

Understanding the healthcare sector in Buckinghamshire

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

Labour market information (LMI) for students,
teachers and parents / carers
[published March 2023]



What we'll cover

1. Labour market information: what is it and why bother?
2. What area of healthcare could I work in?
3. Who could I work for?
4. Focus on the NHS
5. The healthcare sector in Buckinghamshire
6. Introducing BHT
7. What skills do employers want in healthcare?
8. What values does the NHS look for in our employees?
9. Working for the NHS: pay, positions and pathways
 - How much money could I earn?
 - Where do I find local job vacancies?
 - Which jobs will be in demand when I leave education?
 - Can I apply straight from school?
 - Can I do an apprenticeship?
 - Which college or university course should I choose?
 - Where can I train locally for a healthcare career?
10. Where can I find more information?

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1. Labour market information: what is it and why bother?

- How much money could I earn in a particular job?
- Which jobs will be in demand when I leave education?
- Where do I find local job vacancies?
- Which college or university course should I choose?

These are all questions which young people thinking about leaving school often ask.

The answers help demystify the world of work. This 'labour market information' can be vital in helping you to achieve your career goals. Here, we're specifically going to look at working the healthcare sector, spotlighting the NHS as an employer.

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2. What area of healthcare could I work in?

- Broadly speaking, you can group career opportunities into the roles on the next page.
 - [Explore these further on the Health Careers website.](#)
- You could work in the National Health Service (NHS), private healthcare or private/non-profit organisations in a range of settings including:
 - hospitals
 - care homes or hospices
 - community healthcare (such as doctors' surgeries, dental surgeries, health clinics)
 - medical laboratories
 - people's homes
- You can see that the jobs include non-clinical careers in areas such as finance and administration, IT, human resources, legal services, procurement, communications.

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Career categories



Allied health professionals (AHPs)

Specialists who treat and rehabilitate. From art therapists to physiotherapists.



Ambulance service team

More than flashing blue lights. You'll be a caring, calm, good communicator.



Dental team

Looking after the oral health and wider health of patients.



Doctors

Preventing ill health, treating disease and improving wellbeing in 60+ specialties.



Estates and facilities

Ensuring clean, safe NHS buildings, feeding patients and delivering goods safely.



Health informatics

The experts who use information and technology to drive patient care.



Healthcare science

Experts in technology and science to prevent, diagnose and treat disease.

Management

Managing people, money, buildings and projects to keep the NHS moving forward.



Medical associate professions

Supporting doctors and nurses to release their time for more complex cases.



Midwifery

Supporting women in communities and hospitals before, during and after childbirth.



Nursing

A huge range of specialisms including children's nursing and mental health.



Pharmacy

Dispensing and offering advice about medicines for staff and patients.



Psychological professions

Tackling mental health problems and promoting wellbeing.



Public health

Protecting people from threats to their health and helping them stay healthy.



Wider healthcare team

Services that keep the NHS running 24 hours a day, 365 days a year.



3. Who could I work for?

- The largest employer in the UK healthcare sector is the NHS, with more than 350 different roles available.
- A significant proportion of the sector's workforce is in independent healthcare. As well as their private sector functions, these providers are increasingly contracted to provide services on behalf of the NHS.
- Independent healthcare organisations include:
 - Bupa
 - BMI Healthcare
 - Care UK
 - Ramsay Health Care UK
 - Spire Healthcare



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Who could I work for?

- Voluntary and non-profit organisations in the sector include:

- British Red Cross
- Médecins Sans Frontières (MSF) UK
- Nuffield Health
- Save the Children



Save the Children®

- Local ones in Buckinghamshire include:

- Chilterns MS Centre
- Mind Buckinghamshire
- Autism Bucks
- Buckinghamshire Age UK
- Chiltern Music Therapy



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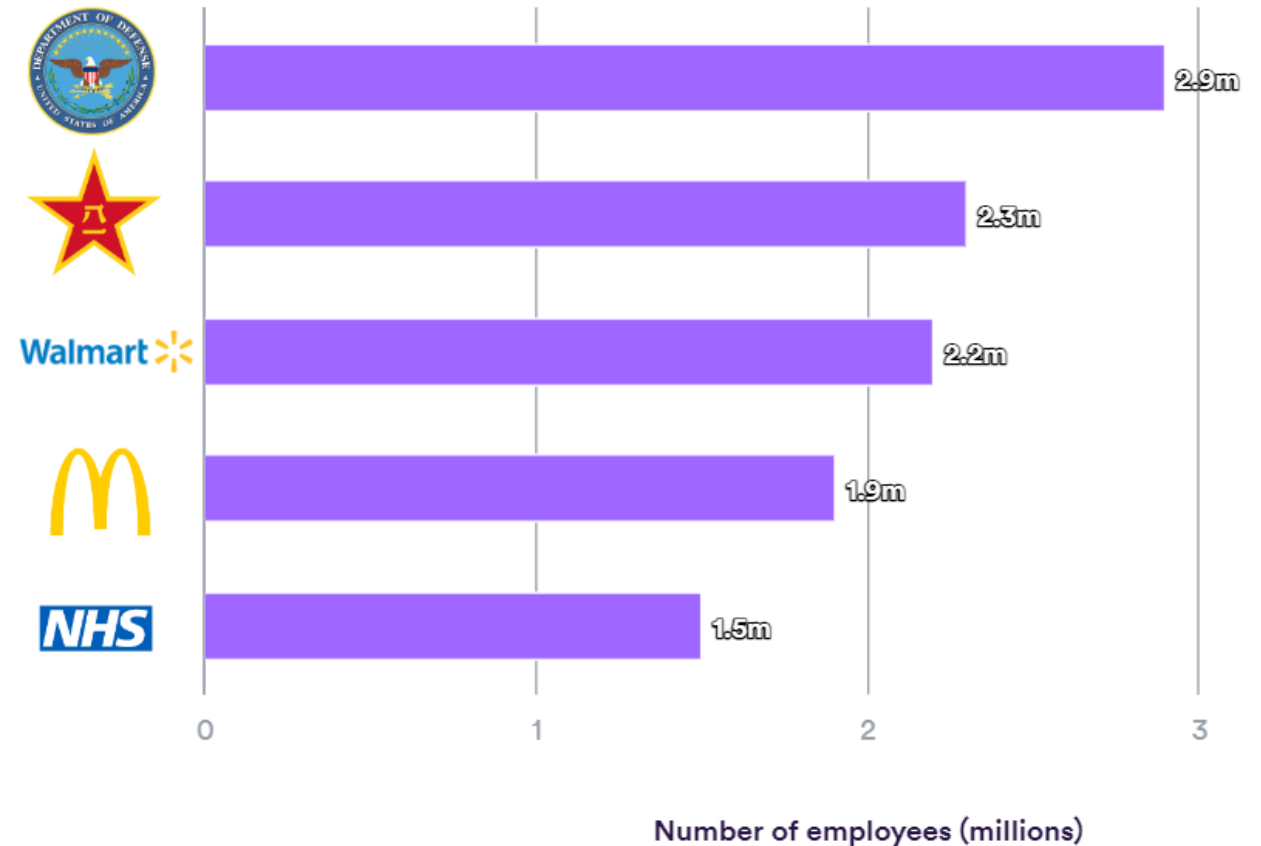
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4. Focus on the NHS

- The National Health Service is the UK's biggest employer at 1.5 million people.
- It's also the world's fifth biggest employer (behind the US Department of Defense, the People's Liberation Army of China, Walmart and McDonalds)



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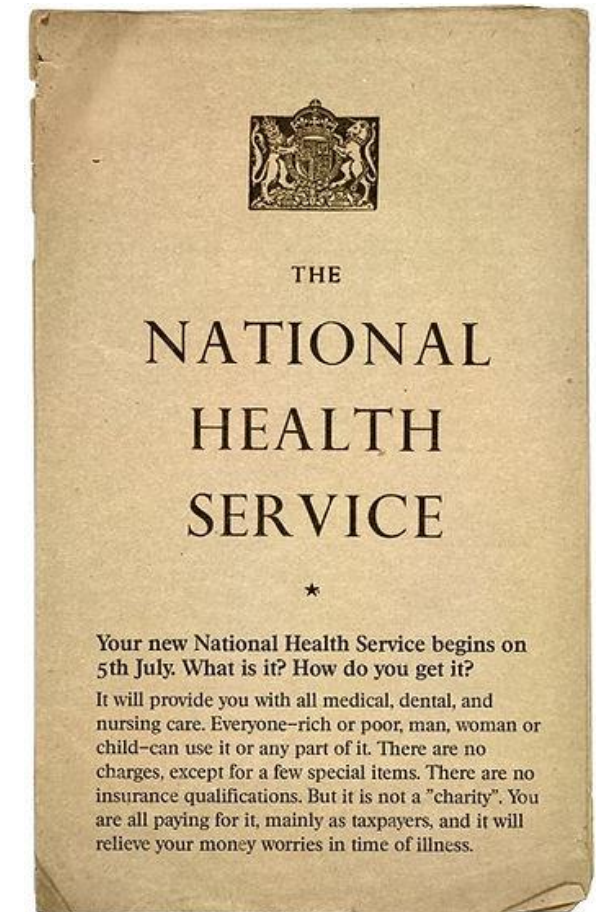
Focus on the NHS: history

- Set up after the Second World War in 1948 to provide everyone in the UK with healthcare based on their needs, and not on their ability to pay.
- It aimed to provide care for all ‘from cradle to grave’.
- Founder Minister of Health Aneurin Bevan described it as a “milestone in history – the most civilised step any country has ever taken.”

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Focus on the NHS: where can you find us?

- Although most people think about the NHS as being their local hospital, when you visit your dentist, your GP or even your local pharmacist you could be speaking to someone employed by the NHS.
- Increasingly there is more and more NHS staff whose work is not based in a hospital, but who work in local health centres, GP practices or even in patients' own homes.



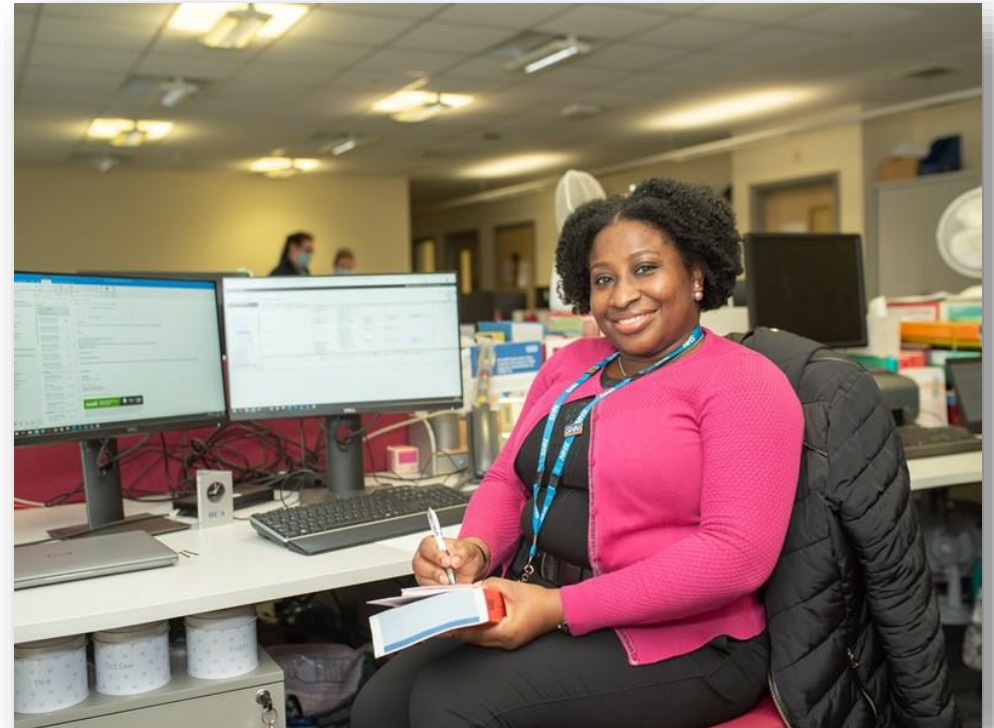
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Focus on the NHS: non-clinical roles are vital!

- The many non-clinical roles in the NHS cover the functions needed to keep the buildings clean and efficient and the organisation running smoothly.
- Non-clinical roles include receptionists, accountants, IT specialists, caterers, engineers, architects and plumbers.
- With over 350 different career opportunities, there's a role to suit all interests and qualifications.



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5. The healthcare sector in Buckinghamshire

- 281,000 people are employed in total in Buckinghamshire.
- 32,000 are employed in the life science, healthcare and social care sector.
- Buckinghamshire is home to around 1,500 life science, healthcare and social organisations.
- 85 biotechnology, pharmaceutical and medical technology companies are currently based here, including three of the world's top 30 medical device manufacturers: Johnson & Johnson, GE Healthcare and Danaher Corp.
- Other key employers are the NHS, Pfizer and The Fremantle Trust - a registered charity and not-for-profit business which provides care for elderly people and adults with learning disabilities.



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**A £14.6bn
ECONOMY**



**£3.8bn
goods &
£1.7bn
services
EXPORTS**



**45% residents
with a DEGREE
or higher**



**34,400
BUSINESSES**



**77%
business
employ**



<5 PEOPLE



**10 TOWNS,
many villages
& beautiful
countryside**



**3 Enterprise
Zones, 2
universities &
Bucks College
Group**



**281,000
JOBS**

**544,000
PEOPLE**



**FULLY INTEGRATED
with London tube
network
& rail**



NHS

Buckinghamshire Healthcare
NHS Trust



GE HealthCare



PHARMACEUTICAL COMPANIES OF
Johnson & Johnson



Bristol Myers Squibb



The healthcare sector in Buckinghamshire: find out more

- [Buckinghamshire Skills Hub - Life Science, Healthcare and Social Care Sectors](#)
- [Buckinghamshire's economy - Buckinghamshire Council](#)
- [Buckinghamshire Health & Social Care Academy](#)



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6. Introducing BHT

- Buckinghamshire Healthcare NHS Trust or 'BHT' is the largest local employer, with over 6,500 members of staff – 2.3% or 1 in 50 of the total workforce.
- Our BHT family is made up of colleagues from different nations, cultures and backgrounds.
- We pride ourselves on being a great place to work – and would love you to join us one day!
- We are rated 'Good' by the CQC (our Ofsted) with an 'Outstanding' for our caring.



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Inspected and rated

Good



Introducing BHT: more about us

- We provide both acute hospital and community services for people living in Buckinghamshire and the surrounding area. We're what's called an 'integrated trust'.
- Our two main hospitals are Stoke Mandeville and Wycombe.
- We have community hospitals including Amersham, Buckingham, Chalfonts & Gerrards Cross, Marlow and Thame.
- We care for **over half a million** people every year:
 - provide specialist spinal services at the National Spinal Injuries Centre
 - nationally recognised for urology and skin cancer services
 - regional specialist centre for burns, plastic surgery, dermatology, stroke and cardiac services
 - deliver community services in health centres, schools, patients' own homes, hospitals and hubs

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Introducing BHT: the birthplace of the Paralympics

- The National Spinal Injuries Centre (NSIC) is where we treat patients with short and long-term spinal cord injuries. We have an internationally-renowned reputation for our pioneering work, and treat adults and children from across the world.
- The centre is also the birthplace of the Paralympics. Professor Sir Ludwig Guttmann, who founded the National Spinal Injuries Centre in 1944 used sport inpatient rehabilitation programmes. He later founded a competition for paralysed men and women to coincide with the opening ceremony of the 1948 Olympic Games in London.



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Introducing BHT: research and innovation

- We continue to position ourselves at the forefront of healthcare sector innovation, housing the Research & Innovation Hub at Stoke Mandeville.
- The Trust promotes research across specialties such as cancer care, cardiology, plastics and burns, respiratory medicine and ophthalmology.
- [Find out more.](#)



Buckinghamshire
Health Research &
Innovation Centre



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Introducing BHT: who does what?

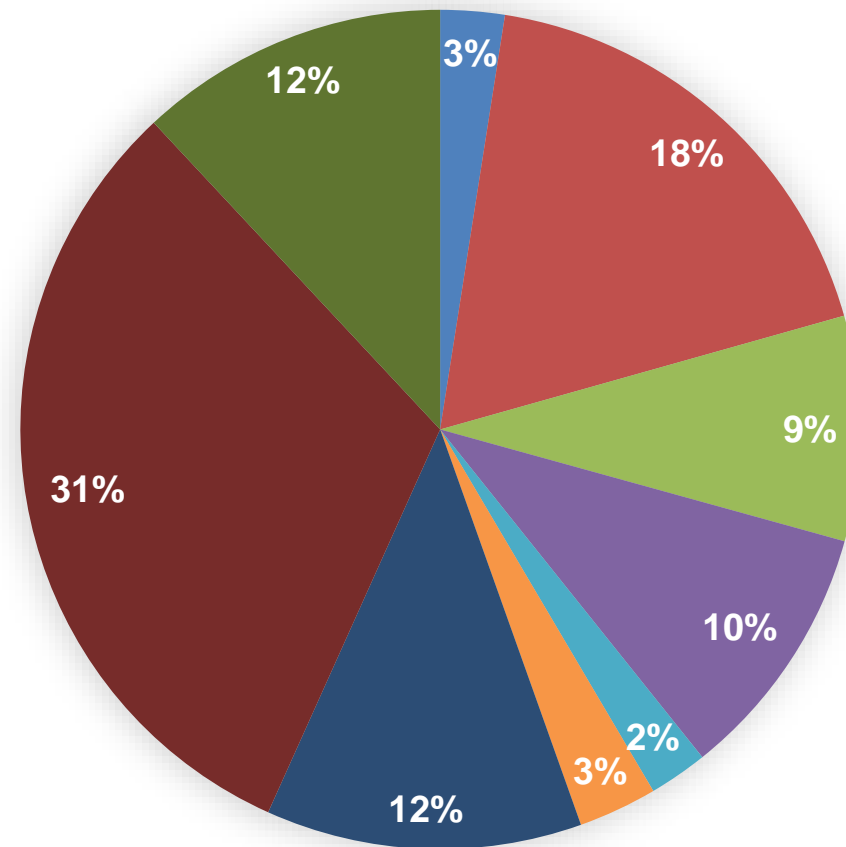
Breakdown by roles (2022)	Number of staff	Percentage of total
Additional professional, scientific and technical	163	2%
Administrative and clerical	1197	18%
Allied health professionals	571	9%
Healthcare assistants	657	10%
Healthcare scientists	149	2%
Managers	200	3%
Medical and dental	802	12%
Nursing and midwifery	2065	31%
Support staff	788	12%
TOTAL	6592	

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Introducing BHT: who does what?



- Additional professional, scientific and technical 2%
- Administrative and clerical 18%
- Allied health professionals 9%
- Healthcare assistants 10%
- Healthcare scientists 2%
- Managers 3%
- Medical and dental 12%
- Nursing and midwifery 31%
- Support staff 12%

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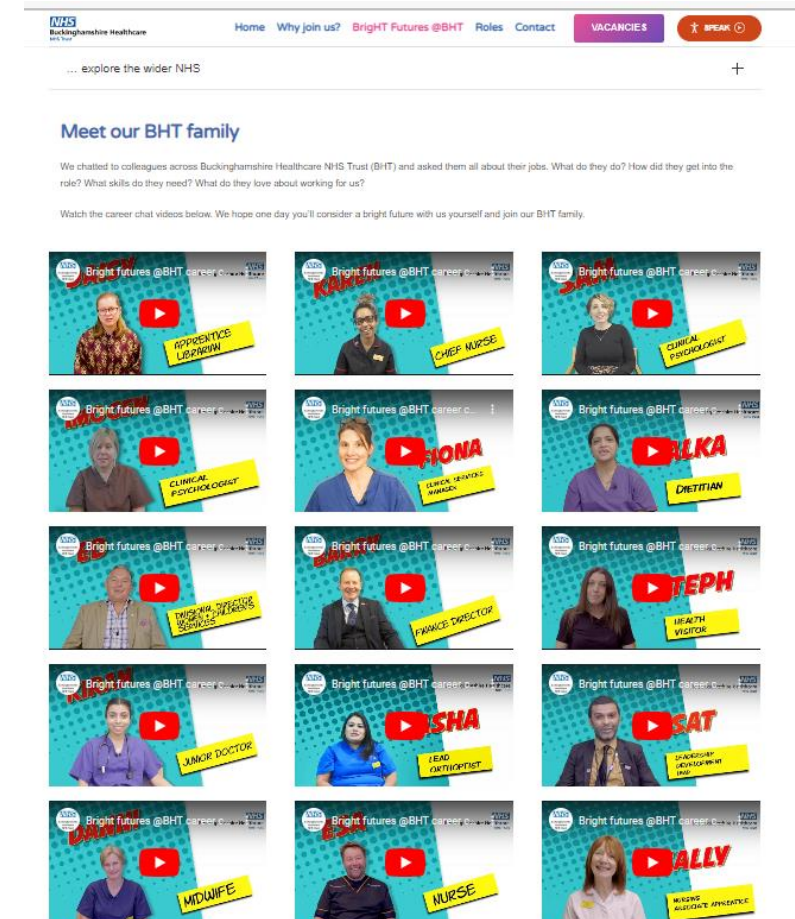
Introducing BHT: find out more

- Explore our [Bright Futures @BHT](#) webpage:
 - Watch a video of [colleagues talking about why they enjoy working for BHT](#).
 - [Watch our career chat videos](#): colleagues talk about what do they do, how did they get into their role and what skills they need.
- Visit our main Trust website: www.buckshealthcare.nhs.uk

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7. What skills do employers want in healthcare?

We're looking for colleagues with:

- the ability to **stay calm** in high-pressure situations
- attention to **detail**
- **empathy** and an **approachable** nature to deal with both patients and their families in what can be difficult times
- good **communication** skills – with patients and their families and with other colleagues
- the ability to work in a **team**: very rarely can you help a patient without input from multiple people.



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What skills do employers want in healthcare?

Identify your skills:

- What kind of skills do you have that might be relevant to a healthcare career?
- Have you developed these through training, a part-time job, volunteering or work experience?

Think about how you could practically demonstrate you have these skills. Such as ...



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What skills do employers want in healthcare?

- **Caring for people:** do you volunteer in a care home, help look after a family member, do babysitting, mentor younger students at school or coach younger players at a local sports club?
- **People skills:** do you have experience of working as a team for a part-time job, volunteer in a charity shop or sit on a committee or project group at school or college?
- **Organising and managing:** have you managed a project (perhaps an Extended Project Qualification?) or helped to organise a school event?



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What skills do employers want in healthcare?

- **Communication:** do you play sport or have a Saturday job that involves customer service?
- **Information technology:** are you good with computers or fascinated by AI or robotics?
- **Practical skills:** if you're interested in being a trained trade professional (eg electrician, plumber or carpenter) your skills are needed by our Property & Estates service. Enjoy cooking, helping around the house or gardening? These are also vital skills in the healthcare sector.



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8. What values does the NHS look for in our employees?

- If you're applying for a job either directly in the NHS or in an organisation that provides NHS services, you'll be asked to demonstrate the six values of the [NHS Constitution](#) and how they would apply in your everyday work.
- The NHS wants to recruit the right workforce not only with the right skills and in the right numbers, but with the right values to deliver excellent patient care.
- If you're applying for a university course such as nursing, medicine or physiotherapy you'll also be tested on your values.
- This is why it is so important for you to think about how you demonstrate the values in your applications and interviews.

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The six NHS values



**Working together
for patients**
Teamwork across the
NHS makes life better
for the people we serve.



Respect and dignity
It's a quality not a qualification
to be able to treat our
patients with respect.



**Commitment to
quality of care**
Whatever NHS career you
choose, we want people
with high standards.

Compassion

We want people who
really care to come and
work for us.



Improving lives

You can make patients' lives
better, whether you're
a secretary or a surgeon.



Everyone counts

Each and every person
working and volunteering in
the NHS is making a difference
and helping people, whatever
career they're in.



... how
could you
demonstrate
these in an
application or
interview?

9. Working for the NHS: pay, positions and pathways

In this final section, we'll answer some frequently asked questions:

- How much money could I earn?
- Where do I find local job vacancies?
- Which jobs will be in demand when I leave education?
- Can I apply straight from school?
- Can I do an apprenticeship?
- Where can I train locally for a healthcare career?

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Working for the NHS: pay, positions and pathways

Q. How much money could I earn?

- The NHS has a transparent pay structure called [Agenda for Change](#) which sets rates of pay and covers all staff except doctors, dentists and very senior managers (who are paid under a separate arrangement).
- Each of the nine pay bands has a number of pay points. Staff will normally progress to the next pay point annually until they reach the top of the pay band. In addition to basic pay, there is also extra pay for staff who work in high-cost areas such as around London.

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Working for the NHS: pay, positions and pathways

Q. How much money could I earn? (continued)

- Other benefits of working for the NHS include:
 - A generous pension scheme
 - 37.5 hour working week
 - minimum of 27 days annual leave plus bank holidays
 - annual personal development review
 - access to training courses for all staff
 - paid sick leave
- To find out more about how much different jobs pay, do some research on the NHS's recruitment website [NHS Jobs](#) and under 'pay and benefits' on [NHS Health Careers](#).

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Working for the NHS: pay, positions and pathways

Q. Where do I find local job vacancies?

- If you want to apply for a job at Buckinghamshire Healthcare NHS Trust, visit www.careers.buckshealthcare.nhs.uk/vacancies/
- If you're looking opportunities across the wider NHS, look at [NHS Jobs](#) and register for email alerts.
- To apply for jobs, you will use Trac, the NHS's online recruitment management system, rather than sending in an application letter and CV.



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Finding job vacancies at BHT

[My job account](#)

We have vacancies in the following sectors

Find Coronavirus (COVID-19) related vacancies here.

For the latest advice on COVID-19 visit the [coronavirus page on NHS.UK](#).



Search for jobs by keyword or job reference

Keywords... (e.g. Marketing officer)

SEARCH

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www.careers.buckshealthcare.nhs.uk/vacancies/

Finding job vacancies in the wider NHS

Simple search facility, use **keywords**

Advanced search feature (salary, job type, distance)

Browse jobs by type including apprenticeships, city or region

The screenshot shows the NHS Jobs website interface. At the top, there are links for 'News', 'Advice', and 'Cymraeg'. The main navigation bar includes 'Search Jobs', 'Browse Jobs', 'Register', 'Log in', and 'New Website'. The 'Register' and 'Log in' buttons are circled in red. Below the navigation bar, there is a search section with a 'Keywords' field (containing 'e.g. physiotherapist, nurse, SFP-MED-340'), a 'Location or Postcode' field (containing 'e.g. Sunderland, BS8 1RL'), and a 'Search' button. To the right of the search fields, it says '30,300 live jobs'. Below the search fields, there are links for 'More search options', 'Advanced search', 'Browse jobs', and 'Browse employers'. The 'Advanced search' link is circled in red. Below the search section, there is a text block that says 'Perform a job search, find jobs that match your skills, and apply for NHS jobs online. Register now so you can receive Jobs by E-mail to view new posts to suit your job search every day.' Below this, there are three columns of content. The first column is 'Latest news' with links for 'JobsAware', 'The NHS Jobs service is changing', and 'Application Form Changes: EU Settlement Scheme Status & Right to Work'. The second column is 'Advice for job seekers' with links for 'New NHS Jobs website', 'Making successful applications', 'Searching for the perfect job', 'Managing the interview', 'Be My Interviewer', 'Applying from overseas', 'Pre-employment checks', 'Copied applications', 'Offer letters and contracts', 'More help and advice', and 'Step into Health programme'. The third column is 'Moving to the new NHS Jobs service' with text about finding more information and a link to the 'NHS Jobs section of the NHS Business Services Authority website'. Below these columns, there is a section for 'NHS Careers' with links for 'Health Careers', 'NHS Wales Careers', and 'NHS Values for healthcare challenge'. At the bottom, there is a section for 'Browse for jobs by choosing the type of job, city or region using the links below.' with three columns: 'By type', 'By city', and 'By region'. The 'By type' column has links for 'Administrative & Clerical', 'Mixed Health Professional', 'Apprenticeships', 'Biomedical Science', 'Clinical Services', and 'Dental'. The 'By city' column has links for 'Estates & Ancillary', 'Healthcare Assistant', 'Healthcare Scientists', 'Healthcare Scientist Trainees', 'Medical', and 'Midwifery'. The 'By region' column has links for 'Ministry of Defence - Health Care', 'Nursing', 'Occupational Therapy', 'Pharmacy', 'Physiotherapy', 'Professional Scientific & Technical', 'Psychology', 'Radiography', 'Speech & Language Therapy', 'Students', 'Executive jobs', and 'Doctor jobs'. The 'Apprenticeships' link in the 'By type' column is circled in red.

Register for email job alerts

Advice on applications, interviews searching for a job

NHS Jobs

Working for the NHS: pay, positions and pathways

Q. Which jobs will be in demand when I leave education?

- The NHS is on a big recruitment drive – and offers eligible students studying for a health-related degree financial support through the [NHS Learning Support Fund](#). This covers:
 - dental therapy or dental hygiene (levels 5 & 6)
 - dietetics
 - midwifery
 - nursing (adult, child, mental health, learning disability, joint nursing, and social work)
 - occupational therapy
 - operating department practitioner (levels 5 & 6)
 - orthoptics
 - orthotics and prosthetics
 - paramedics
 - physiotherapy
 - podiatry or chiropody
 - radiography (diagnostic and therapeutic)
 - speech and language therapy

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Working for the NHS: pay, positions and pathways

Q. Which jobs will be in demand when I leave education? (continued)

- The [NHS Learning Support Fund](#) package includes:
 - training grant of £5,000 per year
 - parental support payment of £2,000 per student per year to help with childcare costs
 - help towards additional travel and accommodation costs to clinical placements over your normal costs
 - an exceptional hardship fund of up to £3,000 per student per academic year
- PLUS you can get an extra £1000 Specialist Subject Payment (SSP) each academic year for students on degrees that are finding it hard to recruit, including:
 - mental health nursing
 - learning disability nursing
 - radiography (diagnostic and therapeutic)
 - prosthetics and orthotics
 - orthoptics and podiatry

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Working for the NHS: pay, positions and pathways

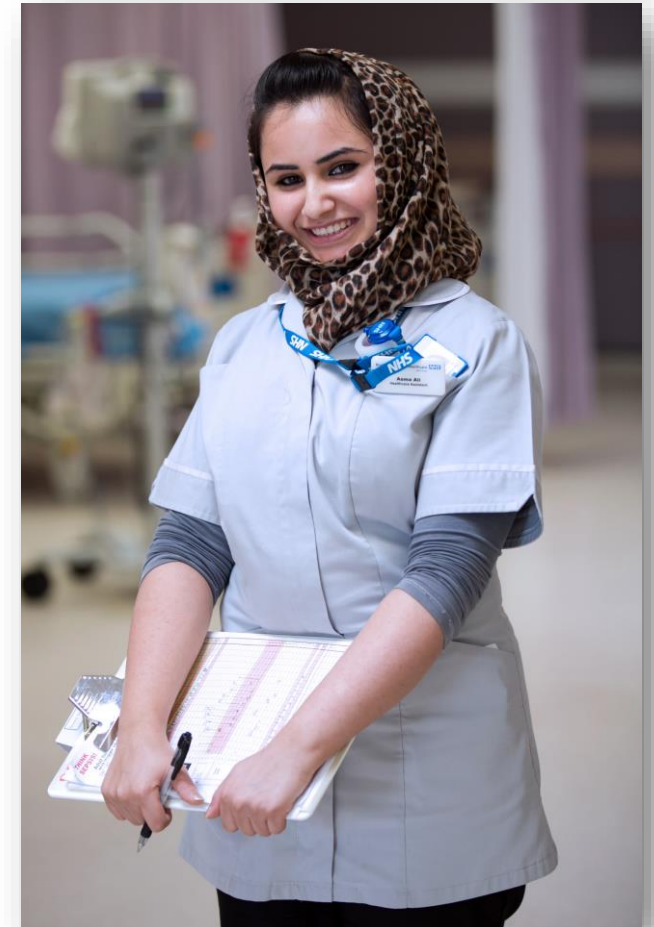
Q. Can I join straight from school?

- If you want to apply for a job at BHT straight from school, look through the entry level posts advertised on our [vacancies webpage](#).
- Look for roles in Bands 2 or 3:
 - Examples of roles at band 2: [domestic support worker](#), [housekeeping assistant](#), [driver](#), [nursery assistant](#), [domestic team leader](#), [security officer](#), [secretary/typist](#), [healthcare assistant](#), [theatre support worker](#)
 - Examples of roles at band 3: [emergency care assistant](#), [trainee clinical coder](#), [estates officer](#) and [occupational therapy support worker](#).

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Working for the NHS: pay, positions and pathways

Q. Can I join straight from school? (continued)

- Starting your career as a Healthcare Assistant or Healthcare Support Worker can offer excellent career opportunities and the perfect opportunity to get hands on experience. HCAs/HCSWs work:
 - in different roles (caring for acutely unwell patients, working in mental health services, supporting people with learning disabilities, maternity services and working with babies, children or adults)
 - in many different settings (hospitals, out in the community and visiting people's homes).
- It's often the springboard for a range of other careers and you're well placed to access apprenticeships from here: [Be inspired by colleagues at BHT who started out at HCSWs.](#)
- Search 'Healthcare Assistant' and 'Healthcare Support Worker' in the search box on our [vacancies page](#).

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Search for jobs by keyword or job reference

healthcare support worker|

SEARCH

Working for the NHS: pay, positions and pathways

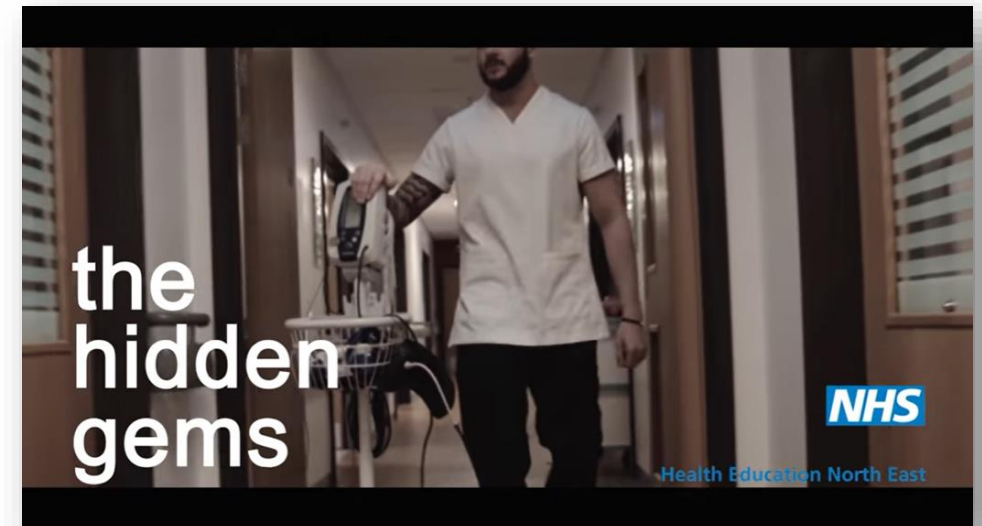
Q. Can I do an apprenticeship?

- Find out more about NHS apprenticeships at healthcareers.nhs.uk/apprenticeships.
- See apprenticeship opportunities across the whole NHS at jobs.nhs.uk: select 'apprenticeships' from browse job types.
- Vacancies for apprenticeships also appear on Government's 'find an apprenticeship' live jobs website. Register for an account to set up email and text alerts about new opportunities:
www.findapprenticeship.service.gov.uk/
- Unlike university applications, there is no fixed deadline to apply for apprenticeships: always keep an eye out.

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More than 70 healthcare specific apprenticeships in the wider NHS

Prosthetist and Orthotist	Dietician
Podiatrist	Registered Nurse
Therapeutic Radiographer	Occupational Therapist
Diagnostic Radiographer	Operating Department Practitioner
Speech and Language Therapist	Health Care Science Practitioner
Arts Therapist	Advanced Clinical Practitioner
Sonographer	Paramedic
Midwife	District Nurse

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... and many non-healthcare specific apprenticeships

Senior Leader	Departmental Manager
Chartered Manager	Data Analyst
Team Leader	Customer Service Practitioner
Cyber Security Technical Professional	Learning and Development Specialist
Improvement Leader	HR Support
Project Manager	IT Technician
Risk Specialist	Payroll Administrator
Clinical Coder	Finance Assistant
HR Business Partner	

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Working for the NHS: pay, positions and pathways

Q. Can I do an apprenticeship? (continued)

- At our Trust, apprenticeships are mainly used to progress existing staff.
- The usual route is to gain an entry level position – such as a healthcare support worker (for a clinical role) or an administrative post (for a non-clinical role) – so you can see opportunities and then apply internally.
- Nursing is our main apprenticeship pathway:
 - Level 3 Senior Healthcare Support Worker Apprenticeship
 - Level 5 Nursing Associate Apprenticeship
 - Level 6 Registered Nurse Degree Apprenticeship

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Working for the NHS: pay, positions and pathways

Q. Where can I train locally for a healthcare career?

- Bucks College Group: [Health and Social Care](#)
- University of Bedfordshire: [Faculty of Health and Social Sciences](#)
- Buckinghamshire New University:
[School of Nursing and Midwifery](#) and
[School of Health and Social Care Professions](#)
(including Allied Health courses)
- University of Buckingham: [Medical School](#)



**Buckinghamshire
College Group**

Aylesbury Wycombe Amersham



University of
Bedfordshire



**BUCKINGHAMSHIRE
NEW UNIVERSITY**
EST. 1891



**THE UNIVERSITY OF
BUCKINGHAM**

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10. Where can I find more information?

More information on the NHS and the wider healthcare sector:

- [NHS England](#)
- [NHS Health Careers](#) – Explore over 350 different roles
- [NHS Employers](#) – supports leaders and represents employers
- [NHS Professionals](#) – flexible staff bank
- [The King's Fund](#) – independent charity working to improve health and care



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Healthcare careers: information from colleges and societies

- [Medical Royal Colleges](#) eg GPs, Surgeons
 - [Royal College of Nursing](#)
 - [Royal College of Midwives](#)
 - [Royal College of Occupational Therapists](#)
 - [Royal College of Podiatry](#)
 - [Society of Radiographers](#)
 - [Royal College of Speech and Language Therapists](#)
 - [Chartered Society of Physiotherapists](#)
 - [College of Paramedics](#)
 - [Royal Society for Public Health \(RSPH\)](#)
- ... search online for more!



Healthcare careers: information from healthcare regulators

- [General Medical Council \(GMC\)](#) - doctors
- [Nursing and Midwifery Council \(NMC\)](#) - nurses and midwives
- [General Dental Council \(GDC\)](#) - dental professionals
- [General Optical Council \(GOC\)](#) - optometrists, dispensing opticians
- [General Pharmaceutical Council \(GPC\)](#) - pharmacists and pharmacy technicians
- [Health and Care Professions Council \(HCPC\)](#) social workers and 15 healthcare professionals: art therapists, biomedical scientists, chiropodists/podiatrists, clinical scientists, dieticians, hearing aid dispensers, occupational therapists, operating department practitioners, orthoptists, paramedics, physiotherapists, practitioner psychologists, prosthetists/orthotists, radiographers, speech & language therapists.



General
Medical
Council

General
Dental
Council

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hcpc health & care
professions
council

General
Pharmaceutical
Council

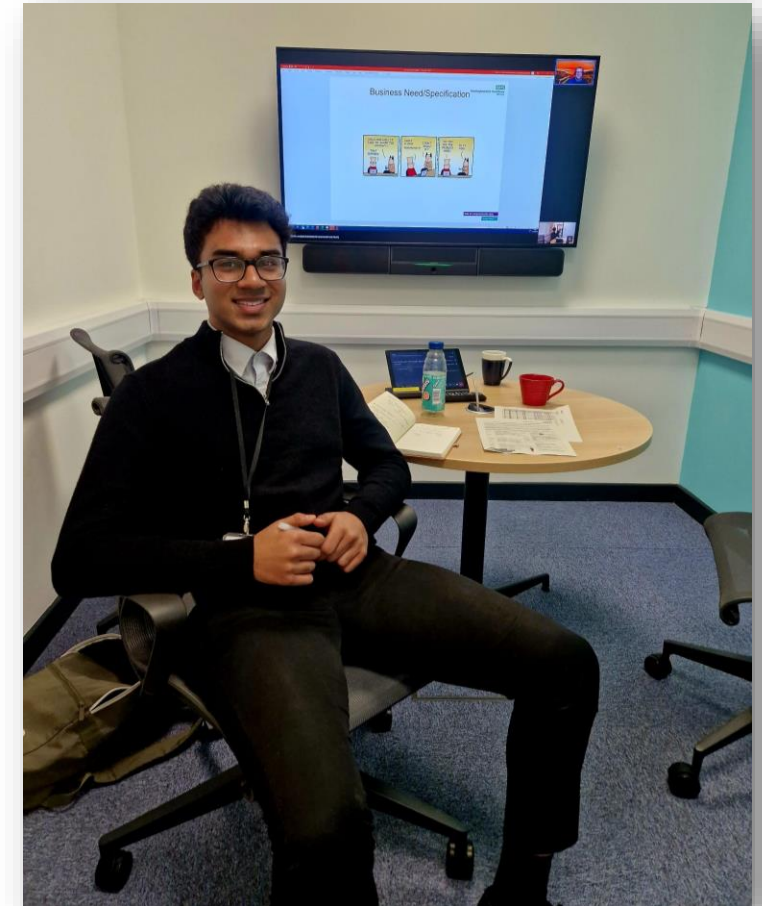
Healthcare careers: information on non-clinical careers

- Finance: [One NHS Finance](#)
- Information technology: [NHS Digital](#)
- Management: [NHS Graduate Management Training Scheme](#)
- Property services: [NHS Property Services](#)

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Stay in touch!



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Tip: If you're over 16 you can build a profile on LinkedIn and connect with us!