

The UK nursing labour



1.

1. Introduction

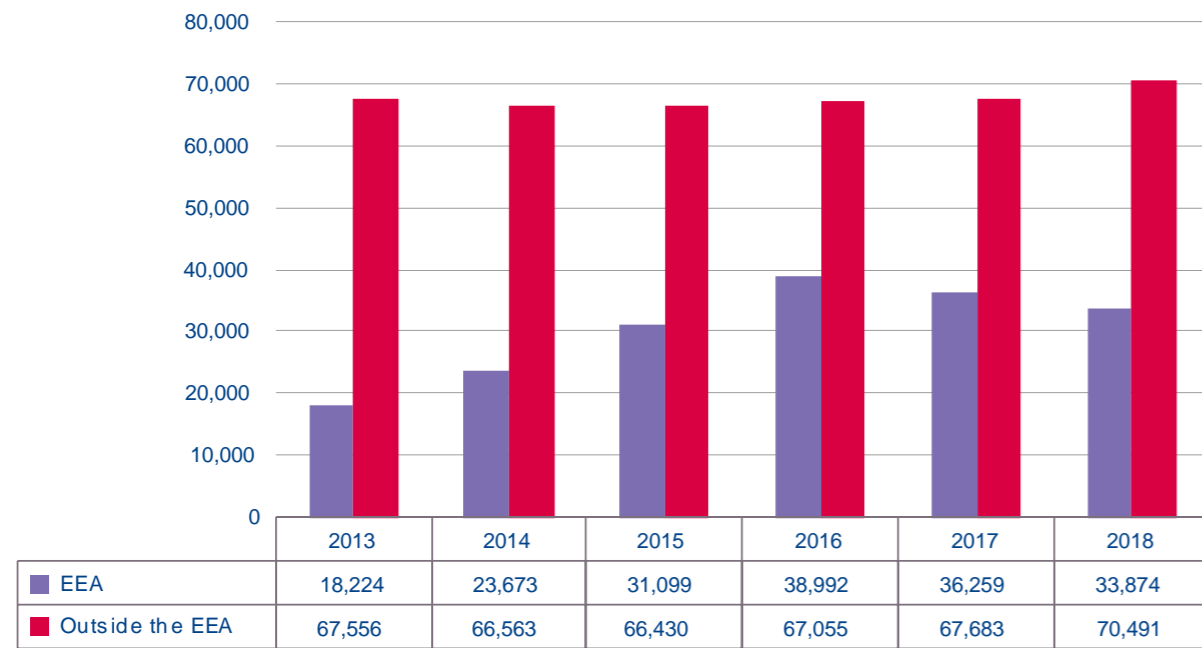
This report provides a review of the UK nursing labour market, looking at recent data and trends for nursing staff working in the health sector across the UK, drawing out differences and similarities

DFURVV WKH IRXU 8. FRXQWULHV 7KH UHYLHZ XVHV QDWLRQDO GDWD VHWV WR HVWLPDWH WKH VLJH VKDSH DQG composition of the nursing workforce. The review covers:

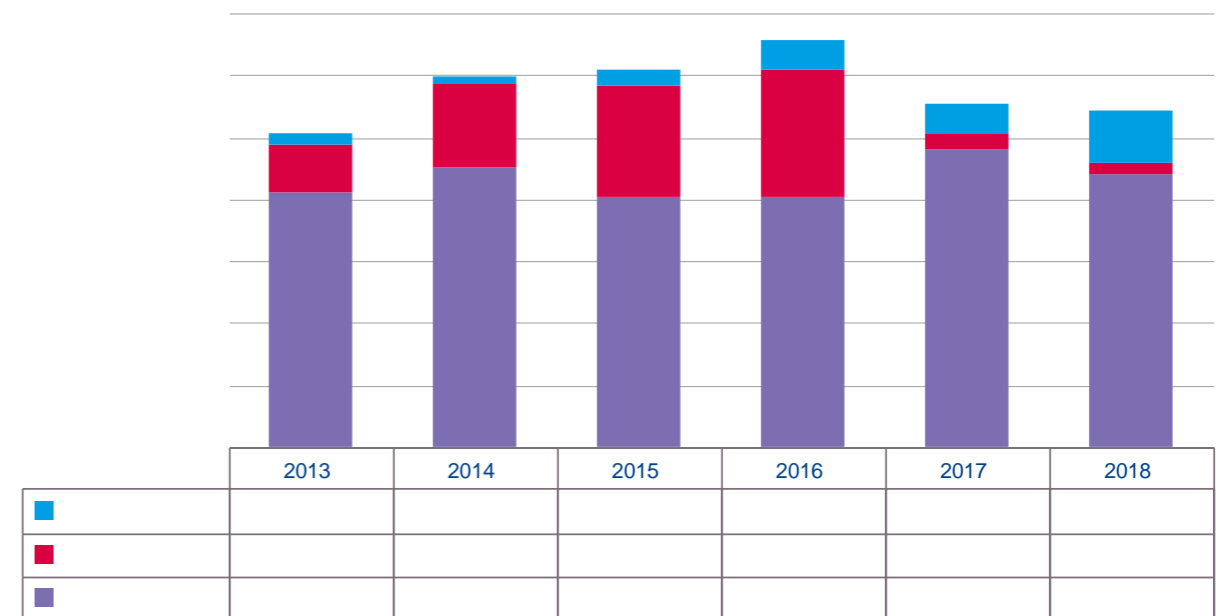
- the UK nursing workforce across the whole UK economy
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- nursing earnings
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Figure 5: Number of nurses and midwives on NMC register, first registered in the EEA and outside the EEA



Source: Nursing and Midwifery Council



2.1.3 Numbers leaving the NMC register

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Figure 7: Number of leavers from the UK nursing register (2013 to 2018)

Source: Nursing and Midwifery Council

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Figure 9: Nurses and midwives in employment and sector of work (2018)

2.3 Country of birth

7 KLV VHFWRQ LQFOXGHV DQ DQDO\VLV RI /DERXU)RUFH 6XUYH\ /)6 GDWD ORRNQJ DW UHVSQRVHV IURP respondents who report working as nurses, midwives or nursing auxiliaries and assistants and their country of birth. This analysis includes people who became UK nationals after moving to the UK and people who were born abroad to UK national parents and therefore may be slightly higher than other estimates. However, this gives an indication of both the level of reliance on EU and non-EU nationals among health and social care providers and recent trends in numbers.

7KHUH DUH NH\ GLIIHUHQFHV LQ WKLV GDWD DQG WKH 10& GDWD ZKLFK SUHVHQWV WKH QXPEHU RI UHJLVWHUHG QXUVHV DQG PLGZLYHV ZKR UHJLVWHUHG DEURDG 6LQFH WKH /DERXU)RUFH 6XUYH\ DVNV UHVSQRGHQWV DERXW their country of birth, there are therefore methodological differences between the data analysed and presented.

\$FURVV DOO SURYLGHUV WKHUH DUH DQ HVWLPDWHV ss u RI WKH QXUVLQJ DQG PLGZLIHU\ ZRUNIRUFH ZKR ZHUH ERUQ RXWVLGH WKH 8. FRPSDUHG WR sr u LQ sqrw ,Q WKH QXUVLQJ DX[LOLDU\ DQG DVVLVWDQW ZRUNIRUFH sr r ZHUH ERUQ RXWVLGH WKH 8. FRPSDUHG WR rz x LQ sqrw

Table 2: Country of birth as percentage of occupational groupings

	All sectors		NHS		Private firms	
	EU %	Non-EU %	EU %	Non-EU %	EU %	Non-EU %
Registered nurses and midwives	5.7	16.7	5.2	16.2	9.4	21.2
Nursing auxiliaries and assistants	5.1	16.0	4.6	17.8	5.9	16.1

Source: Analysis of Labour Force Survey, April-June 2018

Table 3: Coune 3: Cle 3: Cou6e 311le 7.25niwue1bes : Ce0.75s -6.9 (un-0.0285.9 m (, 3 2)5.3 7-0dw Tc 0 i Tc 0 (m)92.5 Td (y)3.s id 1)-31(l)[aniwnle 0.75 ,261.3 7-00u6 -6.9 (un-0.0285.9 61.3 7-00).025 T16.9J 30(ne0.08.1796 2 Tw

6 HFWLRQ t r ORRNV DW WUHGGV LQ WKH QXUVLQJ ZRUNIRUFH DFURVV WKH IRXU 8. FRXQWULHV EHWZHHQ sqrr DQG sqrx :KLOH VHUYLFHV DUH RIWHQ UHIHUHG WR DV WKH 1+6 WKH\ DUH PRVWO\ LQGHSHQGHQW IURP HDFK RWKHU and operate under different management, rules, and political authority.

This timeframe has been used to allow for consistent comparison of data; the most recent data which DOORZV FRPSDULVRQ LV sqrx

7 KLV DQDO\VLV DOVR WDNHV LQWR DFFRXQW PHWKRGRORJLFDO FKDQJHV PDGH E\ 1+6 'LJLWDO LQ (QJODQG ZKLFK LV UHVSRQVLEOH IRU WKH SURYLVRQ RI 1+6 ZRUNIRUFH GDWD 7KHVH PHWKRGRORJLFDO FKDQJHV KDYH LQYROYHG the re-categorisation of the workforce, which in turn impacts on the comparability with previously published workforce numbers which have been used in previous editions of the RCN's Labour Market Review.

All efforts have been made to ensure consistency between measures but there are variations in definitions and methods of data collection between the different countries. Although data may not be fully comparable between countries, we can see a general upward trend in the registered nursing,

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The rest of this chapter looks in greater depth at workforce trends within the four UK countries and

3.2 NHS England nursing workforce

Figure 16: NHS England, monthly staffing, support to doctors and nurses (FTE and headcount) 2010-2018 – Index change: 2010 = 100

Source: NHS Digital

3.2.1 New nursing roles and routes in nursing

A new role of nursing associate has been introduced in England, designed to bridge the gap between

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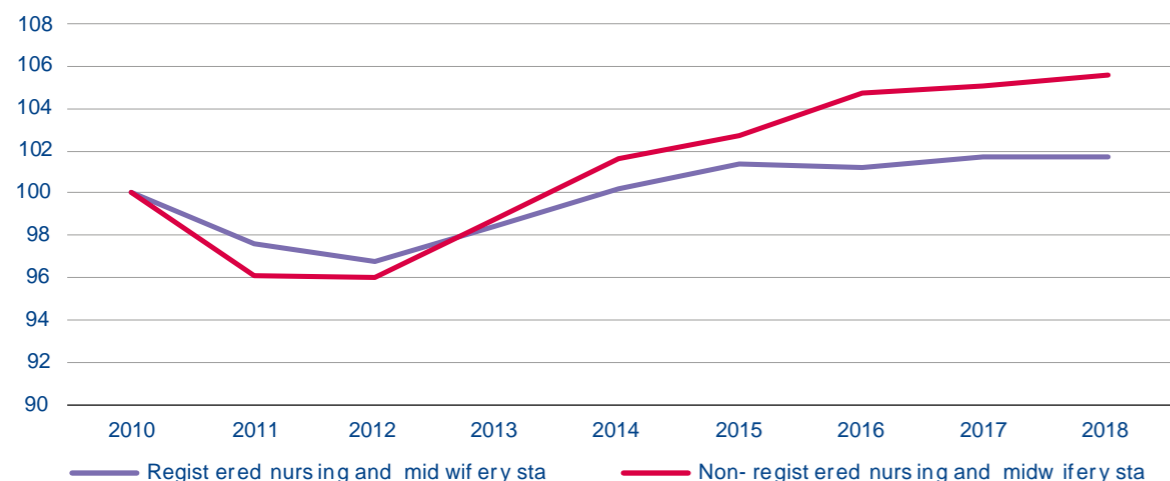
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 traditional nursing courses, with participants spending part of their time at university and the other
 part with their employer.

The introduction of nurse apprenticeships has coincided with major changes to funding for student

3.3 NHS in Scotland

Figure 17: Scotland, registered and non-registered nursing and midwifery staff (FTE) 2010-2018 – Index change: 2010=100

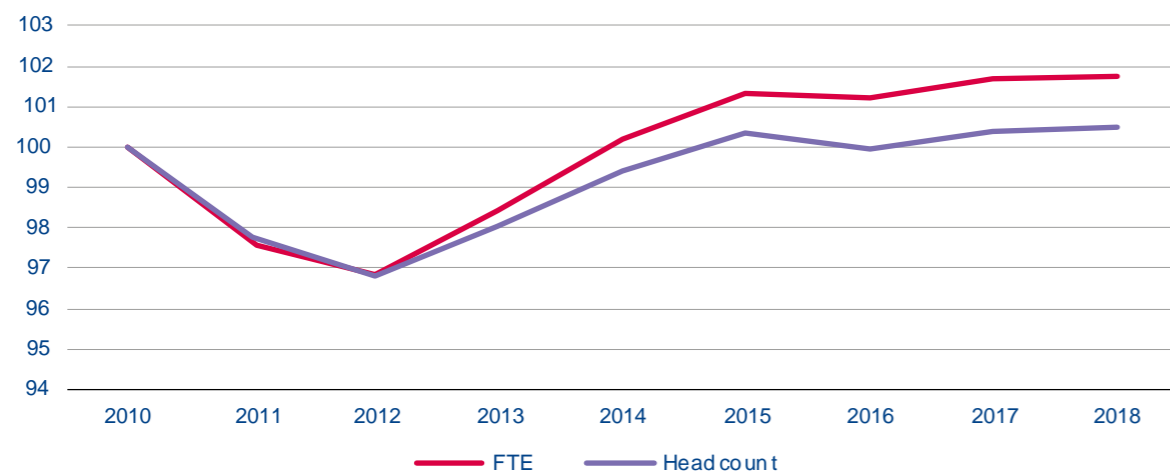


Source: Information Services Division, Scotland

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 visiting. However, there has been a downward trend in other areas of the workforce, with learning
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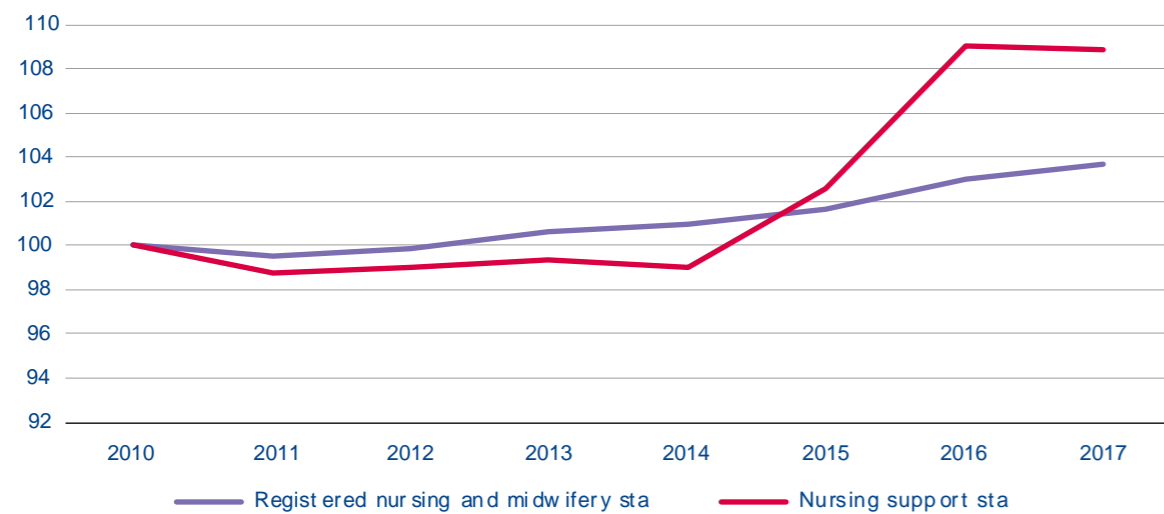
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Figure 18: Scotland, registered nursing and midwifery staff (FTE and headcount) 2010-2018 – Index change: 2010=100



3.3 NHS in Wales

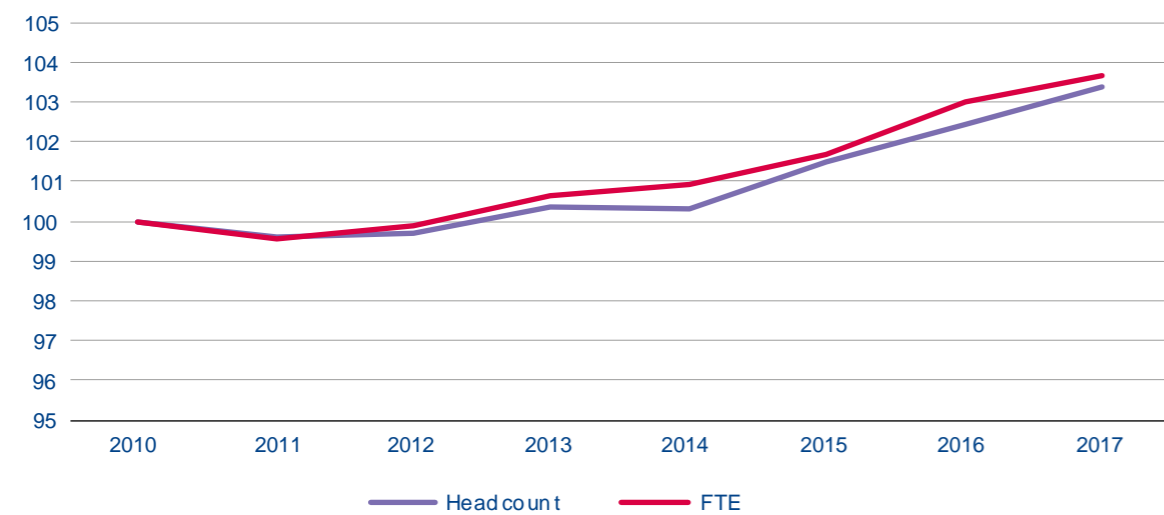
Figure 19: Wales, registered nursing and midwifery staff and nursing support staff (FTE) 2010-2017. Index change 2010=100



Source: StatsWales, Welsh Government

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Figure 20: Wales, registered nursing and midwifery staff (FTE and headcount) 2010-2017. Index change 2010=100



Source: StatsWales, Welsh Government

Table 11: Wales, nursing and midwifery staff (FTE) by work area (2013-2017)

	2013	2014	2015	2016	2017	% change 2013-2017
Acute, elderly and general	15,937	16,100	15,520			

3.4 Health and Social Care Service Northern Ireland

Figure 22: Northern Ireland, registered nursing and midwifery staff (FTE), nurse support staff (2010-2018) – Index change: 2010=100

Source: Department of Health, Social Services and Public Safety, Northern Ireland HSC Workforce Census

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This section aims to bring together the best available data on the general practice nursing workforce. The general practice nursing team broadly includes health care assistants, general practice nurses, nurse specialists and advanced nurse practitioners. Comparability across the four countries is limited due to different approaches in data gathering methodology, however, this section provides an

Table 13: General Medical Practice Nurses (FTE) 2016-2018: England

	2016	2017	2018	% change 2017-2018
Practice nurses	10,594	11,545	11,575	0.3
Advanced nurse practitioners	2,304	2,832	3,137	10.8
Nurse specialists	445	486	501	3.1
Extended role practice nurses	402	611	610	-0.2
District nurses	15	14	15	7.1
Nursing partners	14	21	29	38.1
Nurse dispensers	-	19	22	15.8
Not stated	1,978	-	-	
Total	15,753	15,528	15,t	

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4.5 Nursing and age

The following figures provide estimates of the age profile of registered nursing staff using available

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These figures confirm how the profile of the nursing workforce is progressively ageing. Comparisons of data from over the last decade highlight how older workers form a growing component of the workforce across the UK.

Figure 28: Health & Social Care Services, Northern Ireland: age profile, registered nursing, midwifery and health visiting staff 2007 and 2017 (headcount)

Source: Department of Health, Northern Ireland HSC Workforce Census

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Figure 30: Real terms annual change for median weekly earnings (full-time employees, UK) 2010-2018

Source: Office for National Statistics. Annual Survey of Hours and Earnings and Consumer Price Inflation time series datasets

Figure 31: Real terms annual change for median weekly earnings (part-time employees, UK) 2010-2018

Source: Office for National Statistics. Annual Survey of Hours and Earnings and Consumer Price Inflation time series dataset

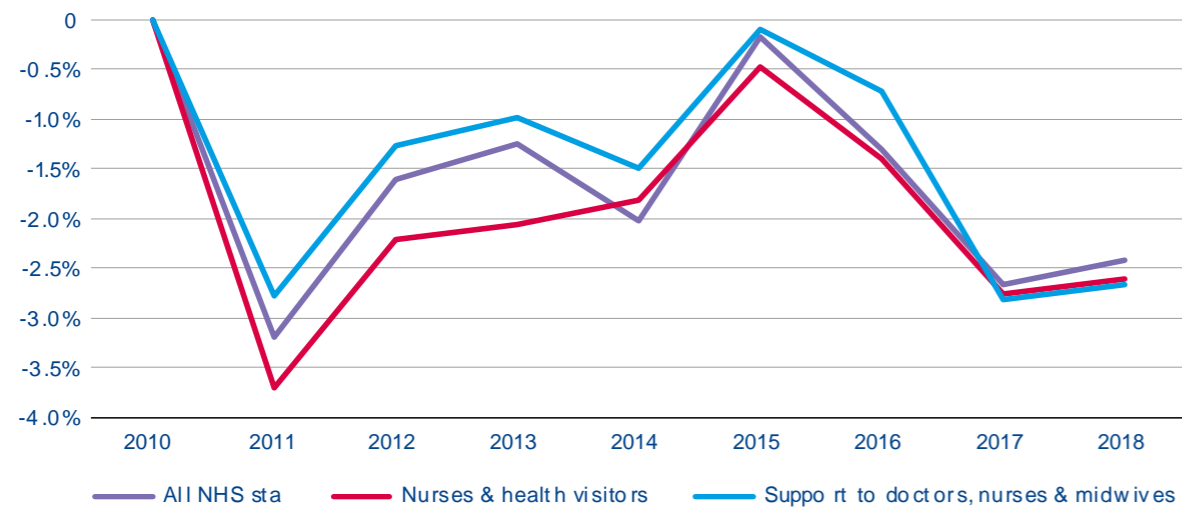
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Figure 33 shows median annual earnings trend figures, with growth adjusted for RPI inflation:

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This section looks at data and trends regarding the demand for and entry to pre-registration nursing

Figure 33: Real terms (RPI) annual change in median annual earnings: NHS Hospital and Community Health Service; registered nursing, midwifery and health visiting staff; and support to doctors and nursing staff, England (2010-2018)



Source: NHS Digital

6.2 Placed applicants by age

References and notes

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sick, injured and others in need of such care,
assist medical doctors with their tasks and work
with other health care professionals and within
teams of health care workers. They advise on and
teach nursing practice.'

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assistants as those who 'assist doctors, nurses
and other health professionals in caring for the
sick and injured within hospitals, homes, clinics
and the wider community.'

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'deliver, or assist in the delivery of babies, provide
antenatal and postnatal care and advise parents
on baby care. They work with other health care
professionals, and advise on and teach midwifery
practice.'

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