

# Nursery nurse and nursery assistant

Our nursery nurses and nursery assistants look after pre-school age children in NHS hospitals.

## Working life

As a nursery nurse or a nursery assistant, you'll work with our young patients and their families primarily on children's wards. Some will also work in hospital nurseries looking after children of NHS staff. If you're a nursery assistant, you'll work under the supervision of a qualified nursery nurse.



The work of nursery nurses and nursery assistant includes:

- making sure that children are safe, happy and stimulated
- communicating information to children using play
- supporting children during clinical procedures
- encouraging children's development
- using play to maintain a child's level of development during illness
- creating a child friendly environment
- maintaining toys and play equipment

- finding ways to stimulate children particularly those with special and sensory needs
- supporting carers in the parenting of their children

In addition, qualified nursery nurses may

- supervise staff
- coordinate a programme of activities for children
- set up a daily routine for the nursery
- attend meetings
- work with other professionals within and outside the NHS
- support children who have been abused
- promote public health and parenting

## Where will I work?

You could work in hospitals or in the community. In hospitals, this could include children's wards, nurseries and outpatients departments. In the community, you may work in health centres, community centres or children's centres. You might visit families at home, on your own or with health visitors [1]



## Who will I work with?

As a nursery nurse or nursery assistant, you'll work closely with parents and carers. As well as health play staff [2], you'll work with healthcare professionals such as nurses [3], health visitors [1] and midwives [4]. You may also work with social workers [5]

## Entry requirements

There are no set entry requirements for nursery assistants. Employers expect a good level of literacy and numeracy and may ask for GCSEs or equivalent qualifications. Employers may ask for a childcare qualification such as NVQ or BTEC. They usually expect some experience of childcare, which could be voluntary or paid, including experience within the family or babysitting. Apprenticeships in a childcare related role are sometimes available. Find out more about apprenticeships [6].

Nursery nurses have qualifications in childcare or early years. This could be, for example,

- NCFE CACHE Level 3 Diploma in Child Care and Education
- BTEC National Diploma in Children's Care, Learning and Development
- NVQ Level 3 in Children's Care, Learning and Development

To get onto a childcare course you need GCSEs, including English and maths, or equivalent qualifications.

The Department for Education's Early Years Qualifications list [7] sets out the qualifications needed at each

level of childcare.

If you're a nursery assistant, you'll work under the supervision of a qualified nursery nurse

Employers may also ask for qualifications in first aid or food hygiene.

## Skills and personal characteristics

Nursery nurses and nursery assistants need to be:

- caring and kind
- interested in working with children
- imaginative and fun
- approachable and reassuring
- willing to work with parents and carers
- health and safety conscious
- aware of child protection and safeguarding
- excellent communication skills, including listening, with adults and children
- good organisational skills
- good observational skills

## Training and development

You will get the training you need when you start the job including an introduction to the department and its procedures. Your training is likely to include food hygiene, first aid and safeguarding.

Nursery staff need to keep their skills and knowledge up to date. You will be able to attend ongoing training, sometimes on specific topics such as special needs.

Nursery assistants who do not have a childcare qualification will be encouraged to study for an NVQ, certificate or diploma. Both nursery nurses and nursery assistants may be offered the chance to study for further qualifications.

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### Pay and conditions

Nursery staff working in the NHS are paid on the Agenda for Change (AfC) [8] pay system. As a new entrant you would typically start on AfC [9] band 2 as a nursery assistant. As a nursery nurse, you would start at band 3 or 4. With further training and experience, you could apply for more senior positions - typically at managerial level - at band 5 or above.

Nursery nurses and nursery assistants in the NHS work standard hours of around 37.5 a week. They may work shifts including early starts and evenings.

Terms and conditions will usually be different for nursery staff working outside of the NHS.

- **Where role can lead**

You could specialise in an area of childcare, such as special needs.

With experience and further qualifications, nursery nurses can become managers of a nursery or project. They could progress further to become responsible for childcare provision in an area or NHS trust.

Nursery assistants can apply to train as nursery nurses. Nursery nurses and nursery assistants can apply to train as a nurse [3] or midwife [4].

There are opportunities in childcare outside the NHS.

- **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. [10]

Most NHS trusts advertise their vacancies on NHS Jobs [11]. Just some of the current vacancies are below.

## Find a vacancy

Enter your location or postcode

Show results within

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### Nursery Assistant

Slough, SL1 2BJ

Salary:

£23575.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Nursery Assistant job (opens in a new window) [12]

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## **Nursery Nurse**

Reading, RG30 2BA

Salary:

£22816.00 to £24336.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [13]

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## **Nursery Nurse**

Norwich, NR6 5BE

Salary:

£12.00 to £22.00

Type:

Bank

Employer:

NHS Professionals Limited

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [14]

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## **Nursery Nurse**

West Bromwich, B71 4HJ

Salary:

£22383.00

Type:

Permanent

Employer:

Sandwell and West Birmingham NHS Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [15]

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## **Nursery Nurse**

Sutton in Ashfield, NG17 4JL

Salary:

£22816.00 to £24336.00

Type:

Permanent

Employer:

Sherwood Forest Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [16]

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## **Nursery Assistant**

Middlesbrough, TS4 3BW

Salary:

£22383.00

Type:

Permanent

Employer:

South Tees Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Nursery Assistant job (opens in a new window) [17]

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### **Nursery Practitioner**

Maidenhead, SL6 6DU

Salary:

£22866.00 to £25553.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

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

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### **Nursery Nurse**

Beckenham, BR3 3BX

Salary:

£29460.00 to £31909.00

Type:

Permanent

Employer:

South London and Maudsley NHS Foundation Trust

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

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### **Nursery Nurse**

Chichester, PO19 6SE

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [20]

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### **Nursery Nurse**

Maidenhead, SL6 6DU

Salary:

£24008.00 to £25553.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [21]

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## **Nursery Nurse**

Slough, SL1 2BJ

Salary:

£24008.00 to £25553.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [22]

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## **Nursery Nurse**

Redhill, RH1 5RH

Salary:

£13689.00 to £14601.00

Type:

Permanent

Employer:

Surrey and Sussex Healthcare NHS Trust

Apply now on NHS Jobs for Nursery Nurse job (opens in a new window) [23]

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## **Nursery Practitioner**

London, WC1N 3LU

Salary:

£27948.00 to £29468.00

Type:

Permanent

Employer:

Great Ormond Street Hospital for Children NHS Foundation Trust

Apply now on NHS Jobs for Nursery Practitioner job (opens in a new window) [24]

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## **CSW / Nursery Support Worker - Swale Special Needs Nursery**

Sittingbourne, ME10 2HE

Salary:

£22383.00

Type:

Permanent

Employer:

Medway NHS Foundation Trust

Apply now on NHS Jobs for CSW / Nursery Support Worker - Swale Special Needs Nursery job (opens in a new window) [25]

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### **Nursery Nurse Apprentice**

Slough, SL1 2BJ

Salary:

£10296.00

Type:

Fixed-Term

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Nursery Nurse Apprentice job (opens in a new window) [26]

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### **Community Nursery Nurse**

Crawley, RH10 7EB

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

Sussex Community NHS Foundation Trust

Apply now on NHS Jobs for Community Nursery Nurse job (opens in a new window) [27]

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### **Supply Nursery Assistant**

Middlesbrough, TS4 3BW

Salary:

£22383.00

Type:

Bank

Employer:

South Tees Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Supply Nursery Assistant job (opens in a new window) [28]

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### **Specialist Nursery Nurse**

Denbigh, LL16 4ST

Salary:

£25524.00 to £28010.00

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

Apply now on NHS Jobs for Specialist Nursery Nurse job (opens in a new window) [29]



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### **Assistant Nursery Nurse**

Reading, RG30 2BA

Salary:

£22383.00

Type:

Permanent

Employer:

Berkshire Healthcare Foundation Trust

Apply now on NHS Jobs for Assistant Nursery Nurse job (opens in a new window) [30]

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### **Bank Nursery Assistant**

Sutton-In-Ashfield, NG17 4JL

Salary:

£22383.00

Type:

Bank

Employer:

Sherwood Forest Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Bank Nursery Assistant job (opens in a new window) [31]

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### **Community Nursery Nurse**

Havering - Various, RM14 1RG

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

NELFT North East London Foundation Trust

Apply now on NHS Jobs for Community Nursery Nurse job (opens in a new window) [32]

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### **Nursery Assistant - Maternity Cover**

Eastbourne, BN21 2UD

Salary:

£22383.00

Type:

Fixed-Term

Employer:

East Sussex Healthcare NHS Trust

Apply now on NHS Jobs for Nursery Assistant - Maternity Cover job (opens in a new window) [33]

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### **Perinatal Community Nursery Nurse**

Bournemouth, BH48EP

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

Dorset HealthCare University NHS Foundation Trust

Apply now on NHS Jobs for Perinatal Community Nursery Nurse job (opens in a new window) [34]

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### **Band 4 - Nursery Officer**

Camden, NW3 2QG

Salary:

£30279.00 to £33116.00

Type:

Fixed-Term

Employer:

Royal Free London NHS Foundation Trust

Apply now on NHS Jobs for Band 4 - Nursery Officer job (opens in a new window) [35]

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### **Health Play Specialist / Nursery Nurse**

317 01 Freeman Hospital, NE7 7DN

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Health Play Specialist / Nursery Nurse job (opens in a new window) [36]

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### **Housekeeper, Band 2- Little Oaks Nursery**

Gloucester, GL1 3NN

Salary:

£22383.00

Type:

Permanent

Employer:

Gloucestershire Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Housekeeper, Band 2- Little Oaks Nursery job (opens in a new window) [37]

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### **Early Years Nursery Practitioner (Band 3)**

Steeton, Keighley, BD20 6TD

Salary:

£22816.00 to £24336.00

Type:

Permanent

Employer:

Airedale NHS Foundation Trust

Apply now on NHS Jobs for Early Years Nursery Practitioner (Band 3) job (opens in a new window) [38]

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### **Nursery Nurse/Play Assistant - 15 hpw**

Bradford, BD9 6RJ

Salary:

£22383.00

Type:

Permanent

Employer:

Bradford Teaching Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Nursery Nurse/Play Assistant - 15 hpw job (opens in a new window) [39]

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### **Early Years Nursery Practitioner (Band 3)**

Steeton, Keighley, BD20 6TD

Salary:

£22816.00 to £24336.00

Type:

Fixed-Term

Employer:

Airedale NHS Foundation Trust

Apply now on NHS Jobs for Early Years Nursery Practitioner (Band 3) job (opens in a new window) [40]

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### **Community Nursery Nurse - 0-19 Service Tower Hamlets**

London, E14 3BQ

Salary:

Negotiable

Type:

Permanent

Employer:

Tower Hamlets GP Care Group

Apply now on NHS Jobs for Community Nursery Nurse - 0-19 Service Tower Hamlets job (opens in a new window) [41]

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## Community Nursery Nurse - Health Visiting team Central Bedfordshire

Various, MK42 7PN

Salary:

£25147.00 to £27596.00

Type:

Permanent

Employer:

Cambridgeshire Community Services NHS Trust

Apply now on NHS Jobs for Community Nursery Nurse - Health Visiting team Central Bedfordshire job (opens in a new window) [42]

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## Band 4 Community Perinatal Nursery Nurse - Maple Leaf Centre

Marston Green, B37 7JB

Salary:

£25147.00 to £27596.00

Type:

Fixed-Term

Employer:

Birmingham and Solihull Mental Health NHS Foundation Trust

Apply now on NHS Jobs for Band 4 Community Perinatal Nursery Nurse - Maple Leaf Centre job (opens in a new window) [43]

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### Further information

- CACHE [44]
- Professional Association for Childcare and Early Years [45]

## Other roles that may interest you

- Children's nurse [46]
- Health play staff [47]
- Paediatrician [48]
- Critical care science [49]

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**Source URL:**<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/corporate-services/nursery-nurse-and-nursery-assistant/nursery-nurse-and-nursery>

### Links

- [1] <https://www.healthcareers.nhs.uk/explore-roles/public-health/health-visitor>  
[2] <https://www.healthcareers.nhs.uk/explore-roles/corporate-services/health-play-staff>  
[3] <https://www.healthcareers.nhs.uk/explore-roles/nursing> [4] <https://www.healthcareers.nhs.uk/explore-roles/midwifery/midwife> [5] <https://www.healthcareers.nhs.uk/explore-roles/clinical-support-staff/social-worker> [6] <https://www.healthcareers.nhs.uk/i-am/secondary-school-or-fe-college/apprenticeships-traineeships-and-cadet-schemes> [7] <http://www.education.gov.uk/eypqd>  
[8] <https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates>

[9] <https://www.healthcareers.nhs.uk/glossary#AfC> [10] <https://www.healthcareers.nhs.uk/about/working-health/nhs-constitution> [11] <http://www.jobs.nhs.uk/> [12] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0633> [13] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0563> [14] <https://beta.jobs.nhs.uk/candidate/jobadvert/M0042-24-2804> [15] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9381-24-0385> [16] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9214-24-0384> [17] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9328-24-0602> [18] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-23-1923> [19] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9334-24-0449> [20] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9279-24-0919> [21] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0632> [22] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0613> [23] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9326-24-0358> [24] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9271-24-0473> [25] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9275-24-0255> [26] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0609> [27] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9150-24-0453> [28] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9328-24-0603> [29] <https://beta.jobs.nhs.uk/candidate/jobadvert/H9050-24-1291> [30] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9371-24-0534> [31] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9214-24-0353> [32] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9395-24-0919> [33] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9374-24-0707> [34] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9152-24-0429> [35] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9391-24-0937> [36] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9317-24-0861> [37] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9318-24-0521> [38] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9423-24-0241> [39] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9389-24-0576> [40] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9423-24-0242> [41] <https://beta.jobs.nhs.uk/candidate/jobadvert/E0136-24-0044> [42] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9448-24-0189> [43] <https://beta.jobs.nhs.uk/candidate/jobadvert/C9436-24-0344> [44] <http://www.cache.org.uk> [45] <http://www.pacey.org.uk> [46] <https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/childrens-nurse> [47] <https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/corporate-services/health-play-staff/health-play-staff> [48] <https://www.healthcareers.nhs.uk/explore-roles/doctors/roles-doctors/paediatrics/paediatrician> [49] <https://www.healthcareers.nhs.uk/explore-roles/healthcare-science/roles-healthcare-science/physiological-sciences/critical-care-science>