



Careers in midwifery

Caring, compassionate, committed

Make a difference with a career in health

Welcome

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:

- > Working together for patients
- > Respect and dignity
- > Commitment to quality of care
- > Compassion
- > Improving lives
- > Everyone counts

These values may also be promoted as the 6Cs of compassionate care, as part of Leading Change, Adding Value. The 6Cs are:

- > Care
- > Compassion
- > Competence
- > Communication
- > Courage
- > 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 midwifery?

Midwives often describe their job as 'privileged'. The role they have in working with women in preparation for the birth of a new life makes them the key healthcare professional during all stages of pregnancy, labour and the early postnatal period.



The care and expertise provided by midwives is invaluable to the thousands of women and their families who use their services in clinics, hospitals and at home while pregnant, throughout labour and during the period after a baby's birth.

As well as the satisfaction it brings, the role is demanding and carries a high level of responsibility. Midwives work in all healthcare settings in a variety of ways, providing women and their families with choices and continuity of care.

Becoming a midwife today means undertaking professional education at degree level. Some midwives are qualified nurses who have chosen to change career direction and

undertaken the necessary extra study. Others work their way up via a range of routes before going on to study for a registered midwifery degree. Some begin their midwifery career after a first career in an unrelated field.

Midwives working in modern healthcare must be able to demonstrate the values and behaviours of the 6Cs as part of the Leading Change, Adding Value initiative: committed; caring; courageous; compassionate; competent; and have excellent communication skills.

There are few professions that offer so much in terms of job satisfaction and support, as well as giving you the chance to enhance people's lives during their times of need.

Maternity **LEVEL G** **Wing**



Antenatal Clinic →



Gynaecology Clinic →

Hemswell Clinic →

FAQs

How do I train to become a midwife?

You'll need to take an approved programme in midwifery - either through a full-time university degree course or an apprenticeship (see below). Have a look at the Getting started in midwifery section on page 16. You can search for full-time approved degree courses in midwifery using our course finder: www.healthcareers.nhs.uk/courses

What qualifications do I need to train as a midwife?

Each university sets its own entry requirements to get onto a full-time degree in midwifery, but as a general guide you'll need at least five 9-4/A-C grade GCSEs (including English and a science subject) and at least two (preferably three) A-levels (some universities may require biology).

Alternative qualifications at level 3, such as an approved access to midwifery course, BTEC or International Baccalaureate may be acceptable, but you must check with each university directly before applying.

Similarly, any employer offering degree apprenticeships will set its own entry requirements - although you will typically need level 3 qualifications.

Do I need to be a nurse before I can train as a midwife?

No, you do not need to be a nurse first - although nursing is one of the routes into the profession.

Can I do an apprenticeship in midwifery?

Standards for a midwifery degree apprenticeship have been approved for delivery, which would be an alternative route to a full-time university course. It's down to each NHS organisation to decide whether it will offer apprenticeships.

Some healthcare organisations run apprenticeships in health and social care which may provide you with sufficient experience and qualifications to be able to apply for a pre-registration degree in midwifery at university or a midwifery degree apprenticeship.

Search for apprenticeship vacancies in health on the NHS Jobs website at: www.jobs.nhs.uk and the Government Apprenticeships website at: www.gov.uk/apply-apprenticeship

I want to work with babies, so would I make a good midwife?

Having a love of babies is clearly important, but, as a midwife, your main role will be working with women and their families to make sure they have a safe and satisfying experience.

If you want to have more contact with babies, you might want to consider roles such as a newborn hearing screener, maternity support worker, healthcare assistant or neonatal nurse. There is information about all these roles at: www.healthcareers.nhs.uk/explore-roles

Is there financial help to support me while I train?

If you are taking a full-time pre-registration midwifery course in England, you will usually be eligible for a student loan to pay for tuition and maintenance fees. Arrangements are different outside of England.

Visit the NHS Student Bursaries website for more information: www.nhsbsa.nhs.uk

If you get onto a degree apprenticeship, your employer will pay you while you are training, and support you with your academic studies.

Your career as a midwife

As a midwife, you'll mainly deal with women who are healthy but require professional support and advice to help them throughout pregnancy, labour and the postnatal period.

If there are no complications, you will be the lead health professional and contact for a woman, providing evidence-based information and helping her make informed choices about the options and services available throughout her pregnancy, labour and postnatal period.



Midwives work as part of a multidisciplinary healthcare team that includes hospital doctors such as obstetricians, GPs, other midwives, health visitors, neonatal nurses and support staff. However, midwives also work independently.

Midwives are experts and lead other healthcare professionals during normal childbirth.

The responsibilities of midwives are diverse. You'll provide full antenatal care, including preparation for parenthood, clinical examinations and screening, identify women with high-risk pregnancies, monitor women and support them during labour and the birthing process. You will also teach new and expectant mothers how to feed, care for and bathe their babies before handing over their ongoing care to a health visitor between ten days and one month after the baby's birth.

There are some short videos about midwifery on our YouTube channel:
www.youtube.com/Healthcareers

Your clients

A midwife's client base often includes women from a variety of backgrounds and you will need to be confident enough to communicate with different people. Some women and their families will have challenging circumstances – they may be homeless, socially excluded, have disabilities or be very young, in which case you may need to liaise with other services to ensure the right support is available. You will learn how to support women from a wide range of cultural or religious backgrounds.

Regardless of their situation, all women need their midwife to understand the emotional, physical and psychological processes of pregnancy and birth.

When pregnancies do not go to plan, it will be up to the midwife to offer support and advice following events such as stillbirth, miscarriage, termination, neonatal death and neonatal abnormalities. Often, midwives – especially those based in the community – will develop good professional relationships with their clients due to the continuity of care involved, which makes counselling easier at difficult times.



See **real-life stories** of people working in midwifery roles at the end of this section.

Where you'll work

Midwives work in a range of settings. Antenatal care is provided in the community – in women's homes, local clinics, children's centres and GP surgeries. There is also the option to be hospital based, where there are plenty of opportunities for midwives to work in antenatal care including triage and assessment and care for women with high and low risk labours and on postnatal and neonatal units. Care during labour can be provided at home or in Alongside Midwifery Units (AMUs) and Freestanding Midwifery Units (FMUs) which are all midwife-led.

By its nature, midwifery is not a nine-to-five job. Midwives often work within a rota and an on-call rota to provide 24-hour care at the woman's home as well as in hospital.

"That personal fulfilment, having helped a mother to give birth, is tremendous."

Melvin Wilkinson, labour ward manager



Woman-centred care

Midwifery services are women and family centered and care is increasingly moving from hospital to a community-based environment. Where you work will reflect that and depend on the model of care provided by the maternity service. So it could be care that is integrated with birth centres, you might have your own caseload, or be part of a more traditional hospital service with a team of community midwives.

Your career options

Your midwifery qualifications and experience will provide a wide range of options to develop your career in the areas that interest you most. As your knowledge and expertise increase, you could move into more senior practitioner roles such as consultant midwife, to provide clinical leadership for midwives and other healthcare professionals. Becoming a team or unit manager, you could combine responsibility for managing other staff with ongoing hands-on involvement with clients. This could then lead to further influential roles such as head of midwifery and director of midwifery services.

Specialising

You may choose to specialise in a particular area of perinatal care and study for further qualifications, which may involve carrying out research to help move the profession forward. You could undertake further study to become a midwife teacher and work at a university, teaching future midwives.

Your career could well move through different elements of research, teaching, practice development and management – including management at board level within an NHS trust or other healthcare provider, influencing the shape of healthcare across a whole community. Find out more about management roles in our *Careers in management* booklet.

Other professions

You could also move into other professions, including neonatal nursing or health visiting. Neonatal nurses have a clinical focus on the treatment and care of women and babies with health complications around birth, for example, helping premature babies to get through the critical first few days after they are born.

Health visitors work with families at home and in the community, promoting good health with particular attention on young children. In effect, they take over where the community midwife's role ends, and have a wider concern with the circumstances in which a young child is growing up.

For more information about career opportunities for midwives, neonatal nurses and health visitors, visit the Health Careers website at: www.healthcareers.nhs.uk/explore-roles



Real-life stories



Community midwife

Name

Nicola Greenfield

Job title

Community midwife, Brighton and Sussex University Hospitals NHS Trust

Entry route

Degree in midwifery

How I got into the role

My mum was a midwife so I had always been interested in midwifery as a career. I was lucky enough to undertake work experience in a local hospital maternity unit when I was at school and, after my A-levels, I applied to university for a BSc in midwifery and health science.

I took a year out before my degree and became a maternity care assistant in another local hospital to become familiar with the maternity setting to ensure this was the career I wanted, and to also learn some basic nursing skills.

I returned to start university and three years later graduated with a degree in midwifery. I have been a qualified midwife for more than 13 years. In that period, I have worked as a labour ward midwife, in a postnatal ward and in a buddy system to offer continuity of care. However my heart lies in community midwifery where I have my own caseload of clients who are attached to a GP surgery.

What I do

My role entails working a day in the clinic (antenatally or postnatally), seeing pregnant women or women who are ready to be discharged



"I love the continuity of care and the support I can offer to my clients."

from maternity care. In other shifts, my work consists of visiting mothers postnatally – offering them support, helping with breast feeding and getting them adjusted to the early days at home with a new baby.

I also work 'homebirth shifts' where we are on call for any ladies in the area who are planning a home birth. However, this day can be quite varied; if we are not at a home birth, we visit postnatal mothers, or work in the delivery suite or postnatal ward to support our hospital colleagues. This is also a great way of keeping up with hospital protocols and keeping multi-skilled.

The best bits

I love the continuity of care and the support I can offer to my clients. It is wonderful to see clients and their families return a couple of years later with subsequent pregnancies.

I am a sign-off mentor and love working with student midwives, especially introducing the first year students to midwifery during their first placement, which is in the community.

Following them through to the third year and watching them grow into midwives and taking the lead in offering care to women and their families makes me so proud.



Maternity support worker

Name

Katie Battersby

Job title

Maternity support worker,
United Lincolnshire Hospitals
NHS Trust

Entry route

Cadet nurse scheme



**"I absolutely love carrying
out patient care."**

How I got into the role

I have always been interested in pregnancy, birth and babies, and looked into midwifery training but I didn't fancy staying at school to do my A-levels. I heard about the cadet nurse scheme and I applied for it.

Amongst the 200 applicants, I managed to get one of the ten places available. I gained a level 2 in NVQ health and social care and thoroughly enjoyed my time getting involved in many different types of patient care.

It was during this time when I had a placement at Nettleham ward – an ante-natal and post-natal ward in Lincoln County hospital. I loved it there so much that, before I was due to finish the cadet nurse scheme, with the encouragement of the staff in the ward, I applied for the maternity support worker role. The week I completed the cadet nurse scheme, I found out I was successful and was offered the position.

What I do

A typical day starts at 7am with listening to the handover from the night staff – establishing if anyone needs extra help or support, etc. Then we go around and change all the water jugs, get

the beds made up/changed, assist with giving lunch and supper meals to patients and cleaning a bedspace when someone is discharged. In between our set tasks, we assist the midwives with venepuncture, cannulation, blood glucose observations, support with breastfeeding and any other tasks they need help with.

I received training in mental health awareness and wellbeing, where I also gained level 2 qualifications. I have also completed my level 3 apprenticeship in clinical healthcare as well as attended in house training courses for venepuncture, cannulation, blood glucose observation and supporting with breastfeeding. I am so proud of being able to fulfil this role by using what I have learnt – supporting women and their families and at the same time helping the midwives by taking some pressure off their workload.

The best bits

I absolutely love carrying out patient care, helping and supporting women and their families with their new born babies, and also helping midwives and managers. Just generally being able to help, chatting to people and learning new things is what I enjoy.



Associate director of nursing and midwifery

Name

Manjit Roseghini

Job title

Associate director of nursing and midwifery, Whittington Health NHS Trust

Entry route

Diploma in nursing, followed by a degree in midwifery



"We share a magical moment when the mother births her baby."

How I got into the role

After I graduated with a *diploma in nursing, I became a registered nurse and worked on a children's ward for eight months. I thought I would like to train as a paediatric nurse but I felt stressed when I could not improve some of the babies' conditions on the ward.

One day I met a couple with a very sick child and over the months of their child's stay, they described the wonderful experience they received during pregnancy and the excellent continuity of care provided. This inspired me to apply to the University of Luton to study the newly-launched midwifery degree, where I graduated with honours.

My first job as a registered midwife was at Guy's and St Thomas' where I worked for 23 years!

What I do

From qualifying as a nurse and midwife, I have travelled overseas and was fortunate in improving or strengthening global midwifery in developing countries as part of a Royal College of Midwives project.

In my current role, every day is different – from attending the trust's board meeting, making the most of our capacity, space and room for our growing population in the community and antenatal clinics, to seeing mothers and babies on

the ward regarding their maternity experience.

Clinical visibility is very important for our staff. I regularly meet staff to touch base and ensure that they are fully supported and have the right tools and equipment to carry out their roles. I strongly believe that keeping my staff happy equates to a great experience for our patients and their families.

The best bits

The best bit about my role is being a part of the most memorable time of a mother's life journey and making a difference to her life. I still get feedback from friends and colleagues on the positive impact I had in their lives as their midwife. We share a magical moment when the mother births her baby and the baby gives its first cry or wriggle.

The most common myth about midwives is that we just deliver babies, but we don't – mothers birth their baby! What we do is support these women throughout their pregnancy journey. Every woman deserves a medal for completing this 'Ironman' endurance that began in pregnancy, continuing to the postnatal period and beyond.

At the time of writing, Manjit was just about to move to Croydon Health Services NHS Trust as director of midwifery.

*You now need a degree to become a registered midwife or registered nurse. See our FAQs on page 5 for more information.



Midwife

Name

Aongola Ngenda

Job title

Midwife, Bradford Teaching
Hospitals Foundation NHS Trust

Entry route

English and psychology degree,
followed by a midwifery degree



**"I really enjoy supporting
women to make their own
choices in their transition
to parenthood."**

How I got into the role

I worked in various public and private sector organisations after my English and psychology degree, but it was a spell in South America and some voluntary work abroad that inspired me to pursue a midwifery career.

I qualified as a midwife in September 2012 and am currently in a rotational post so I can build up my skills in providing care to both low and high risk women and their families. I've worked on the labour ward, in the midwife-led birthing centre, and on both antenatal and postnatal wards.

What I do

On the labour ward, I helped promote 'normality' during high risk deliveries and, supported by senior staff, have been able to empower women in the birthing centre to achieve a variety of birthing experiences such as water births and delivery in different positions. I am currently working on the antenatal and postnatal ward. The experience is further consolidating my skills in providing holistic care within a team made up of paediatricians, obstetricians, diabetic nurses, physiotherapists, social workers and neonatal nurses, to name but a few.

A typical day involves receiving a handover from the previous shift with a history summary of each woman and baby. This includes following up anything from feeding issues and test results to working with the doctors to arrange scans, and handling any social issues. I'm currently on a ward that specialises in caring for diabetic women so I work closely with our diabetic team and obstetricians.

Postnatal care involves both ensuring mothers are physically well and providing support for their emotional wellbeing and development of their family – everything from providing feeding support and baby bath demonstrations to liaising with social workers.

The best bits

I really enjoy coming to work and making a difference, in particular supporting and empowering women to make their own decisions and choices in their transition to parenthood.



Labour ward lead/ manager

Name

Melvin Wilkinson

Job title

Labour ward lead/manager,
Lewisham Hospital NHS Trust

Entry route

After working as a registered nurse

**"You need to have a friendly,
gentle approach, be mindful
of individual women's needs
and respect their cultures."**



How I got into the role

I was a business studies student when a friend who worked as an A&E nurse encouraged me to look into nursing because I asked so many questions about her job.

As a nurse, I worked in various medical wards for a year but I enjoyed obstetrics most, so I decided to embark on a midwifery course. I studied for a diploma* in midwifery and have never looked back – I've just kept taking on more roles and doing more study.

After qualifying, I worked as a bank midwife at St Helier Hospital, Surrey, while studying for a degree in health service management. I then spent a further three years as a senior midwife.

I then moved into a charge midwife post, where I coordinated services at ward level and took on other challenges in theatre – scrubbing for Caesarean sections and so on.

What I do

My role is that of labour ward lead/ward manager. My job is twofold – a ward manager for three days plus two days' hands-on clinical work.

I am very open when I approach patients, and have delivered babies from different religions and cultures. If a woman prefers a female midwife, that's fine and her choice must be respected.

During my career, on a few occasions, I've been in a labour ward where women have requested to be attended by male practitioners only. On one occasion my being there encouraged a partner to stay and witness his child being born. His expression was, "thank goodness for your presence, I thought I was going to be the only man in this room".

The best bits

It is always lovely to be there when a baby is born and see the parents very happy. That personal fulfilment, having helped a mother to give birth, is tremendous. It is very rewarding to be with families at such an eventful time.

**Midwifery diplomas are no longer available. You now need to take an approved degree in midwifery.*



Caseload midwife

Name

Olivia Shelton

Job title

Caseload midwife, Guy's and St Thomas' NHS Foundation Trust

Entry route

Degree in midwifery



"You never forget the first day you help a woman bring a new life into the world!"

How I got into the role

In 2015 I graduated with a degree in midwifery from the University of Huddersfield. I started work at University College of London Hospitals NHS Foundation Trust and later moved to Guy's & St Thomas' NHS Foundation Trust.

During the final year of my training, we were encouraged to 'caseload' some women, meaning we followed them through their pregnancy, labour and postnatal period. It meant I was able to build good rapport whilst providing continuity of care. These women had a friendly face they could trust as I had been with them from the start of their pregnancy.

After completing my preceptorship programme and working a year as a midwife, I discovered that some hospitals encourage caseloading and they employ midwives specifically to do that. I enjoyed it so much as a student that I decided to apply for it. I got the role and haven't looked back since!

What I do

My day varies from week to week. Some days I'm in the hospital providing labour care to both low or high risk women. On other days I may be running

my own antenatal clinic or conducting postnatal visits out in the community.

I also work as part of a small team that provides antenatal classes to new parents-to-be to educate them and prepare them for labour and birth, breastfeeding and caring for their newborns.

The best bits

I am extremely proud of myself for becoming a midwife, especially after being told by a careers adviser at college that I should contemplate a different career path because my A-level grades weren't high enough.

I enjoy witnessing the transition women go through during their pregnancy, birth and postnatal period and feel very privileged to be part of that journey with them. You never forget the first day you help a woman bring new a life into the world!

Seeing the difference I've made and how I've impacted a woman's life – no matter how big or small – makes up for working weekends and sometimes missing out on friends' and family's events.

Getting started in midwifery

To work as a midwife in the UK, you must be registered with the Nursing and Midwifery Council (NMC). To register, you must have completed a pre-registration training programme in midwifery that is approved by the NMC.



Midwifery training programmes are all at degree level and students must pass all the theory and practice assessments and meet the good health and good character standard before being able to register and work as a midwife in the UK. When it comes to working in the NHS, wherever you start, you can be assured of practical, and possibly financial, support as you progress.

For information about training and working as a midwife, visit www.healthcareers.nhs.uk/midwifery

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, talk to your local health provider and voluntary organisations. You can also find more information on gaining experience at www.healthcareers.nhs.uk/experience

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

Apprenticeships

Standards for a midwifery degree apprenticeship have been approved for delivery, which will offer an alternative route to a full-time university course, leading to registration with the NMC as a midwife. It's down to each NHS organisation to decide whether it will offer apprenticeships.

Some NHS organisations offer apprenticeships in health and social care, enabling apprentices to enter placements at support worker level for around two years, while giving them the opportunity to work towards a relevant vocational qualification.

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

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

Support workers/assistants

Maternity support workers and healthcare assistants work under the direction of midwives and help them care for women and families. They often don't need recognised qualifications to do their jobs, but training and development of all staff is very important. Gaining experience and appropriate vocational qualifications while working can be a stepping stone to more senior support roles, for example as an assistant practitioner. It can also lead to further study if they wish to pursue a career in midwifery. Those who have worked in the NHS and have the academic ability to cope with the demands of a professional midwifery programme will find that their experience is an advantage when they apply for a place on a midwifery degree course or midwifery degree apprenticeship.

Staff in midwifery support roles may be supported by their employer to study for a foundation degree. This tends to be a part-time qualification, often run in conjunction with further education colleges. The foundation course lasts for two years and would need to be followed by professional midwifery training (see the next section) to train as a midwife. People on foundation degrees are normally employed by an NHS trust.

Professional training

Midwifery programmes are available at both undergraduate and postgraduate level. After completing your degree or degree apprenticeship, you must register with the Nursing and Midwifery Council (NMC) before you can practise.

Undergraduate degree/degree apprenticeship

To train as a midwife, you'll need to successfully complete an approved pre-registration programme in midwifery at a university or a midwifery degree apprenticeship. All applicants must be numerate, literate and of good character and good health. Full-time pre-registration degree courses in midwifery are usually three years long and comprise 50 per cent academic study and 50 per cent supervised work placements in hospitals and the community.

There are no national standard entry requirements for midwifery degrees or midwifery degree apprenticeships. It is up to each university and employer to decide what they want to accept, but programmes usually require applicants to have a minimum of five GCSEs grades 9-4/A-C and at least two A-levels or equivalent, one of which should preferably be a science subject. In reality, most applicants will have 3 A-levels or equivalent qualifications.

If you have no formal educational qualifications and/or did your secondary education some time ago and plan to take a full-time university degree, you can take an Access to Higher Education course which teaches skills around study and confidence in how to deal with the academic demands of a university course.

Access courses tend to be run by further education colleges around the country and are often linked to a specific university course.

In such cases, you may be interviewed by someone from the college as well as the university. You may be guaranteed a place on the university course on successful completion of an Access course.

You should always check what each university will accept before embarking on an Access or other course.

Postgraduate training

A very small number of universities run three-year postgraduate Master's degrees and diplomas for students with a first degree.

Accelerated training for registered nurses

Registered adult nurses can undertake a shortened programme (typically 18 months) to qualify as midwives.

Funding

If you are taking a full-time pre-registration midwifery course in England, you will usually be eligible for a student loan to pay for tuition and maintenance fees.

If you are eligible, you may be able to access elements of the Learning Support Fund, which relates to costs associated with travel, childcare and hardship. Arrangements are different outside of England.

For more information about the Learning Support Fund, visit: www.nhsbsa.nhs.uk/learning-support-fund

Registration

All midwifery courses are approved by the Nursing and Midwifery Council (NMC). You must be registered with the NMC to work as a midwife.

Find out more in our *Careers in nursing* booklet and about training to be a nurse on the Health Careers website at:
www.healthcareers.nhs.uk/nursing



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.



Use the course finder on the Health Careers website to find out which universities offer approved midwifery courses (leading to registration with the NMC). This includes three year undergraduate degrees, three year postgraduate programmes for graduates and shortened accelerated programmes for adult nurses. Individual universities will be able to tell you what qualities and characteristics they look for in applicants, as well as the qualifications you'll need to get in. For example, getting some work experience is an excellent way of showing your commitment and enthusiasm. You will need to apply for the course through UCAS.

Search for apprenticeship vacancies in health on the NHS Jobs website at: www.jobs.nhs.uk and the Government Apprenticeships website at: www.gov.uk/apply-apprenticeship

If you are considering a change of career, volunteering or shadowing an established professional in your spare time is a useful way to find out more about the field of work that you wish to pursue, and can be invaluable in terms of making contacts.

Here is a checklist of things you should be doing, whether you're still at school, studying for your degree or looking for a change in direction:

- Have you explored routes into your chosen career? You will need to gain a degree in midwifery but could gain

invaluable experience from a healthcare assistant role, or undertake the 18 month degree programme if you are already a registered adult nurse.

- Are there any particular skills or experience that will improve your chances of getting into your chosen career?
- Have you enquired about opportunities to volunteer or do relevant work experience?
- Have you investigated further qualifications you might need for your chosen role?
- Have you searched the NHS Jobs website or spoken to your local trust to get an idea of the type of vacancies available?

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 find a midwifery course, visit www.healthcareers.nhs.uk/courses

To search for jobs, go to www.jobs.nhs.uk

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

Here are some other things you can be doing, depending on where you are right now:

Where are you now?	What should you do now?	Who can help?
Studying for your GCSEs	<ul style="list-style-type: none"> ➤ Visit www.stepintothens.nhs.uk ➤ Check what your likely exam grades/results will be. ➤ Explore routes into your chosen career – will you need a degree or other qualification before you join, or will the NHS train you on the job? ➤ Can you start as an assistant? ➤ Are there any particular skills or experience that will improve your chances of getting into your chosen career? ➤ Enquire about volunteering or work experience. ➤ Find out if you need any specific A-levels, or equivalent qualifications. 	Subject teachers Your careers adviser Professional bodies Health Careers National Careers Service
Studying for A-levels or another course at your school or a local college	As GCSEs, plus: <ul style="list-style-type: none"> ➤ If you need to study a particular higher education course, investigate which universities offer it. ➤ Find out if you need any further qualifications for your chosen role. ➤ Search the NHS Jobs website at www.jobs.nhs.uk and www.gov.uk/apply-apprenticeship for job and apprenticeship vacancies and speak to your local trust. 	Subject teachers Your careers adviser UCAS Health Careers Professional bodies NHS Jobs National Careers Service Find an Apprenticeship website
At university	As A-levels, plus: <ul style="list-style-type: none"> ➤ Get some advice on whether it's a good idea, or even feasible, to switch your degree course. ➤ Consider one of the few three year postgraduate Master's programmes in midwifery 	University careers service Health Careers Professional bodies NHS Jobs
Looking for a new career	As A-levels, plus: <ul style="list-style-type: none"> ➤ Find out if you will need to retrain before you apply for new roles or if the NHS will train you while you are working. 	Careers adviser Health Careers Jobcentre Plus Professional bodies NHS Jobs UCAS National Careers Service



Fulfil your potential

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

The example career routes on p.26-27 makes it easy to see at a glance how you can progress within your chosen career.

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 a midwife 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 a midwife 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 NHS midwife

Most jobs are covered by NHS terms and conditions of service (Agenda for Change) pay bands, 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 will normally progress to the next pay point annually until they reach the top of the pay band.

Your career as a midwife would start on band 5 (rising to band 6). You could progress (for example) to midwife team manager (band 7) rising to midwife consultant at band 8a-c. As a maternity support worker, you could start at a band 2 position with opportunities to progress to senior support roles at band 4.

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 on NHS terms and conditions of service 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

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

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

Example career routes

This diagram has been designed to provide examples of how staff can progress throughout their career in health.

It gives an illustration of a range of health careers and how someone could progress through different levels. It is not exhaustive; details on other careers can be

found in the relevant Health Careers booklets and on the Health Careers website.

The real-life story on page 12 describes how Manjit Roseghini has progressed within midwifery. You

can follow her career path in the white boxes on the diagram, alongside other potential paths in the different areas of health.

	Initial entry level jobs	Support workers	Senior healthcare assistants/technicians	Assistant practitioners/ Associate practitioners	Practitioners	Senior practitioners/ specialist practitioners	Advanced practitioners	Consultant practitioners	More senior staff
Allied health professions		Therapy clinical support worker	Occupational therapy rehabilitation assistant	Assistant practitioner in occupational therapy	Occupational therapist	Senior occupational therapist	Advanced occupational therapist (team leader)	Consultant occupational therapist	
Ambulance service team		Patient transport service driver	Emergency medical dispatcher	Control room duty officer	Paramedic	Specialist paramedic	Advanced paramedic	Consultant paramedic	Clinical director of service
Dental care team		Dental nurse	Student dental technician	Assistant dental technician	Dental technician	Senior dental technologist			
Health informatics	Health records assistant	Support desk assistant	Medical records clerk	Helpdesk adviser	Web developer	Special projects manager	Head of communications	Access, booking and choice manager	Director of information management and technology
Healthcare science		Phlebotomist	Newborn hearing screener	Critical care technologist	Cardiac physiologist	Senior biomedical scientist	Specialist respiratory physiologist	Consultant clinical scientist (medical physics)	Director of regional genetics services
Management				General office manager	Payroll manager	Projects manager	General manager, maternity, gynaecology and fertility service	Divisional director of operations for unscheduled care	Director of human resources
Midwifery		Healthcare assistant (maternity)	Maternity support worker		Registered midwife	RCM global midwifery project	Head of midwifery	Associate director of nursing and midwifery	Director of midwifery
Nursing	Nurse cadet	Healthcare assistant (nursing)	Senior healthcare assistant	Community care assistant	Registered nurse	Community psychiatric nurse	District nurse (team manager)	Nurse consultant in stroke	Director of nursing
Pharmacy	Pharmacy porter	Pharmacy assistant Medicines counter assistant	Senior pharmacy assistant	Pharmacy technician	Pre-registration pharmacist	Pharmacist		Lead pharmacist for admissions	Director of clinical support services
Psychological therapies		Healthcare assistant (mental health)	Care support worker (mental health) Mental health support worker	Assistant clinical psychologist Trainee psychological wellbeing practitioner	Psychological wellbeing practitioner Trainee clinical psychologist	High intensity therapist Psychotherapist		Consultant clinical psychologist	Assistant director - clinical professional practice
Public health	Volunteer health champion	Health champion	Health trainer	Stop smoking adviser Health trainer team leader	Health improvement practitioner	Senior health improvement practitioner	Specialty registrar in public health Advanced health improvement practitioner	Public health consultant	Director of public health
Wider healthcare team	Porter	Maintenance assistant	Security officer	Medical secretary	Catering manager	Chaplain	Head of estates		

**For further copies of this
booklet please contact:**

Health Careers

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