

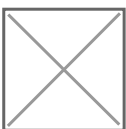
Engineer

Engineers in the NHS maintain and repair a range of equipment and facilities from ambulances to dialysis machines to air conditioning units. All are vital to a high-quality NHS.

Working life

As an engineer, you could work in different departments using your engineering skills in different ways. You could for example be a:

- [biomedical engineer](#) ^[1], maintaining and managing medical equipment in operating theatres, [intensive care](#) ^[2], [neonatal](#) ^[3] units, accident & emergency or radiology
- plant maintenance engineer making sure that water supplies and drainage, electrical systems, boilers and alarms are working well within NHS buildings
- heating, ventilation and air conditioning (HVAC) engineer, making sure all hospital areas are safe to use and kept at the right temperature, for example to keep patients warm, or vital supplies cool
- prosthetic engineer, creating and maintaining artificial limbs (prosthetics)
- building services engineer, overseeing the installation and maintenance of systems within buildings, including lighting, lifts, communications and security



Chris Barnett

Engineering craftsperson

Engineers will always be needed in the NHS and an engineering apprenticeship is one of the best ways in.

[Read Chris's story](#) ^[4]

Engineers usually specialise in a branch of engineering such as electrical, mechanical, building services or biomedical, for example.

In some cases engineers work in hospital departments, repairing and maintaining equipment where it has been installed. In other cases, such as in clinical engineering ^[5] and rehabilitation engineering ^[6] they work in a workshop where smaller equipment (such as wheelchairs or prosthetics) can be brought for repair.

Other, more senior engineers are responsible for planning and designing ^[7] rather than hands-on repair work.

Apprenticeships logo

Entry requirements

To train as an engineer in the NHS, you need at least 3 GCSEs including English maths and science. Employers may ask for an engineering qualification and some engineering experience. This could be from an engineering apprenticeship ^[8], for example.

Engineers can also join the NHS with an accredited engineering qualification, usually a degree or HND in a particular branch of engineering (electrical, mechanical or building services, for example). Employers usually ask for a qualification accredited by the Engineering Council ^[9]. You can search for courses on their website.

To get onto an engineering degree or HND course you usually need

- two or three A levels, including maths, along with five GCSEs (grades A-C ^[10]), including English language, maths and at least one science

or alternative qualifications, including

- BTEC or HNC which includes maths and/or engineering
- relevant NVQ
- science-based access course
- equivalent Scottish or Irish qualifications

However, each institution sets its own entry requirements, so it's important to check carefully.

Personal characteristics and skills

Engineers need to be

- interested in knowing how things work
- interested in continuing to learn
- willing to work at heights or in confined spaces
- physically fit for lifting, standing, etc
- able to work responsibly without supervision
- very health and safety conscious
- willing to work in all areas of a hospital or health centre

You'll also need

- problem-solving skills
- good manual (hand) skills
- organisational skills

Training and development

Engineers joining the NHS will be given the training they need to start the job. This will cover procedures and systems, including IT systems, as well as health and safety.

Qualified engineers can become members of the professional institution for their branch of engineering (see 'Contact information', below)

With experience and further qualifications, engineers can apply for incorporated or chartered status. Incorporated and chartered engineers have to keep their skills and knowledge up to date with annual CPD (continuing professional development). Each professional institution runs courses, conferences and seminars where engineers can update their skills and network with others.

• Pay and conditions

Engineers in the NHS are usually paid on the Agenda for Change (AfC) ^[11] pay system. Your precise pay depends on the level of your role, education, experience and level of responsibility. If you work in estates support, you could start on AfC ^[12] band 2. In estates maintenance, you could be on band 3 or 4. With further training and experience, you could apply for more senior positions at bands 5 and above.

Engineers in the NHS work standard hours of around 37.5 a week. They are likely to work shifts including nights and weekends. They may be part of an on-call rota for emergency cover.

Terms and conditions will be different for engineers working outside of the NHS.

• Where the role can lead

With experience, engineers can apply to become team leaders supervising the work of a team of staff. They can progress to become managers, responsible for a department or area of operations, such as estates and facilities ^[13].

Qualified engineers can work outside the NHS. There may be opportunities to work overseas.

- **Job market and vacancies**

If you're applying for a role either directly in the NHS or in an organisation that provides NHS services, you'll be asked to show how you think the NHS values apply in your everyday work. [Find out more about NHS values](#) ^[14].

Most NHS trusts advertise their vacancies on [NHS Jobs](#) ^[15]. Some of the current vacancies are below.

Find a vacancy

Enter your location or postcode

Show results within

Search

- **Advanced Engineer - Mechanical**

kendal, LA9 7RG

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

East Lancashire Hospitals NHS Trust

[Apply now on NHS Jobs for Advanced Engineer - Mechanical job \(opens in a new window\)](#) ^[16]

- **Mechanical Engineering Technician**

Rhyl, LL18 5UJ

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Mechanical Engineering Technician job \(opens in a new window\)](#) ^[17]

- **Maintenance Engineer Electrical Technician**

Poole, BH15 2JB

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

University Hospitals Dorset NHS Foundation Trust

[Apply now on NHS Jobs for Maintenance Engineer Electrical Technician job \(opens in a new window\)](#) ^[18]

- **Estates Mechanical Gas Engineer**

Brighton, BN2 3EW

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Sussex Community NHS Foundation Trust

[Apply now on NHS Jobs for Estates Mechanical Gas Engineer job \(opens in a new window\)](#) ^[19]

- **Engineering Tradesperson – (Core Trade Electrical)**

Merthyr Tydfil, CF47 9DT

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Engineering Tradesperson – \(Core Trade Electrical\) job \(opens in a new window\)](#) ^[20]

- **Engineering Tradesperson – (Core Trade Electrical)**

Merthyr Tydfil, CF47 9DT

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Engineering Tradesperson – \(Core Trade Electrical\) job \(opens in a new window\)](#) ^[21]

- **Mechanical & Electrical Manager**

Reading, RG1 5AN

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Royal Berkshire NHS Foundation Trust

[Apply now on NHS Jobs for Mechanical & Electrical Manager job \(opens in a new window\)](#) ^[22]

- **Decontamination Engineer**

Hadley, TF1 7UL

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

The Shrewsbury and Telford Hospital NHS Trust

[Apply now on NHS Jobs for Decontamination Engineer job \(opens in a new window\)](#) ^[23]

- **Infrastructure Engineer**

Newcastle Upon Tyne, NE1 4WH

Salary:

£46148.00 to £52809.00

Type:

Fixed-Term

Employer:

NHS Counter Fraud Authority

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

- **EUC Engineer**

London, E14 4PU

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

NHS Counter Fraud Authority

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

- **Medical Engineering Apprentice**

Shrewsbury, SY3 8XQ

Salary:

£12514.00

Type:

Apprenticeship

Employer:

The Shrewsbury and Telford Hospital NHS Trust

[Apply now on NHS Jobs for Medical Engineering Apprentice job \(opens in a new window\)](#) ^[26]

- **Digital Innovation Engineer**

Torquay, TQ2 7FT

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

Torbay and South Devon NHS Foundation Trust

[Apply now on NHS Jobs for Digital Innovation Engineer job \(opens in a new window\)](#) ^[27]

- **Medical Engineering Technician**

Wigan, WN1 2NN

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Wrightington Wigan & Leigh Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Medical Engineering Technician job \(opens in a new window\)](#) ^[28]

- **Decontamination Engineering Tradesperson**

Cwmbran, NP44 8YN

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Aneurin Bevan University Health Board

[Apply now on NHS Jobs for Decontamination Engineering Tradesperson job \(opens in a new window\)](#) ^[29]

- **Senior Engineering Manager**

Preston, PR2 9HT

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Lancashire Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Senior Engineering Manager job \(opens in a new window\)](#) ^[30]

- **Machine Learning Engineer**

Sutton, SM2 5PT

Salary:

£67950.00 to £78028.00

Type:

Permanent

Employer:

The Royal Marsden NHS Foundation Trust

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

- **Senior Network Engineer**

London, SE13 6LH

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Lewisham and Greenwich NHS Trust

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

- **IT Support Engineer**

HEMEL HEMPSTEAD, HP2 7YU

Salary:

Negotiable

Type:

Permanent

Employer:

OSD Healthcare

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

- **Medical Engineering Apprentice**

Carlisle / Whitehaven, CA2 7HY

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

North Cumbria Integrated Care NHS Foundation Trust

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

- **Ambulance Vehicle Engineer**

Coventry, CV6 6JR

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

West Midlands Ambulance Service University NHS Foundation Trust

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

- **Radiotherapy Electronics Engineer**

London, W2 1NY

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

Imperial College Healthcare NHS Trust

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

- **Senior IT Engineer**

Milton Keynes, MK6 5LD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Milton Keynes University Hospital NHS Foundation Trust

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

- **Network Operations Engineer**

Seaton Delaval, NE25 0QJ

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Northumbria Healthcare NHS Foundation Trust

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

- **Engineering Project Manager**

London, SE14YB

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

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

- **Aseptic Programme Validation Engineer**

London, SE1 7EH

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

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

- **Clinical Engineering Technical Administrator**

Chesterfield, S44 5BL

Salary:

£25076.00 to £26732.00

Type:

Permanent

Employer:

Chesterfield Royal Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Engineering Technical Administrator job \(opens in a new window\)](#) ^[41]

- **Senior Infrastructure Engineer (Cloud)**

Location to be decided at interview, CF11 9AD

Salary:

£54550.00 to £61412.00

Type:

Permanent

Employer:

Digital Health and Care Wales

[Apply now on NHS Jobs for Senior Infrastructure Engineer \(Cloud\) job \(opens in a new window\)](#) ^[42]

- **Medical Engineering Team Manager**

317 Trustwide, NE7 7DN

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Medical Engineering Team Manager job \(opens in a new window\)](#) ^[43]

- **Engineering Technician (Building Bias)**

Worthing, BN11 2DH

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

[Apply now on NHS Jobs for Engineering Technician \(Building Bias\) job \(opens in a new window\)](#) ^[44]

- **Clinical Scientist - Rehabilitation Engineering**

Swansea, SA6 6NL

Salary:

£46840.00 to £53602.00

Type:

Fixed-Term

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Clinical Scientist - Rehabilitation Engineering job \(opens in a new window\)](#) ^[45]

- **Engineering Senior Project Manager**

London, SE1 4YB

Salary:

£70387.00 to £80465.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

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

- **IT Service Desk Engineer**

East Grinstead, RH19 3DZ

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

Queen Victoria Hospital NHS Foundation Trust

[Apply now on NHS Jobs for IT Service Desk Engineer job \(opens in a new window\)](#) ^[47]

- **Healthcare Engineer Technician Apprentice**

Bromsgrove, B61 0BB

Salary:

£24169.00

Type:

Permanent

Employer:

Herefordshire and Worcestershire Health and Care NHS Trust

[Apply now on NHS Jobs for Healthcare Engineer Technician Apprentice job \(opens in a new window\)](#) ^[48]

- **Infrastructure Engineer (Data Centre)**

Health Board Wide, SA31 2AF

Salary:

£37898.00 to £45637.00

Type:

Permanent

Employer:

Hywel Dda University Health Board

[Apply now on NHS Jobs for Infrastructure Engineer \(Data Centre\) job \(opens in a new window\)](#) ^[49]

- **Medical Engineering Entry Level Technologist**

Shrewsbury, SY3 8XQ

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

The Shrewsbury and Telford Hospital NHS Trust

[Apply now on NHS Jobs for Medical Engineering Entry Level Technologist job \(opens in a new window\)](#) ^[50]

- **CDDS Clinical Engineering Support Technician**

Darlington, DL3 6HX

Salary:

£26325.00

Type:

Permanent

Employer:

CDD Services (Synchronicity Care Ltd)

[Apply now on NHS Jobs for CDDS Clinical Engineering Support Technician job \(opens in a new window\)](#) ^[51]

- **Vehicle Technician/Fleet Engineer - Nursling**

Southampton, SO16 0YU

Salary:

£39150.31 to £45805.00

Type:

Permanent

Employer:

South Central Fleet Services Ltd

[Apply now on NHS Jobs for Vehicle Technician/Fleet Engineer - Nursling job \(opens in a new window\)](#) ^[52]

- **Vehicle Technician/Fleet Engineer - Didcot**

Didcot, OX11 8RY

Salary:

£39150.31 to £45805.00

Type:

Permanent

Employer:

South Central Fleet Services Ltd

[Apply now on NHS Jobs for Vehicle Technician/Fleet Engineer - Didcot job \(opens in a new window\)](#) ^[53]

- **Medical Engineering Technician - Computing Specialist**

Leicester, LE1 5WW

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

University Hospitals of Leicester NHS Trust

[Apply now on NHS Jobs for Medical Engineering Technician - Computing Specialist job \(opens in a new window\)](#) ^[54]

- **Medical Engineering Apprentice (Grade C)**

Keighley, BD206TD

Salary:

£31950.00

Type:

Apprenticeship

Employer:

AGH Solutions Ltd

[Apply now on NHS Jobs for Medical Engineering Apprentice \(Grade C\) job \(opens in a new window\)](#) ^[55]

- **Principal End User Services Engineer**

Tonypandy, CF40 1AG

Salary:

£54550.00 to £61412.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Principal End User Services Engineer job \(opens in a new window\)](#) ^[56]

- **Unified Desktop Windows 11 Engineer**

Basildon, SS16 5NL

Salary:

£29970.00

Type:

Fixed-Term

Employer:

Mid and South Essex NHS Foundation Trust

[Apply now on NHS Jobs for Unified Desktop Windows 11 Engineer job \(opens in a new window\)](#) ^[57]

- **Principal Linac Engineer - Medical Physics**

Cardiff, CF14 1TL

Salary:

£46840.00 to £53602.00

Type:

Permanent

Employer:

Velindre Cancer Centre

[Apply now on NHS Jobs for Principal Linac Engineer - Medical Physics job \(opens in a new window\)](#) ^[58]

- **Team Leader -Specialist Medical Engineer**

Hereford, HR1 2ER

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Wye Valley NHS Trust

[Apply now on NHS Jobs for Team Leader -Specialist Medical Engineer job \(opens in a new window\)](#) ^[59]

- **Vehicle Technician/Fleet Engineer - Aylesbury**

Aylesbury, HP20 1BH

Salary:

£39150.31 to £45805.00

Type:

Permanent

Employer:

South Central Fleet Services Ltd

[Apply now on NHS Jobs for Vehicle Technician/Fleet Engineer - Aylesbury job \(opens in a new window\)](#) ^[60]

- **Advanced Engineer - Fitter/Steam Boiler**

Lancaster, LA1 4RP

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

East Lancashire Hospitals NHS Trust

[Apply now on NHS Jobs for Advanced Engineer - Fitter/Steam Boiler job \(opens in a new window\)](#) ^[61]

- **Service Manager- Medical Engineering & Physics**

London, SE5 8RX

Salary:

£70387.00 to £80465.00

Type:

Permanent

Employer:

King's College Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Service Manager- Medical Engineering & Physics job \(opens in a new window\)](#) ^[62]

- **End User Technology Desktop Support Engineer**

London, SE1 7NJ

Salary:

£35964.00 to £43780.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for End User Technology Desktop Support Engineer job \(opens in a new window\)](#) ^[63]

- **Data Engineer & Business Intelligence Platform Administrator**

London, SW10 0XD

Salary:

£61927.00 to £68676.00

Type:

Permanent

Employer:

Chelsea and Westminster Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Data Engineer & Business Intelligence Platform Administrator job \(opens in a new window\)](#) ^[64]

- **Medical Engineering Assistant Technician - Royal Lancaster Infirmary**

Lancaster, LA1 4RP

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

East Lancashire Hospitals NHS Trust

[Apply now on NHS Jobs for Medical Engineering Assistant Technician - Royal Lancaster Infirmary job \(opens in a new window\)](#) ^[65]

- **Electrical Craftsperson**

London, E1 4DG

Salary:

£31944.00 to £34937.00

Type:

Permanent

Employer:

Barts Health NHS Trust

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

- **Mechanical Craftsperson**

Newport, NP20 2UB

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Aneurin Bevan University Health Board

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

- **Maintenance Technician - Electrical**

Gobowen, SY10 7AG

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Maintenance Technician - Electrical job \(opens in a new window\)](#) ^[68]

- **Maintenance Technician (Electrical)**

Plymouth, PL47QD

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Livewell Southwest

[Apply now on NHS Jobs for Maintenance Technician \(Electrical\) job \(opens in a new window\)](#) ^[69]

- **Maintenance Technician Electrical**

Wakefield, WF1 3SP

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

South West Yorkshire Partnership NHS Trust

[Apply now on NHS Jobs for Maintenance Technician Electrical job \(opens in a new window\)](#) ^[70]

- **Mechanical Craftsperson (Plumber)**

London, E1 1FR

Salary:

£31944.00 to £34937.00

Type:

Permanent

Employer:

Barts Health NHS Trust

[Apply now on NHS Jobs for Mechanical Craftsperson \(Plumber\) job \(opens in a new window\)](#) ^[71]

- **Senior Mechanical Technician**

Cottingham, HU16 5JQ

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Hull University Teaching Hospitals NHS Trust

[Apply now on NHS Jobs for Senior Mechanical Technician job \(opens in a new window\)](#) ^[72]

- **Maintenance Technician (Mechanical)**

Bedford, MK42 9DJ

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Bedfordshire Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Maintenance Technician \(Mechanical\) job \(opens in a new window\)](#) ^[73]

- **Maintenance Craftsperson-Mechanical**

Durham, DH1 5RD

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Tees Esk and Wear Valleys NHS Foundation Trust

[Apply now on NHS Jobs for Maintenance Craftsperson-Mechanical job \(opens in a new window\)](#) ^[74]

- **Area Technician/Mechanic**

Merthyr Tydfil, CF48 4TQ

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Welsh Ambulance NHS Trust

Apply now on NHS Jobs for Area Technician/Mechanic job (opens in a new window) [75]

• Further information

- Engineering UK [76]
- Institute of Healthcare Engineering and Estate Management [77]
- Chartered Institution of Building Services Engineers [78]
- Chartered Institute of Plumbing and Heating Engineering [79]
- Institution of Mechanical Engineers [80]
- Institution of Engineering and Technology [81]

Other roles that may interest you

- Estates manager [82]
- Estates technician [83]
- Knowledge and library services [84]
- Emergency care assistant [85]

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Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/physical-sciences-and-biomedical-engineering/medical-engineering> [2]
https://www.healthcareers.nhs.uk/glossary#Intensive_care [3]
<https://www.healthcareers.nhs.uk/glossary#Neonatal> [4] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/estates-services/engineer/real-life-story-chris-barnett> [5] <https://www.healthcareers.nhs.uk/explore-roles/physical-sciences-and-biomechanical-engineering/clinical-engineer> [6] <https://www.healthcareers.nhs.uk/explore-roles/physical-sciences-and-biomechanical-engineering/rehabilitation-engineering> [7] <https://www.healthcareers.nhs.uk/explore-roles/estates-and-facilities-management/design-and-engineering> [8] <https://www.healthcareers.nhs.uk/i-am/secondary-school-or-fe-college/apprenticeships-traineeships-and-cadet-schemes> [9]
<http://www.engc.org.uk/> [10] https://www.healthcareers.nhs.uk/glossary#Grades_A-C [11]
<https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates> [12]
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