

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.

- **Paramedic** ^[1]

As a paramedic, you'll often be one of the first to arrive when a patient needs help. It's a fast-paced and vital role where you'll need to quickly take charge of the situation to save lives.

Training and qualifications required

To practise as a paramedic, you must be registered with the Health and Care Professions Council (HCPC). To register with the HCPC, you need to study for an approved qualification in paramedic science which could be a diploma, a foundation degree or a degree. You might study for this full-time or while working as a student paramedic or a degree level apprenticeship.

Expected working hours and salary range

Most jobs in the NHS are covered by the Agenda for Change (AfC) pay scales and paramedics start at band 6. Although paramedics work standard hours of around 37.5 a week, these are on a shift pattern. Shifts cover 24 hours a day, 7 days a week throughout the year. So a paramedic's work pattern includes, evenings, nights, early starts, weekends and bank holidays.

Desirable skills and values

A paramedic needs to be calm in stressful situations, resilient in dealing with other people's strong emotions, able to work quickly and carefully, have good communication skills, excellent driving skills and be able to use equipment and machinery.

Prospects

With experience, you could become a team leader, supervising the work of paramedics and emergency care assistants. With further experience, you could become a manager, responsible for several teams. Teaching or research are other options. Some paramedics choose to join a specialist team such as caring for stroke patients or working on an air ambulance. You could take extra training and qualifications for one of the roles for experienced paramedics, taking on more responsibility for treatment and decision-making in emergencies.

Related roles

- Emergency care assistant ^[2]
- Call handler/emergency medical dispatcher ^[3]
- Experienced paramedic ^[4]
- Patient Transport Service (PTS) call handler ^[5]

- **Human resources (HR) manager** ^[6]

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](#) [7]
- [Practice manager](#) [8]
- [Knowledge and library services](#) [9]
- [Experienced paramedic](#) [4]

• [Healthcare support worker](#) [10]

Healthcare support workers work across a variety of settings, from mental health to children's services. The choice is yours. As a healthcare support worker, you'll work under the supervision of a healthcare professional, supporting them and helping patients on their journey back to full health.

Training and qualifications required

There are no set entry requirements to become a healthcare support worker, but good literacy and numeracy skills are expected, and in some cases GCSEs (or equivalent) in English and maths are required too. You may also need a healthcare qualification such as a BTEC or NVQ for some of our roles.

Expected working hours and salary range

Your standard working week will be around 37.5 hours and may include a mix of shifts, such as nights, early starts, evenings and weekends. As a healthcare support worker, you'll be paid on the Agenda for Change (AFC) pay system, typically starting on band 2.

Desirable skills and values

For some roles, some experience of healthcare or care work may be beneficial – this could be from paid or voluntary work, or through experience you bring in from previous roles. You'll also need to be caring, kind and willing to really get stuck into the role – it's a hands-on environment where teamwork, communication and organisational skills are vital.

Prospects

You'll have access to world-class training and learn basic nursing skills. You'll also work towards gaining qualifications such as the Care Certificate. But that's not all. You'll gain plenty of on-the-job experience and be surrounded by experts who'll support you as you progress through your career. And with regular check-ins to discuss your career aspirations, you'll always be moving forward.

Related roles

- [Healthcare assistant](#) [11]
- [Maternity support worker](#) [12]
- [Nursing associate](#) [13]
- [Physiotherapy assistants/support workers](#) [14]

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