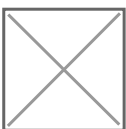# Engineer

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 <u>clinical engineering</u> [5] and <u>rehabilitation engineering</u> [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 <u>planning and designing</u> [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 <u>apprenticeship</u> [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 <u>Engineering Council</u> [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 (<u>grades A-C</u> [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

- ### Electrical/Mechanical Engineering Craftsperson

  Bangor, LL57 2PW

  Salary:
  £30420.00 to £37030.00
  Type:
  Permanent
  Employer:
  Betsi Cadwaladr University Health Board
  Apply now on NHS Jobs for Electrical/Mechanical Engineering Craftsperson job (opens in a new window) [16]

- ### Multi Skilled Electrical / Mechanical Engineering Apprentice

  Gateshead, NE96SX

  Salary:
  £16817.00
  Type:
  Apprenticeship
  Employer:
  QE Facilities
  Apply now on NHS Jobs for Multi Skilled Electrical / Mechanical Engineering Apprentice job (opens in a new window) [17]

- ## Electrical Engineer

  Essex, RM13 8HY

  Salary:
  > £59490.00 to £66239.00

  Type:
  > Permanent

  Employer:
  > London Ambulance Service NHS Trust

  Apply now on NHS Jobs for Electrical Engineer job (opens in a new window) [18]

- ## Mechanical Engineer

  Poole, BH15 2JB

  Salary:
  > £29970.00 to £36483.00

  Type:
  > Permanent

  Employer:
  > University Hospitals Dorset NHS Foundation Trust

  Apply now on NHS Jobs for Mechanical Engineer job (opens in a new window) [19]

- ## Ambulance Vehicle Engineer (Mechanic)

  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 (Mechanic) job (opens in a new window) [20]

- ## Engineering Tradesperson Electrical

  Bridgend, CF31 1SQ

  Salary:
  > £30420.00 to £37030.00

  Type:
  > Permanent

  Employer:
  > Cwm Taf Morgannwg University Health Board

  Apply now on NHS Jobs for Engineering Tradesperson Electrical job (opens in a new window) [21]

- ### Craftsman (Electrical Engineering)

  Plymouth, PL6 8DH

  Salary:
  > £26530.00 to £29114.00

  Type:
  > Permanent

  Employer:
  > University Hospitals Plymouth NHS Trust

  Apply now on NHS Jobs for Craftsman (Electrical Engineering) job (opens in a new window) [22]

- ### Shift Engineer - Electrical

  Liverpool, L14 5AB

  Salary:
  > £42000.00 to £45000.00

  Type:
  > Permanent

  Employer:
  > Care & Custody - A Mitie Company

  Apply now on NHS Jobs for Shift Engineer - Electrical job (opens in a new window) [23]

- ### Engineering Apprentice (Electrical)

  Plymouth, PL6 8AX

  Salary:
  > £26530.00 to £29114.00

  Type:
  > Permanent

  Employer:
  > University Hospitals Plymouth NHS Trust

  Apply now on NHS Jobs for Engineering Apprentice (Electrical) job (opens in a new window) [24]

- ### Mechanical Maintenance Engineer

  Wolverhampton, WV4 5HN

  Salary:
  > £26530.00 to £29114.00

  Type:
  > Permanent

  Employer:
  > Black Country Healthcare NHS Foundation Trust

<u>Apply now on NHS Jobs for Mechanical Maintenance Engineer job (opens in a new window)</u> [25]

- ○ **Mechanical Engineering Craftsperson**

  Wrexham, LL13 7TD

  Salary:
  £30420.00 to £37030.00
  Type:
  Permanent
  Employer:
  Betsi Cadwaladr University Health Board
  <u>Apply now on NHS Jobs for Mechanical Engineering Craftsperson job (opens in a new window)</u> [26]

- ○ **Engineering Technician (Electrical Bias)**

  Worthing, BN11 2DH

  Salary:
  £29970.00 to £36483.00
  Type:
  Permanent
  Employer:
  University Hospitals Sussex NHS Foundation Trust (279)
  <u>Apply now on NHS Jobs for Engineering Technician (Electrical Bias) job (opens in a new window)</u> [27]

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

  Merthyr Tydfil, CF47 9DT

  Salary:
  £30420.00 to £37030.00
  Type:
  Permanent
  Employer:
  Cwm Taf Morgannwg University Health Board
  <u>Apply now on NHS Jobs for Engineering Tradesperson – (Core Trade Electrical) job (opens in a new window)</u> [28]

- ○ **Estates Operations Manager (Engineering-Electrical)**

  Nottingham, NG7 2UH

  Salary:
  £53755.00 to £60504.00
  Type:
  Permanent

Employer:
    Nottingham University Hospitals NHS Trusts
Apply now on NHS Jobs for Estates Operations Manager (Engineering-Electrical) job (opens in a new window) [29]

- ## Multi Skilled Electrical Engineer - BFH

  Dudley, DY1 2LZ

  Salary:
      £26530.00 to £29114.00
  Type:
      Permanent
  Employer:
      Black Country Healthcare NHS Foundation Trust
  Apply now on NHS Jobs for Multi Skilled Electrical Engineer - BFH job (opens in a new window) [30]

- ## 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) [31]

- ## Electrical Engineering Technician (Multi-skilled)

  Haywards Heath, RH16 4EX

  Salary:
      £29970.00 to £36483.00
  Type:
      Permanent
  Employer:
      University Hospitals Sussex NHS Foundation Trust (279)
  Apply now on NHS Jobs for Electrical Engineering Technician (Multi-skilled) job (opens in a new window) [32]

- ## Mechanical Maintenance Engineer – Hospital Facilities

  Taunton, TA1 5DA

  Salary:
      £26530.00 to £29114.00

Type:
>Permanent

Employer:
>Somerset NHS Foundation Trust

Apply now on NHS Jobs for Mechanical Maintenance Engineer – Hospital Facilities job (opens in a new window) [33]

○ **Engineering Tradesperson (Core Trade Electrical) - Days**

Swansea, SA6 6NL

Salary:
>£30420.00 to £37030.00

Type:
>Permanent

Employer:
>Swansea Bay University Health Board

Apply now on NHS Jobs for Engineering Tradesperson (Core Trade Electrical) - Days job (opens in a new window) [34]

○ **Engineering Craftsperson – (Shift Multi- Skilled Core Mechanical)**

Tooting, SW17 0QT

Salary:
>£31944.00 to £34937.00

Type:
>Permanent

Employer:
>St George's University Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Engineering Craftsperson – (Shift Multi- Skilled Core Mechanical) job (opens in a new window) [35]

○ **Estates Officer (Building, Mechanical & Electrical)**

Dartford, DA2 8DA

Salary:
>£39205.00 to £47084.00

Type:
>Permanent

Employer:
>Dartford and Gravesham NHS Trust

Apply now on NHS Jobs for Estates Officer (Building, Mechanical & Electrical) job (opens in a new window) [36]

○ **Band 5 - Mechanical Maintenance Engineer Fitter/Plumber, Estates WGH**

Watford, WD18 0HB

Salary:
 £31469.00 to £38308.00
Type:
 Permanent
Employer:
 West Hertfordshire Teaching Hospitals NHS Trust
Apply now on NHS Jobs for Band 5 - Mechanical Maintenance Engineer Fitter/Plumber, Estates WGH job (opens in a new window) [37]

○ **Multi-Skilled Maintenance Craftsperson (Mechanical/Electrical)**

Hexham, NE46 1QJ

Salary:
 £29970.00 to £36483.00
Type:
 Permanent
Employer:
 Northumbria Healthcare NHS Foundation Trust
Apply now on NHS Jobs for Multi-Skilled Maintenance Craftsperson (Mechanical/Electrical) job (opens in a new window) [38]

○ **Clinical Engineering Apprentice (Data Scientist, Clinical Engineering)**

Wolverhampton, WV10 0QP

Salary:
 £24169.00
Type:
 Apprenticeship
Employer:
 The Royal Wolverhampton NHS Trust
Apply now on NHS Jobs for Clinical Engineering Apprentice (Data Scientist, Clinical Engineering) job (opens in a new window) [39]

○ **Lead Cloud Engineer**

London, E1 1FR

Salary:
 £70387.00 to £80465.00
Type:
 Fixed-Term
Employer:
 Barts Health NHS Trust
Apply now on NHS Jobs for Lead Cloud Engineer job (opens in a new window) [40]

- ○ **Senior Data Engineer**

  Bolton, BL1 5DD

  Salary:
  > £47810.00 to £54710.00

  Type:
  > Fixed-Term

  Employer:
  > North West Ambulance Service NHS Trust

  Apply now on NHS Jobs for Senior Data Engineer job (opens in a new window) [41]

- ○ **Lead Test Engineer**

  London, EC1V 1AR

  Salary:
  > £54320.00 to £60981.00

  Type:
  > Fixed-Term

  Employer:
  > Moorfields Eye Hospital NHS Foundation Trust

  Apply now on NHS Jobs for Lead Test Engineer job (opens in a new window) [42]

- ○ **Senior Test Engineer**

  London, EC1V 2PD

  Salary:
  > £44806.00 to £53134.00

  Type:
  > Fixed-Term

  Employer:
  > Moorfields Eye Hospital NHS Foundation Trust

  Apply now on NHS Jobs for Senior Test Engineer job (opens in a new window) [43]

- ○ **Cyber Security Engineer**

  Milton Keynes, MK6 5LD

  Salary:
  > £35392.00 to £42618.00

  Type:
  > Permanent

  Employer:
  > Milton Keynes University Hospital NHS Foundation Trust

  Apply now on NHS Jobs for Cyber Security Engineer job (opens in a new window)
  [44]

- ## Medical Engineering Technician

  London, SE5 8RX

  Salary:
  £35964.00 to £43780.00
  Type:
  Permanent
  Employer:
  King's College Hospital NHS Foundation Trust
  Apply now on NHS Jobs for Medical Engineering Technician job (opens in a new window) [45]

- ## Decontamination Maintenance Engineer

  Burton-On-Trent, DE13 0RB

  Salary:
  £35706.00 to £43465.00
  Type:
  Permanent
  Employer:
  University Hospitals of Derby and Burton NHS Foundation Trust
  Apply now on NHS Jobs for Decontamination Maintenance Engineer job (opens in a new window) [46]

- ## Higher Electronics Engineer

  Didcot, OX11 0RQ

  Salary:
  £34093.00 to £41509.00
  Type:
  Permanent
  Employer:
  UK Health Security Agency
  Apply now on NHS Jobs for Higher Electronics Engineer job (opens in a new window) [47]

- ## Data Warehouse Engineer

  London, E1 1FR

  Salary:
  £61927.00 to £68676.00
  Type:
  Fixed-Term
  Employer:
  Barts Health NHS Trust

- ## Engineering Project Manager

  London, SE14YB

  Salary:
  £54320.00 to £60981.00
  Type:
  Permanent
  Employer:
  Guy's and St Thomas' NHS Foundation Trust

- ## Field Support Engineer

  Manchester, M14 6XG

  Salary:
  £27565.01 to £30459.35
  Type:
  Permanent
  Employer:
  MSI Reproductive Choices

- ## Senior Electronics Engineer

  Didcot, OX11 0RQ

  Salary:
  £42758.00 to £48543.00
  Type:
  Permanent
  Employer:
  UK Health Security Agency

- ## Research Software Engineer

  Cambridge, CB2 0QQ

  Salary:
  £53755.00 to £60504.00
  Type:
  Fixed-Term

Employer:
    Cambridge University Hospital NHS Foundation Trust
Apply now on NHS Jobs for Research Software Engineer job (opens in a new window) [52]

○ Radiotherapy Engineer (Clinical)

Oxford, OX3 7HE

Salary:
    £37338.00 to £44962.00
Type:
    Permanent
Employer:
    Oxford University Hospitals NHS Foundation Trust
Apply now on NHS Jobs for Radiotherapy Engineer (Clinical) job (opens in a new window) [53]

○ Fire Safety Engineer

Bristol, BS2 8HW

Salary:
    £53755.00 to £60504.00
Type:
    Fixed-Term
Employer:
    University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)
Apply now on NHS Jobs for Fire Safety Engineer job (opens in a new window) [54]

○ Engineering Technician (Multi-skilled)

Brighton, BN2 5BE

Salary:
    £29970.00 to £36483.00
Type:
    Permanent
Employer:
    University Hospitals Sussex NHS Foundation Trust (279)
Apply now on NHS Jobs for Engineering Technician (Multi-skilled) job (opens in a new window) [55]

○ Senior IT Server Engineer

Guildford, GU2 7XX

Salary:
    £48270.00 to £54931.00
Type:

Permanent

Employer:

Royal Surrey NHS Foundation Trust

Apply now on NHS Jobs for Senior IT Server Engineer job (opens in a new window) [56]

○ **Clinical Engineering Technician - Huntingdon**

Hinchingbrooke, PE29 6NT

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

North West Anglia NHS Foundation Trust

Apply now on NHS Jobs for Clinical Engineering Technician - Huntingdon job (opens in a new window) [57]

○ **Building Services Engineering Technician**

Shepton Mallet, BA4 4LP

Salary:

Negotiable

Type:

Permanent

Employer:

Practice Plus Group

Apply now on NHS Jobs for Building Services Engineering Technician job (opens in a new window) [58]

○ **Senior Client Devices Engineer**

Brighton, BN2 5BE

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

Apply now on NHS Jobs for Senior Client Devices Engineer job (opens in a new window) [59]

○ **Clinical Engineering Community Technician**

Cottingham, HU16 5JQ

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

Hull University Teaching Hospitals NHS Trust

Apply now on NHS Jobs for Clinical Engineering Community Technician job (opens in a new window) [60]

○ **Junior Telecoms Infrastructure Engineer**

London, SE1 7EH

Salary:

£31944.00 to £34937.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

Apply now on NHS Jobs for Junior Telecoms Infrastructure Engineer job (opens in a new window) [61]

○ **Specialist Clinical Engineering Technician**

Poole, BH15 2JB

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

University Hospitals Dorset NHS Foundation Trust

Apply now on NHS Jobs for Specialist Clinical Engineering Technician job (opens in a new window) [62]

○ **Clinical Engineering Support / Driver**

Norwich, NR6 5DR

Salary:

£24169.00

Type:

Permanent

Employer:

Norfolk Community Health and Care NHS Trust

Apply now on NHS Jobs for Clinical Engineering Support / Driver job (opens in a new window) [63]

○ **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) [64]

○ 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) [65]

○ Senior Engineer - End User Technology

Bedford, MK42 9DJ

Salary:
    £37338.00 to £44962.00
Type:
    Permanent
Employer:
    Moorfields Eye Hospital NHS Foundation Trust
Apply now on NHS Jobs for Senior Engineer - End User Technology job (opens in a new window) [66]

○ 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) [67]

○ 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) [68]

○ Deputy Head of Data Engineering

London, W2 1NY

Salary:
    £61927.00 to £68676.00
Type:
    Permanent
Employer:
    Imperial College Healthcare NHS Trust
Apply now on NHS Jobs for Deputy Head of Data Engineering job (opens in a new window) [69]

○ Medical Engineering Technician (Home Ventilation & Community)

317 02 Royal Victoria Infirmary, NE1 4LP

Salary:
    £29970.00 to £36483.00
Type:
    Permanent
Employer:
    The Newcastle upon Tyne Hospitals NHS Foundation Trust
Apply now on NHS Jobs for Medical Engineering Technician (Home Ventilation & Community) job (opens in a new window) [70]

○ Engineering Maintenance Specialists - Shift (Team Leader)

London, SE1 9RT

Salary:
    £35964.00 to £43780.00
Type:
    Permanent
Employer:
    Guy's and St Thomas' NHS Foundation Trust

Apply now on NHS Jobs for Engineering Maintenance Specialists - Shift (Team Leader) job (opens in a new window) [71]

- ## Specialist Medical Engineering Technician (Internal Only)

  Victoria Road, Macclesfield, SK10 3BL

  Salary:
  > £37338.00 to £44962.00

  Type:
  > Permanent

  Employer:
  > East Cheshire NHS Trust

  Apply now on NHS Jobs for Specialist Medical Engineering Technician (Internal Only) job (opens in a new window) [72]

- ## Senior Clinical Technologist/Dialysis Technical Services Engineer

  Cardiff, CF14 4HY

  Salary:
  > £37898.00 to £45637.00

  Type:
  > Permanent

  Employer:
  > Cardiff and Vale University Health Board

  Apply now on NHS Jobs for Senior Clinical Technologist/Dialysis Technical Services Engineer job (opens in a new window) [73]

- ## Senior Engineer - End User Technology (MoorConnect EPR)

  London, EC1V 2PD

  Salary:
  > £44806.00 to £53134.00

  Type:
  > Fixed-Term

  Employer:
  > Moorfields Eye Hospital NHS Foundation Trust

  Apply now on NHS Jobs for Senior Engineer - End User Technology (MoorConnect EPR) job (opens in a new window) [74]

- ## 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)
[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] https://www.healthcareers.nhs.uk/glossary#AfC [13] https://www.healthcareers.nhs.uk/explore-roles/estates-and-facilities-management [14] https://www.healthcareers.nhs.uk/about/working-health/nhs-constitution [15] http://www.jobs.nhs.uk/ [16] https://beta.jobs.nhs.uk/candidate/jobadvert/H9050-25-1616 [17] https://beta.jobs.nhs.uk/candidate/jobadvert/M9297-25-0107 [18] https://beta.jobs.nhs.uk/candidate/jobadvert/C9308-25-0053 [19] https://beta.jobs.nhs.uk/candidate/jobadvert/C9153-25-0631 [20] https://beta.jobs.nhs.uk/candidate/jobadvert/C9217-045-25-26 [21] https://beta.jobs.nhs.uk/candidate/jobadvert/H9110-25-0833 [22] https://beta.jobs.nhs.uk/candidate/jobadvert/C9216-25-0672 [23] https://beta.jobs.nhs.uk/candidate/jobadvert/E0059-25-0001 [24] https://beta.jobs.nhs.uk/candidate/jobadvert/C9216-25-0783 [25] https://beta.jobs.nhs.uk/candidate/jobadvert/C9285-25-0190 [26]

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