

## Compare roles in health

Not sure where to start with the hundreds of NHS careers? Use our compare roles section to get bite-size information on the entry requirements and training, pay and conditions, prospects and skills needed of up to three roles. If there is something that you think you could do, then get more in-depth information on the role.

Don't forget, you can also save your role comparisons by registering with us.

- **Human resources (HR) manager** <sup>[1]</sup>

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

### Training and qualifications required

Generalist and specialist training programmes are available for staff working at different levels within HR management. These are provided by organisations including the Chartered Institute of Personnel Development and the National Association of Medical Personnel Specialists. The NHS Graduate Management Training Scheme has an option in HR management, fast-tracking trainees to senior HR positions.

### Expected working hours and salary range

Most jobs in the NHS are covered by the Agenda for Change (AfC) 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 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.

### Desirable skills and values

To work in HR management, you'll need the ability to build relationships with staff at all levels, good communication skills, leadership skills, organisational skills, a willingness to work with others and respect their views, confidence with IT systems negotiating skills, the ability to challenge the way things are and find better alternatives, honesty and fairness in dealing with other people.

### Prospects

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 are expected to gain rapid promotion.

### Related roles

- Administrative management [2]
- Practice manager [3]
- Experienced paramedic [4]
- Health records staff [5]

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### Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/human-resources-hr-manager>

[2] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/operational-management/administrative-management>

[3] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/practice-manager>

[4] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/experienced-paramedic>

[5] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/health-records-staff>