Caring, compassionate, committed
Make a difference with a career in health
A career for you

There are more than 350 roles in health, and many of them are part of a wider team which works alongside other health professionals for the benefit of patients and the public. As well as the NHS itself, a great many large and smaller organisations provide healthcare and work to prevent ill health in the UK. These include public and private sector organisations, community interest companies, social enterprises and charities, and you could work for the NHS or any one of these other organisations in a health role.

Some roles give you direct contact with patients, while in others you are part of a vast support network vital to delivering healthcare and preventing ill health, and good team-working is essential. Some jobs are in hospitals, others are based in the community: increasingly, health and social care services are integrated or co-ordinated in order to provide a seamless service for people with a range of needs.

We actively recruit people of all ages, backgrounds and levels of experience, including people who have worked in other sectors or who bring life experience from outside the world of work. This helps us to understand the different needs of patients, families and carers, and to provide the best possible service every day.

NHS values and the 6Cs of compassionate care

To apply for any job in the NHS or in an organisation that provides NHS services, or for a course with clinical placements in the NHS, you’ll need to show how you think the values of the NHS Constitution would apply in your everyday work.

The NHS Constitution values are:

1. Working together for patients
2. Respect and dignity
3. Commitment to quality of care
4. Compassion
5. Improving lives
6. Everyone counts

These values may also be promoted as the 6Cs of compassionate care, which are:

1. Care
2. Compassion
3. Competence
4. Communication
5. Courage
6. Commitment

Find out more about the NHS Constitution and the 6Cs at:

www.healthcareers.nhs.uk/nhsconstitution

www.healthcareers.nhs.uk/6Cs

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What is an allied health professional?

Allied health professionals (AHPs) provide treatment and help rehabilitate adults and children who are ill, have disabilities or special needs, to live life as fully as possible. They work across a wide range of care pathways, including A&E, paediatrics and end-of-life care, and in different settings including the community, people’s homes and schools, as well as hospitals. They also often work in the independent sector or for charities.

Although they frequently work alongside doctors, nurses and other healthcare professionals, AHPs are making independent assessments and decisions about treatment. As an AHP, it will be important that you can work well as part of a team and be able to make your own decisions based on the training and specialist expertise you have acquired.

In the frontline of healthcare, all the allied health professions involve working directly with patients, usually one-to-one, but sometimes with groups of people who share similar health problems or issues.

FAQs

What are the allied health professions?

The allied health professions (AHPs) are art therapist, dramatherapist, chiropodist/podiatrist, dietitian, music therapist, occupational therapist, orthoptist, paramedic, physiotherapist, prosthetist, orthotist, diagnostic radiographer, therapeutic radiographer, and speech and language therapist.

How do I train to be an allied health professional?

The training for each of these professions involves going to university to do an approved programme. For some careers, only full-time courses are available, but for others there may be part-time routes too.

Is there financial help to support me while I’m training?

The NHS has traditionally provided financial support to eligible students taking approved courses in a number of the allied health professions, but it is important to note that this support is changing from September 2017. For the latest information, visit www.healthcareers.nhs.uk/financialsupport

Can I work as an AHP assistant and train later?

Yes, there are opportunities to work in a variety of clinical support roles, such as a dietetic assistant, physiotherapy assistant, podiatry assistant, occupational therapy assistant, technical instructor, radiography assistant, orthotic technician, prosthetic technician and speech and language therapy assistant. Depending on your role, your employer may then support you to train as a fully qualified AHP.
Which role is right for you?

Whether you are interested in science, the arts, sport or psychology, you’re sure to find something here that suits you.

What all the roles share is a commitment to the individual patient or client. These are jobs you’ll enjoy if you feel comfortable interacting with people, including families and other carers, as treatment progresses.

On the frontline of healthcare, all the allied health professions involve working directly with patients, usually one-to-one, but sometimes with groups of people who share similar health problems or issues. However, the kind of work varies according to the profession you choose.

Some roles, such as a radiographer, involve using complex high-tech equipment. A range of other jobs such as prosthetist will appeal to you if you have an interest in design and technology and how they can be used to improve people's lives. Speech and language therapists and dietitians take complex scientific information and use it to create individual treatment plans for people with eating or communication problems, respectively.

Other roles are more hands-on. As a physiotherapist or podiatrist, your specialist knowledge of muscle and bone structure are needed for treatments that often involve manipulation and guiding people through exercises.

The arts therapies involve listening and working in partnership with clients to identify ways of overcoming their problems. You’ll use art, drama and music to enable others to live their life more fully.

Each of the allied health professions brings specialist knowledge and skills that are unique to their job.

For example:

• Therapeutic radiographers play a key part in treating people who have life-threatening cancers.
• Orthoptists may be asked to assess the vision and eye movements of young babies with the aim of detecting and correcting problems related to eye or brain development.
• Occupational therapists can help people regain independence after a serious illness or injury, working in hospitals but also in the clients’ own home.
• Arts therapists help people come to terms with, and recover from, severe mental health conditions such as depression or addiction.

To move into any of the professional roles, you need to have completed a course of study and training at degree, diploma or postgraduate level. Only then will you be qualified to make the kind of clinical judgements on which the health and wellbeing of your patients may depend. This means you will need good grades at A-level or equivalent level 3 qualifications to gain a place on a university course, or relevant work experience combined with evidence of academic ability.

Working as an assistant

Across most of the allied health professions there are a range of assistant roles that play an important part in providing treatment to patients. There are no set academic requirements but these roles can act as a springboard for further career development and eventual professional qualification. How far you want to take your career will depend on you but the culture of personal development and continuing learning within the NHS will provide all the support you need.

For more information about the training needed to work in the allied health professions, visit www.healthcareers.nhs.uk/AHPtraining

For information about staff working in assistant or clinical support roles, visit www.healthcareers.nhs.uk/clinicalsupportstaff
The allied health professions at a glance

You can find more detailed information about all the allied health roles listed below on the Health Careers website at www.healthcareers.nhs.uk/AHP.

There are also short videos about most of the AHP roles on our YouTube channel: www.youtube.com/NHScareers.

Art therapist

Art therapists use their psychotherapeutic training and their creative skills to work with people who have difficulty communicating and relating to others. Working in hospitals, mental health and disability services and in prisons, art therapists help clients to express their feelings, explore their potential, and achieve a sense of personal development and fulfilment.

It’s a career to consider if you enjoy art and can see how the creative process could have therapeutic value for a wide range of people.

Before you start training as a therapist, you need academic qualifications, evidence of your ability as an artist, and to demonstrate a genuine interest in helping people.

Find out more about being an art therapist at www.healthcareers.nhs.uk/arttherapist.

“Helping new art therapists to develop is extremely important.”
Francesca La Nave, Art psychotherapist

Dietitian

Dietitians are experts in food and nutrition. They are the only health professionals who assess, diagnose, support and treat health conditions with food and nutrition. Dietitians also promote wider public health messages such as reduction of obesity and diabetes, and many work on a freelance basis with clients to achieve personal goals.

Dietitians work in a variety of settings. While many work in hospitals, others work in the community, health centres, specialist clinics, people’s homes, with the food industry, sports and the media.

Key to being a dietitian is your ability to understand the science and evidence behind whatever you are presented with and translate that information so that patients and clients are able to understand.

Find out more about being a dietitian at www.healthcareers.nhs.uk/dietitian.

Dramatherapist

Dramatherapists use role play, movement and storytelling to help people explore and solve personal and social problems. Dramatherapists work in a variety of settings, including mental health and disability services, and in prisons.

If you enjoy drama, and are willing to undertake psychotherapeutic training, it could be the career for you.

You will need academic qualifications, evidence of your dramatic ability, and to be able to demonstrate a genuine interest in helping people.

Find out more about being a dramatherapist at www.healthcareers.nhs.uk/dramatherapist.

Music therapist

Music therapy can be particularly helpful when emotions are too confusing to express verbally. Music therapists use people’s natural musicality to help explore and solve personal and social problems. They use a wide range of musical styles including free improvisation to offer appropriate, sensitive and meaningful help. They work in a variety of settings, including mental health and disability services and in prisons.

It could be the career for you if you are musical and can see how music can be used as a therapy for a wide range of people.

You’ll need academic qualifications, evidence of your musical ability, and to be able to demonstrate a genuine interest in helping people.

Find out more about being a music therapist at www.healthcareers.nhs.uk/musictherapist.
Careers in the allied health professions

"What appealed to me about occupational therapy was the opportunity to work closely with people in a problem-solving role and to help people to be as independent as possible in their daily life."
Anne Gordon, Consultant paediatric occupational therapist

Occupational therapist
This is a wide-ranging role that links health with social care and the surroundings in which people live. Occupational therapists help people with physical and psychological problems to be more independent in home, work and social settings by assessing what they are able to do for themselves and providing support and encouragement.

It will appeal to you if you have a strong practical streak, and can quickly grasp the day-to-day problems created by someone’s state of health and the circumstances in which they live.

Working in hospitals, community health centres and in people’s own homes, your job is to help clients achieve as much as possible for themselves. Occupational therapists also provide support and guidance for families and carers.

Find out more about being an occupational therapist at www.healthcareers.nhs.uk/OT

"It is very satisfying to help patients progress from admission to discharge home."
Peter Eckersley, Physiotherapy team leader

Physiotherapist
Physiotherapists assess everything from back pain and getting strength back after a stroke or long illness to sports injuries, and provide treatment using techniques ranging from exercise programmes to the use of heat and other therapies.

If you’re especially interested in anatomy and exercise, physiotherapy will give you a deeper understanding of what’s involved in movement and how injuries, pain and problems associated with disease can be managed and treated.

Many physiotherapists work with patients in hospitals and in outpatient clinics, but there is a wide range of other community settings too.

Find out more about being a physiotherapist at www.healthcareers.nhs.uk/physiotherapist

Orthoptist
Orthoptists assess and treat patients of all ages who have problems with eye movement and coordination, such as a lazy eye (amblyopia) or squint (strabismus).

A career in orthoptics requires an in-depth understanding of how the eye and brain work, combined with the ability to work with people of all ages, including young children.

Orthoptists work in hospital clinics and community health centres, and may also go into schools to conduct vision assessments.

Orthoptists may be asked to assess the vision and eye movements of young babies with the aim of detecting and correcting problems related to eye or brain development.

Find out more about being an orthoptist at www.healthcareers.nhs.uk/orthoptist

Paramedic
Paramedics respond to 999 and 111 calls and are trained in all aspects of urgent and emergency care, ranging from problems such as cardiac arrest, heart attacks, strokes, spinal injuries and major trauma, to minor illnesses and injuries.

In the past, paramedics provided emergency treatment and transported patients to hospital.

But, as a modern day paramedic, you will provide a comprehensive mobile healthcare service by assessing patients, diagnosing problems and providing treatment, often in the patient’s own home.

Find out more about being a paramedic at www.healthcareers.nhs.uk/paramedic

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"It is very satisfying to help patients progress from admission to discharge home."
Peter Eckersley, Physiotherapy team leader
Podiatrist/Chiropodist

Podiatrists assess, diagnose and treat disorders of the bones, skin and soft tissue of the foot and lower limb to help keep people on the move including those with arthritis, diabetes, nail surgery and sports injuries. They work with people of all ages and have an important role to play in helping older people to remain independent.

A career in podiatry gives you a specialist area of professional expertise where you make your own clinical decisions and treatment plans.

You need a keen interest in how this part of the body works, and confidence in your judgement. You might be working in hospitals, outpatient clinics, community health centres and people’s own homes.

There’s no difference between a podiatrist and chiropodist, but podiatrist is a more modern name.

Find out more about being a podiatrist or a chiropodist at www.healthcareers.nhs.uk/chiropodistandpodiatrist

Prosthetist/Orthotist

Prosthetists use their skills to design and fit artificial limbs for people who have lost limbs through trauma, diabetes, peripheral vascular disease or due to congenital deformities. Their work facilitates function that has been lost through amputation.

Orthotists assess, design and provide orthoses (custom-designed external devices) to modify the structural or functional characteristics of the neuromuscular and skeletal systems. They work with patients with conditions such as diabetes, arthritis, cerebral palsy, spina bifida and scoliosis. They help mobilise patients, reduce pain and facilitate healing of ulcers.

A career in this area suits people with good practical, design, handling and communications skills.

Both prosthetists and orthotists have extensive knowledge of biomechanics, anatomy, physiology, pathologies and material science. You could be working in hospitals, clinics and community health centres, both as an autonomous practitioner and as part of a multi-disciplinary team.

Find out more about being a prosthetist or an orthotist at www.healthcareers.nhs.uk/prosthetistandorthotist

Radiographer

Radiography is a large and growing area within modern healthcare based mainly in hospitals and health centres operating highly sophisticated equipment.

A career in radiography will suit you if you have an interest in science and a caring attitude.

There are two distinct areas in which radiographers work: diagnosis and therapy.

Using x-rays, imaging and ultrasound technology, diagnostic radiographers capture detailed images from inside the body that can be crucial to the correct diagnosis and treatment of illness and injuries. Therapeutic radiographers use high-energy radiation in the frontline battle against cancers and other diseases.

Find out more about being a diagnostic radiographer at www.healthcareers.nhs.uk/diagnosticradiographer.

Find out more about being a therapeutic radiographer at www.healthcareers.nhs.uk/therapeuticradiographer.

Speech and Language Therapist

This role is about helping people who, for physical or psychological reasons, have problems speaking and communicating. Patients range from children whose speech is slow to develop, to older people whose ability to speak has been impaired by illness or injury. It also includes treatment for those who have difficulty with eating or swallowing. You will be working in hospitals, outpatient clinics, community health centres and schools.

The role will suit you if you like the idea of using language and communication to help people.

Find out more about being a speech and language therapist at www.healthcareers.nhs.uk/SALT.

“As my experience grew I progressed from radiographer to senior radiographer.”

Wayne Hoban, Deputy general manager, Radiology

“It’s a busy life. You’re working closely with the other members of a multidisciplinary team, like physiotherapists and dietitians. Every case is different so you’re really kept on your toes.”

Liz Muir, Speech and language therapist
Art psychotherapist

Name
Francesca La Nave

Job title
Art psychotherapist,
St George’s Healthcare
NHS Trust, London

Entry route
Degree in fine arts
and print making

How I got into the role
I studied fine arts and printmaking and worked
in community arts for a number of years before I
started my NHS career as a nursing assistant, while
also training to become an art psychotherapist.
When I started my art psychotherapy training, I
was juggling part-time work, a young family and
a training placement in a school in south London!
Once I finished my studies and qualified, I worked
in a rehabilitation unit in Surrey where I gained a lot
of experience and established a comprehensive art
therapy programme for residents and outpatients.

A few years later, I took up a post in a day hospital
where I furthered my interest in group therapy,
eventually training in group analytic psychotherapy,
followed by an MA in Group and Intercultural
Therapy.

While working at Sutton Hospital and Community
Services, I expanded the art psychotherapy service,
particularly the group programme. I developed
models for group art therapy which worked well
for people with mixed diagnoses including enduring
mental health problems and disorders.

What I do
After a few years, I was offered the post of trust-
wide training placement coordinator for all the
arts therapies. In this role I work with local
boroughs and services as well as collaborating
with accredited higher education institutions
that provide arts therapy training. I am now
extending my clinical and professional skills
through writing, training and coaching in
supervision and private practice.

The best bits
I also get to work with new trainees which I
really enjoy. Helping new art therapists to develop
is extremely important and helps to ensure the
effectiveness of the service we provide to patients.
I am proud that art psychotherapists work with
some of the most difficult-to-reach patients in
mental health services.

I believe in supporting creativity as a life-enhancing
path not only in clinical practice but also through
helping patients use their imaginations for their
personal and collective development.

“Art psychotherapists
work with difficult-to-reach patients.”

Real-life stories
**Dietitian**

**Name**
Pete Turner

**Job title**
Specialist dietitian, Royal Liverpool and Broadgreen University Hospitals NHS Trust

**Entry route**
Postgraduate diploma in dietetics

**How I got into the role**

My degree in pharmacology was interesting but would have led to a career in a lab. I had an interest in nutrition and wanted to work with people so a postgraduate diploma in dietetics was an obvious choice for me.

I worked as a ward dietitian and then as a research dietitian and it soon became apparent that nutritional support was the area I was most interested in. Nutritional support involves feeding very sick and malnourished patients, often through tubes and intravenous lines. I jumped at the chance when a specialist nutritional support post came up at Royal Liverpool University Hospital in 1995 and have been in the role ever since.

**What I do**

I'm part of a multidisciplinary nutrition team with a pharmacist, nutrition nurse and doctor. Every morning we do a ward round of around 20 patients on intravenous feeding known as total parenteral nutrition. I monitor patients’ progress and work out their requirements in terms of energy, fats, proteins, carbohydrates, vitamins and minerals which helps the pharmacist to devise a suitable feeding regime for the patient.

In the afternoons, I work on surgical wards or the intensive care unit. Surgical patients often need building up before their operation with food, oral nutritional supplements or tube feeds and usually need nutritional support to help them recover after surgery. Intensive care patients usually need to be fed through tubes and drips and I decide on the best feeding options for them.

**The best bits**

I lead a team of band 5 and band 6 dietitians, undertake clinical audit and educate hospital staff including nurses and doctors on the importance of good nutritional care. I am also chair of the committee that organises the British Association for Parenteral and Enteral Nutrition annual conference, the UK's largest clinical nutrition conference.

I really enjoy working as part of a multidisciplinary team and helping patients to recover with good nutritional care. Giving presentations to educate staff about the importance of good nutritional care is very rewarding too.

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**Occupational therapist**

**Name**
Anne Gordon

**Job title**
Consultant paediatric occupational therapist, Guy’s and St Thomas’ Hospital NHS Foundation Trust

**Entry route**
Degree in applied science – occupational therapy

**How I got into the role**

After completing my degree in Australia, I worked in a specialist rehabilitation facility for children with cerebral palsy. It was this experience that made me want to specialise in working with children. When I moved to London some years later, I worked as an occupational therapist in community child health and at Great Ormond Street Hospital for Children in the neurology and neurosurgery departments.

I undertook an MSc to gain further experience and training in research and enjoyed working in research so much, I decided to apply for a PhD, looking at children who had suffered a stroke during infancy or childhood.

**What I do**

I currently work as the lead clinician for the occupational therapy team at the Evelina Children’s Hospital. We work with children who have been admitted to hospital with a variety of health conditions, as well as children who come for specialist out-patient appointments. In the out-patient clinics, I support children who have had a brain injury or who have complex epilepsy.

My role is to identify how the child’s health condition impacts on what they need and want to do in daily life, and advise on how they can best be supported to live independently. I also undertake research to improve care, therapy interventions and service standards for children with special healthcare needs, both across London and nationally.

**The best bits**

Helping to find solutions and deliver therapy that improves children’s health, independence and quality of life is really satisfying.
Physiotherapist

Name
Peter Eckersley

Job title
Physiotherapy team leader, inpatient orthopaedics, The Pennine Acute Hospitals NHS Trust

Entry route
Physiotherapy degree

How I got into the role
I remember being struck by the range of patients the physiotherapists treated during my first spell of work experience at my local hospital, when I was at school. They looked after everyone from patients recovering from a stroke to those who had just had knee ligament surgery. I decided to apply for the degree course and qualified as a physiotherapist in 2001.

I’ve worked at North Manchester General Hospital for 13 years now, beginning as a band 5 physiotherapist where I gained experience across a range of specialties including musculoskeletal outpatients and medical, surgical, rehabilitation and infectious diseases wards.

I moved into a band 6 post in 2004 where I added neurology to my experience, and I became team leader for inpatient orthopaedic physiotherapy in 2007.

What I do
A typical day is mainly spent on the wards helping people to mobilise and recover from their orthopaedic surgery. As a team leader, I am also responsible for the training and development of my team and the service, to ensure we are providing the best quality care for our patients.

I have become very interested in leadership and took part in the NHS Leadership Academy Clinical Fellowship Programme in 2011/12, which resulted in a postgraduate certificate in NHS leadership and service improvement. It has given me a far greater range of skills to use as team leader, and led to my workplace project from the programme being presented at an international healthcare conference in 2013.

The best bits
It is very satisfying to help patients progress from admission to discharge home.

Radiographer

Name
Hazel Rodger

Job title
Head of radiotherapy, Leeds Cancer Centre

Entry route
Degree in therapeutic radiography

How I got into the role
I always knew I wanted to work with people and looked at all sorts of options including nursing, physiotherapy, occupational therapy and radiography. The combination of using very advanced technology to treat patients and building a relationship with them over the course of their treatment was very attractive.

One of the first patients I treated as a student was an 18 year old with an aggressive cancer. We had a laugh and I know he felt ‘normal’ when he came for treatment when every other bit of his life was so different from his friends’. I realised then what a difference we made to his last few months and it made me even more determined.

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The best bits
As a manager I no longer actually treat patients, but every decision I make is focused on ensuring we are doing all we can to offer the best possible treatments to them.

I love that my job isn’t repetitive. I can be negotiating a multi-million pound equipment contract one minute and cleaning the bottom of a patient’s slippers the next (a long story!). I work with a multi-professional team to set the strategy and vision for our service, communicate to staff about the great work everyone is doing and acknowledging their successes, and ensure all staff have access to education and training opportunities to support them in their roles. Most importantly I have to ensure the service is staffed appropriately, which involves crunching lots of data and understanding how it relates to the number of staff we need and how many patients we’re likely to treat in any one year.

I try to base my decisions on what I would want if our patients were my mum or dad. That was difficult recently when we lost my mum-in-law to lung cancer, but it helped me realise on a personal level what a difference we make to patients.

The best bits
The best thing about the job is the people I work with, both staff and patients.

I wouldn’t change a thing about my role. I have both the autonomy and support I need with a fantastic team around me. By that I mean everyone from senior managers to the cleaning and portering staff; we are all cogs in a huge wheel and none of us is more important than the other in making sure patients get the best possible service.
Speech and language therapist

**Name**
Liz Muir

**Job title**
Speech and language therapist, North East Essex Clinical Commissioning Group

**Entry route**
Degree in speech and language therapy

**How I got into the role**
My first experience of speech and language therapy was as a volunteer with a local stroke rehabilitation group. I think my mum came up with the idea that I might like it as a career, so I volunteered so I could find out more. I enjoyed it and the experience helped with my university application because there’s strong competition for places.

The degree course took three and a half years, combining study with work placements. Once I’d qualified, I got a job where I spent my last placement. Two years on, I’m really happy with the career choice I made.

**What I do**
To gain wider experience, I started in a split role, working with people with learning disabilities and patients with acquired disorders through injury or disease.

I’m working in hospital, outpatient clinics and in the community with patients who have had a stroke. I work with them and their relatives, assessing their communication and swallowing difficulties, and setting goals for coping with, or overcoming, their problems. In fact, I now chair the same kind of stroke group that I used to be a volunteer with. It feels like I’ve come a long way in a short time.

“To gain wider experience, I started in a split role.”
Getting started as an allied health professional

There is a tremendous range of opportunities within the allied health professions. Whatever role you choose, and whatever level you start at, you will get all the support you need to develop your career.

Work placements and volunteering

Doing volunteer work or arranging a work placement is the best way to find out if a health profession is right for you. It will give you experience of the working environment, show you the kind of work you would be doing and the people you would be helping, and let you talk with people who are already doing the job.

The number and type of work placements or volunteering opportunities available vary depending on where you are in the country. Experience doesn’t always need to be gained in the NHS either, so think about the independent health sector, charities and other organisations where you could provide care for people as a way of gaining experience.

For more information about opportunities in your area, please talk to your local trust and voluntary organisations. You can also find more information on gaining experience at www.healthcareers.nhs.uk/experience

Apprenticeships

Apprenticeships are increasingly becoming available in the allied health professions and there are relevant apprenticeships in care work which provide invaluable experience of working directly with patients and service users, and these could lead to AHP support roles. For example, you might find an apprenticeship as a therapy assistant, support worker, healthcare worker or healthcare assistant.

With experience gained through an apprenticeship and appropriate academic/vocational qualifications, you could apply for training as an allied health professional.

For some of the allied health professions, you can train on a part-time basis. So, if you are completing an apprenticeship, your employer may support you to do this as your next step.

Apprenticeship vacancies in health can be found on the NHS Jobs website www.jobs.nhs.uk and the government Apprenticeships website www.gov.uk/apply-apprenticeship

More information on apprenticeship opportunities in health is available at www.healthcareers.nhs.uk/apprenticeships

Opportunities for assistants

In many of the allied health professions, there are opportunities for people to work as healthcare assistants or clinical support workers.

Healthcare assistants help qualified staff to provide a better service to more people – preparing patients for treatment, setting up equipment, and assisting in the therapy itself. There are no set academic requirements for these jobs. Employers look for enthusiasm, a willingness to learn and a commitment to working with people.

Clinical support workers/therapy assistants have their own vocational qualifications and career paths. Additionally, in some professions – dietetics, occupational therapy, physiotherapy, podiatry, radiography and speech and language therapy – working as an assistant can create a route into study and training for a professional qualification. This normally involves a part-time course, such as a foundation degree, while you continue working as an assistant.

Find out more about working as an assistant in our Careers in the wider healthcare team booklet.

For more information about clinical support worker careers, visit www.healthcareers.nhs.uk/clinicalsupportstaff

To search for jobs in your area, visit www.jobs.nhs.uk

Professional training

Each university has its own admission criteria and course structure, and the length of each course may vary, but it is likely to be three years. Make sure your course is recognised by the Health and Care Professions Council, which is the relevant regulatory body for the allied health professions.

In any of the allied health professions, you will work as an independent professional, responsible for assessing and treating your own caseload of patients. Therefore, you must first complete an approved training programme at degree, diploma or postgraduate level (depending on the profession).

Entry to degree/diploma courses usually requires three good A-levels. However, universities may recognise other qualifications at level 3 and work experience.

If you already have a degree in a relevant discipline, there are also postgraduate training courses for some professions at diploma, masters or doctorate level.

For more information on studying to be an AHP, visit www.healthcareers.nhs.uk/AHPstudy

For courses leading to a career in the allied health professions, visit www.healthcareers.nhs.uk/courses

Remember that if you’re applying for a role either directly in the NHS or in an organisation that provides NHS services, you may be asked to show how you think the values of the NHS Constitution apply in your everyday work. Find out more at www.healthcareers.nhs.uk/nhsconstitution and www.healthcareers.nhs.uk/6Cs
Funding

The NHS has traditionally provided financial support to eligible students taking approved courses in a number of the allied health professions, but it is important to note that this support is changing from September 2017.

For the latest information, visit www.healthcareers.nhs.uk/financialsupport

Registration

To begin and continue practising as an allied health professional, you must be registered with and regulated by the Health and Care Professions Council (HCPC). You need to apply for registration once you have successfully completed your training course and then provide evidence of continuing learning and development to maintain your registration in future.

For more information, visit www.hcpc-uk.org

Next steps and progressing your career

If you want to work in health, it’s important to find out as much information as you can about the qualifications you need and the opportunities that are available.

If you need a degree, you can get a list of the institutions running approved courses leading to eligibility to apply for registration by using the Health Careers course finder at www.healthcareers.nhs.uk/courses. For a place on a degree course, you usually need to apply through UCAS.

There are opportunities to work in a range of settings as an AHP and you can progress from one grade or band to another. In some AHP roles, you can become advanced practitioners or consultants and be able to prescribe medicines.

Whatever position you’re in now, the Health Careers service can help. Call us on 0345 60 60 655, email advice@healthcareers.nhs.uk or visit our website at www.healthcareers.nhs.uk.

To search for jobs with organisations providing NHS services, visit www.jobs.nhs.uk.

For job vacancies in local government, visit www.lgjobs.com.

For information about the professional bodies representing the various AHPs, look under each individual role page on our main website: www.healthcareers.nhs.uk/explore-roles.

For job vacancies with other health organisations visit www.gov.uk/jobsearch.

You’ll need some experience in a more generalist role first, but in most areas of work you can specialise in an area that interests you. For example, physiotherapists can specialise in sports injuries, and speech and language therapists can progress to focusing on people with specific learning difficulties. Moving into clinical specialisms may involve taking further qualifications.
Here are some other things you can be doing, depending on where you are right now:

<table>
<thead>
<tr>
<th>Where are you now?</th>
<th>What should you do now?</th>
<th>Who can help?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Studying for your GCSEs</td>
<td></td>
<td>Health Careers</td>
</tr>
<tr>
<td></td>
<td>✪ Visit <a href="http://www.stepintothenhs.nhs.uk">www.stepintothenhs.nhs.uk</a></td>
<td></td>
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<tr>
<td></td>
<td>✪ Check what your likely exam grades/results will be</td>
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<tr>
<td></td>
<td>✪ Explore routes into your chosen career – will you need a degree or other qualification before you join, or will the employer train you on the job? Can you start as an assistant? Are apprenticeships available in your area?</td>
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</tr>
<tr>
<td></td>
<td>✪ Are there any particular skills or experience that will improve your chances of getting into your chosen career?</td>
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<tr>
<td></td>
<td>✪ Enquire about volunteering or work experience.</td>
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<tr>
<td></td>
<td>✪ Find out if you need any specific A-levels, or equivalent qualifications at level 3.</td>
<td></td>
</tr>
<tr>
<td>Studying for A-levels or another course at your school or a local college</td>
<td>As GCSEs, plus:</td>
<td>Health Careers</td>
</tr>
<tr>
<td></td>
<td>✪ If you need to study a particular degree, investigate which universities offer it.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>✪ Investigate any further qualifications you might need for your chosen role.</td>
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<tr>
<td></td>
<td>✪ Find out if you are eligible for NHS financial support.</td>
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<tr>
<td></td>
<td>✪ Search the NHS Jobs website at <a href="http://www.jobs.nhs.uk">www.jobs.nhs.uk</a> and speak to your local trust to get an idea of current vacancies.</td>
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<tr>
<td></td>
<td>✪ Consider the option of an apprenticeship.</td>
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</tr>
<tr>
<td>At university</td>
<td>As A-levels, plus:</td>
<td>Health Careers</td>
</tr>
<tr>
<td></td>
<td>✪ If you’re doing a degree in a subject not relevant to AHP training, investigate your options for switching courses, or going on to do a postgraduate course approved by the relevant regulatory body.</td>
<td></td>
</tr>
<tr>
<td>Looking for a new career</td>
<td>As A-levels, plus:</td>
<td>Health Careers</td>
</tr>
<tr>
<td></td>
<td>✪ Find out if you will need to retrain before you apply for new roles or if the employer will train you while you are working.</td>
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</tr>
</tbody>
</table>

The NHS is committed to offering development and learning opportunities for all full-time and part-time staff. If you work for the NHS, no matter where you start, you’ll have access to extra training and be given every chance to progress within the organisation. You’ll receive an annual personal review and development plan to support your career progression. You will also be encouraged to extend your range of skills and knowledge and take on new responsibilities through the Knowledge and Skills Framework (KSF). The KSF is available on the NHS Employers website: [www.nhsemployers.org/SimplifiedKSF](http://www.nhsemployers.org/SimplifiedKSF).

Other organisations that provide healthcare and work to prevent ill health will offer similar development opportunities and the chance to review your work. It’s a good idea to discuss career development with any employer you are considering.
Benefits of working in the NHS

As an allied health professional in the NHS, you will enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK and a wealth of opportunities to develop your career. You will join one of the country’s most respected organisations and one which has the values of compassionate care and staff wellbeing at its very heart.

If you work as an allied health professional in the private or voluntary sectors or another public sector organisation, your pay and benefits will vary depending on your employer.

Your pay as an allied health professional in the NHS

NHS roles are covered by the pay system Agenda for Change (AfC) for all NHS staff except doctors, dentists and very senior managers. The NHS job evaluation system determines a points score, which is used to match jobs to pay bands and determine levels of basic salary. Each pay band has a number of pay points. Staff normally progress to the next pay point annually until they reach the top of the pay band.

Your career as a qualified AHP typically starts at AfC band 5, for instance as a physiotherapist or occupational therapist. However, some entry level qualified roles attract higher bandings than band 5, for instance arts therapists. Specialist and managerial AHP roles attract higher bandings. Clinical directors are usually band 9.

Clinical support worker roles in this area typically attract band 2. This rises to band 3 for higher level roles and band 4 for technician roles and those working as assistant practitioners, for instance in podiatry or occupational therapy.

For more information on pay bands and the most up-to-date salary information in your chosen career, visit www.healthcareers.nhs.uk/pay

One of the UK’s best pension schemes

The NHS Pension Scheme is one of the most generous in the UK. Every new employee automatically becomes a member, unless you choose to opt out.

Other employment benefits for NHS staff

Everyone employed under the NHS Agenda for Change pay system is entitled to:

- a standard working week of 37.5 hours
- holiday entitlements of 27 days per year, plus eight general and public holidays, rising to 33 days after ten years’ service
- pay enhancements to reward out-of-hours, shift and overtime working
- career and pay progression based on the application of knowledge and skills
- annual personal development review to support career aspirations occupational health services
- study leave for sponsored courses

Many of these benefits apply across the whole of the NHS, although local organisations may offer additional benefits such as cycle to work schemes and nurseries. Many local shops, restaurants and services offer discounts to health staff too, including most gyms and leisure centres. Health Service Discounts is an employee benefit provider for many NHS organisations and offers discounts and deals for NHS staff on shopping, holidays and financial services from well-known brands: www.healthservicediscounts.com

Health and wellbeing at work and your work-life balance

The NHS is committed to helping staff to stay well, including serving healthier food, promoting physical activity, reducing stress, and providing health checks covering mental health and musculoskeletal problems.

The NHS will help you combine your work with commitments in your everyday life and at different stages of your career - whether you’re studying for a new qualification, raising a family or have other responsibilities.

The size and diversity of the NHS means we can offer you a range of flexible working and retirement opportunities. Part-time roles and job-share opportunities are often available, as well as term-time only, evening and weekend positions. Many people take an extended break to look after young children or other dependants who need special care, or to study full time.

As well as advice and support for people looking after sick or elderly relatives, the NHS provides a range of childcare services for employees, including:

- nursery care
- after-school and breakfast clubs
- holiday play schemes
- emergency care

You can find more information on health and well-being at work at www.nhsemployers.org/healthyworkplaces

Get more information about the benefits and opportunities offered by the NHS at www.healthcareers.nhs.uk/payandbenefits
Health career framework

This health career framework has been designed to improve career development and job satisfaction for NHS employees. It encourages individuals to learn new skills and take on extra responsibilities that enable them to progress within the organisation. Many people take on additional responsibility within their own area, while others retrain and move into different roles.

The real-life story on page 17 describes how Anne Gordon has progressed within the allied health professions. You can follow her career path in the white boxes on the diagram below, alongside other potential paths in the different areas of the NHS.

The diagram below gives an illustration of a variety of health careers and where they may fit on the health career framework. It is not exhaustive; details on other careers can be found in the relevant booklets and on the Health Careers website.

<table>
<thead>
<tr>
<th>Initial entry jobs</th>
<th>Support workers</th>
<th>Senior healthcare assistants/technicians</th>
<th>Assistant practitioners/Associate practitioners</th>
<th>Practitioners</th>
<th>Senior practitioners/specialist practitioners</th>
<th>Advanced practitioners</th>
<th>Consultant practitioners</th>
<th>More senior staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambulance service team</td>
<td>Patient transport service driver</td>
<td>Emergency medical dispatcher</td>
<td>Control room duty officer</td>
<td>Paramedic</td>
<td>Specialist paramedic</td>
<td>Advanced paramedic</td>
<td>Consultant paramedic</td>
<td>Clinical director of service</td>
</tr>
<tr>
<td>Allied health professions</td>
<td>Therapy clinical support worker</td>
<td>Occupational therapy rehabilitation assistant</td>
<td>Assistant practitioner in occupational therapy</td>
<td>Occupational therapist: giving advice on how the home environment can be changed to help patients cope with physical problems following an accident</td>
<td>Senior occupational therapist: teaching patients methods to conserve energy for daily living when stamina is reduced</td>
<td>Advanced occupational therapist (team leader): teaching patients new ways of doing things to strengthen hand movement when dexterity has been lost</td>
<td>Consultant occupational therapist: manage a team of occupational therapists and carry out research to improve care interventions</td>
<td></td>
</tr>
<tr>
<td>Dental care team</td>
<td>Dental nurse</td>
<td>Student dental technician</td>
<td>Assistant dental technician</td>
<td>Dental technician</td>
<td>Senior dental technologist</td>
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<tr>
<td>Healthcare science</td>
<td>Phlebotomist</td>
<td>Newborn hearing screener</td>
<td>Critical care technologist</td>
<td>Cardiac physiologist</td>
<td>Senior biomedical scientist</td>
<td>Specialist respiratory physiologist</td>
<td>Consultant clinical scientist (medical physics)</td>
<td>Director of regional genetics services</td>
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<tr>
<td>Health informatics</td>
<td>Health records assistant</td>
<td>Support desk assistant</td>
<td>Medical records clerk</td>
<td>Helpdesk adviser</td>
<td>Web developer</td>
<td>Special projects manager</td>
<td>Head of communications</td>
<td>Access, booking and choice manager</td>
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<td>Management</td>
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<tr>
<td>Midwifery</td>
<td>Healthcare assistant (maternity)</td>
<td>Maternity support worker</td>
<td>Midwife</td>
<td>Community midwife</td>
<td>Head of midwifery</td>
<td>Consultant midwife</td>
<td>Director of maternity services</td>
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</tr>
<tr>
<td>Nursing</td>
<td>Nurse cadet</td>
<td>Healthcare assistant (nursing)</td>
<td>Senior healthcare assistant</td>
<td>Community care assistant</td>
<td>Neonatal nurse</td>
<td>Community psychiatric nurse</td>
<td>District nurse (team manager)</td>
<td>Nurse consultant in stroke</td>
</tr>
<tr>
<td>Wider healthcare team</td>
<td>Porter</td>
<td>Maintenance assistant</td>
<td>Security officer</td>
<td>Medical secretary</td>
<td>Catering manager</td>
<td>Chaplain</td>
<td>Head of estates</td>
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</tr>
</tbody>
</table>
For further copies of this booklet please contact:

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