

Plain Guide to Nursing and Health Care Support Staff

This leaflet is about opportunities in nursing, midwifery and health care support roles. Midwives provide care and advice for women and their families during and after pregnancy. Healthcare assistants or support workers care for patients under the supervision of nurses, midwives and other health professionals such as physiotherapists, radiographers and occupational therapists. There were 54,195 nursing and midwifery professionals, and 8,817 health associate professionals in Yorkshire and the Humber according to the 2011 Census.

Typical job titles:

- Advanced nurse practitioner
- Assistant nurse practitioner
- Clinical support worker
- Healthcare assistant
- Health visitor
- Nurse: (children's, district, learning disability, mental health, neonatal)
- Practice nurse (GP surgery)
- Prison nurse
- School nurse
- Theatre nurse
- Therapy assistant/helper
- Midwife
- Nursing auxiliary
- Nursing assistant

There are more applications for nurse education in the UK than there are funded training places, because of cut-backs in funding

In the Yorkshire and Humber region there is a shortage of people with the educational attainment levels required for nursing courses

80% of the healthcare workforce is female

Employers:

NHS hospitals, NHS GP practices, clinics, health centres, walk-in centres. Private and voluntary sector hospitals, nursing homes and hospices. NHS National Blood Service. Prisons, the armed forces, industry (occupational health), schools.

Typical duties of healthcare assistants:

- washing and dressing
- serving meals and helping with feeding
- helping patients to mobilise
- toileting
- bedmaking
- helping patients to be comfortable
- taking pulses, temperatures

Currently there are more qualified nurses moving abroad than those coming from abroad to practise in the UK

The recruitment of nurses from EU and non-EU countries declined between 2003 and 2010, since when it has begun to increase again

Pay range

Healthcare assistant	Band 2: £14,294-17,425
Clinical support worker	Band 3: £16,271-19,268
Assistant practitioner	Band 4: £18,838-22,016
Nurse	Band 5: £21,478-27,901
Midwife (senior)	Band 6: £25,783-34,530
Advanced practitioner	Band 7: £30,764-40,558

NHS pay rates from 1 April 2014

Education and qualifications

To work as a nurse or midwife you need to be registered with the Nursing and Midwifery Council (NMC), which means you will need a degree in nursing or midwifery. It is possible to work up from being a healthcare assistant and progress to a place on a degree course, but you would still need to meet the entry requirements. There are no national minimum requirements, so each university sets its own criteria. Typically this is around five GCSEs at C or above, including an English and a science subject, plus two or three A levels. Various vocational equivalent qualifications may be acceptable, and there are Access to Higher Education courses aimed at mature students. The NHS Careers website www.nhscareers.nhs.uk has a 'course finder', or you can search on www.ucas.com. See www.nhsbsa.nhs.uk/Students for information on financial support.

Healthcare assistants may be recruited with few academic qualifications and can often study for level 2 and level 3 qualifications. Volunteering can be a good way to gain some initial experience.

Jobs - where to look

NHS jobs are advertised on:

www.jobs.nhs.uk

Check Jobcentre Plus:

www.direct.gov.uk/jobsearch

Some jobs are filled by agencies. Look in the Yellow Pages under 'recruitment consultants', or search www.yell.com

Specialised recruitment websites:

www.staffnurse.com

www.nursingtimesjobs.com

www.rcnbulletinjobs.co.uk

Skills and personal qualities

People who like working with the public **caring for people** **working in a team** using equipment/technology **biology and chemistry** **responsibility** motivating and encouraging people **good communicators** **good listeners/observers** good at English and maths **patient and tactful** **fit with good stamina** able to keep accurate records **sensitive to the needs of others**

Future trends

Public spending on health is being cut back and growth in the NHS is now expected to be lower than it was before the recession. However there is still expected to be a continued demand for nurses and midwives. According to Skills for Health, 21,000 nurses, midwives and therapists will need to be recruited in Yorkshire and the Humber between 2007 and 2017, as will 29,000 caring and personal service occupations*. There is still uncertainty about the number of staff required to care for the growing elderly population and how the NHS will respond to this challenge. It may be that there will be increasing recruitment of healthcare assistants and assistant nurse practitioners. It is thought that these roles will become more important as they take over many of the tasks currently undertaken by nurses.

There will be over 1,000 additional places on nursing degree courses in 2014-15, and the government has also announced that degree-level higher apprenticeships will be available.

*This group includes not only healthcare assistants, but also nursery nurses, care home workers and home carers.

More information...

National Careers Service:

<https://nationalcareersservice.direct.gov.uk>

see 'job profiles'

NHS Careers: www.nhscareers.nhs.uk

Skills for Health: www.skillsforhealth.org.uk

Royal College of Nursing: www.rcn.org.uk

includes useful advice and on-line learning for people wanting to be healthcare assistants

Nursing and Midwifery Council: www.nmc-uk.org

UCAS: www.ucas.com for higher education applications and course search

Further help...

National Careers Service advisers are available in your local area to provide information, advice and guidance on learning and work. See the website or call 0800 100 900.