

Analysis of the NMC Covid-19 temporary register

on 2 July 2020



Summary version

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Introduction

In March 2020, we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic.

The Covid-19 temporary register is made up of three cohorts of people: those who left our permanent register in the last three years, those who left our permanent register in the last three to five years and eligible overseas registration candidates.

This report gives a snapshot of our temporary register on 2 July 2020.

Most of the data in the report comes from responses to a survey we sent to those on the temporary register asking about EDI characteristics, employment and likelihood of joining the permanent register. For some EDI characteristics, we combined this with data we already held in our systems to improve the completeness of the data.

At the time, there were 14,243 people on the temporary register. 9,433 of these people responded to the survey (a response rate of 66.2 percent).

Thank you to everyone who took the time to complete our survey. Your insight gives us a better picture of the temporary register to support the ongoing Covid-19 workforce and response planning.



Timeline

26 March 2020

Power to set up temporary register granted to NMC

27 March 2020

Temporary register opened to those who left the permanent register in the last three years

6 April 2020

Temporary register opened to those who left the permanent register in the last three to five years

Temporary register opened for eligible overseas candidates

27 May 2020

EDI and employment survey sent out to all on temporary register (13,797 people)

From 19 June 2020

Survey sent to new joiners daily

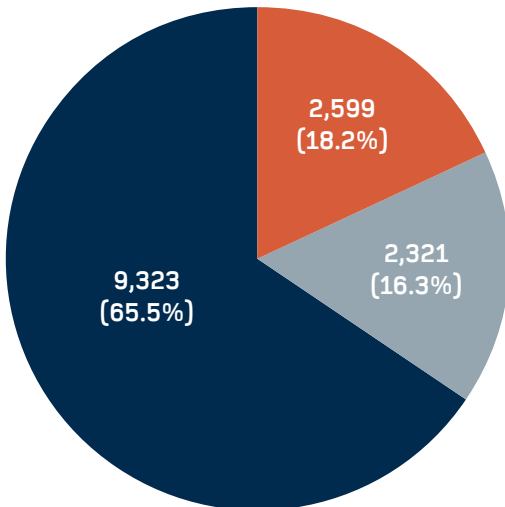
16 July 2020

Survey sent to those who joined between 27 May and 1 July (636 people)

Make-up of the temporary register by cohort

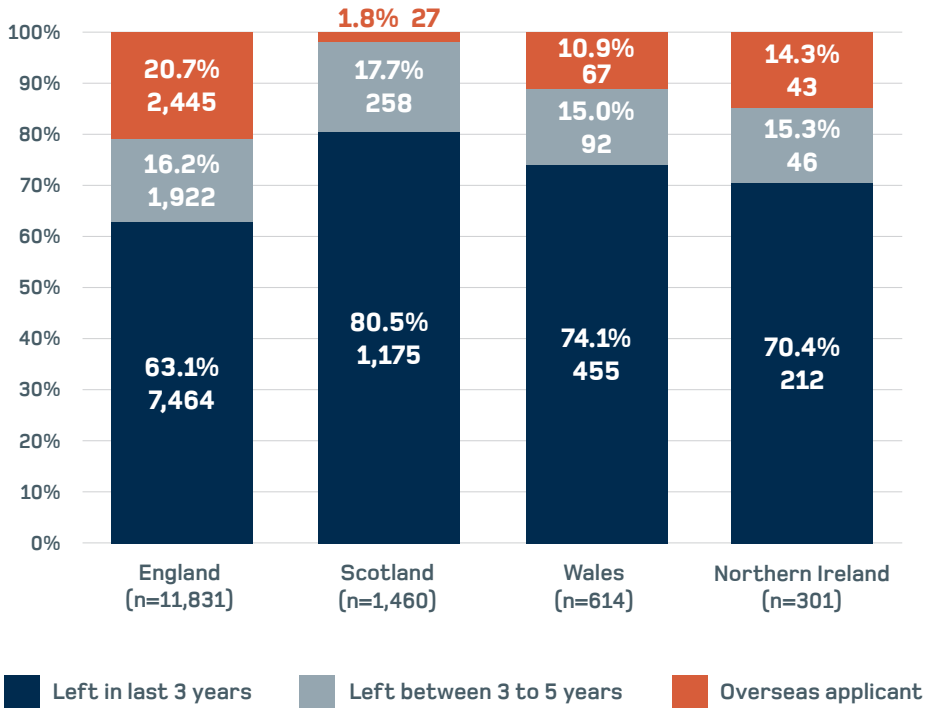
Around four in five people have previously left the permanent register.

Around one in five are overseas applicants.



- Left in last 3 years
- Left between 3 to 5 years
- Overseas applicant

Where people live



England has the largest proportion of overseas applicants (21 percent) and Scotland has the lowest (2 percent).

Scotland has the highest proportion of people who left the NMC register in the last three years (81 percent) and England has the lowest (63 percent).

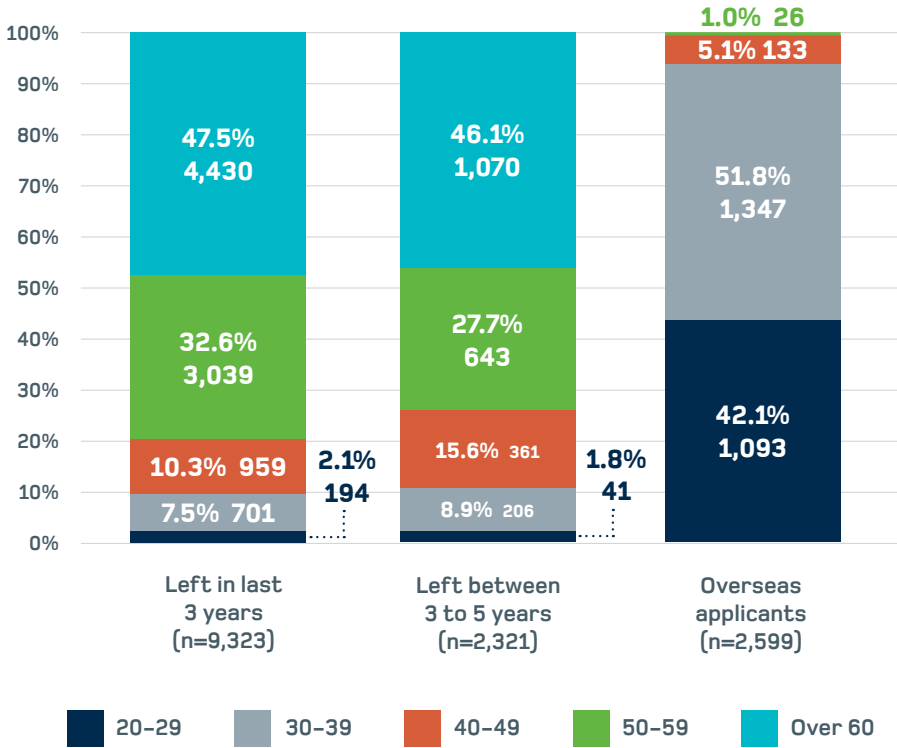
EDI characteristics of the different cohorts

The EDI characteristics of those in each of the three cohorts differ markedly.

- Overseas applicants have considerably higher proportions of people from Asian or Black ethnic groups, and people aged under 40. They also have a higher proportion of people who identify as bisexual.
- In comparison, those who have left our register are older and mainly white. There are also more people in these groups who have declared a disability, in comparison to the overseas applicant cohort.



EDI characteristics: age group



Overseas applicants are much younger as a group than those who had left the permanent register.

EDI characteristics: ethnicity

- In the overseas group, over a third (33.7 percent) of people were of Asian Indian ethnicity, compared to only 0.6 percent of those who had left the register in the last three years, and 0.5 percent of those who had left three to five years ago
- The overseas group also had higher proportions of Black ethnicity (10.6 percent were in one of these ethnic groups), compared to the groups who had left the register (2.2 percent and 2.4 percent respectively)
- Most people in the groups who had previously left the register were of white British ethnicity (84.1 percent and 73.7 percent respectively). Only 0.1 percent of the overseas applicants identified as white British.



EDI characteristics in comparison to the permanent register

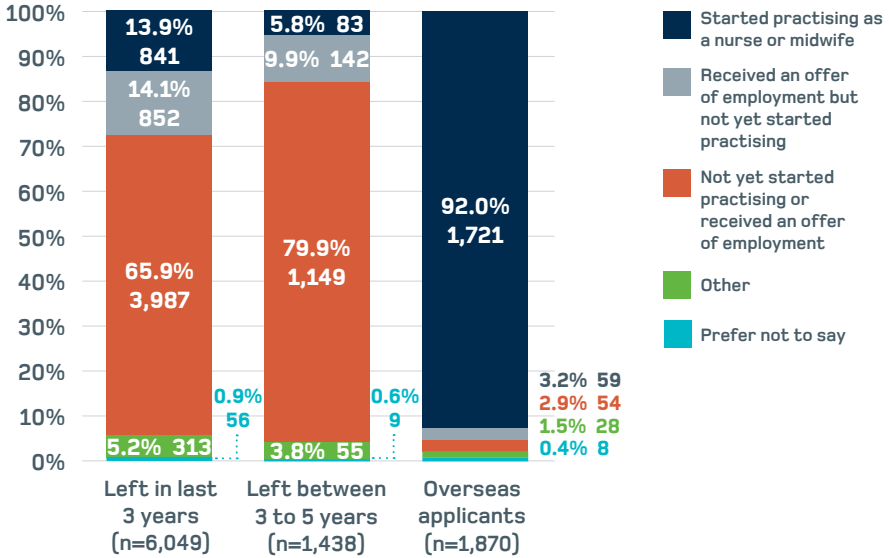
Compared to our permanent register, the temporary register has a:

- higher proportion of people in the older categories (50 and above)
- slightly higher proportion of men
- smaller proportion of people identifying as white; smaller proportions declaring Black and mixed ethnicity, but larger proportions identifying as Asian
- higher proportion of people identifying as bisexual
- higher proportion of people identifying as Hindu, and lower proportions identifying as Muslim, and who prefer not to say.

However, we have less complete data for people in the overseas cohort. Even when supplementing the survey data with the information we hold on our systems, there are around 30 percent of overseas applicants for whom we do not know their diversity information.

This means that we should be cautious when comparing the EDI characteristics of the temporary register to those on the permanent register.

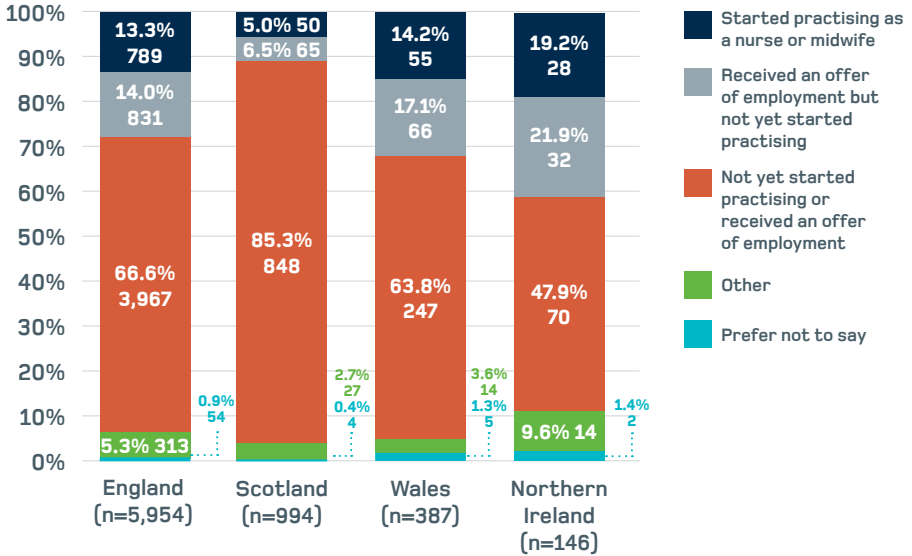
Employment



9,357 people who responded to the survey told us whether they had started practising yet.

- 92 percent of overseas applicants had started practising as a nurse or midwife. (It is expected that the majority of these people were already working in a ‘pre-registration’ capacity while waiting to undertake their OSCE.)
- Of those who had left the register in the last three years, just under 14 percent of people had started practising; and less than 6 percent of people who left between three and five years ago had started practising.

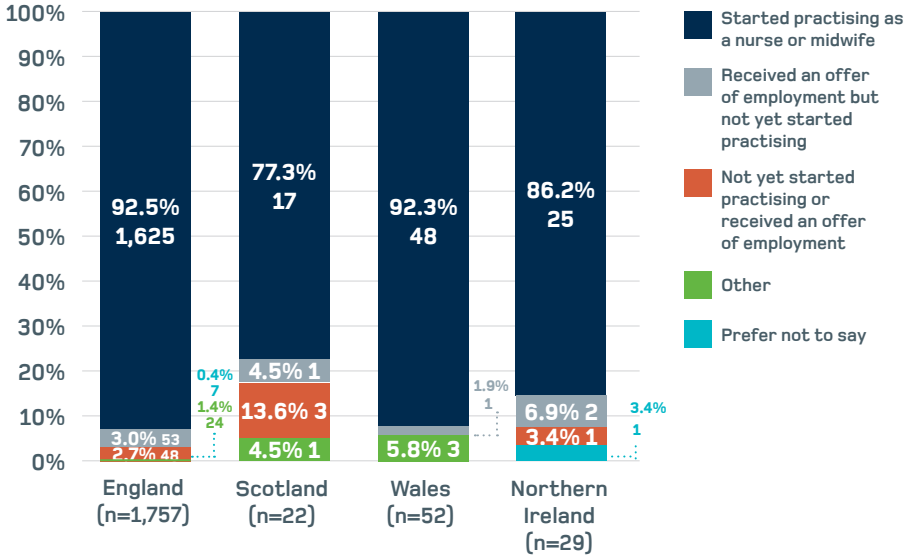
Employment by country of residence: People who have left the register



Of those who had left the register, Northern Ireland had the highest proportion of people who had started practising as a nurse or midwife (19.2 percent, 28 of 146 people).

Scotland had the highest proportion who had not yet started practising or received an offer of employment (85.3 percent, 848 of 994 people) and Northern Ireland the lowest proportion (47.9 percent, 70 of 146 people). However, the different sizes of each country group should be noted.

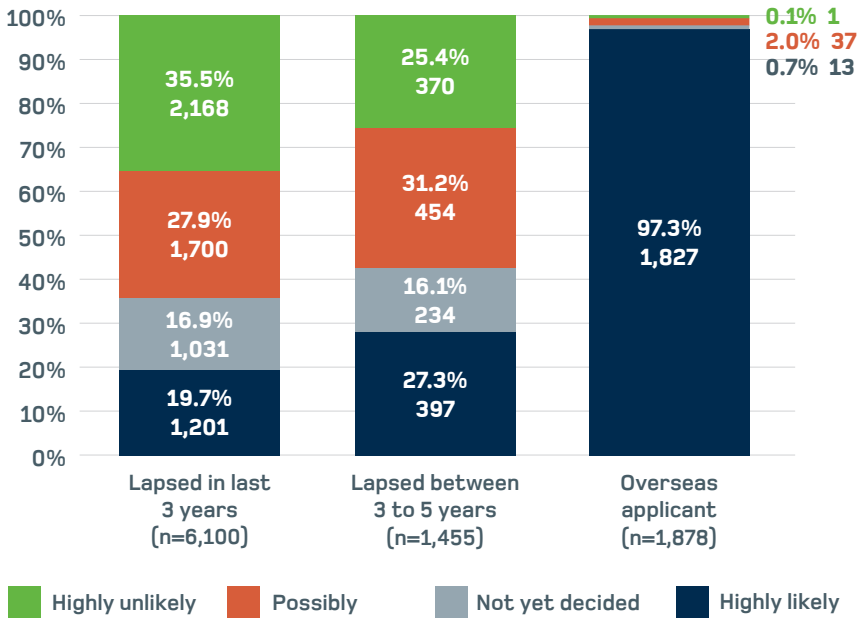
Employment by country of residence: Overseas applicants



Of those who were overseas applicants, the large majority of people (over 75 percent) in all four UK countries had started practising.

Please note, however, the small numbers of overseas applicants in Scotland, Wales and Northern Ireland.

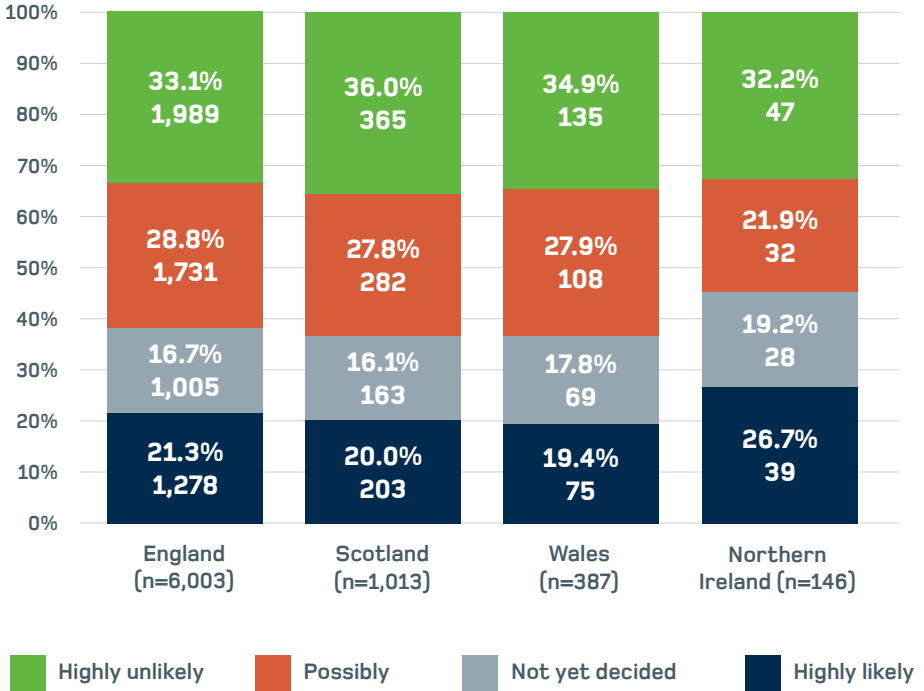
Likelihood of joining the permanent register



9,433 survey respondents told us how likely it was that they would join or re-join the permanent register:

- Over 97 percent of overseas applicants said they were highly likely to want to join. (This is not surprising, as these people are already in the process of applying to join the register).
- For the lapsed groups, this is considerably lower, at 19.7 percent and 27.3 percent respectively.

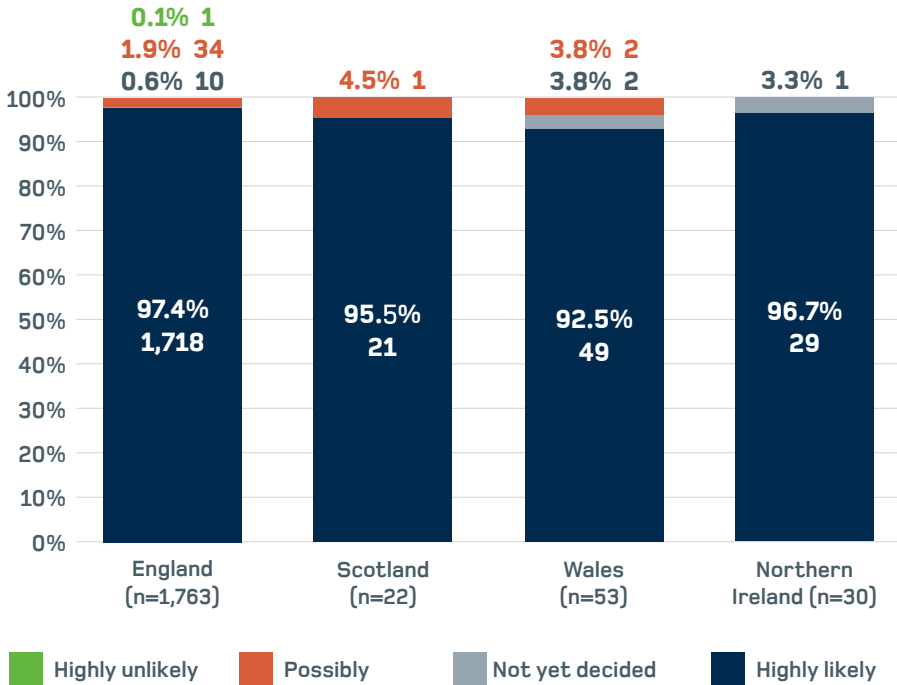
Likelihood of joining by country of residence: People who have left the register



Amongst those who have lapsed, the proportions who are highly likely, or highly unlikely, to join the permanent register, do not vary much by country.

Again, note the different sizes of each country group.

Likelihood of joining by country of residence: Overseas applicants



Amongst overseas applicants, a large majority of people in each country are highly likely to join the permanent register.

Again, note the different sizes of each country group.

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