

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.

• Gardeners and grounds staff ^[1]

Gardeners and grounds staff keep grounds attractive and tidy.

Training and qualifications required

Although gardeners and grounds staff often join the NHS fully qualified and experienced, it may be possible to train in gardening and grounds maintenance. Employers usually ask for GCSEs (or equivalent) including English and maths. Where employers are seeking qualified staff, they usually expect a qualification in horticulture or landscaping, such as an NVQ, certificate or diploma. They may also expect some experience of horticulture work (eg from paid or voluntary work, an apprenticeship or through experience at home). When you start work in gardening or grounds maintenance, you will get the training you need and be encouraged to take further qualifications. Your employer will expect you to keep your skills up to date by going on short courses. These could include topics such as handling pesticides, using tractors or using cutting tools. Employers may ask for a driving licence.

Expected working hours and salary range

Estates staff working in the NHS are paid on the Agenda for Change (AfC) pay system. As a gardener/estates support worker, you would typically start on AfC band 2. As a qualified craftsperson in estates maintenance, you will typically start on AfC band 3. With further training and experience, you could apply for more senior positions at bands 4 and above. Gardeners and grounds staff in the NHS work standard hours of around 37.5 a week. The job may involve early starts and weekend working. Terms and conditions will usually be different for gardeners and grounds staff working outside of the NHS.

Desirable skills and values

Gardeners and grounds staff need to be interested in gardening and horticulture, willing to work outside in all weathers, able to use tools, including power tools, physically fit for digging, lifting, carrying, etc; have an eye for design and colour and be able to work flexibly, according to seasons and weather. They also need to be good at working in a team and have good communication and practical skills.

Prospects

With experience, you could become a team leader overseeing the work of other gardeners and grounds staff. With further experience, you could become a manager, responsible for the gardening and grounds service for a hospital, area or trust. There are opportunities outside the NHS.

Related roles

- [Estates manager](#) ^[2]
- [Estates technician](#) ^[3]
- [Facilities management](#) ^[4]
- [Emergency care assistant](#) ^[5]

• [Tiler](#) ^[6]

Tilers cover walls or floors with tiles to provide smooth hygienic surfaces.

Training and qualifications required

Tilers who work in the NHS have experience and may have a qualification such as an NVQ in tiling. There are no set entry requirements to train as a tiler. Employers expect good numeracy and literacy and may ask for GCSEs (or equivalent) in English and maths. Employers may ask for experience in construction. An apprenticeship in estates maintenance can provide you with this. Employers may ask for a driving licence. When you start as a trainee tiler, your training will include health and safety, how to use the tools and equipment and all aspects of tiling. You will be expected to study for qualifications such as NVQs and may be encouraged to become multi-skilled by training in, for example, painting and decorating or plumbing.

Expected working hours and salary range

Estates staff working in the NHS are paid on the Agenda for Change (AfC) pay system. As an estates support worker, you would typically start on AfC band 2. As a qualified tiler you might start on AfC band 3. With further training and experience, you could apply for more senior positions at bands 4 and above. Tilers in the NHS are likely to work standard hours of around 37.5 a week. Some may work shifts including early starts, evenings and weekends. Terms and conditions will usually be different for tilers working outside of the NHS.

Desirable skills and values

Tilers need to be interested in design and colour, methodical, good at measuring, able to work quickly and accurately, physically fit for lifting, standing, bending, etc, health and safety aware and able to work alone or in a team. They also need practical skills, good manual (hand) skills, organisational skills and customer service skills.

Prospects

With experience, you could become a team leader, supervising the work of others. With further experience, you could become a manager, responsible for the maintenance and repairs service for a hospital, area or trust. There may be opportunities to move into other estates services roles. Some tilers become self-employed by setting up a business, either on their own or with one or more colleagues.

Related roles

- [Estates technician](#) [3]
- [Painter and decorator](#) [7]
- [Plumber](#) [8]
- [Estates manager](#) [2]

Source URL: https://www.healthcareers.nhs.uk/explore-roles/compare-roles-health?field_field_role=447

Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/gardeners-and-grounds-staff> [2] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/estates-manager> [3] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/estates-technician> [4] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/operational-management/facilities-management> [5] <https://www.healthcareers.nhs.uk/explore-roles/ambulance-service-team/roles-ambulance-service/emergency-care-assistant> [6] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/tiler> [7] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/painter-and-decorator> [8] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/plumber>