8%
Black, African, Caribbean or Black British	92.5%	93.4%	94.9%	95.8%	79.2%	89.6%	95.5%	95.7%	96.0%
Mixed or Multiple ethnic groups	95.6%	94.2%	87.1%	94.8%	72.6%	83.1%	89.5%	91.9%	94.8%
White or White British	92.1%	90.8%	93.5%	93.8%	80.6%	89.2%	93.6%	93.5%	93.9%
Other ethnic group	96.0%	94.6%	87.7%	94.8%	79.6%	89.6%	93.5%	93.9%	93.6%
Prefer not to say/ Unknown	91.4%	91.0%	58.9%	86.7%	76.8%	83.6%	90.4%	91.1%	90.3%

Sexual orientation

We have been reporting revalidation rates by sexual orientation since 2019–2020. Registrants were able to select the response of ‘Other’ from 2020–2021. There is very little difference in the proportion of people revalidating that identify with different sexual orientations. This revalidation rate has been reducing since 2022–2023.

Figures for professionals identifying as ‘Other’, should be interpreted with caution due to the small numbers revalidating each year.

Table 5

Revalidation rates by sexual orientation

	March 2020	March 2021	March 2022	March 2023	March 2024	March 2025
Bisexual	94.8%	79.8%	90.4%	95.7%	95.9%	94.8%
Gay or Lesbian	94.9%	80.7%	90.3%	94.7%	94.8%	95.1%
Heterosexual or Straight	94.4%	81%	89.8%	94.2%	94.1%	94.5%
Other	not known	81.5%	91.8%	96.1%	91.8%	91.5%
Prefer not to say	92.2%	77.8%	85.4%	91.3%	92%	93.1%

Religion or belief

We have been reporting revalidation rates by religion or belief since 2019–2020.

Since 2016–2017, less than one percent of our register told us they identified as Jewish. The numbers of Jewish professionals revalidating each year are small and as such should be treated cautiously.

Table 6

Revalidation rates by religion or belief

	March 2021	March 2022	March 2023	March 2024	March 2025
Buddhist	75.4%	84.4%	90.5%	92.4%	93.5%
Christian (all denominations)	80.9%	89.4%	93.7%	93.5%	93.9%
Hindu	81.7%	91.6%	95.4%	95.7%	94.4%
Jewish	78.6%	88.8%	92.5%	88.6%	93.8%
Muslim	78.3%	89.2%	95.3%	96.2%	95.7%
Sikh	80.1%	91.1%	94.4%	94.6%	94.6%
Other	79%	90.9%	95.5%	94.4%	91.3%
None	81.9%	90.9%	95.5%	95.3%	95.5%
Prefer not to say	75%	83.1%	89.3%	90.9%	92%

Gender identity

Since 2019, we have asked professionals whether their gender identity matches their sex as registered at birth (or within six weeks) as part of our diversity monitoring.

We have been reporting revalidation rates by gender identity since 2019-2020.

Revalidation rates for professionals whose gender identity does not match their sex as registered at birth, and those who prefer not to tell us their gender identity have slightly declined compared to levels recorded in 2023-2024.

Table 7

Revalidation rates by gender identity

	March 2020	March 2021	March 2022	March 2023	March 2024	March 2025
Gender identity matches sex at birth	94.3%	80.7%	89.8%	94.2%	94.1%	94.4%
Gender identity does not match sex at birth	95.3%	84.4%	89.2%	95.3%	95.3%	94.5%
Prefer not to say	91.8%	83.2%	79.3%	86.8%	90.7%	90%

Verification

We verify the evidence provided for revalidation on a sample of applications based on the total number of people on our register.

This verification is an important part of assessing the effectiveness of the revalidation process. It is not designed to 'catch out' professionals. If someone is selected for verification this does not mean there are any concerns about their application and they can continue to practise as normal while we review the information they provide.

Those selected have to provide further information about their practice hours and continuing professional development, and we routinely contact their confirmer and reflective discussion partner. We select two samples of applications, one of which is selected on a risk basis related to whether they have regular appraisals and whether their line manager is on the NMC's register, and one of which is selected on a random basis.

Between April 2024 and March 2025 we selected 2,213 people for verification of their revalidation applications. Of these, 2,181 went on to revalidate successfully.

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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