

The NMC register Wales

1 April 2020 – 31 March 2021



About us

Our vision is safe, effective and kind nursing and midwifery that improves everyone's health and wellbeing. As the professional regulator of almost 732,000 nursing and midwifery professionals, we have an important role to play in making this a reality.

Our core role is to **regulate**. First, we promote high professional standards for nurses and midwives across the UK, and nursing associates in England. Second, we maintain the register of professionals eligible to practise. Third, we investigate concerns about nurses, midwives and nursing associates – something that affects less than one percent of professionals each year. We believe in giving professionals the chance to address concerns, but we'll always take action when needed.

To regulate well, we **support** our professions and the public. We create resources and guidance that are useful throughout people's careers, helping them to deliver our standards in practice and address new challenges. We also support people involved in our investigations, and we're increasing our visibility so people feel engaged and empowered to shape our work.

Regulating and supporting our professions allows us to **influence** health and social care. We share intelligence from our regulatory activities and work with our partners to support workforce planning and sector-wide decision making. We use our voice to speak up for a healthy and inclusive working environment for our professions.



About our register

We keep the register of all nurses and midwives eligible to practise in the UK, and nursing associates who can practise in England. We currently publish data from our register every six months. Our **previous report** was a mid-year update that we published in November 2020.

How to interpret our data

Not everyone on our permanent register will currently be working as a nurse, midwife or nursing associate, or in the field they're registered in.

We collect the registered addresses of the professionals on our register. The data in the report is about those professionals with registered addresses in Wales.

All of the people who joined our register in 2020–2021 joined through different processes, depending on whether they were from the UK, European Economic Area (EEA) or outside the EEA. Now that the UK has left the EU, everyone joining our register from outside the UK follows the same international process. However, no applications from people in the EEA that were received from 1 January 2021 were completed by 31 March 2021.

The number of joiners, leavers and total people registered won't add up exactly. That's because the joiners' data only includes people joining the register for the first time. It doesn't include people who re-joined after a break from practising.

The number of joiners and leavers are cumulative totals from the whole year (1 April–31 March). We're working to improve our systems so we can provide a more complete picture of joiners and leavers in the future.

Our register changes every day and can vary considerably from the start of the month to the end of the month. Therefore, our data only offers a snapshot in time. This report gives a snapshot of our register on 31 March 2021.

We continually review the quality and content of our data and information.

When improved data or additional information become 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 differences in some data.

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. Data from the Covid-19 temporary register is included in its own section at the end of this report.

Size of our permanent register in Wales on 31 March 2021

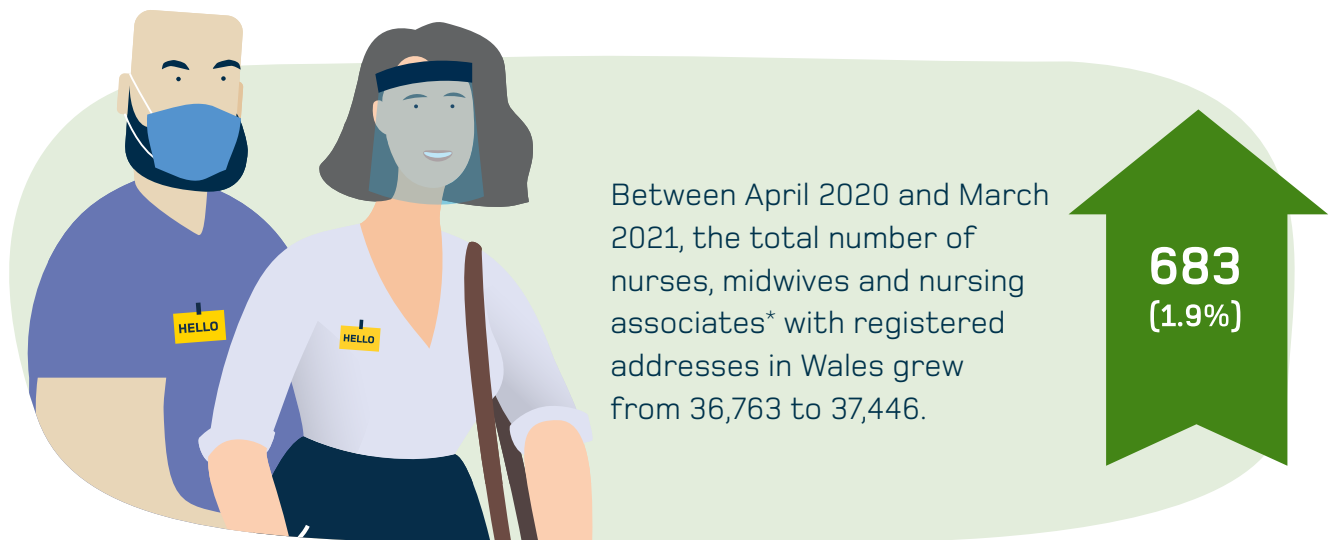


Table 1

Total number of people on the permanent register by registration type with an address in Wales

Registration type	March 2017	March 2018	March 2019	March 2020	March 2021
Nurse	32,521	33,716	33,957	34,661	35,274
Midwife	1,419	1,530	1,594	1,663	1,747
Dual registrant (nurse and midwife)	518	479	448	434	419
Nursing associate	n/a	n/a	2	5	6
Total	34,458	35,725	36,001	36,763	37,446

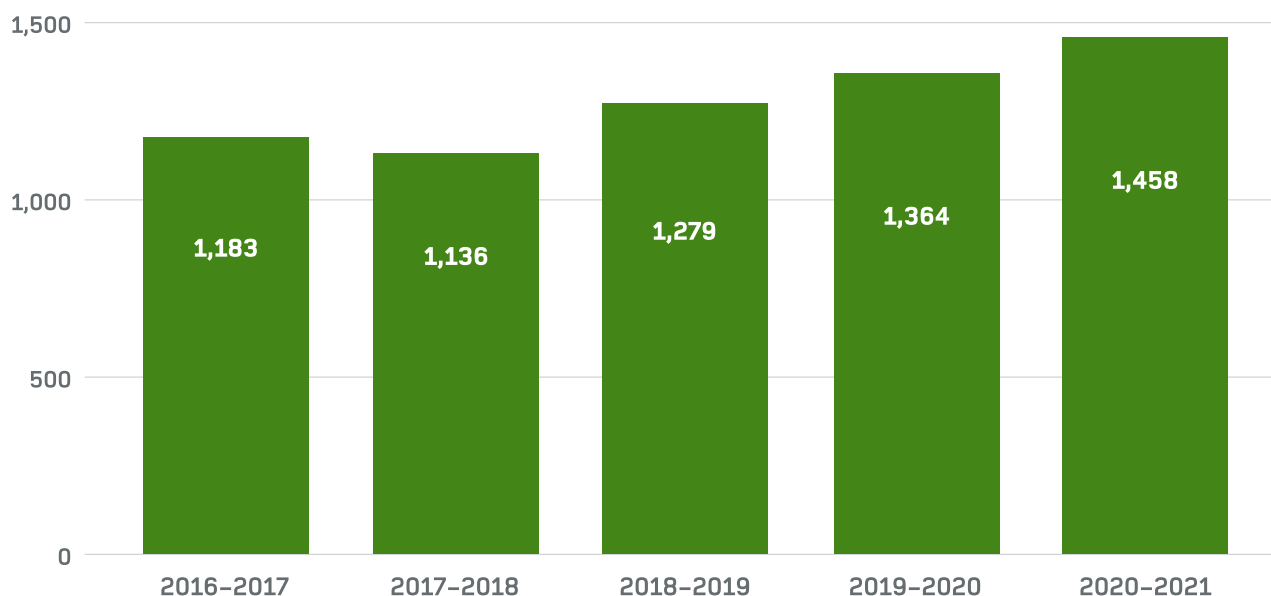
*The nursing associate role was introduced in 2019, in England only. A small proportion of registered nursing associates have addresses in Wales.

Joining the permanent register

The number of people joining our permanent register in Wales for the first time has steadily increased over the past four years. Between April 2020 and March 2021, 1,458 people joined. That's 94 (6.9 percent) more than the previous year.

Figure 1

People with an address in Wales joining the permanent register for the first time



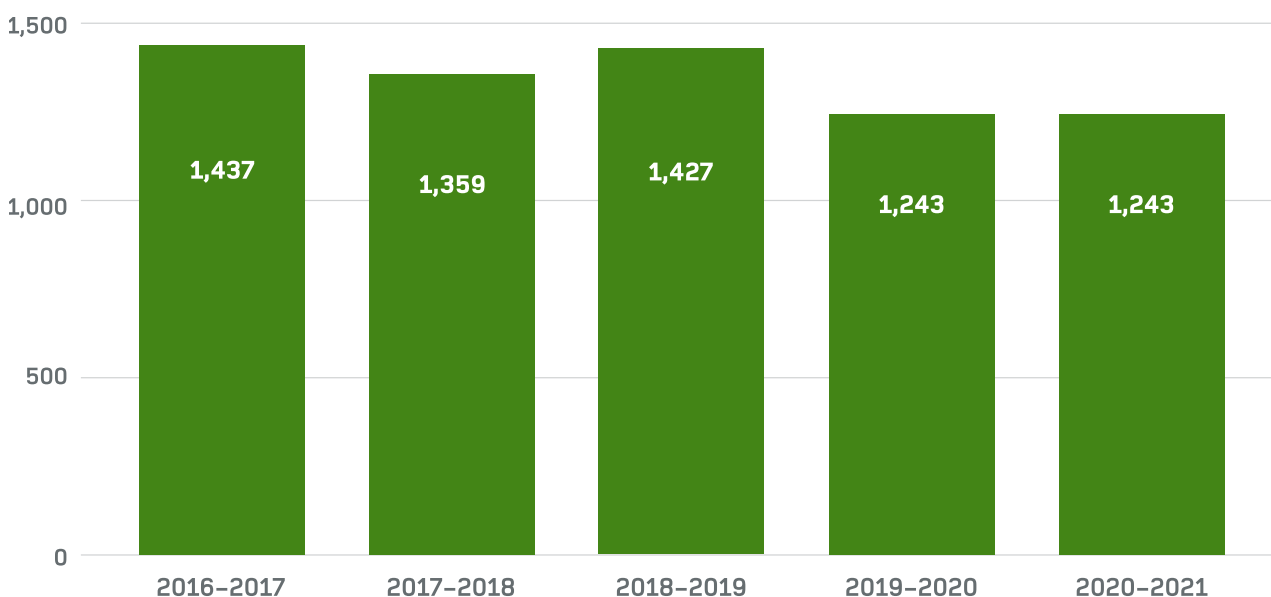
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

1,243 people in Wales left our permanent register over the past year. That's exactly the same as in 2019-2020, and lower than in the three years before then.

Figure 2

People with an address in Wales leaving the permanent register



Professionals who trained in the European Economic Area (EEA)

Similar to previous years, there were only marginal changes in the number of people on the permanent register in Wales who trained in the EEA. Romania remains by far the most frequent EEA country of training but with slightly fewer professionals registered than in 2019–2020.

Table 2

Total number of people on the permanent register in Wales by country of training in the EEA (top five countries)

	March 2017	March 2018	March 2019	March 2020	March 2021
Romania	222	249	246	263	254
Spain	75	78	72	65	63
Italy	65	84	65	63	59
Poland	56	54	53	55	57
Portugal	25	26	30	28	30
Total EEA	538	610	587	602	596

Professionals who trained outside the European Economic Area (EEA)

The number of people on the permanent register in Wales who trained outside the EEA continues to grow. Like the UK picture, the Philippines and India are the most frequent countries of training. Meanwhile the number of people who trained in Zimbabwe increased by 63 percent.

Table 3

Total number of people on the permanent register in Wales by country of training outside the EEA (top five countries)

	March 2017	March 2018	March 2019	March 2020	March 2021
Philippines	1,073	1,115	1,135	1,168	1,194
India	594	627	633	692	792
South Africa	89	96	94	92	95
Nigeria	38	39	39	44	57
Zimbabwe	20	16	21	27	44
Total outside EEA	2,035	2,133	2,166	2,270	2,444

This data is based on people on our permanent register with a registered address in Wales. Some professionals on our permanent register who trained overseas may still have registered addresses outside the UK and therefore will not be included here. Data on the number of people on our permanent register with addresses outside the UK can be found in the UK registration data report.

Profile of the permanent register in Wales

Age

The number of people aged 21–40 on our permanent register in Wales has increased steadily over the past five years. The combined number of people in the retirement age brackets, 56 and above, has also been increasing, with a 6.8 percent rise in 2020–2021. There was a 2.5 percent decrease in the number of people aged 41–55. This general pattern of growth in the lower and upper age ranges, and a squeeze in the middle, reflects the UK picture.

Table 4

Age profile of the permanent register in Wales

	March 2017		March 2018		March 2019		March 2020		March 2021	
21–30	4,266	+7.8%	4,644	+8.9%	4,798	+3.3%	5,073	+5.7%	5,243	+3.4%
31–40	6,889	-0.5%	7,226	+4.9%	7,375	+2.1%	7,705	+4.5%	8,049	+4.5%
41–50	10,371	-3.7%	10,254	-1.1%	9,982	-2.7%	9,708	-2.7%	9,531	-1.8%
51–55	6,428	+1.1%	6,547	+1.9%	6,307	-3.7%	6,123	-2.9%	5,912	-3.4%
56–60	4,244	+4.4%	4,558	+7.4%	4,807	+5.5%	5,119	+6.5%	5,360	+4.7%
61–70	2,156	+2%	2,385	+10.2%	2,628	+10.2%	2,924	+11.3%	3,208	+9.7%
71 and above	104	-1%	111	+6.7%	104	-6.3%	111	+6.7%	143	+28.8%

The percentage changes shown are from year to year within each age group.

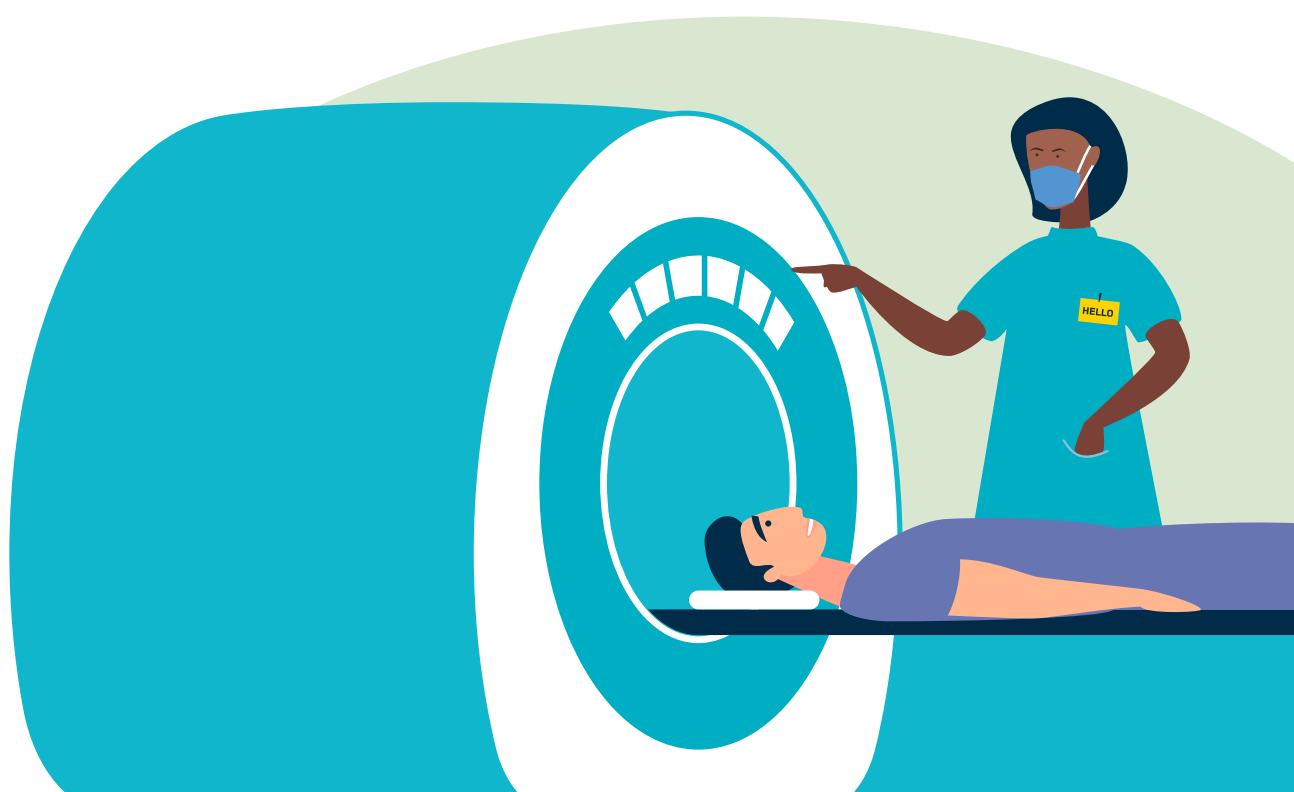
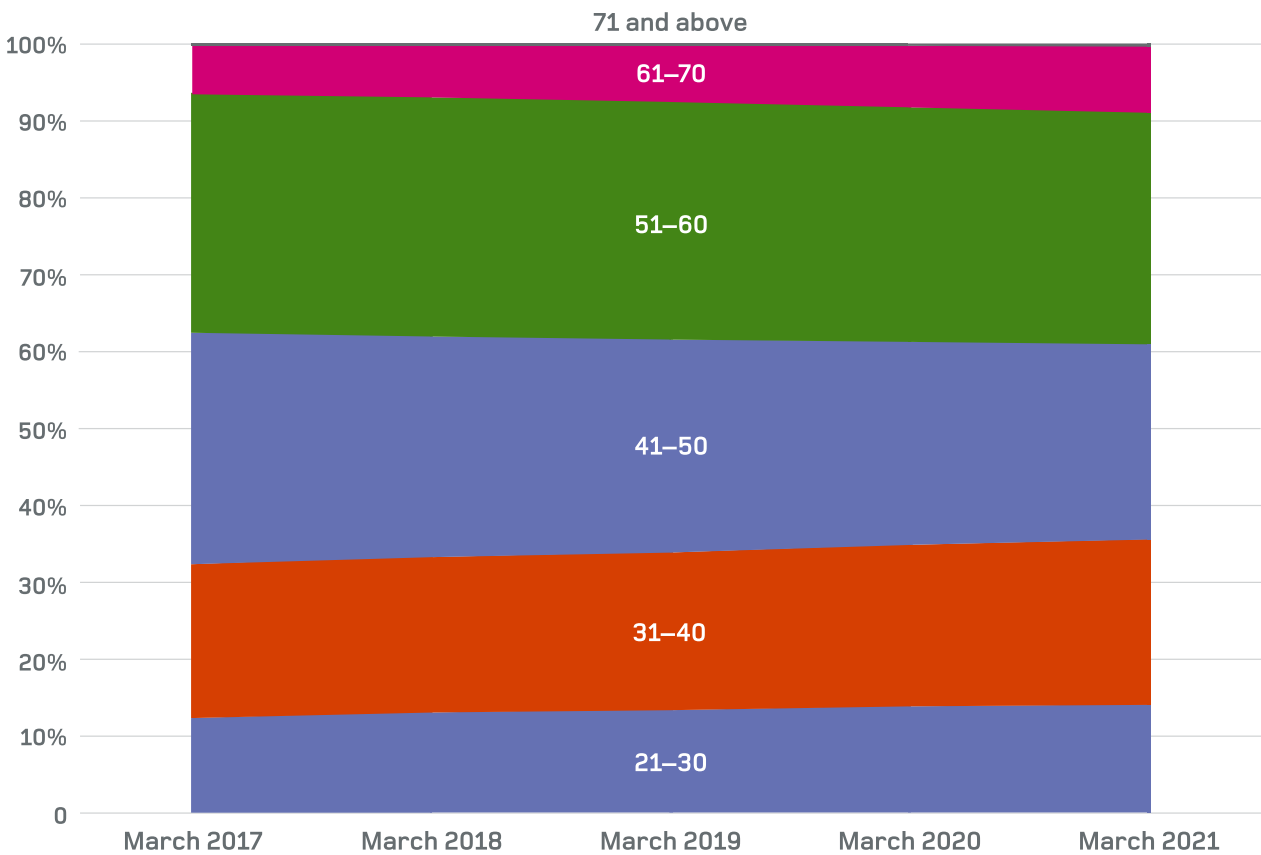


Figure 3

Age profile of the permanent register in Wales



Gender



90%

of people on our permanent register in Wales identify as female



10%

of people on our permanent register in Wales identify as male

Over the last five years there have been only fractional changes in this gender split.

Of the 37,446 professionals on the permanent register in Wales, 179 said their gender is not the same as it was at birth.

Ethnicity

Table 5

Ethnicity profile of the permanent register in Wales

	Nurses, midwives and nursing associates
Arab	5
Asian – Any other Asian background	175
Asian – Bangladeshi	30
Asian – Chinese	32
Asian – Filipina/Filipino	1,147
Asian – Indian	853
Asian – Pakistani	55
Black – African	574
Black – Any other black background	22
Black – Caribbean	88
Mixed – Any other mixed /multiple ethnic background	42
Mixed – White and Asian	93
Mixed – White and black African	52
Mixed – White and black Caribbean	285
Other – Any other ethnic group	134
Prefer not to say	658
Unknown	88
White – Any other white background	747
White – English/Welsh/Scottish/ Northern Irish/British	32,129
White – Gypsy or Irish Traveller	4
White – Irish	233
Total	37,446

Fields of nursing practice

All four fields of nursing practice increased in Wales. The number of children’s nurses saw the biggest proportional increase of 3.4 percent. The number of learning disability nurses rose by 3.3 percent.

There was a 1.3 percent increase in the number of adult nurses and a 1.2 percent rise in mental health nurses in 2020–2021.

This data doesn’t tell us what role nurses are currently working in. Nurses can hold more than one qualification and don’t always work in the fields they are registered in.

Table 6

Nurses registered in the four fields of practice with an address in Wales

	Adult		Children		Learning disabilities		Mental health	
March 2017	26,469	-0.5%	2,272	+2.8%	896	-0.2%	4,713	+0.8%
March 2018	27,187	+2.7%	2,405	+5.9%	914	+2%	4,945	+4.9%
March 2019	27,209	+0.1%	2,468	+2.6%	924	+1.1%	4,985	+0.8%
March 2020	27,607	+1.5%	2,557	+3.6%	940	+1.7%	5,120	+2.7%
March 2021	27,955	+1.3%	2,644	+3.4%	971	+3.3%	5,182	+1.2%

The percentage changes shown are from year to year within each field of practice.



SCPHN and specialist practice qualifications

A nurse or midwife can have multiple additional qualifications. Specialist community and public health nursing (SCPHN) is a distinct part of our register. Someone on our register can become a specialist community public health nurse by taking an approved programme and achieving the right standards.

Where an area of practice is identified on our register, this indicates the area the qualification focused on. 'Specialist practitioner' refers to someone who has a specialist practice qualification (SPQ). SPQs are post-registration qualifications that relate to particular fields of practice. However, gaining an SPQ doesn't change the field a person is registered in.

Table 7

Total number of registered Specialist Community and Public Health Nurses with an address in Wales

	March 2017	March 2018	March 2019	March 2020	March 2021
Health visitors	1,307	1,355	1,361	1,394	1,397
School nurses	249	259	263	274	276
Occupational health nurses	106	104	102	97	96
SCPHN – RPHN	9	8	8	8	7
Family nurses	0	0	0	0	0
Total	1,671	1,726	1,734	1,773	1,776

RPHN = Registered Public Health Nurse

Table 8**Total number of special/recordable qualifications issued to professionals on the permanent register with an address in Wales, sorted from high to low**

	March 2017	March 2018	March 2019	March 2020	March 2021
Community practitioner nurse prescriber	2,620	2,763	2,836	2,912	2,969
Nurse independent / Supplementary prescriber	1,318	1,477	1,612	1,762	1,903
SP – District nursing	1,122	1,130	1,143	1,136	1,154
SP – Adult nursing	598	593	575	559	533
Teacher	226	257	286	298	295
Lecturer / Practice educator	356	331	316	306	289
SP – General practice nursing	210	211	215	215	215
SP – Community mental health nursing	197	195	187	182	173
SP – Community children’s nursing	78	83	84	85	84
SP – Children’s nursing	51	51	50	47	46
SP – Community learning disabilities nursing	48	49	49	46	40
SP – Mental health	22	21	21	22	22
Nurse independent prescriber	12	10	11	9	9
SP – Learning disability nurse	0	0	0	0	0
Total	6,858	7,171	7,385	7,579	7,732

SP = Specialist practitioner

Covid-19 temporary register in Wales

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. We initially invited nurses and midwives who had left our permanent register within the last three years to join our Covid-19 temporary register.

In April 2020 we invited two further groups: overseas applicants, including nurses and midwives, who had completed all parts of their NMC registration process except their OSCE (objective structured clinical examination); nurses and midwives who had left the permanent register within the last four and five years.

In January 2021 we extended our invitation to a further group of overseas-trained nurses in the final stages of their application to join our permanent register. Since then we've also opened the Covid-19 temporary register up to those who left our permanent register more recently (currently before 30 April 2021).

Table 9

Total people on the Covid-19 temporary register with an address in Wales

	31 March 2021
Nurse	691
Midwife	45
Nurse and midwife	9
Total	745

The number of people with an address in Wales make up 4.8 percent of the Covid-19 temporary register.

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