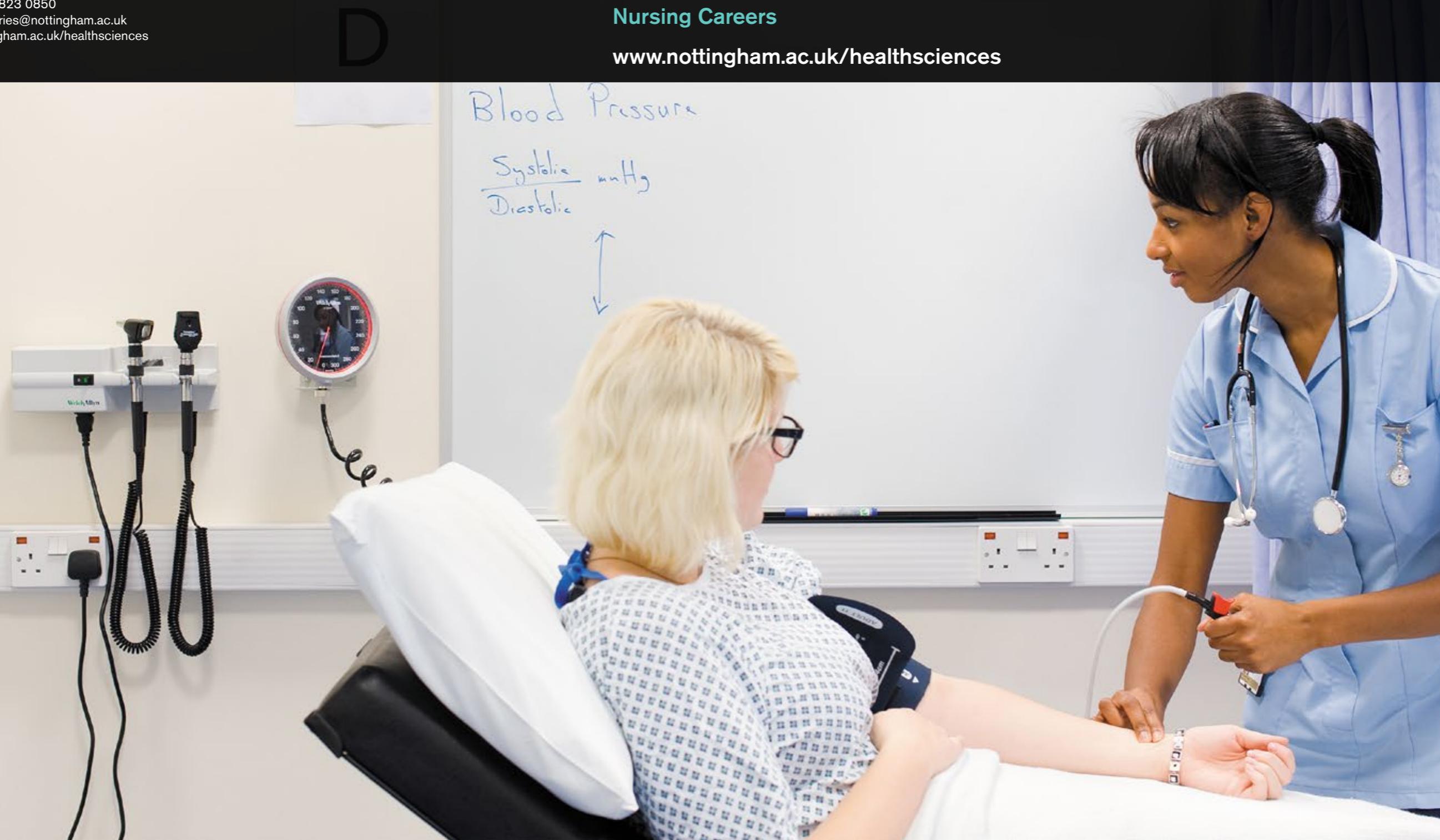


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## Introduction

Congratulations on pursuing a career in healthcare!

Once you have qualified as a nurse and as your healthcare career develops, you will have the opportunity to move into different areas and responsibilities.

Nurses form the largest group of staff in the NHS and are a crucial part of the healthcare team. Outside of the NHS, opportunities exist within the independent and charitable sectors, including private hospitals, clinics, nursing homes and organisations such as Macmillan Cancer Support. Nurses are also in high-demand from the armed forces. Nurses work in every sort of health setting, from accident and emergency to working in the community, in patients' homes, or schools, with people of all ages and backgrounds.

The NHS is committed to offering development and learning opportunities for all full- and part-time staff. You will receive an annual personal development review and development plan to support your career progression and, as part of the Knowledge and Skills Framework (KSF), within Agenda for Change, you will be encouraged to extend your range of skills and knowledge and take on new responsibilities.

For information on the Knowledge and Skills Framework go to  
[www.nhs.employers.org/agendaforchange](http://www.nhs.employers.org/agendaforchange)

## The Career Framework

The 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 in to a different role.

The diagram below gives an illustration of a variety of NHS careers and where they may fit on the career framework. It is not exhaustive.

The diagram is from the NHS Careers website at [www.nhscareers.nhs.uk/working-in-the-nhs/developing-your-career](http://www.nhscareers.nhs.uk/working-in-the-nhs/developing-your-career)

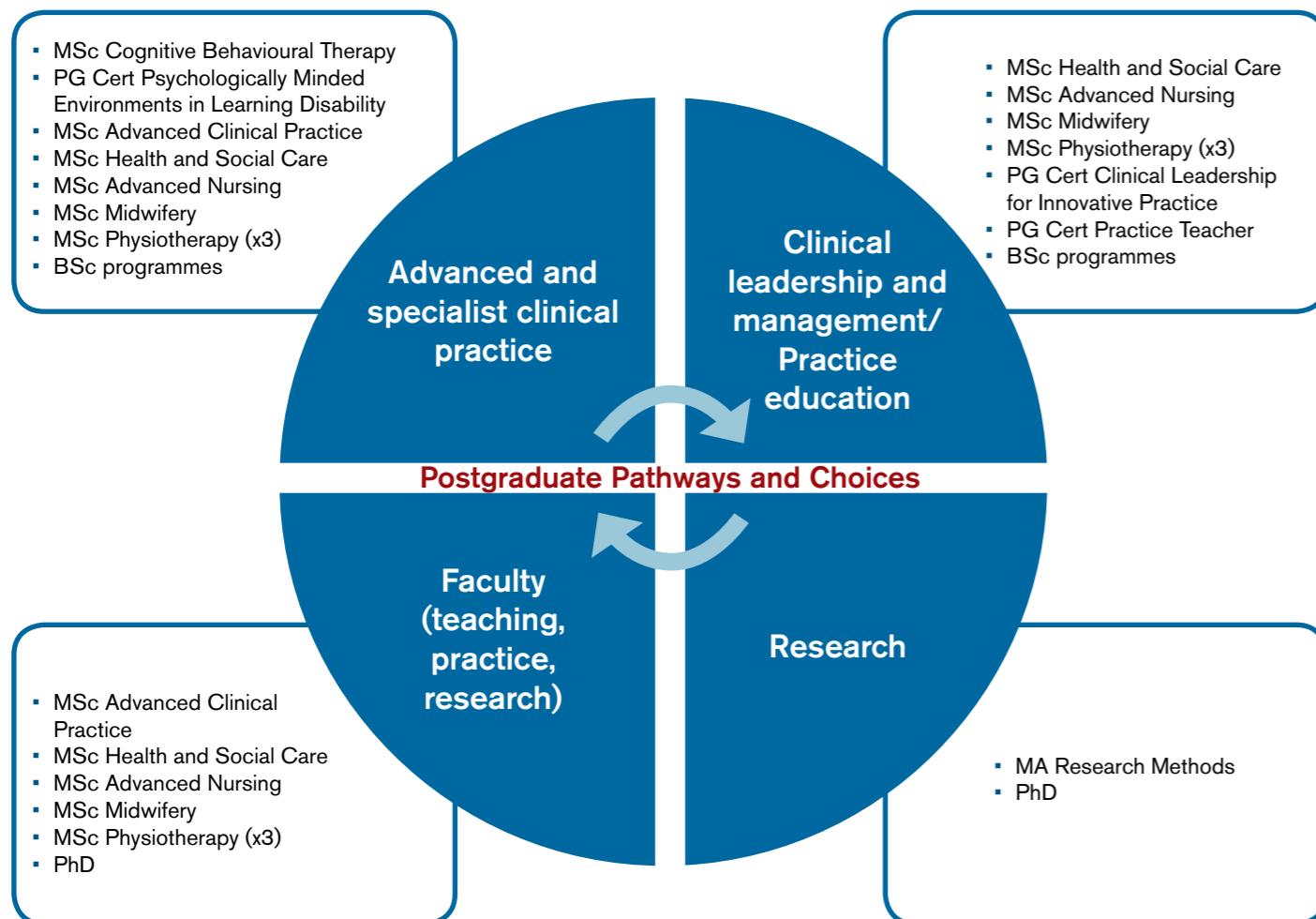
	Ambulance service professions	Allied health professions	Dental care professions	Healthcare science	Health informatics	Management	Midwifery	Nursing	Wider healthcare team
<b>9 More senior staff</b>		Director of therapies		Director of regional genetics services	Director of information management and technology	Director of human resources	Director of maternity services	Director of nursing	
<b>8 Consultant practitioners</b>		Consultant radiographer		Consultant clinical scientist (medical physics)	Access, booking and choice manager	Maxillofacial laboratory manager	Consultant midwife	Nurse consultant in stroke	
<b>7 Advanced practitioners</b>		<b>Specialist occupational therapist (team leader):</b> teaching patients new ways of doing things to strengthen hand movement when dexterity has been lost		Specialist respiratory physiologist	Head of communication	Head of accounts	Head of midwifery	District nurse (team manager)	Head of estates
<b>6 Senior practitioners/ specialist practitioners</b>	Emergency care practitioner	<b>Senior occupational therapist:</b> teaching patients methods to conserve energy for daily living when stamina is reduced	Senior dental technologist	Senior biomedical scientist	Special projects manager	Project manager	Community midwife	Community psychiatric nurse	Chaplain
<b>5 Practitioners</b>	Paramedic	<b>Occupational therapist:</b> giving advice on how the home environment can be changed to help patients cope with physical problems following an accident	Dental technician	Cardiac physiologist	Web developer	Payroll manager	Midwife	Neonatal nurse	Catering manager
<b>4 Assistant practitioners/ Associate practitioners</b>	Control room duty officer	<b>Trainee occupational therapist:</b> under supervision, assessing the needs of patients with social problems	Assistant dental technician	Critical care technologist	Helpdesk advisor	General office manager		Community care assistant	Medical secretary
<b>3 Senior healthcare assistants/technicians</b>	Emergency medical dispatcher	<b>Occupational therapy rehabilitation assistant:</b> producing devices such as tap turners to enable patients to continue day to day activities	Student dental technician	Newborn hearing screener	Medical records clerk		Maternity support worker	Senior healthcare assistant	Security officer
<b>2 Support workers</b>	Patient transport service driver	Therapy clinical support worker	Dental nurse	Pharmacy dispensing assistant	Support desk assistant		Healthcare assistant (maternity)	Healthcare assistant (nursing)	Maintenance assistant
<b>1 Initial entry level jobs</b>					Health records assistant			Nurse cadet	Porter

## Models of study

The programmes of learning within the School of Health Sciences at The University of Nottingham are developed to support nurses in a variety of careers.

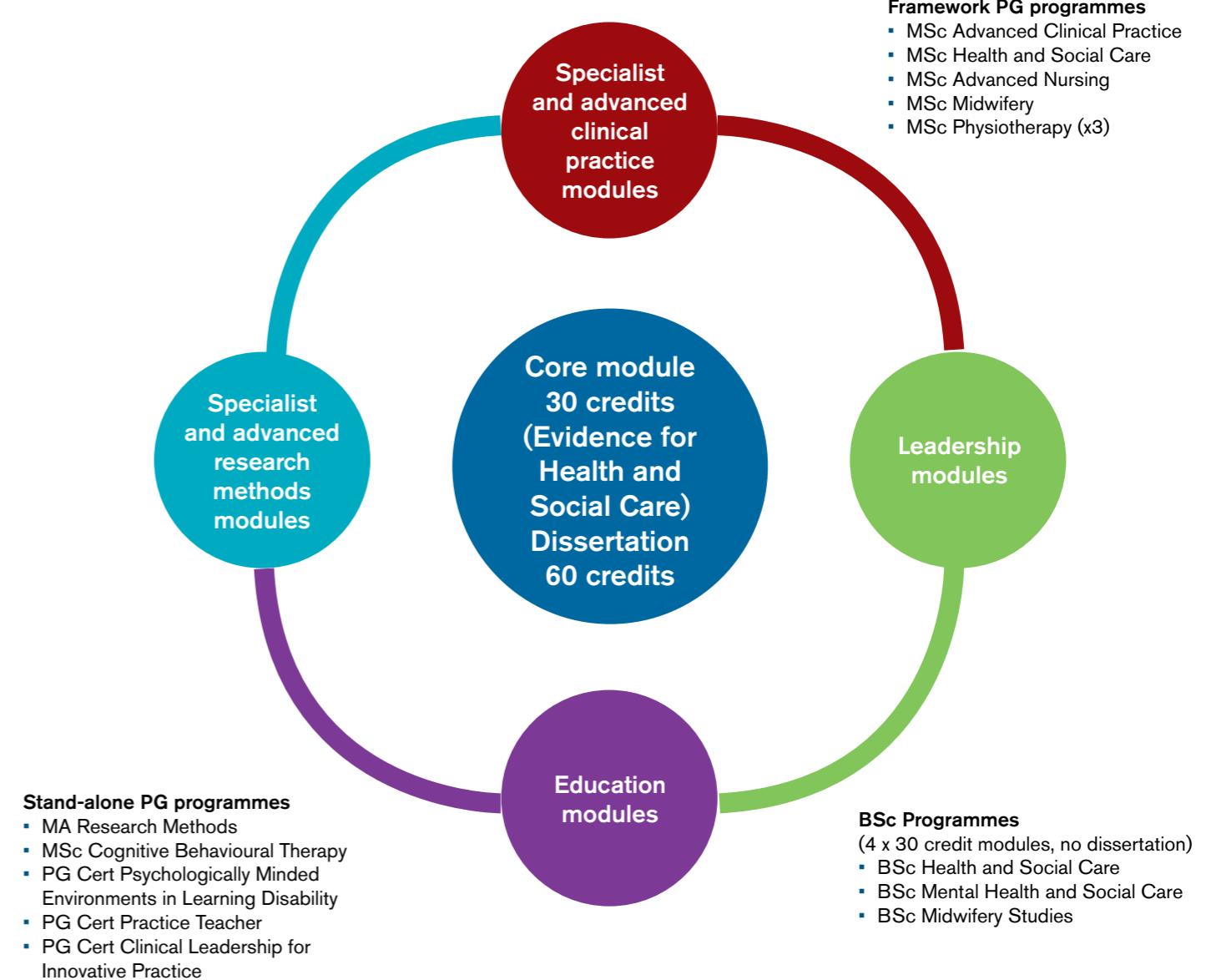
The majority of programmes are developed with the clinical practitioner in mind and have a focus on improving advanced and specialist clinical practice. However, some are more focused for individuals considering clinical leadership and management

## School of Health Sciences Postgraduate/CPD Model



## School of Health Sciences Postgraduate Taught Programmes Module Framework

(both MSc and BSc programmes now based on 30 credit modules)



## Jobs

So what are some of these aspirational jobs, and what do you need to do in order progress into one of them?

### Advanced Nurse Practitioner

An Advanced Nurse Practitioner enhances service delivery and improves the health outcome of diverse client groups. Their work encompasses the following:

- Making professional autonomous decisions, for which they are accountable
- Receiving patients with undifferentiated and undiagnosed problems and making an assessment of their healthcare needs, based on highly-developed nursing knowledge and skills, including skills not usually exercised by nurses, such as physical examination
- Screening patients for disease risk factors and early signs of illness
- Making differential diagnoses using decision-making and problem solving skills
- Developing with the patient an ongoing nursing care plan for health, with an emphasis on health education and preventative measures
- Ordering necessary investigations, and providing treatment and care both individually, as part of a team, and through referral to other agencies
- Having a supportive role in helping people to manage and live with illness
- Having the authority to admit or discharge patients from their caseload, and refer patients to other healthcare providers as appropriate
- Working collaboratively with other healthcare professionals and disciplines
- Providing a leadership and consultancy function as required

In order to follow this route nurses should undertake an advanced nursing practice programme. For further information about Masters in Advanced Nursing and Advanced Clinical Practice, please see: [www.nottingham.ac.uk/pgstudy/courses/nursing-midwifery-and-physiotherapy](http://www.nottingham.ac.uk/pgstudy/courses/nursing-midwifery-and-physiotherapy)

### Clinical Academic

A Clinical Academic is a nurse, midwife or allied health professional who engages concurrently in clinical practice and research, providing clinical and research leadership in the pursuit of innovation, scholarship and provision of excellent evidence-based healthcare.

A central feature of their research is that it aims to inform and improve the effectiveness, quality and safety of healthcare. They focus on building a research-led care environment including the development of capacity and capability. They challenge existing practice as well as working within, and contributing to, a research rich environment that leads the way towards achieving excellence in healthcare and health outcomes.

Clinical academic posts are often joint appointments between a healthcare provider and higher education institution. One organisation will hold the substantive contract of employment and will establish honorary contracts to facilitate working across organisational boundaries.

In order to follow this route, you would need to undertake a Masters in Research Methods (MARM), and in the future a PhD. For further information about the MARM and PhD please see [www.nottingham.ac.uk/healthsciences/postgraduate/research-training](http://www.nottingham.ac.uk/healthsciences/postgraduate/research-training)

### Clinical Matrons

Clinical Matrons provide clinical leadership where it is most needed, at the frontline. They help to empower nurses and ensure that patients not only receive the highest standard of care, but know who to turn to when problems arise.

The three main strands of the matron role can be summarised as:

- Securing and assuring the highest standards of clinical care by providing leadership to professional and direct care staff
- Ensuring that administrative support services are designed and delivered to achieve the highest standards of care
- Providing a visible, accessible and authoritative presence in ward settings – someone to whom patients and their families can turn for assistance and advice.

Ten things that matrons do are:

- Lead by example – by demonstrating to other nurses the high standards of care NHS patients can expect
- Make sure patients get quality care – by taking responsibility for driving up standards of care and leading work to improve professional practice and patient services
- Make sure wards are clean – by setting and monitoring standards and taking action to ensure the specifications are met
- Ensure patients' nutritional needs are met – by ensuring that patients get the right meals, at the right time, and that they are able to eat them
- Prevent hospital acquired infections – by ensuring that infection control measures are properly applied by all staff
- Improve the ward for patients – by overseeing spend of ward environments budget by ward sisters and charge nurses
- Empower nurses – by enabling more nurses to undertake a wider range of clinical responsibilities to speed up patient care, such as admitting and discharging patients, ordering tests and prescribing medicines

- Make sure patients are treated with respect – by ensuring their privacy and dignity are protected and by making sure they are addressed in the way they choose
- Resolve problems for patients and their relatives – by acting quickly to deal with problems when and where they occur and by working closely with the Patient Advice and Liaison Service
- Ensuring staffing is appropriate to patient need – by working with ward sisters and charge nurses to assess patient dependency and adjust duty rosters, and to develop proposals for changes to skill mix and staff establishments

In order to follow this route you would need to undertake a Master's degree. For further information about Masters courses please see [www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses](http://www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses)

### Community Matrons

Community Matrons are highly experienced senior nurses who work closely with patients in the community to provide, plan and organise their care. They mainly work with those with a serious long term or complex range of conditions.

As well as providing care, community matrons act as case managers. They are a single point of contact for care, support or advice, typically for a caseload of around 50 very high intensity users.

Community matrons are usually deemed to be working as advanced nurse practitioners. These highly-skilled nurses have a variety of tasks and responsibilities including:

- Carrying out physical examinations
- Decide on and carry out treatment, including the prescribing of medicines, or refer patients to an appropriate specialist
- Using their expert knowledge and clinical judgement to identify the potential diagnosis and where appropriate make a final diagnosis
- Use their extensive practice experience to plan and provide skilled and competent care that meets patients' health and social care needs, involving other members of the healthcare team as appropriate
- Ensure the provision of continuity of care, including follow-up visits
- Assess and evaluate, with patients, the effectiveness of the treatment and care provided and make changes as needed
- Work independently, although often part of a healthcare team
- Provide leadership
- Make sure that each patients' treatment and care is based on best practice

In order to follow this route you would need to undertake a Masters in Health and Social Care; Advanced Nursing or Advanced Clinical Practice. For further information about Masters courses please see [www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses](http://www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses)

### Health Visitors

Health Visitors are registered nurses or midwives who have done further training to work as vital members of the primary healthcare team, covering a specific geographical area. They work with a network of organisations concerned with health and can be based in settings such as people's homes, schools, GP surgeries, shelters for the homeless and medical centres.

This role will appeal to those who enjoy one-to-one nursing and want to work with autonomy, while remaining part of a healthcare team.

Work as a health visitor may involve offering help and advice to parents on the following:

- Their child's growth and development
- Common infections in childhood
- Common skin problems
- Behaviour difficulties
- Sleeping, eating, potty training, temper tantrums and teething
- Breastfeeding, weaning, health eating, hygiene, safety and exercise
- Postnatal depression, bereavement and violence in the family

The role may also include:

- Working in partnership with families to tailor health plans to their needs
- Coordinating child immunisation programmes
- Organising and running baby clinics
- Health promotion groups, breast feeding support groups, parent support groups, parenting courses
- Nurse prescribing

In order to follow this route you will need to be a registered nurse or midwife and undertake a BSc or MSc in Specialist Community Public Health Nursing. Courses in this area of specialism can be undertaken locally at Derby University [www.derby.ac.uk](http://www.derby.ac.uk) or De Montfort University [www.dmu.ac.uk](http://www.dmu.ac.uk)

### Lecturer

A Lecturer generally works within a University, combining research, teaching and administrative duties. A first permanent academic post is likely to be at the grade of Lecturer, although alternative titles are starting to gain ground in some UK universities (eg. Assistant Professor).

The balance of time spent on research, teaching and administration can vary widely according to the time in the academic year, your experience and any administrative responsibilities you take on.

If you have a number of lecture courses for which you are responsible, preparation, delivery, setting assessments, examinations and marking are likely to take up a significant amount of your time when students are on campus. If you have administrative responsibilities, such as being a Programme Director, or Head of Undergraduate Admissions for your department, you will also find a lot of your working life taken up with meetings, policies, implementing new ideas and solving problems.

Research can be pushed to the margins of your working life, which may extend to evenings, weekends and holiday periods. However, as an academic, you are generally measured on your research success, so it is critical to retain a focus on advancing your research, even in small chunks.

In order to follow this route, you would need a teaching qualification such as a PGCert in Practice Teacher in Health and Social Care and a Master's Degree (or equivalent) in Nursing. It is often a requirement that academics also be working towards completion of a PhD. For further information on PGCert, Masters and PhD please see [www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses](http://www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses)

## Midwives

Midwives are specialists in normal pregnancy and birth, and the midwife's role is to look after a pregnant woman and her baby throughout the antenatal period, during labour and birth, and for up to 28 days after the baby has been born.

This role will appeal to individuals who would like to develop knowledge and skills that enable them to support women during normal childbirth and those with complex pregnancies and births. This role will appeal to those who work well under pressure, enjoy working autonomously and as part of a multidisciplinary team.

Work as a midwife may involve:

- Carrying out clinical examinations and being the lead professional when childbirth is normal
- Providing health and parent education
- Supports the mother and her family throughout the childbearing process to help them adjust to their parental role
- Working in partnership with other health and social care services to meet individual mother's needs, for example, teenage mothers, mothers who are socially excluded, disabled mothers and mothers from diverse ethnic backgrounds.

In order to follow this route you would need to be a Registered Nurse (Adult) and undertake an 80-week BMid (Hons) Midwifery Shortened programme. For further information please see [www.nottingham.ac.uk/ugstudy/courses/midwifery](http://www.nottingham.ac.uk/ugstudy/courses/midwifery)

## Nurse Specialist

A Nurse Specialist is dedicated to a particular area of nursing; caring for patients suffering from long-term conditions and diseases such as cancer, diabetes, Parkinson's, chronic heart failure and dementia.

They provide direct patient care and can play a vital role in education patients on how best to manage their symptoms, as well as offering support following diagnosis. In many cases the involvement of a specialist nurse can prevent patients being re-hospitalised.

Specialist nurses add value to patient care, while generating efficiencies for organisations through new and innovative ways of working.

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The University of Nottingham has made every effort to ensure that the information in this booklet was accurate when published. Please note, however, that the nature of the content means that it is subject to change from time to time, and you should therefore consider the information to be guiding rather than definitive.

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In order to follow this route, nurses would need a Masters level degree in their area of specialism. For further information on Masters courses please see [www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses](http://www.nottingham.ac.uk/healthsciences/postgraduate/taught-courses)

## Psychotherapists

Psychotherapists help people to overcome stress, emotional problems, relationship problems or troublesome habits. Psychotherapy is provided in a range of settings, including on an individual, group, marital or family basis.

In order to follow this route students will need to have a good class of honours degree in a relevant subject and/or be qualified (and usually experienced) healthcare practitioner, such as a psychiatrist, psychologist, mental health nurse or social worker and undertake specialist training which is usually accredited by the UK Council for Psychotherapy (UKCP), the Association of Child Psychotherapists or the British Psychoanalytic Council. A list of training providers can be found at [www.psychotherapy.org.uk/om-list](http://www.psychotherapy.org.uk/om-list)

## School Nurses

School Nurses work with schools and local communities to support the needs of children, young people and their families. Nurses in this key role are usually employed by a primary care provider, local health authority, community trust or by individual schools. It is possible to go straight into this role after qualifying as a registered nurse.

Work as a school nurse may involve:

- Carrying out screening programmes
- Providing information on drug and alcohol abuse
- Administering immunisations
- Providing health and sex education
- Running health promotion or drop-in surgeries
- Using excellent communication skills
- Supporting children with disabilities
- Working in partnership with teachers and families
- Providing mental health support
- Using a non-judgemental approach

In order to follow this route, many school nurses work towards the BSc or MSc in Specialist Community Public Health Nursing. Courses in this area of specialism can be undertaken locally at Derby University [www.derby.ac.uk](http://www.derby.ac.uk) or De Montfort University [www.dmu.ac.uk](http://www.dmu.ac.uk)

