

# 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.

## • Nursing associate <sup>[1]</sup>

Nursing associates work with healthcare support workers and registered nurses to deliver care for patients and the public.

### Training and qualifications required

To become a registered nursing associate, you will undertake a combination of academic learning and work-based learning. You will need to demonstrate your ability to study to level 5 foundation degree level, and commit to completing the Nursing Associate Apprenticeship programme.

### Expected working hours and salary range

During the two-year training programme, you'll work in a range of settings to gain as much experience as possible. This will mean travelling to placements and working a mix of shifts.

### Desirable skills and values

Your skills and responsibilities will vary, depending on the care setting you work in. You'll need to demonstrate the values of the NHS Constitution and a knowledge of physical health, mental health and illness prevention.

### Prospects

Registered nursing associates can go on to train as a registered nurse by putting their training towards a shortened nursing degree or completing a degree-level nurse apprenticeship.

## Related roles

- Healthcare assistant <sup>[2]</sup>
- Adult nurse <sup>[3]</sup>
- Assistant practitioner <sup>[4]</sup>
- Experienced paramedic <sup>[5]</sup>

## • Child and adolescent psychotherapist <sup>[6]</sup>

Child and adolescent psychotherapists (CAPT) work with children and young people aged up to 25 and their families and carers to assess and treat a wide range of psychological problems.

### Training and qualifications required

To train as a child and adolescent psychotherapist, you need to complete a recognised pre-clinical course including psychoanalytic and child development theory and psychoanalytic observations of infants and young children. You will also need experience of working with children and adolescents.

### Expected working hours and salary range

While you train, you will be paid at Agenda for Change Band 6, moving to a post at Band 7 after qualifying. You could develop to become a highly specialist clinician, consultant or take up teaching and management positions at Band 8a and above.

### Desirable skills and values

You'll need a keen awareness of people and their behaviour, be able to relate to a wide range of people, be emotionally resilient and have a capacity for study and continued learning.

### Prospects

In addition to community child and adolescent mental health services, you could work in inpatient units, looked after children teams, hospital teams for children with physical illness and disability, eating disorder services, perinatal and parent-infant services, schools, learning disability teams and forensic services. You could progress into a leadership, supervision or teaching role.

## Related roles

- Experienced paramedic <sup>[5]</sup>
- Emergency care assistant <sup>[7]</sup>
- Health records staff <sup>[8]</sup>
- Clerk <sup>[9]</sup>

## • Practice manager <sup>[10]</sup>

Practice managers are vital to the successful running of GP surgeries. You'll manage the business and operational aspects of the surgery, making sure that patients are at the centre.

### Training and qualifications required

You could enter a career in practice management from a range of different backgrounds. You don't necessarily need to be a qualified healthcare professional. Qualifications and experience required will vary, but you'll usually need a management qualification, and a proven experience of motivating people. Experience of working in the NHS/general practice experience can be an advantage.

### Expected working hours and salary range

Terms and conditions vary for practice managers. Most are employed directly by the partners of the practice but some practices run on Agenda for Change (AfC) terms and conditions. Your pay and conditions of employment are determined by a number of different factors including the number of patients registered with the practice, the number of sites it operates from, and your level of responsibility within the management structure.

### Desirable skills and values

To work in practice management, you'll typically need excellent financial skills, the ability to manage a changing environment, good communication skills, leadership and motivational skills, organisational skills, a willingness to work with others and respect their views, confidence with information technology, negotiating skills, the ability to challenge the way things are and find better alternatives, honesty and fairness in dealing with other people and a commitment to the ideals of quality and fairness in delivering healthcare.

### Prospects

With further training and experience, you will be able to develop your career in a number of directions, depending on how your practice is set up. You could work in a management role within your Primary Care Network (PCN), or get involved in the work of your local integrated care board (ICB), looking at the care needs of a bigger population. Your employer may also offer you the opportunity to become a managing partner.

### Related roles

- [Human resources \(HR\) manager](#) <sup>[11]</sup>
- [Finance manager](#) <sup>[12]</sup>
- [Project manager](#) <sup>[13]</sup>
- [Strategic management](#) <sup>[14]</sup>

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[1] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/nursing-associate> [2] <https://www.healthcareers.nhs.uk/explore-roles/healthcare-support-worker/roles-healthcare-support-worker/healthcare-assistant> [3] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/adult-nurse> [4] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/assistant-practitioner> [5] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/experienced-paramedic> [6] <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles-psychological-therapies/child-and-adolescent-psychotherapist> [7] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/emergency-care-assistant> [8] <https://www.healthcareers.nhs.uk/Explore-roles/wider-healthcare-team/roles-wider-healthcare-team/health-records-staff> [9] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/administration/clerk> [10] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/practice-manager> [11] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/human-resources-hr-manager> [12] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/finance-manager> [13] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/project-manager> [14] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/general-management/strategic-management>