

By Carl Baker

20 September 2021

# NHS staff from overseas: statistics

#### Summary

- 1 Nationality of NHS staff
- 2 Differences between English regions
- 3 Doctors
- 4 Nurses
- 5 Clinical support staff
- 6 Infrastructure support staff
- 7 GPs

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# One NHS, many nationalities

Nationality reported by NHS staff in England as of March 2021

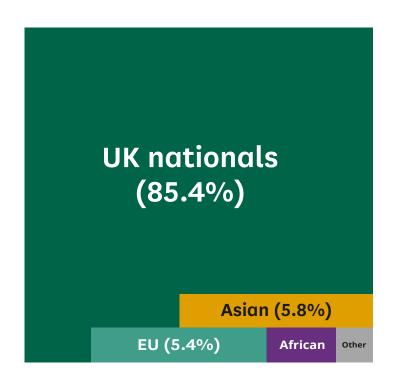
Data: NHS Digital. Graphic by @commonslibrary - read more at tinyurl.com/nhsnationality

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Lithuanian 1,672 Horwegian 329 Indonesian 8	5
American 1,514 Croatian 326 Mexican 8	34
Sri Lankan 1,492 Sri Lankan 309 Ivorian 8	0
Hungarian 1,396 Japanese 302 Moroccan 7	9
Mauritian 1,308 Somali 302 Dominican 7	9
Bulgarian 1,261 Malawian 291 Motswana 7	8
Canadian 1,105 Gambian 284 🔯 Israeli 7	'5
Bangladeshi 1,012 Turkish 275 Fijian 7	4
Sudanese 1,003 Mauritanian 239 Venezuelan 7	2
Chinese 958 Suyanese 239 Rruneian 7	2
Slovak 920 Syrian 235 Saudi Arabian 7	0

Top 102 nationalities shown of 212 total. Total number of staff: 1.35 million. For 3.0% of staff (40,166), nationality is unknown.

Nationality is self-reported & might sometimes reflect cultural heritage instead of country of birth. FAQ: Nigerian & Nigerian are separate nationalities. 'Motswana' is a singular term for a person from Botswana. 'Congolese' covers Congo and DRC. 'UK/British' includes English, Scottish, Welsh and Northern Irish. Flags: © 2017 Go Squared Ltd. http://www.gosquared.com/

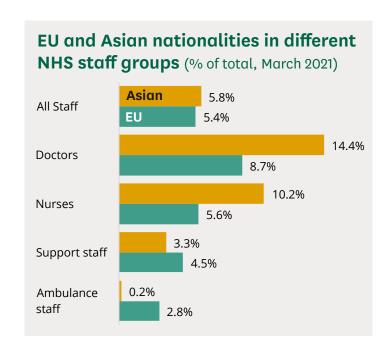
# Nationality of NHS staff in England



# 14% of hospital doctors and 10% of nurses report an Asian nationality.

9% of doctors and 6% of nurses report an EU nationality.

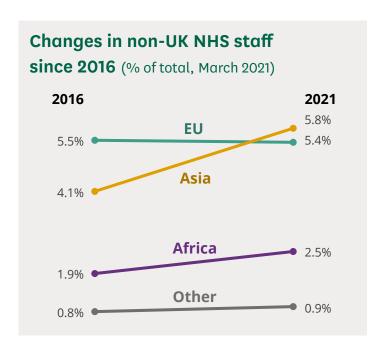
Since the 2016 EU referendum, the number of nurses reporting EU nationality has fallen - but the number has risen for most other staff categories.



# 85.4% of NHS staff in England are British. 5.8% report an Asian nationality and 5.4% are EU nationals.

This varies in different parts of the country. In London, 27% of staff report a non-British nationality. In the North East and Yorkshire the proportion is 7%.

In total, 212 different nationalities were represented among NHS staff in March 2021.



There are 26 NHS hospital trusts where over 10% of staff are nationals of other EU countries. Most are in London or the South East.

There are 70 NHS hospital trusts where over 10% of staff are nationals of non-EU, non-UK countries - mostly in London, the East of England, or the South East.

King's College Hospital NHS Trust in London has the highest percentage of staff reporting a non-UK nationality, at 36.4%.

# 1 Nationality of NHS staff

# Understanding nationality data

"Nationality" as discussed here is self-reported – so it may not always reflect a person's citizenship or country of birth and may instead reflect cultural heritage. It is not a measure of immigration. For 3% of NHS workers, nationality is not recorded. Dual nationality is not captured.

The data measures staff working for NHS trusts and CCGs. It doesn't include contracted-out staff, GP practice staff, independent sector healthcare workers, or social care.

The data in this publication is sourced from NHS Digital – mostly from the quarterly supplements to NHS Workforce Statistics and supplementary information requests (1, 2). It is correct at March 2021 except where otherwise stated.

The data covers England only, and in most cases there is no equivalent data available for the devolved nations.

Most NHS staff in England are British – but a substantial minority are not. As of March 2021, 190,571 NHS staff report a non-British nationality – 14.6% of all staff for whom a nationality is known. Between them, these staff report around 200 different nationalities. Over 70,000 staff are nationals of other EU countries. The graphic on page 4 (above) shows the most common 102 nationalities among NHS staff. Indian, Filipino and Irish are the highest non-British nationalities.

The table below shows the number of staff in each nationality group, with a comparison to 2009. You should exercise caution when comparing the 'number' fields between 2009 and 2021, because of improvements in data coverage. There were 200,000 more staff with 'unknown' nationality in 2009 than there are in 2021. This means that some increases in number may not reflect genuine increases, because we know the nationality of more NHS staff now that we used to. It is more meaningful to compare the percentage columns, which show the percentage of all staff for whom nationality is known.

Nationals of 'old' EU countries (pre-2004 members) increased from 2.2% to 3.6% of staff with a known nationality between 2009 and 2021. Nationals of 'new' EU countries (post-2004 members) increased from 0.7% to 1.8%. Meanwhile the proportion of South Asians rose from 2.8% to 3.2%, having fallen earlier in the 2010s. Sub-Saharan Africans stayed at 2.2%, and Brits fell from 88.9% to 85.4%.

#### Nationality of NHS staff by country grouping

March 2021 and Sep 2009 in England (headcount), compared with wider economy in Q2 2021

	NHS 2021		Economy 2021	NHS	2009
Nationality Group	Number	% of known	estimated %	Number	% of known
UK	1,118,122	85.4%	87.8%	850,091	88.9%
EU (pre-2004 members)	46,702	3.6%	3.7%	21,262	2.2%
South Asia	41,888	3.2%	1.2%	26,668	2.8%
South East Asia	29,650	2.3%	0.4%	15,413	1.6%
Sub-Saharan Africa	28,494	2.2%	0.9%	21,414	2.2%
EU (post-2004 members)	23,958	1.8%	4.0%	6,945	0.7%
Central & South America	5,143	0.4%	0.3%	4,294	0.4%
North Africa	3,581	0.3%	0.1%	2,572	0.3%
Oceania	3,222	0.2%	0.4%	1,373	0.1%
North America	2,623	0.2%	0.4%	1,773	0.2%
Middle East & Central Asia	2,307	0.2%	0.2%	1,798	0.2%
East Asia	1,613	0.1%	0.3%	1,432	0.1%
Europe (non-EU)	1,390	0.1%	0.4%	916	0.1%

The table above also shows the nationality group of all employees in England (including those outside the NHS) as of Q2 2021. The percentage of British workers in the NHS is slightly lower than the wider economy. The NHS also has a lower proportion of staff from new EU countries (1.8%) than the wider economy (4.0%). The NHS has a higher proportion of staff from South Asia, Sub-Saharan Africa and South East Asia than the wider economy. The wider economy data is for employees only and is based on Labour Force Survey estimates, so some of the smaller differences may be due to sample error.

## 1.1 Changes since the 2016 EU referendum

Because data coverage of NHS nationality data has improved over the years, comparisons of EU staff in the NHS over time should be made only with caution. In June 2016 there were 89,546 with an unknown nationality. As of March 2021, this had fallen to 40,166 – a fall of over half – while the total number of staff employed by the NHS has increased. This means that some apparent increases in staff numbers for nationalities and nationality groups are likely to be due to improved data coverage rather than genuine increases. In other words: because a higher proportion of NHS staff now have a recorded nationality, we would expect to see increases in the recorded number of staff with a given nationality even if there were no genuine changes in the actual number of staff with that nationality.

In June 2016 there were 58,698 NHS staff with a recorded EU nationality, and in March 2021 there were 70,660. But to present this as the full story would be misleading, because we know that there are almost 50,000 more staff for whom nationality is known now than in 2016. It is very likely that there has been an overall increase in the number of NHS staff with EU nationality since 2016, but we can't be sure about the scale of the change, and it would be misleading to calculate an increase just based on the two numbers above.

Claims about changes in the number of EU staff (or any other nationality) which don't mention the importance of staff with unknown nationality should be regarded with due scepticism.

The table overleaf shows changes in the number of EU nationals in each staff category (e.g. doctors, nurses) as well as changes in unknown nationality and EU staff as a percentage of those with a known nationality. The percentage of staff with a known EU nationality was 5.4% in March 2021, and has changed little from 5.5% in June 2016.

During this period, the percentage of staff reporting an Asian nationality has risen from 4.1% to 5.8%, while the percentage reporting an African nationality has risen from 1.9% to 2.5%.

#### Changes in the number and percentage of EU staff since 2016

Headcount basis

All staff					Scientific	, Therapeutic	and Techni	ical	
Date	All	EU	Unknown	EU as % of	Date	All	EU	Unknown	EU as % of
Date	nationalities	nationality	nationality	known	Date	nationalities	nationality	nationality	known
Jun 2016	1,164,996	58,698	89,546	5.5%	Jun 2016	147,276	6,638	10,605	4.9%
Jun 2018	1,203,610	63,065	71,463	5.6%	Jun 2018	156,345	8,256	8,518	5.6%
Jun 2020	1,316,434	69,475	45,961	5.5%	Jun 2020	168,328	9,615	4,746	5.9%
Mar 2021	1,348,499	70,659	40,166	5.4%	Mar 2021	175,007	9,982	4,122	5.8%

#### **Hospital Doctors**

Date	Total	EU	Unknown	EU as % of
Date	TOtal	nationality	nationality	known
Jun 2016	110,084	10,106	5,812	9.7%
Jun 2018	116,191	10,686	5,523	9.7%
Jun 2020	128,695	11,177	3,145	8.9%
Mar 2021	132.113	11.206	2.752	8.7%

#### **Support to Clinical Staff**

	All	EU	Unknown	EU as % of
	nationalities	nationality	nationality	known
Jun 2016	358,129	11,811	28,348	3.6%
Jun 2018	370,177	14,247	22,909	4.1%
Jun 2020*	428,102	18,502	17,225	4.5%
Mar 2021	432.240	18.849	14.706	4.5%

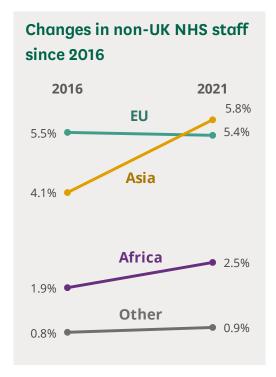
#### **Nurses and Health Visitors**

Date	All	EU	Unknown	EU as % of
Date	nationalities	nationality	nationality	known
Jun 2016	317,428	21,826	23,536	7.4%
Jun 2018	317,884	20,276	17,748	6.8%
Jun 2020	337,604	19,155	10,003	5.8%
Mar 2021	347,385	18,936	8,685	5.6%

#### **Ambulance Staff**

Date	All	EU	Unknown	EU as % of
Date	nationalities	nationality	nationality	known
Jun 2016	19,759	255	3,609	1.6%
Jun 2018	21,934	460	3,233	2.5%
Jun 2020*	18,030	457	1,867	2.8%
Mar 2021	18,895	483	1,787	2.8%

<sup>\*</sup>Staff category groupings for ambulance staff and clinical support staff changed in April 2019, so figures from before and after that date are not entirely comparable.



Nurses and health visitors are the only staff group to record a fall in the number of recorded EU nationals since 2016. 5.6% of nurses reported an EU nationality in March 2021, compared with 7.4% in June 2016. EU doctors fell to 8.7% of the total in March 2021 from 9.7% in June 2016, having risen as high as 9.9% in March 2017. The total number of staff in these categories has, however, risen since 2016.

The only EU nationality to record a substantial decrease in the recorded number of staff since June 2016 is Spanish, falling from 7,240 to 5,405 (-25%).

As explained above, changes in data quality mean that falls in number are in reality likely to be greater than shown here, and increases in number are likely to be smaller than those shown here.

## 1.2 Changes since 2009

The table below shows trends back to 2009 in EU staff as a percentage of NHS staff with a known nationality. In the "all staff" category there was a sustained increase until 2016, with little change since. For doctors and nurses, percentages have been falling since 2017, alongside a rise in the total number of staff.

The 2009-2015 and 2016-2021 data in this table are taken from two separate NHS Digital publications. As a result they may differ in calculation and methodology. This break is marked by a purple line.

NHS staff with a known EU nationality since 2009								
Date	All staff	Doctors	Nurses &	Support to				
Date	All Stall	Doctors	health visitors	clinical staff				
Sep 2009	3.0%	6.8%	2.8%	2.2%				
Sep 2011	3.3%	7.5%	3.3%	2.4%				
Sep 2013	3.8%	8.6%	4.0%	2.7%				
Aug 2014	4.3%	9.1%	5.0%	2.9%				
Sep 2015	5.0%	9.4%	6.5%	3.4%				
Dec 2015	5.2%	9.5%	6.8%	3.5%				
Jun 2016	5.5%	9.7%	7.4%	3.6%				
Jun 2017	5.6%	9.8%	7.3%	3.9%				
Jun 2018	5.6%	9.7%	6.8%	4.2%				
Jun 2019	5.5%	9.4%	6.3%	4.4%				
Mar 2020	5.5%	9.1%	5.9%	4.5%				
Jun 2020	5.5%	8.9%	5.8%	4.7%				
Sep 2020	5.4%	8.9%	5.8%	4.6%				
Dec 2020	5.4%	8.8%	5.7%	4.6%				
Mar 2021	5.4%	8.7%	5.6%	4.7%				

# 1.3 Joiners and leavers by nationality

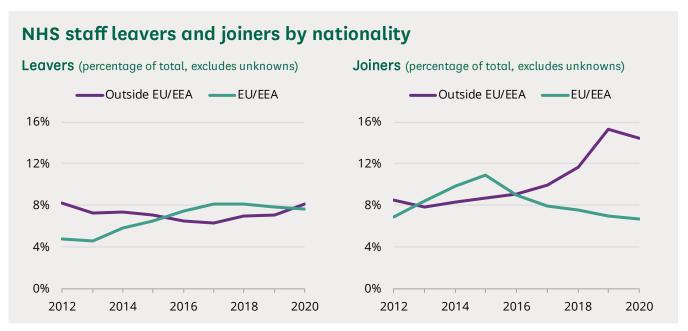
The charts below show the percentage of joiners to het NHS and leavers from the NHS who were of EU/EEA nationality or non-EU/EEA nationality (not including British) in recent years. As with other calculations in this document, these charts show the percentage of staff for whom a nationality is known. Note that being a "leaver" in this data does not necessarily mean that the person has left the UK – just that they have left NHS employment. <sup>1</sup>

The data shows that the percentage of all joiners reporting an EU/EEA nationality has fallen since 2015/16, from 10.9% to 6.7%. Meanwhile the

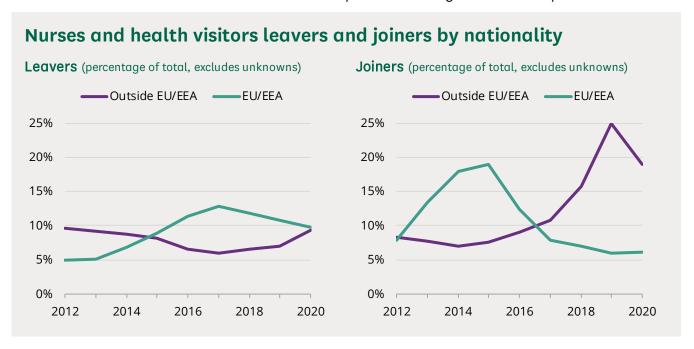
<sup>&</sup>lt;sup>1</sup> Older data here is sourced from <u>NHS Digital supplementary information (xlsx)</u>, while newer data is sourced from the turnover tables associated with the <u>quarterly detailed workforce publications</u>.

percentage of joiners with a non-EU/EEA nationality rose sharply between 2017/18 and 2019/20, reaching 15.3% before falling slightly in 2020/21.

The proportion of NHS leavers with EU nationality rose between 2013/14 and 2017/18 and has remained stable since (with only a slight fall). Note that leavers percentages will partially reflect the makeup of the overall workforce. As the proportion of EU staff in the NHS rose in the years up to 2015 (as outlined above), natural turnover means that EU staff as a proportion of those leaving in later years would also rise.



The trends shown in the chart above are especially pronounced for nurses and health visitors. The proportion of EU/EEA joiners rise as high as 19% in 2015/16 before falling sharply, and is now at 6.1%. This fall corresponded with a large rise in the proportion of nurse joiners reporting a non-EU/EEA nationality, which rose to 25% in 2019/21 before falling to 19% in 2020/21.

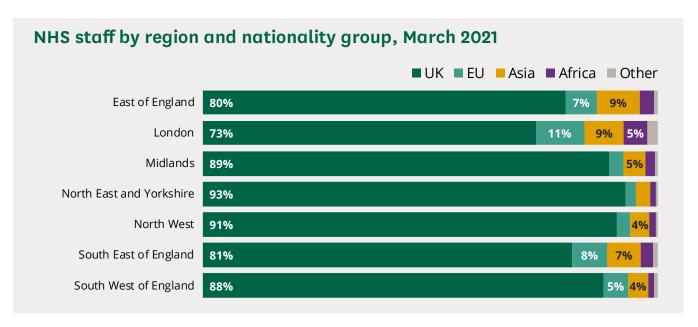


# 2 Differences between English regions

85.4% of NHS staff in England report a British nationality, but this percentage varies substantially between different regions. In the North East and Yorkshire, 92.9% of staff with a known nationality are British, 3.0% have an Asian nationality, and 2.3% have an EU nationality. By contrast, in London, 73.2% are British, 10.7% have an EU nationality, and 8.6% have an Asian nationality.

Outside of London, the percentage of staff with an EU nationality is highest in the South East (7.7%), while the percentage with an Asian nationality is highest in the East of England (9.4%).

30% of non-British NHS staff work in London, while 16% of all NHS staff in England work in London.



NHS staff by region and nationality group, March 2021							
Region	UK	Asia	EU	Africa	Other l	Jnknown	Total
East of England	96,623	11,434	8,252	3,684	1,153	6,891	128,037
London	156,105	18,379	22,861	10,849	5,140	6,581	219,915
Midlands	222,215	11,700	7,922	5,286	1,581	3,968	252,672
North East and Yorkshire	204,770	6,720	5,181	3,036	817	5,582	226,106
North West	185,987	8,597	6,277	2,943	805	1,950	206,559
South East	141,603	12,969	13,476	4,591	1,917	8,601	183,157
South West	111,280	5,676	6,731	1,701	971	6,594	132,953
Total	1,118,583	75,475	70,700	32,090	12,384	40,167	1,349,399

## 2.1 Data for NHS hospital trusts

The table below shows estimates for the percentage of EU/EEA and non-EU/EEA staff at each NHS trust as of March 2021.

Imperial College trust in London had the highest proportion of staff reporting EU/EEA nationality, at 15.9% (just under one in six). At 26 trusts, one in ten staff reported an EU/EEA nationality. King's College trust in London had the highest proportion of staff reporting a nationality of a non-EU/EEA country, at 26.6% (just over one in four).

Organisations with a larger percentage of EU/EEA staff are mostly in London and the South East. Organisations with a larger percentage of non-EU/EEA staff were mostly in London and the East of England.

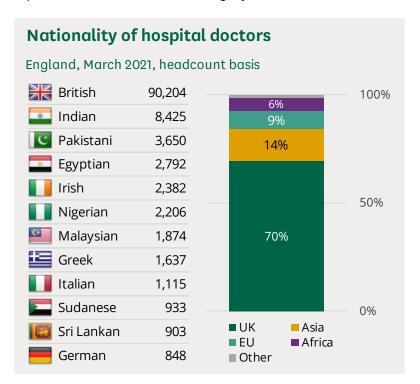
These percentages exclude staff with unknown nationality. Note that some trusts have a substantial number of staff with unknown nationality, so comparisons should be made with some caution. Full trust level data can be found on the <a href="NHS Digital website">NHS Digital website</a>.

#### NHS trusts with the largest percentage of staff with non-British nationality

EU/EEA nationality		Non-EU/EEA nationality	
Imperial College Trust (London)	15.9%	King's College Hospital Trust	26.6%
Royal Papworth Hospital Trust (Cambridge)	15.5%	London North West Uni Trust	24.49
St George's Uni Hospitals Trust (London)	14.5%	Barking, Havering and Redbridge Trust	23.6%
University College London Hospitals Trust	14.3%	Princess Alexandra Hospital Trust (Harlow)	20.9%
Royal Berkshire Trust	13.8%	Surrey and Sussex Healthcare Trust	20.8%
Oxford University Hospitals Trust	13.4%	Kingston Hospital Trust	20.5%
Guy's and St Thomas' Trust (London)	13.1%	Bedfordshire Hospitals Trust	20.3%
Royal Free London Trust	12.9%	North Middlesex Uni Hospital Trust	20.0%
Whittington Health Trust (London)	12.8%	West Hertfordshire Hospitals Trust	19.9%
Great Ormond Street Hospital Trust	12.8%	Lewisham and Greenwich Trust	19.9%
Tavistock and Portman Trust (London)	12.4%	East and North Hertfordshire Trust	19.6%
Hillingdon Hospitals Trust	12.1%	Hillingdon Hospitals Trust	19.3%
Camden and Islington Trust	12.0%	Cambridge University Hospitals Trust	19.0%
Moorfields Eye Hospital Trust (London)	11.6%	Imperial College Trust (London)	18.7%
Chelsea and Westminster Hospital Trust	11.1%	Croydon Health Services Trust	18.3%
Royal Marsden Trust (London)	10.9%	University College London Hospitals Trust	18.2%
Homerton University Hospital Trust (London)	10.8%	Barts Health Trust (London)	18.1%
Cambridge University Hospitals Trust	10.7%	Royal Berkshire Trust	17.9%
North Middlesex Uni Hospital Trust	10.7%	Kettering General Hospital Trust	17.8%
West London Trust	10.6%	Chelsea and Westminster Hospital Trust	17.5%

### 3 Doctors

70% of doctors working in English hospital and community health services as of March 2021 report a British nationality. 168 other nationalities are represented. Note that this category doesn't include GPs.



14% of doctors (18,620) report an Asian nationality. Just under two-thirds are either Indian or Pakistani, and 43 Asian nationalities are represented in total.

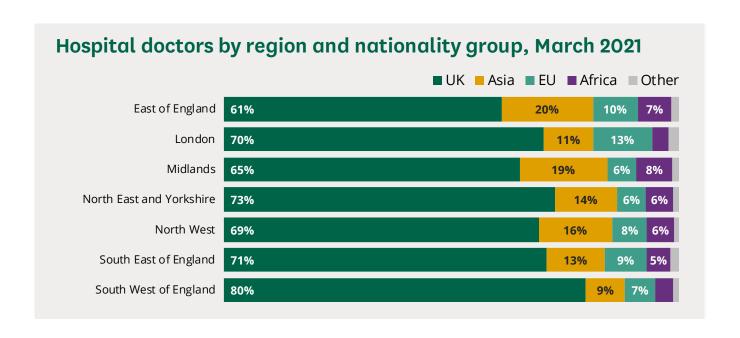
9% of doctors (11,210) report an EU nationality, of which one-fifth are Irish.

6% of doctors (7,328) report an African nationality. Over two-thirds of these are either Egyptian or Nigerian, and 35 African nationalities are represented in total.

The largest nationalities in the "other" category are Canadian (485), Australian (333) and Trinidadian (220).

These figures vary by English region, as the chart overleaf shows. However, the percentage of non-British doctors has the most uniform regional distribution of any staff category – there is relatively little difference between regions compared with the figures for nurses, which are presented in the next section.

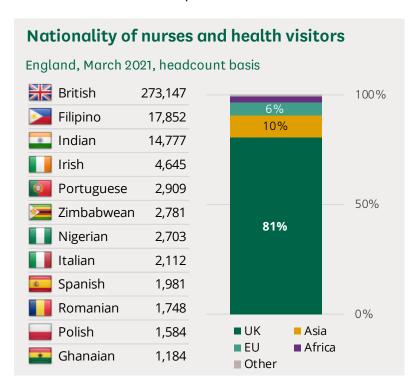
Unlike in other categories, London does not have an above-average percentage of doctors with a non-UK nationality. In the East of England, 39% of doctors report a nationality other than British, with 20% reporting an Asian nationality.



## 4 Nurses

81% of nurses and health visitors in England's hospital and community health services March 2021 report a British nationality. 163 other nationalities are represented among the 65,600 non-British nurses.

10% of nurses (34,510) report an Asian nationality, up from 7% in March 2019. 95% of these are either Filipino or Indian.

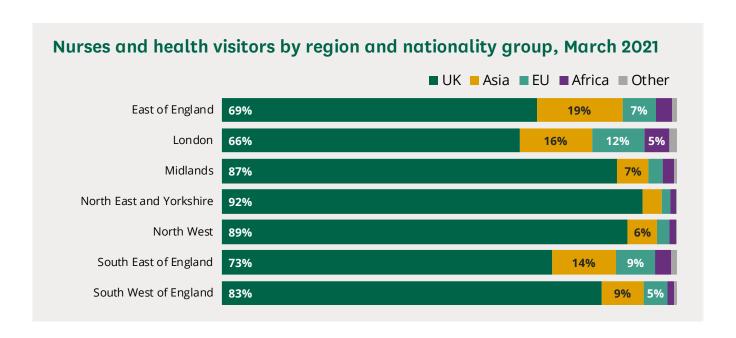


6% of nurses report an EU nationality (18,940). Of these, 40% are either Irish or Portuguese.

3% of nurses report an African nationality (9,400). 58% of these are either Zimbabwean or Nigerian, and 46 African nationalities are represented overall.

Jamaican (638), Australian (430) and Trinidadian (290) are the highest-represented 'other' nationalities.

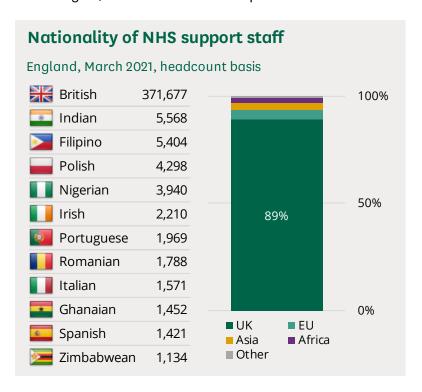
These figures vary more between English regions than those for doctors, as the chart below shows. In the North East and Yorkshire, British nurses make up 92% of the total, while in London the figure is 66%. The proportion of EU nurses is highest in London (12%), while the proportion of Asian nurses is highest in the East of England (19%).



# 5 Clinical support staff

This category includes staff who are not professionally qualified – e.g. support to doctors and nurses, support to ambulance staff, support staff to scientific and therapeutic services, and healthcare assistants.

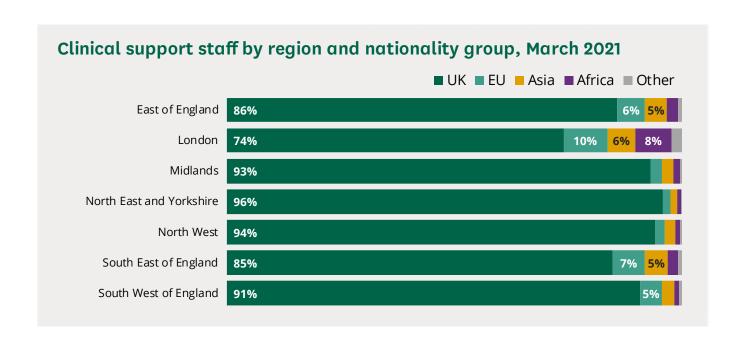
89% of clinical support staff reported a British nationality in March 2021. The remaining 45,884 non-British staff report 186 different nationalities.



- 4.5% of support staff (18,850) report an EU nationality. Almost one in four of these is Polish.
- 3.3% of support staff (13,820) report an Asian nationality. 80% of these are Indian or Filipino, while Nepalese (810) and Pakistani (519) are the next-most represented of the 42 total Asian nationalities reported.
- 2.4% of support staff (9,900) report an African nationality. Two-thirds of these are either Nigerian, Ghanaian or Zimbabwean, while 47 African nationalities are represented in total.

The most-represented of the 70 "other" nationalities are Jamaican (1,080), American (404) and Brazilian (234).

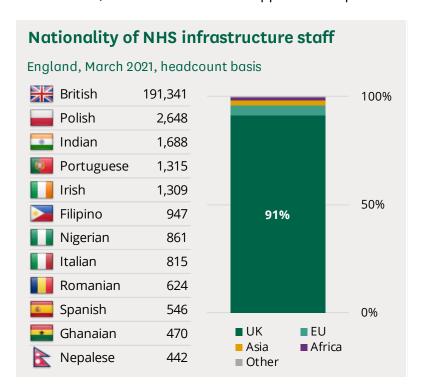
The chart overleaf shows variation by region. One in four support staff in London reports a non-UK nationality. Meanwhile the proportion of British support staff is above 90% in the Midlands, North East and Yorkshire, North West and South West regions.



# Infrastructure support staff

This category includes those working in central functions, hotel property and estates, managers, and senior managers. Note that these figures include only staff directly employed by the NHS, and not contracted-out posts.

In March 2021, 91% of infrastructure support staff reported a UK nationality.



6

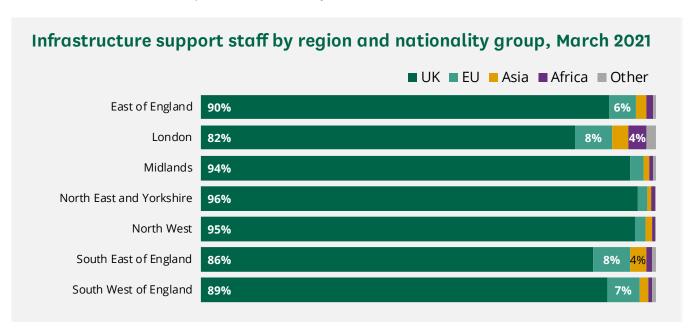
4.8% of infrastructure support staff (10,020) reported an EU nationality. Over half of these were either Polish, Portuguese or Irish.

2.0% of infrastructure support staff (4,240) reported an Asian nationality. 62% of these were either Indian or Filipino, and 41 different Asian nationalities were represented overall.

1.4% of infrastructure support staff (2,890) reported an African nationality. Almost half of these were either Nigerian or Ghanaian, and 42 different African nationalities were represented overall.

59 other nationalities were represented, with Jamaican (368), American (225) and Australian (177) the highest.

In each region of England, over four-fifths of infrastructure support staff report a UK nationality.

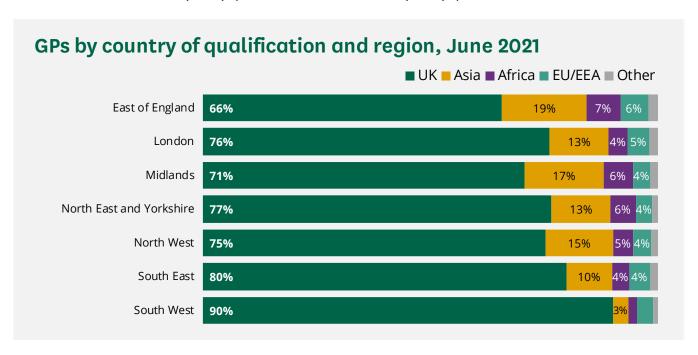


### 7 GPs

No data is collected on the nationality of GPs. However, NHS Digital publishes data on the country where GPs gained their primary medical qualification as part of the individual-level data in the GP Practice Workforce publication. Country of qualification is recorded for 93% of GPs. This data is only recorded by country group, so we do not know how many GPs qualified in specific countries.

76% of GPs qualified in the UK. This varies by region, as the chart below shows – 66% of GPs in the East of England qualified in the UK, compared with 90% of GPs in the South West.

1,816 (4.3%) of GPs in England qualified in EU or EEA countries, while 13.0% (5,525) qualified in Asia and 4.9% (2.091) qualified in Africa.



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