

Human resources (HR) manager

Our HR managers make sure that our frontline staff and other colleagues are supported and available to deliver the care our patients need.

"I chose the NHS over the private sector because the focus is on people rather than profit."

[Read Richard's story](#) ^[1]



Working life

You'll have responsibility for recruitment, selection, appraisal, staff development and training, understanding and implementing employment legislation and welfare.

As an HR manager, you may have responsibility for workforce planning or work for one or more directorates, such as surgery or accident and emergency where you will provide HR support and advice. This might involve:

- advising on the redeployment of staff from a ward that is closing
- advertising strategies for the recruitment of new staff.

Some senior HR managers will have broad areas of responsibility, such as:

Apprenticeships logo

- operations
- training
- development and recruitment
- implementing national initiatives.

Roles in human resource management

There are a variety of job roles and job titles in this area of management. Here are some examples of job roles.

- human resources manager
- medical staffing manager
- assistant director of human resources (workforce development)
- divisional human resources manager

Human resources manager

You could be working in a specialist trust providing mental health services for adults, older people, children and adolescents and also substance misuse and specialist learning disabilities.

In this type of role, you would take a lead role in the trusts human resources agenda and lead on specific corporate HR objectives. You could be responsible for the:

- recruitment & retention of staff
- maintenance of the attendance management process
- handling formal grievance and disciplinary process and appeals
- the design and delivery of training and development programmes
- providing advice on principles and detail of employment legislation and good practice
- the maintenance of effective employee relations including participation in local formal consultation machinery and processes of job evaluation, salary administration and reward management.

Medical staffing manager

Working in a hospital NHS trust, you'd typically have responsibility for all medical staff working within the trust, with the exception of medical students. This would include responsibility for:

You'll need to be able to build relationships at all levels, and have current knowledge of the NHS HR agenda

- terms and conditions of medical staff
- recruitment and selection of professional grade staff.

You'd advise and support medical staff on HR-related issues and could be involved with the international recruitment of medical staff, workforce planning and the European [Working Time Directive](#) [2].

Assistant director of human resources (workforce development)

In this example, you'd lead the trust's development and implementation of a comprehensive training and development plan working in partnership with areas of the trust also delivering education. Delivery of the plan would involve liaison with partner organisations across the region. Key elements of such a post would be:

- effective leadership
- staff development
- workforce planning.

Divisional human resources manager

Here, you'd be one of four HR managers working within a university hospitals' NHS trust providing strategic development and leadership support. You'd be managing a team of 16 and manage a budget of over £700,000. You'd be expected to ensure that there was excellent communication between colleagues.

Want to learn more?

- [Find out more about the entry requirements, skills and interests required to enter a career in HR management](#) ^[3]
- [Find out more about the training you'll receive for a career in HR management](#) ^[4]

• Pay and conditions

Most jobs in the NHS are covered by the [Agenda for Change \(AfC\)](#) ^[5] pay scales. This pay system covers all staff except doctors, dentists and the most senior managers.

Your precise role in HR management within the NHS will affect your salary. There are some positions in HR at [AfC](#) ^[6] band 5, with opportunities at specialist and managerial level from bands 6 to 8, and rising to Band 9 for the most senior roles below director level. At director and similar levels, you would be on the Very Senior Managers pay scales.

Staff in the NHS will usually work a standard 37.5 hours per week. They may work a shift pattern.

Terms and conditions of service can vary for employers outside the NHS.

• Where the role can lead

With further training and/or experience, you may be able to develop your career further and apply for more senior managerial roles in HR and related functions. Progression for those with ability is typically via operational management in a large organisation. Relocation for promotion is common.

Relevant HR management qualifications and membership of organisations such as the Chartered Institute of Personnel and Development may be an advantage and will be a requirement for some posts.

More diverse routes are now opening up, for example, jointly-funded posts between health and social services.

Graduates from the [NHS Graduate Management Training Scheme](#) ^[7] are expected to gain rapid promotion.

- **Job market and vacancies**

When you're looking for managerial jobs in human resources and related functions, there are a number of sources you can use but most NHS vacancies can be found on the [NHS Jobs website](#) [8].

Just some of the current vacancies can be found below.

Find a vacancy

Enter your location or postcode

Show results within

Search

- **EPR Recruitment / Human Resources Officer**

Norwich, NR1 1QQ

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

Norfolk and Norwich University Hospital

[Apply now on NHS Jobs for EPR Recruitment / Human Resources Officer job \(opens in a new window\)](#) [9]

- **HR Manager**

London, WC1X 8LU

Salary:

£57000.00 to £63000.00

Type:

Permanent

Employer:

Camden Health Evolution Ltd

[Apply now on NHS Jobs for HR Manager job \(opens in a new window\)](#) [10]

- **HR Manager**

Faversham, ME13 8QR

Faversham, ME13 8FH

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Faversham Medical Practice

[Apply now on NHS Jobs for HR Manager job \(opens in a new window\)](#) ^[11]

- **Operations/HR Manager**

Stanton, IP31 2XA

Salary:

£43000.00

Type:

Permanent

Employer:

Primary Care Careers

[Apply now on NHS Jobs for Operations/HR Manager job \(opens in a new window\)](#)

^[12]

- **Human Resources Administrator**

Bushey, WD23 2NN

Salary:

Negotiable

Type:

Permanent

Employer:

Attenborough Surgery

[Apply now on NHS Jobs for Human Resources Administrator job \(opens in a new window\)](#) ^[13]

- **HR Manager (Learning & Development)**

Leeds, LS21 1PY

Salary:

£40000.00 to £50000.00

Type:

Permanent

Employer:

OneMedicalGroup

[Apply now on NHS Jobs for HR Manager \(Learning & Development\) job \(opens in a new window\)](#) ^[14]

- **Human Resources Business Partner**

London, NW1 2PG

Salary:

£70387.00 to £80465.00

Type:

Fixed-Term

Employer:

University College London Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Human Resources Business Partner job \(opens in a new window\)](#) ^[15]

- **Human Resources Business Partner**

Ashton Under Lyne, OL6 7SR

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Pennine Care NHS FT

[Apply now on NHS Jobs for Human Resources Business Partner job \(opens in a new window\)](#) ^[16]

- **Human Resources Relations Advisor**

Derby, DE24 8HY

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

DHU Healthcare

[Apply now on NHS Jobs for Human Resources Relations Advisor job \(opens in a new window\)](#) ^[17]

- **Senior HR Manager (Internal Only)**

Victoria Road, Macclesfield, SK10 3BL

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

East Cheshire NHS Trust

[Apply now on NHS Jobs for Senior HR Manager \(Internal Only\) job \(opens in a new window\)](#) ^[18]

- **Business Manager HR & OD**

Liverpool, L3 4BL

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Liverpool University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Business Manager HR & OD job \(opens in a new window\)](#) ^[19]

- **HR Manager-South (travel across multiple sites)**

Milton Keynes, MK10 7LN

Salary:

£40000.00 to £50000.00

Type:

Fixed-Term

Employer:

OneMedicalGroup

[Apply now on NHS Jobs for HR Manager-South \(travel across multiple sites\) job \(opens in a new window\)](#) ^[20]

- **Human Resources Business Partner (Medical Staffing Lead)**

Fulbourn Hospital, Cambridge, CB21 5EF

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Cambridgeshire and Peterborough NHS Foundation Trust

[Apply now on NHS Jobs for Human Resources Business Partner \(Medical Staffing Lead\) job \(opens in a new window\)](#) ^[21]

- **Operational Manager (HR and Appointments)**

Stourbridge, DY8 3SS

Salary:

Negotiable

Type:

Permanent

Employer:

Lion Health

[Apply now on NHS Jobs for Operational Manager \(HR and Appointments\) job \(opens in a new window\)](#) ^[22]

- **Centralised Recruitment B5 - Business Support Manager**

Oxford, OX3 9DU

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Centralised Recruitment B5 - Business Support Manager job \(opens in a new window\)](#) ^[23]

- **Assistant Manager / Manager**

Birmingham, B71 3LN

West Bromwich, B71 3AS

Salary:

Negotiable

Type:

Permanent

Employer:

Stone Cross Medical Centre

[Apply now on NHS Jobs for Assistant Manager / Manager job \(opens in a new window\)](#) ^[24]

- **Pharmacy Manager**

Ilfracombe, EX34 9DA

Salary:

Negotiable

Type:

Permanent

Employer:

Superdrug

[Apply now on NHS Jobs for Pharmacy Manager job \(opens in a new window\)](#) ^[25]

- **Operations Manager**

Earby, BB18 6QT

Colne, BB8 0JZ

Salary:

Negotiable
Type:
Permanent
Employer:
The Pendle Medical Partnership
[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) [26]

- **Imaging manager**

Banbury, OX16 9FG

Salary:
Negotiable
Type:
Permanent
Employer:
Ramsay Health Care UK Operations Limited
[Apply now on NHS Jobs for Imaging manager job \(opens in a new window\)](#) [27]

- **General Manager**

Sittingbourne, ME10 1QA

Salary:
£65000.00 to £68000.00
Type:
Permanent
Employer:
Avery Healthcare Group Ltd.
[Apply now on NHS Jobs for General Manager job \(opens in a new window\)](#) [28]

- **Procurement Manager**

Salford, M5 3EH

Salary:
£30000.00 to £40000.00
Type:
Permanent
Employer:
NHS Shared Business Services
[Apply now on NHS Jobs for Procurement Manager job \(opens in a new window\)](#) [29]

- **Operations Manager**

Brighouse, HD6 1AT

Salary:
Negotiable
Type:

Permanent
Employer:
Rydings Hall Surgery
[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[30]

- **General Manager**

48 Boundary Road, NW8 0HJ

Salary:

£80000.00

Type:

Permanent

Employer:

Avery Healthcare Group Ltd.

[Apply now on NHS Jobs for General Manager job \(opens in a new window\)](#) ^[31]

- **Practice Manager**

Jarrow, NE32 3UX

Salary:

Negotiable

Type:

Permanent

Employer:

East Wing Surgery

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[32]

- **Deputy Manager**

Beaconsfield, HP9 1AB

Salary:

£51500.00

Type:

Permanent

Employer:

Avery Healthcare Group Ltd.

[Apply now on NHS Jobs for Deputy Manager job \(opens in a new window\)](#) ^[33]

- **Practice Manager**

Cheltenham, GL52 6HS

Salary:

£40000.00 to £50000.00

Type:

Permanent

Employer:

Sixways

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[34]

- **Divisional Manager**

Swansea, SA6 6NL

Salary:

£75405.00 to £86885.00

Type:

Permanent

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Divisional Manager job \(opens in a new window\)](#) ^[35]

- **Operations Manager**

Kenilworth, CV8 1JD

Salary:

£27375.00 to £31285.00

Type:

Permanent

Employer:

Abbey Medical Centre

[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[36]

- **Home Manager**

Wigston, LE18 2BP

Salary:

£62000.00 to £62000.00

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Home Manager job \(opens in a new window\)](#) ^[37]

- **Practice Manager**

Clacton on Sea, CO15 2NB

Salary:

Negotiable

Type:

Permanent

Employer:

Primary Care Careers

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[38]

- **General Manager**

Chichester, PO19 6SE

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

[Apply now on NHS Jobs for General Manager job \(opens in a new window\)](#) ^[39]

- **Programme Manager**

Cardiff, CF10 4BZ

Salary:

£54550.00 to £61412.00

Type:

Permanent

Employer:

Public Health Wales

[Apply now on NHS Jobs for Programme Manager job \(opens in a new window\)](#) ^[40]

- **Operational Manager**

Mansfield, NG18 4GW

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Nottinghamshire Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Operational Manager job \(opens in a new window\)](#) ^[41]

- **Pharmacy Manager**

Oxford, OX3 7RP

Salary:

£57000.00 to £60000.00

Type:

Permanent

Employer:

Nuffield Health

[Apply now on NHS Jobs for Pharmacy Manager job \(opens in a new window\)](#) ^[42]

- **Management Accountant**

Birmingham, B4 6NH

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Birmingham Women's and Children's NHS Foundation Trust

[Apply now on NHS Jobs for Management Accountant job \(opens in a new window\)](#)

[43]

- **Ward Manager**

Swansea, SA2 0GH

Salary:

£46840.00 to £53602.00

Type:

Permanent

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Ward Manager job \(opens in a new window\)](#) [44]

- **Service Manager**

West Midlands, ST11 9JG

Salary:

£40000.00 to £40000.00

Type:

Permanent

Employer:

Cygnnet Health Care

[Apply now on NHS Jobs for Service Manager job \(opens in a new window\)](#) [45]

- **Team Manager**

Ramsgate, CT9 4BF

Salary:

£30826.00 to £30826.00

Type:

Permanent

Employer:

Mental Health Matters

[Apply now on NHS Jobs for Team Manager job \(opens in a new window\)](#) [46]

- **Ward Manager**

Swindon, SN3 6BB

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

HCRG Care Group

[Apply now on NHS Jobs for Ward Manager job \(opens in a new window\)](#) ^[47]

- **Procurement Manager**

Stoke-on-Trent, ST1 2QB

Salary:

£53755.00 to £60504.00

Type:

Fixed-Term

Employer:

Midlands and Lancashire Commissioning Support Unit

[Apply now on NHS Jobs for Procurement Manager job \(opens in a new window\)](#) ^[48]

- **Finance Manager**

York, YO24 1GL

Salary:

£30144.00 to £39632.00

Type:

Fixed-Term

Employer:

St Leonard's Hospice

[Apply now on NHS Jobs for Finance Manager job \(opens in a new window\)](#) ^[49]

- **Pharmacy Manager**

Redruth, TR15 2AF

Salary:

Negotiable

Type:

Permanent

Employer:

Superdrug

[Apply now on NHS Jobs for Pharmacy Manager job \(opens in a new window\)](#) ^[50]

- **Service Manager**

Dudley, DY2 7DN

Salary:

Negotiable

Type:

Permanent

Employer:

Isabellas Homes

[Apply now on NHS Jobs for Service Manager job \(opens in a new window\)](#) ^[51]

- **Practice Manager**

London, NW1 8UR

Salary:

Negotiable

Type:

Permanent

Employer:

Primrose Hill Surgery

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[52]

- **Operations Manager**

Sowerby Bridge, HX6 3AB

Salary:

Negotiable

Type:

Permanent

Employer:

Station Road Surgery

[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[53]

- **Operations Manager**

Wigan, WN3 6PR

Salary:

Negotiable

Type:

Permanent

Employer:

Wigan GP Alliance

[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[54]

- **Deputy Manager**

Birmingham, B12 0HG
Edgbaston, B16 9HR

Salary:

Negotiable

Type:

Permanent

Employer:

Options for Care

[Apply now on NHS Jobs for Deputy Manager job \(opens in a new window\)](#) ^[55]

- **Practice Manager**

London, W8 7RX

Salary:

Negotiable

Type:

Permanent

Employer:

Holland Park Surgery

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[56]

- **Operations Manager**

Swindon, SN6 6AE

Salary:

£40000.00

Type:

Permanent

Employer:

Cricklade Surgery

[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[57]

- **Operations Manager**

Huddersfield, HD1 4QR

Salary:

Negotiable

Type:

Permanent

Employer:

Westbourne Surgery

[Apply now on NHS Jobs for Operations Manager job \(opens in a new window\)](#) ^[58]

- **Team Manager**

London, SW17 0YF

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

South West London and St Georges Mental Health NHS Trust

[Apply now on NHS Jobs for Team Manager job \(opens in a new window\)](#) ^[59]

- **General Manager**

Chichester, PO19 6SE

Salary:

£62215.00 to £72293.00

Type:

Fixed-Term

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

[Apply now on NHS Jobs for General Manager job \(opens in a new window\)](#) ^[60]

- **Practice Manager**

Bampton, OX18 2LJ

Carterton, OX18 3LJ

Salary:

£45000.00 to £55000.00

Type:

Permanent

Employer:

Bampton Medical Practice

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[61]

- **Hub Manager**

Stafford, ST16 3AT

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Inclusion

[Apply now on NHS Jobs for Hub Manager job \(opens in a new window\)](#) ^[62]

- **OPERATIONS MANAGER**

London, SE10 8EX
Lewisham, SE8 3BX

Salary:
£18.00 to £22.00

Type:
Permanent

Employer:
Burney Street Practice

[Apply now on NHS Jobs for OPERATIONS MANAGER job \(opens in a new window\)](#) ^[63]

- **Practice Manager**

Sittingbourne, ME10 4RU

Salary:
Negotiable

Type:
Permanent

Employer:
The Chestnuts Surgery

[Apply now on NHS Jobs for Practice Manager job \(opens in a new window\)](#) ^[64]

- **Service Manager**

Swansea, SA2 8QA

Salary:
£46840.00 to £53602.00

Type:
Permanent

Employer:
Swansea Bay University Health Board

[Apply now on NHS Jobs for Service Manager job \(opens in a new window\)](#) ^[65]

- **Ward Manager**

London, EC1A 7BE

Salary:
£54320.00 to £60981.00

Type:
Fixed-Term

Employer:
Barts Health NHS Trust

[Apply now on NHS Jobs for Ward Manager job \(opens in a new window\)](#) ^[66]

- **Ward Manager**

Mountain Ash, CF45 4BZ

Salary:

£46840.00 to £53602.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Ward Manager job \(opens in a new window\)](#) ^[67]

- **Deputy Manager**

Cardiff, CF24 2BY

Salary:

£42427.47

Type:

Permanent

Employer:

involve Care & Support

[Apply now on NHS Jobs for Deputy Manager job \(opens in a new window\)](#) ^[68]

- **Further information**

For further information about a career in HR management, please contact

- [Chartered Institute of Personnel and Development](#) ^[69]
- [Healthcare People Management Association](#) ^[70]
- [National Association of Medical Personnel Specialists](#) ^[71]
- [NHS Graduate Management Training Scheme](#) ^[72]

Other roles that may interest you

- [Administrative management](#) ^[73]
- [Practice manager](#) ^[74]
- [Experienced paramedic](#) ^[75]
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