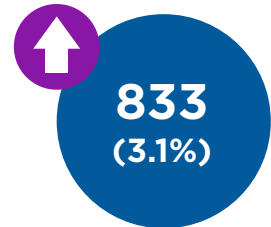

The NMC register Northern Ireland

1 April 2022–
31 March 2023

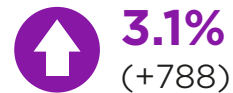


Size of our permanent register in Northern Ireland on 31 March 2023

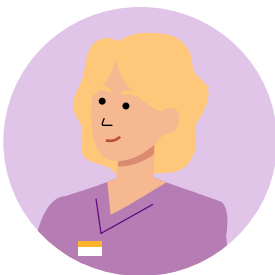
Between April 2022 and March 2023, the total number of nurses and midwives with registered addresses in Northern Ireland grew from 26,854 to 27,687.



The total number of **nurses** in Northern Ireland grew from 25,275 to **26,063**.



The total number of **midwives** in Northern Ireland grew from 1,256 to **1,300**.

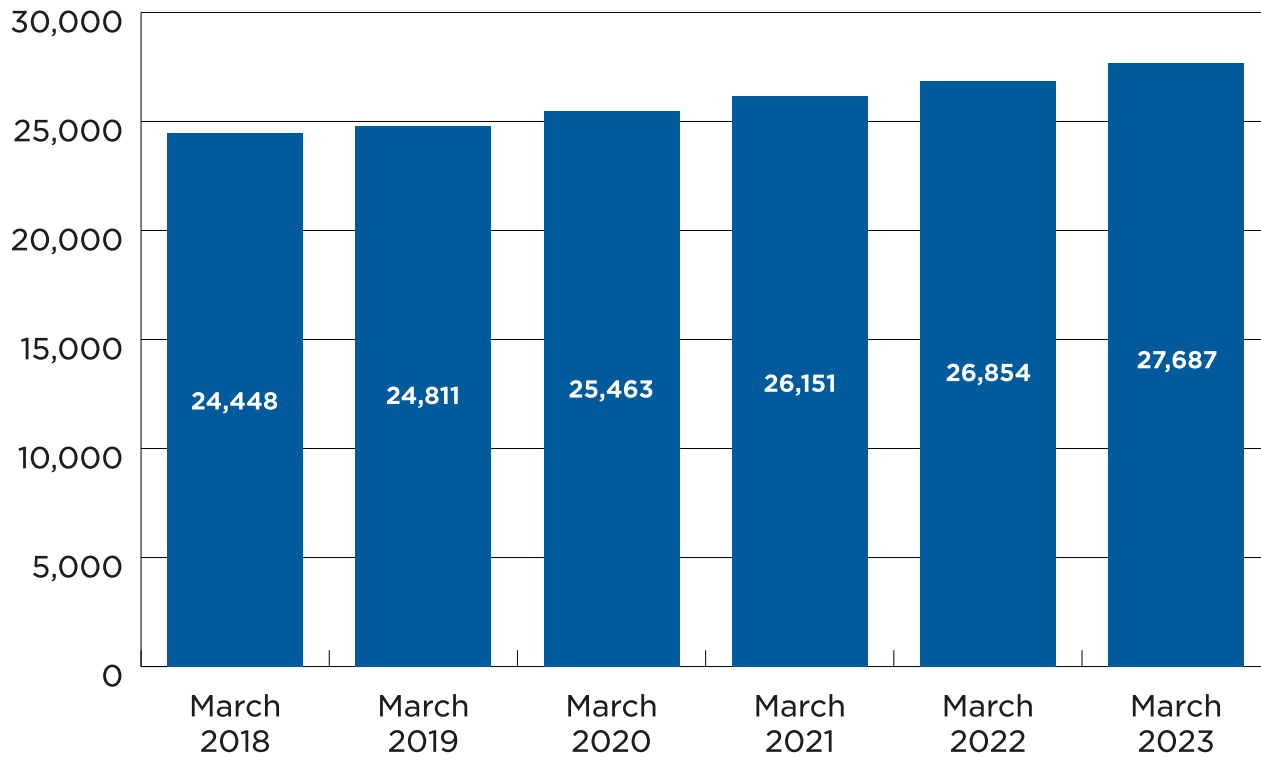


The total number of **dual registrants** (nurse and midwife) in Northern Ireland has increased marginally from 323 to **324**.



Figure 1

Total number of people on the permanent register with an address in Northern Ireland.

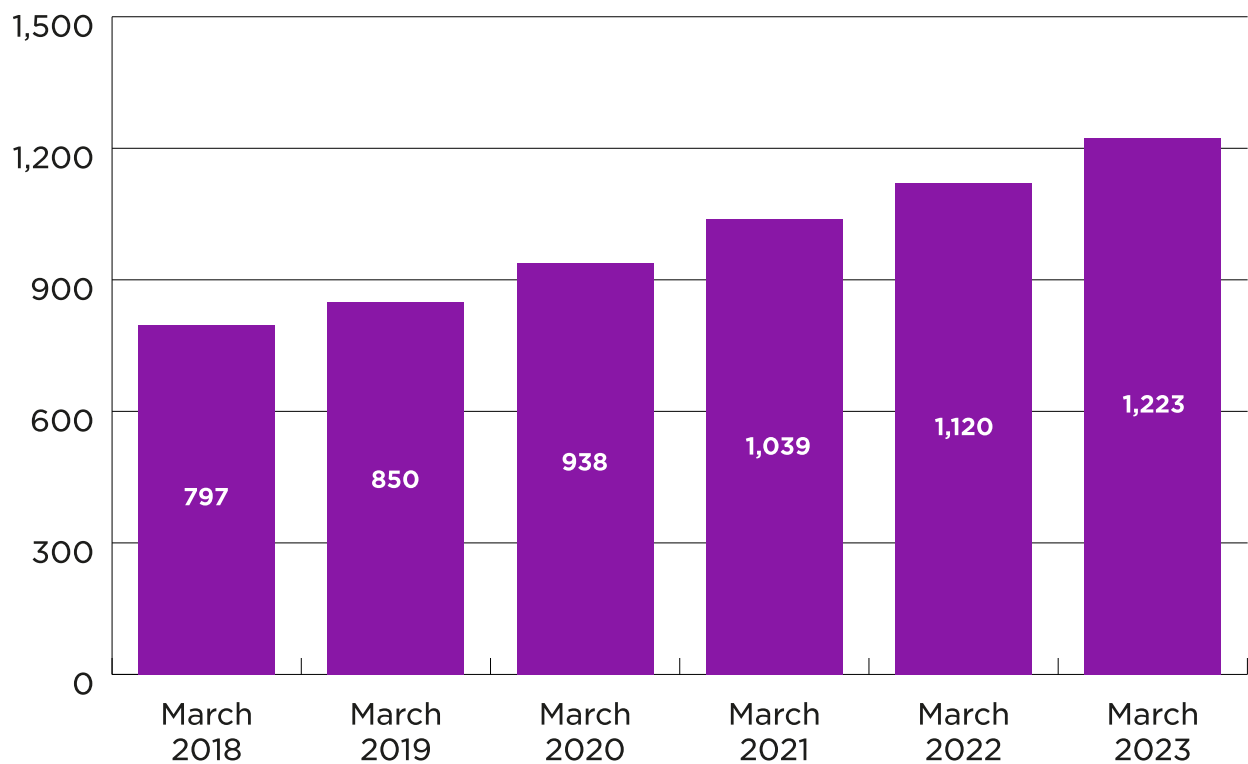


Joining the permanent register

A total of 1,223 people joined our permanent register in Northern Ireland for the first time in 2022–2023. That's 103 (9.2%) more than the previous year. The number of joiners has continued to grow steadily over the past five years.

Figure 2

People with an address in Northern Ireland joining the permanent register for the first time.



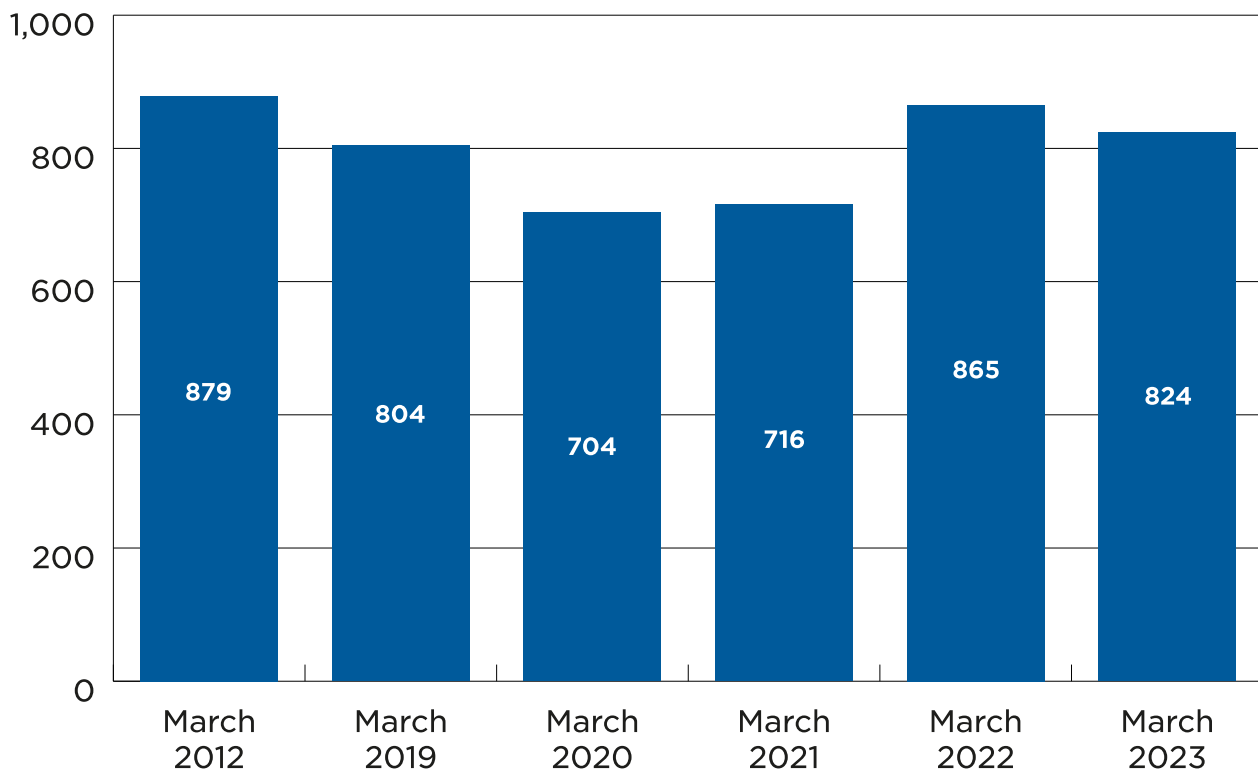
Joiners' data doesn't include those re-joining the register having previously left. Also, the overall number on the register is from one point in time, whereas the joiners' and leavers' data are the sum of activity over twelve months. Therefore, these figures won't add up exactly.

Leaving the permanent register

In 2022-2023, 824 people in Northern Ireland left our permanent register. That's 41 (- 4.7%) fewer than 2021-2022.

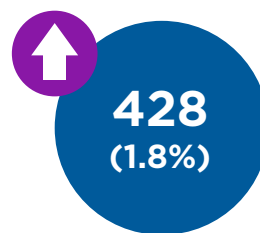
Figure 3

People with an address in Northern Ireland leaving the permanent register.



Professionals from the UK

In the last year in Northern Ireland, the number of professionals on our permanent register whose initial registration was in the UK grew from 23,465 to 23,893.



-  388 more UK nurses
-  41 more UK midwives
-  1 less dual UK registrant

People from the UK joining and leaving the permanent register

In 2022–2023, **1,021** professionals from the UK with an address in Northern Ireland joined the permanent register, up from 922 the previous year.

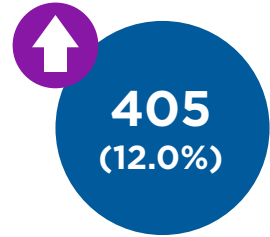


The number of people from the UK leaving the permanent register in Northern Ireland decreased. **777** people left in 2022–2023 compared to 808 the previous year.



International professionals

The number of people on the permanent register in Northern Ireland who were initially registered outside the UK increased to 3,794 in 2022-2023 compared to 3,389 the previous year.



Of these, the total number of people whose initial registration in the EU/EEA (European Union/European Economic Area) increased marginally from 751 to 752.



The number of people initially registered outside the EU/EEA increased 2,638 to 3,042 from March 2022-2023.



 **400 more international nurses**

 **3 more international midwives**

 **2 more international dual registrants**

Figure 4

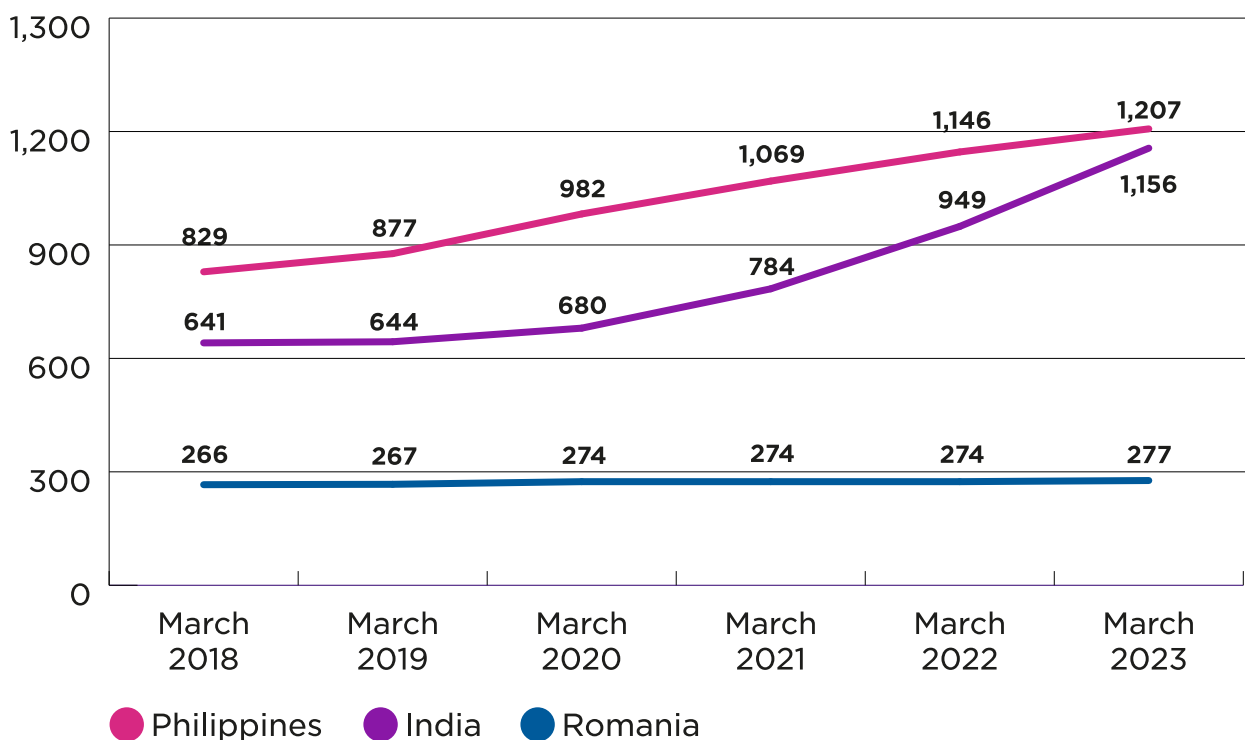
Total number of people on the permanent register in Northern Ireland by initial registration from the UK, EU, and outside the EEA.



The Philippines remains the most frequent country of training for professionals on the register from outside of the UK, rising by **5.3%** in 2022-2023. However, India has shown the most growth, increasing by **21.8%**.

Figure 5

Total number of people on the permanent register in Northern Ireland by country of training (top three countries).



People from outside the UK joining and leaving the permanent register

Since March 2018, there has been a slight increase in the number of people joining the permanent register from outside the UK in Northern Ireland. Between April 2022 and March 2023, **202** people joined, a marginal increase from 198 in 2021-2022.



Joining the register
2.0% (+4)

The number of people from outside the UK leaving the permanent register in Northern Ireland decreased from the previous year. In 2022-2023, **47** people left our register, a decreased from 57 in 2021-2022.



Leaving the register
-17.5% (-10)

Figure 6

Total number of people with an address in Northern Ireland joining the permanent register by country of training outside the UK since March 2018 (top three countries).

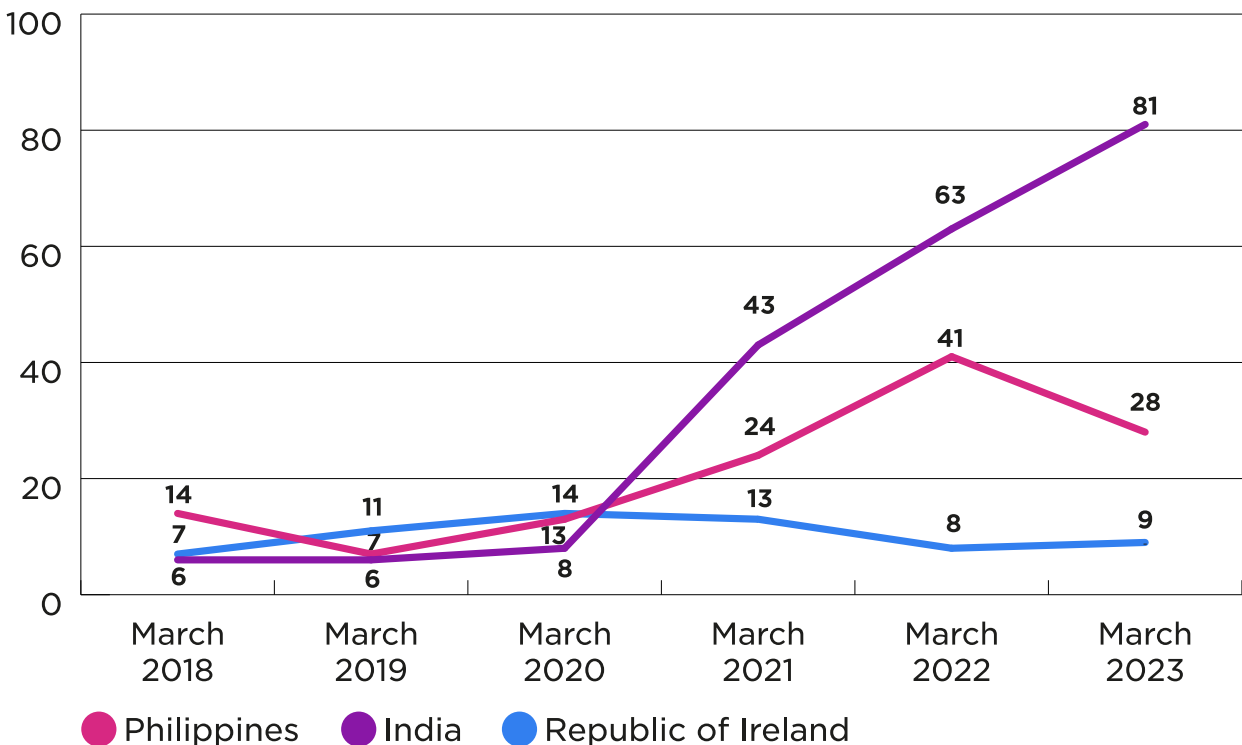
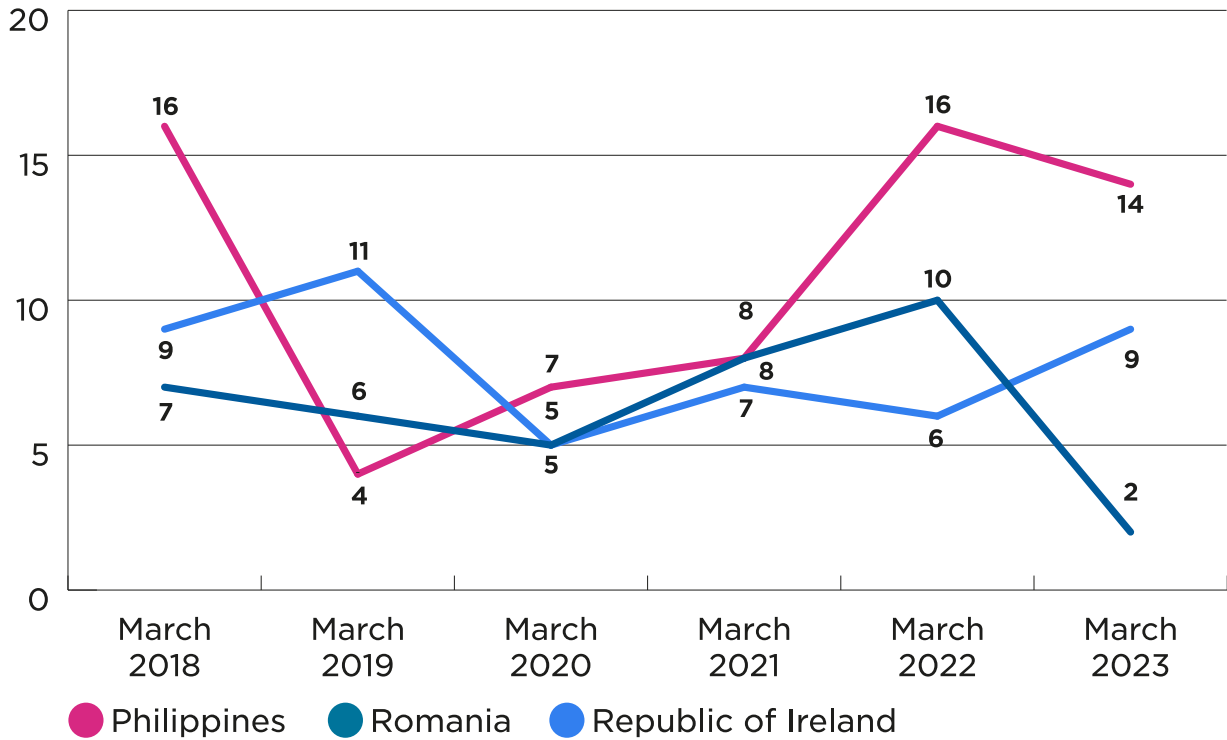


Figure 7

Total number of people with an address in Northern Ireland leaving the permanent register by country of training outside the UK since March 2018 (top three countries).



Profile of the permanent register in Northern Ireland

Age

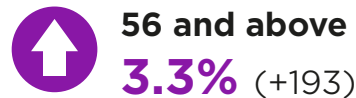
The number of people aged **21 to 40** in Northern Ireland increased from 11,634 to 12,272.



The number of people aged **41 to 55** increased marginally from 9,411 to 9,413.



The number of people aged **56 and above** also increased from 5,809 to 6,002.



Gender



91.8 %

of people on our permanent register in Northern Ireland identify as female.



8.2%

of people on our permanent register in Northern Ireland identify as male.

The gender split is the same compared to the previous year.

Of the **27,687** professionals on the permanent register in Northern Ireland, **170** (0.6%), up from **147**, said their gender is not the same as it was at the time of birth.

Ethnicity

Of the 27,687 professionals on our register in Northern Ireland, **24,108** are White, up from 23,654 in March 2022.

3,169 are from Black and minority ethnic backgrounds, up from 2,696 the previous year.

 **White**
1.9% (+454)


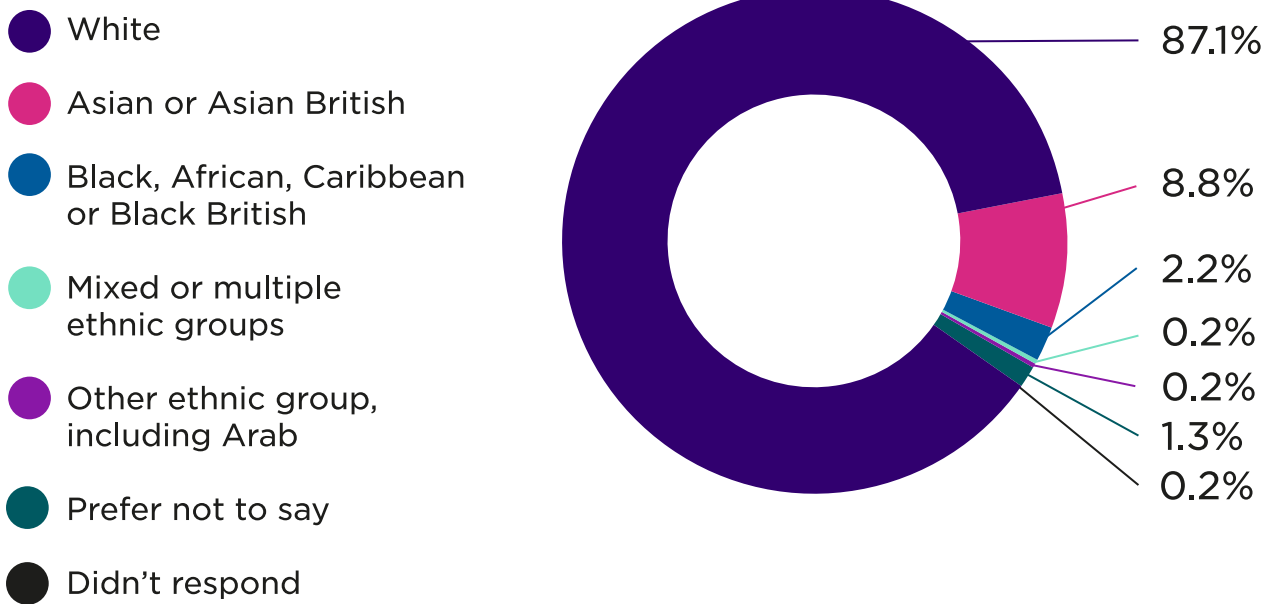
 **Black and minority ethnic**
17.5% (+473)

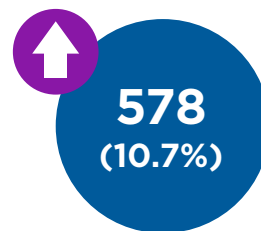
Figure 8

Ethnicity profile of the permanent register.

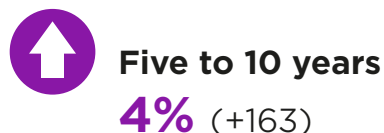


Length of time on the register

From 2022-2023, the number of professionals in Northern Ireland who have been on our register for five years or less since their initial registration grew from 5,424 to 6,002.



The number of those who have been on the register between **five and 10 years** increased from 4,040 to **4,203**.



Meanwhile, those registered between **10 and 30 years** rose from 10,607 to **10,670**.



The number of people on the register for **30 years or more**, increased slightly from 6,783 to **6,812**.




This does not indicate continuous service and there may have been gaps in people's registration between initial registration and current registration.

Fields of nursing practice

There are currently four fields of nursing practice. They cover adult, children's, mental health and learning disabilities nursing.

The number of **adult** nurses in Northern Ireland rose from 20,745 to **21,348** in 2022-2023.

 **Adult nurses**
2.9% (+603)


Meanwhile, the number of **children's** nurses grew from 1,915 to **1,981** (3.4%).

 **Children's nurses**
3.4% (+66)

The number of **mental health** nurses increased from 3,023 to **3,108**.

 **Mental health nurses**
2.8% (+85)

There was also some growth in the number of learning **disabilities** nurses from 828 to **838**.

 **Learning disabilities nurses**
1.2% (+10)

These data don't tell us which roles nurses are currently working in. Nurses can hold more than one qualification and don't always work in the fields they are registered in.



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 SCPHN by taking an approved programme and achieving the right standards.

‘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.

The total number of registered Specialist Community and Public Health Nurses in Northern Ireland has steadily increased. In March 2018, there were 1,036 SCPHN professionals. In the last year this has increased from 1,189 to **1,217**.



Specialist Community and Public Health Nurses

2.4% (+28)

The total number of professionals with special/recordable qualifications increased from 3,943 to **4,068**.



Professionals with one or more special/recordable qualifications

3.2% (+125)

Within the total number of professionals with one or more special/recordable qualifications, the number of people with a Nurse Independent/Supplementary Prescriber qualification has increased significantly since March 2018, from 700 to **1,280**.



Professionals with a Nurse Independent/Supplementary Prescriber qualification

82.9% (+580)

Why did people leave in Northern Ireland?

Since 2017 we've run an annual survey of professionals who left our register, to ask them why they left. We ran our latest survey throughout March 2023. Below is a summary of the findings for Northern Ireland. You can read the [full report on our website](#).

26,618 nurses, midwives and nursing associates left our permanent register between January 2022 and December 2022. In March 2023, we invited a sample of **21,975** of these people to complete our leavers' survey. A total of **7,226** people responded, including **198** from Northern Ireland.

This year we have refreshed our survey approach and questions to ensure its relevance for recent leavers and years to come. Because of this, findings from the 2023 leavers' survey should not be directly compared to that of previous years.

The refreshed leavers' survey was a 10 minute online survey looking to understand;

- **Why professionals left the NMC register**
- **The wider context surrounding individuals' decisions to leave**
- **If employment or demographic factors impact reasons for leaving**

Respondents were given 19 options as to their reasons for leaving. From these, they selected up to five choices, including one main reason for leaving.

The three most commonly selected reasons for leaving the register are different to previous years partly because of the refreshed survey answers. New categories of 'Physical and mental health' and 'Burnout or exhaustion' were two of the top three reasons cited by respondents, behind retirement.

Another new category, 'Lack of support from colleagues and senior members of staff' is also in the top 10 reasons why nurses, midwives and nursing associates left their profession. This was seen to be a part of poor workplace culture, making staffing, workload and quality of care challenges even more difficult.

Table 1

What was your main reason for leaving the NMC Register (10 most frequently selected responses): respondents in Northern Ireland.

Rank	Reason for leaving	UK rank
1	Retirement	=
2	My physical or mental health	=
=3	A change in personal circumstances	4
=3	Concern about meeting the revalidation requirements	6
5	Burnout or exhaustion	3
6	Other	7
=7	Experiences of bullying, harassment, or discrimination	10
=7	Lack of support from colleagues or senior members of staff	8
=7	Quality of care provided to members of the public and people who use services	9
=9	Staffing	12
=9	Pay and Benefits	13
=9	Flexibility of shift patterns or hours	15

In line with UK respondents, **52%** of leavers from Northern Ireland have left the register earlier than planned. Leavers from Northern Ireland also listed 'Retirement' and 'My physical or mental health' in the top three reasons. However, they cited 'A change in personal circumstances' and 'Concern about meeting the revalidation requirements' as their third most common reason for leaving, which rank fourth and sixth in the UK survey.

Covid-19 temporary register in Northern Ireland

In March 2020 we established a Covid-19 temporary register to support the UK's response to the coronavirus pandemic. We invited some nurses and midwives who had left our permanent register, as well as some overseas applicants to join.

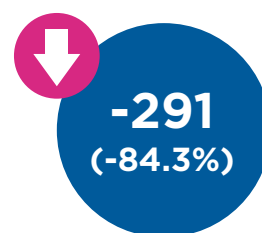
In line with the Government's 'Living with Covid' plan, we stopped accepting new people onto the temporary register from 24 March 2022.

In September 2022, the Secretary of State for Health and Social Care announced that temporary registration would stay open for a further two years. We're therefore allowing professionals to continue with temporary registration to support the Covid-19 response and recovery.

In March 2023, we brought in changes to maintain the temporary register safely. These include applying conditions of practice or ending people's temporary registration, depending on when they left the permanent register and whether they have been practising.

Size of the temporary register

The total number of nurses, midwives and nursing associates on the Covid-19 temporary register with an address in Northern Ireland decreased from 345 in March 2022 to **54** in March 2023, a decrease of 84.3%.



As of March 2023 there are **48** nurses, **5** midwives and **1** dual registrant on the temporary register.

The number of people with an address in Northern Ireland make up **2.7%** of the Covid-19 temporary register.

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 788,000 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 education and 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 a tiny minority 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.



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