

A GUIDE TO NHSSCOTLAND CAREERS



A CAREER FOR YOU IN HEALTH



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There are hundreds of careers in health - we've highlighted nearly 70 of them in this booklet.

Every career in the health service is about improving patient care, no matter what job you choose.

Some require academic qualifications, but for many jobs NHSScotland is looking for enthusiasm, keenness to learn and the ability to work as part of a team.

? WHAT CAREER IN NHSSCOTLAND WOULD SUIT YOU?



NHSSCOTLAND EXPECTS STAFF TO HAVE THESE VALUES:

- 🕒 CARE AND COMPASSION
- 🕒 DIGNITY AND RESPECT
- 🕒 OPENNESS, HONESTY AND RESPONSIBILITY
- 🕒 QUALITY AND TEAMWORK

HOW TO USE THIS BOOKLET

This booklet provides information about all the NHSScotland job families.

We have organised all the jobs in this booklet into thirteen categories. The categories are listed on pages four and five. They are colour-coded so they are easy to find.

You'll find a list of all the jobs in each category on pages six and seven.

At the back of the booklet, there is an index with page numbers.

Each job is colour-coded and has the following information:

- a description of the job
- the minimum qualifications you need to perform the job
- the skills and qualities you need for the job
- contact details to find out more about the job or others like it

Each role is colour-coded, according to the category or area of work it belongs to.



FURTHER INFORMATION ABOUT CAREERS IN HEALTH

We hope this guide gives you an awareness of the many different jobs available in NHSScotland.

You'll find more information about different jobs, such as entry requirements, training and development at:

www.careers.nhs.scot

Our website also includes real-life stories and videos featuring NHSScotland staff talking about their jobs and the routes they took to get them to where they are now.

All job role information in this booklet is correct at the time of publishing.



JOB AND APPRENTICESHIP VACANCIES

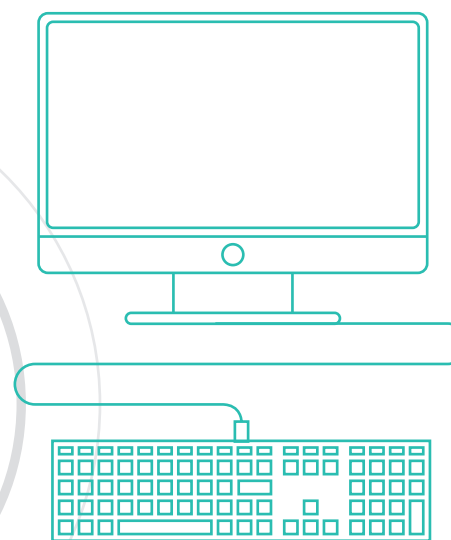
You can search for current health and related job vacancies, information about apprenticeships and apprenticeship vacancies at

www.careers.nhs.scot

apply.jobs.scot.nhs.uk

www.apprenticeships.scot

www.myworldofwork.co.uk



NHSSCOTLAND CAREERS IN EACH JOB FAMILY

ALLIED HEALTH PROFESSIONS

Allied Health Professions includes a range of jobs such as Occupational Therapists, Radiographers, Paramedics and Physiotherapists. They work in hospitals, clinics, housing services, people's homes, schools and colleges.

Prosthetists and Orthotists, Podiatrists, Speech and Language Therapists, Dietitians and Music/Drama/Art Therapists are also Allied Health Professionals.

AMBULANCE SERVICES

The Scottish Ambulance Service responds to 999 emergency calls, with the most appropriate skills and equipment, to save lives. This could involve an ambulance, rapid response car, motorcycle, bicycle or air ambulance. Care will also be provided at the scene of an accident when appropriate.

Patients can be treated, discharged, or referred to other health and care services by Ambulance Services staff.

The Patient Transport Service transfers non-emergency patients to and from hospitals for admissions and discharges.

BUSINESS AND ADMINISTRATION

Business and Administration Services makes up one of the largest staff groups in NHSScotland. These services cover a wide range of different occupations and professions, from Administrative Assistants to Finance Officers and Human Resources staff to Medical Receptionists.

The NHS has lots of opportunities for developing a career in Business and Administration.

CLINICAL HEALTHCARE SUPPORT WORKER

Clinical Healthcare Support Workers help and support Allied Health Professionals, Nurses, Midwives, Doctors and other healthcare practitioners to deliver high-quality person-centred care.

DENTISTRY

A Dentist is responsible for the diagnosis, prevention, and treatment of diseases and conditions affecting the mouth and teeth.

The Dental team supports Dentists to provide oral health services, including the treatment of dental and oral disease, dental irregularities and injuries. The Dental team is made up of Dental Nurses, Dental Therapists, Orthodontic Therapists and sometimes includes Dental Healthcare Support Workers.

ESTATES AND FACILITIES

Estates and Facilities Services covers a wide range of different occupations and professions, from delivering patient services to maintaining equipment, buildings and grounds.

Estates and Facilities Services staff are vital to the smooth day-to-day running of the health service.

HEALTHCARE SCIENCE

The Healthcare Science team plays an important role in the prevention, diagnosis and treatment of medical conditions, as well as in rehabilitation.

Along with Doctors, Nurses and other healthcare professionals, Healthcare Science staff are essential members of today's healthcare team.

MEDICAL

If you're thinking about a career in medicine, NHSScotland offers medical practitioners a wide choice of opportunities.

There are over 50 recognised specialities, including General Practice, General Surgery, Acute Medicine, Oncology, Psychiatry and Paediatrics.

MIDWIFERY

Midwives help parents by supporting and preparing them for family life. Being a Midwife covers much more than delivering babies, although it's a very important part of the job.

Midwives support mothers during pregnancy and make sure babies receive the best quality of care in the earliest stages of life. They work in hospitals, health centres and in the community.

NURSING

The key role of a Nurse is to deliver safe and effective care to everyone.

Nurses have a vital role in helping people understand information about their diagnoses and treatment. They also respond to each person's physical, clinical and emotional needs.

OPTOMETRY

Optometrists are trained to prescribe and fit glasses, contact lenses and other visual aids to improve vision. They also diagnose and treat diseases of the eye.

PHARMACY

In hospitals, Pharmacy staff work on wards, in clinics and in the hospital dispensary. They provide advice and support to patients and members of the public on how to take medicines safely.

Pharmacists and Pharmacy Technicians also work in GP Practices. They help patients and members of the public with their medicines and give advice about care services.

Community pharmacies are where people can buy products, pick up prescriptions and ask for lifestyle advice for better health.

PSYCHOLOGY

Psychology is the study of how people think, feel and behave. Through techniques such as psychometric testing and observation, Psychologists investigate the reasons for behaviours and the mental processes involved.

NHSSCOTLAND JOB FAMILIES

The jobs in this booklet are all colour-coded according to area of work.
You will also find them listed alphabetically in the index on page 71.

ALLIED HEALTH PROFESSIONS	- Art Therapist - Diagnostic Radiographer - Dietitian - Dramatherapist - Music Therapist - Occupational Therapist - Orthoptist	- Paramedic - Physiotherapist - Podiatrist - Prosthetist and Orthotist - Speech and Language Therapist - Therapeutic Radiographer
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AMBULANCE SERVICES	Ambulance Care Assistant	Ambulance Technician
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BUSINESS AND ADMINISTRATION	- Administrative Assistant - Call Handler - Communications Officer - Finance Staff - Health Records Staff	- Human Resources Staff - IT Service Desk Technician - Medical Receptionist - Medical Secretary
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CLINICAL HEALTHCARE SUPPORT WORKER	- Allied Health Professions Healthcare Support Worker - Maternity Support Worker	Nursing Support Worker
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DENTISTRY	- Dental Nurse - Dental Therapist	- Dentist - Orthodontic Therapist
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ESTATES AND FACILITIES	- Catering Assistant - Domestic Assistant - Electrician - Engineer - Gardener	- Joiner - Laundry Assistant - Plumber - Porter - Security Officer
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HEALTHCARE SCIENCE	- Biomedical Scientist - Clinical Scientist (Life Sciences) - Clinical Scientist (Physical Sciences)	- Clinical Physiologist - Healthcare Science Support Worker (Life Sciences) - Medical Illustrator
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MEDICAL	Doctor
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MIDWIFERY	Midwife
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NURSING	- Adult Nurse - Children’s Nurse - Learning Disability Nurse	- Mental Health Nurse - Operating Department Practitioner
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OPTOMETRY	Dispensing Optician	Optometrist
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PHARMACY	- Pharmacist - Pharmacy Support Worker	Pharmacy Technician
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PSYCHOLOGY	Clinical Psychologist	Counselling Psychologist
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ART THERAPIST

Art Therapists help people express their feelings through art and creative activities. This helps people develop self-confidence.

Art Therapists help people to express themselves using materials such as paint, paper and clay.

They can work with children and young people, adults and the elderly.

QUALIFICATION

To become an Art Therapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, **Queen Margaret University (QMU)** www.qmu.ac.uk offers a Masters in Art Psychotherapy.

This postgraduate programme takes two years full-time, or three to four years part-time study. For entry to the programme, you'll need:

- an honours degree in Art or a related subject
- a portfolio of art work in a variety of media
- one year work experience or voluntary work in community arts projects, or in a health, educational, or social work setting

Undergraduate degrees in subjects such as Psychology, Education, Occupational Therapy, Nursing, or Social Work may also be considered.

You should contact **Queen Margaret University** to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- artistic skills and ideas
- resourcefulness
- communication skills
- observation and listening skills

Useful abilities:

- helping people learn and develop
- handling sensitive and difficult issues
- patience and understanding
- confident when working with individuals and groups

ORGANISATIONS

The British Association of Art Therapists (BAAT)
www.baat.org

Health and Care Professions Council (HCPC)
www.hcpc-uk.org





DIAGNOSTIC RADIOGRAPHER

Diagnostic Radiographers capture images of the inside of the body, using the latest imaging technology, to help them diagnose illnesses or injuries.

QUALIFICATION

To become a Diagnostic Radiographer, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Diagnostic Radiography or Diagnostic Imaging:

Glasgow Caledonian University
www.gcu.ac.uk

Queen Margaret University
www.qmu.ac.uk

Robert Gordon University
www.rgu.ac.uk

The minimum entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBB, including English and two science subjects. You'll also need National 5 Maths at grade B.

For entry to a postgraduate programme, you'll need an honours degree and job shadowing experience in a clinical environment.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong digital skills
- decision-making skills
- strong communication skills
- team working skills
- committed to the wellbeing of patients

Useful abilities:

- using technical, computerised imaging equipment
- keeping up to date with new imaging techniques
- confidence in using new technologies

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Society and College of Radiographers (SCoR)
www.sor.org



DIETITIAN

Dietitians help people of all ages with their diet and nutrition.

In hospitals or in the community, Dietitians work with other healthcare professionals in the wider healthcare team.

They give practical advice about food and diet, to help prevent disease and encourage people to make good lifestyle and food choices. Dietitians also care for people who need a special diet.

QUALIFICATION

To become a Dietitian, you complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Dietetics:

Glasgow Caledonian University
www.gcu.ac.uk

Queen Margaret University
www.qmu.ac.uk

Robert Gordon University
www.rgu.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBB, including English, Chemistry and another science subject. Other subjects could include Health and Food Technology, Biology, Human Biology or Maths. You'll also need National 5 English and Maths at grade B.

For entry to a postgraduate programme, you'll need an honours degree in subjects like Human Physiology or Biochemistry.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- an interest in people, food and nutrition
- strong communication skills
- good leadership skills
- being able to work as part of a team

Useful abilities:

- able to relate to people with different backgrounds and cultures
- explaining complex ideas in a simple way
- motivating others

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

British Dietetic Association (BDA)
www.bda.uk.com



DRAMATHERAPIST

Dramatherapists help people explore and deal with personal, emotional and social issues, to help them build self-confidence.

They work with people of all ages, from children and young people to adults and the elderly.

Dramatherapists use storytelling, puppetry, improvisation, drama and movement to help people express themselves.

QUALIFICATION

To become a Dramatherapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

The following education providers offer postgraduate programmes in Dramatherapy:

Anglia Ruskin University www.aru.ac.uk

Royal Central School of Speech and Drama and University of London (in association with the Sesame Institute) www.cssd.ac.uk

University of Derby www.derby.ac.uk

University of Roehampton www.roehampton.ac.uk

These postgraduate programmes take 18 months full-time study, or three years part-time study. For entry to a programme, you'll need an undergraduate degree in subjects like Dramatic Arts, Education or Psychology. Graduate-level professional qualifications in Occupational Therapy, Nursing, Teaching, Social Work, or Special Needs may also be accepted.

You should contact individual colleges or universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- performance and acting skills
- strong communication skills
- teamworking skills
- confident working with individuals or groups
- commitment to the wellbeing of clients

Useful abilities:

- working with people who have different lifestyles and backgrounds
- managing sensitive or challenging situations
- creativity, resourcefulness and imagination
- the ability to reflect

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

The British Association for Dramatherapists (BADth)
www.badth.org.uk



MUSIC THERAPIST

Music Therapists use music in a variety of ways to support people, helping them to express themselves, relieve stress and build their confidence.

They work with people of all ages, from children and young people to adults and the elderly.

QUALIFICATION

To become a Music Therapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, you can study Music Therapy at **Queen Margaret University (QMU)** in Edinburgh:
www.qmu.ac.uk

This postgraduate programme takes two years full-time study. For entry to the programme, you'll need an undergraduate degree and a high standard of musical ability.

You should contact Queen Margaret University to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- high level of creative and flexible musicianship
- excellent communication skills
- teamworking skills
- confident working with individuals or groups
- commitment to reflective practice and the wellbeing of clients
- managing sensitive or challenging situations

Useful abilities:

- working with people who have different lifestyles and backgrounds
- creativity, resourcefulness and imagination

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

British Association for Music Therapy (BAMT)
www.bamt.org



OCCUPATIONAL THERAPIST

Occupational Therapists help people overcome the effects of disabilities caused by mental illness, physical injury or ageing, so they can continue to do everyday tasks and activities. This could include learning new ways of doing things or making changes to their environment to make things easier.

QUALIFICATION

To become an Occupational Therapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Occupational Therapy:

Edinburgh Napier University

www.napier.ac.uk

Glasgow Caledonian University

www.gcu.ac.uk

Queen Margaret University

www.qmu.ac.uk

Robert Gordon University

www.rgu.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBB, including English and a science subject. You'll also need National 5 English and Maths grade B.

For entry to a postgraduate programme, you'll need an honours degree in subjects like Health, Biological Sciences, Physical Sciences, Social Sciences, Education or Humanities.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- teamworking skills
- committed to the wellbeing of clients

Useful abilities:

- managing sensitive or challenging situations
- creativity, resourcefulness and imagination
- designing treatment programmes

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

The Royal College of Occupational Therapists (RCOT)
www.rcot.co.uk



ORTHOPTIST

Orthoptists are key members of the Eyecare team working in hospitals and clinics.

Orthoptists work with people of all ages. They assess and manage a range of eye problems, such as reduced vision, double vision and childhood visual problems.

QUALIFICATION

To become an Orthoptist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, **Glasgow Caledonian University (GCU)** www.gcu.ac.uk offers a programme in Orthoptics.

This is a four year full-time programme. You'll need SQA Highers at grades BBBBC, including English and two sciences, or one science subject and Maths. National 5 Physics is recommended. You'll also need National 5 Maths at grade B, if not taken at Higher.

You should contact Glasgow Caledonian University to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- observational skills
- strong communication skills
- willing to work alone or in a team
- patience and empathy
- commitment to the wellbeing of clients
- professionalism and an excellent work ethic

Useful abilities:

- working with people with different lifestyles and backgrounds
- managing sensitive or challenging situations
- working accurately with a steady hand

ORGANISATIONS

British and Irish Orthoptists Society (BIOS)
www.orthoptics.org.uk

Health and Care Professions Council (HCPC)
www.hcpc-uk.org



PARAMEDIC

Paramedics provide an immediate response to accidents and medical emergencies. Due to their nature, these situations are likely to involve people who are badly hurt and severely traumatised.

Paramedics are also trained to assess and manage a range of less serious illnesses and injuries, and often provide care to people in their own homes.

QUALIFICATION

To become a Paramedic, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, **Glasgow Caledonian University (GCU)** www.gcu.ac.uk offers an undergraduate programme in Paramedic Science. You'll need SQA Highers at grades BBBB, including English and Biology or Human Biology. National 5 Maths at grade C is also required.

You should contact Glasgow Caledonian University to find out about specific entry requirements.

Paramedic students complete placements within the Scottish Ambulance Service and the wider NHS in Scotland.

On graduation, following successful registration with HCPC, you can apply for employment within a diverse range of areas including the Scottish Ambulance Service.

SKILLS/QUALITIES

Useful skills include:

- technical and practical skills
- decision-making skills
- a full manual driving licence and excellent driving skills
- strong communication skills
- teamworking skills
- committed to the wellbeing of patients
- good level of physical fitness

Useful abilities:

- working under pressure or in challenging situations
- working quickly and carefully
- understanding and interpreting difficult situations quickly
- being prepared to go into unpredictable situations
- using specialist equipment and machinery

ORGANISATIONS

College of Paramedics
www.collegeofparamedics.co.uk

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Find out about the recruitment process and how you can become a Paramedic on the Scottish Ambulance Service website:

www.scottishambulance.com



PHYSIOTHERAPIST

Physiotherapists work with people to help them to move and function following an injury, illness or disability.

They support people to improve their health, and quality of life, through movement and exercise, manual therapy and education.

QUALIFICATION

To become a Physiotherapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Physiotherapy:

Glasgow Caledonian University
www.gcu.ac.uk

Queen Margaret University
www.qmu.ac.uk

Robert Gordon University
www.rgu.ac.uk

The entry requirements for undergraduate programmes may vary, but most universities in Scotland require SQA Higher AABBB grades, including English and two science subjects. You'll also need National 5 English, Maths and a third science subject.

For entry to a postgraduate programme, you'll need a honours degree and job shadowing experience in a clinical environment.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- good observational skills
- strong communication skills
- willing to work alone or in a team
- patience and empathy
- commitment to the wellbeing of clients

Useful abilities:

- the ability to work with people with different lifestyles and backgrounds
- the ability to motivate others
- the ability to explain to patients

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Chartered Society of Physiotherapy (CSP)
www.csp.org.uk



PODIATRIST

Podiatrists diagnose and treat a wide range of mobility and medical conditions of the feet and lower limbs. Podiatrists aim to improve a person’s movement, independence and quality of life.

QUALIFICATION

To become a Podiatrist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You’ll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Podiatry:

Glasgow Caledonian University

www.gcu.ac.uk

Queen Margaret University

www.qmu.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBC, including Biology or Chemistry. You’ll also need National 5 English, Maths and two further science subjects at grade C.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- practical skills, to carry out delicate procedures
- a good understanding of biology and human anatomy
- teamworking skills

Useful abilities:

- working with people who have different lifestyles and backgrounds
- managing sensitive or challenging situations
- explaining treatment plans to patients
- working under pressure and remaining calm in challenging situations

ORGANISATIONS

The College of Podiatry
www.cop.org.uk

Health and Care Professions Council
www.hcpc-uk.org



PROSTHETIST AND ORTHOTIST

Prosthetists provide artificial limbs, called prostheses, when arms or legs are missing at birth; or are lost through accidents or amputation. They work with other medical professionals to design and fit prostheses. Prosthetists also advise on after-care and rehabilitation.

Orthotists help people who need splints, braces or special footwear, as a result of muscular, skeletal or neurological problems, to help improve their walking and reduce pain. These devices, called orthoses, also help correct nerve, muscle and bone deformities.

QUALIFICATION

To become a Prosthetist or an Orthotist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You’ll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the **University of Strathclyde** www.strath.ac.uk offers an undergraduate programme in Prosthetics and Orthotics, which takes 4 years full-time study. You’ll need SQA Highers at grades AAAB or AABBB. Subjects include Maths at grade A, as well as Physics and Biology or Human Biology at grades A or B. Advanced Higher Maths, Physics or Biology is also recommended.

You should contact University of Strathclyde to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- technical and practical skills
- patience, determination and a positive attitude
- strong communication skills
- teamworking skills
- committed to the wellbeing of patients
- professional with an excellent work ethic
- strong digital skills

Useful abilities:

- working with people who have different lifestyles and backgrounds
- designing and developing treatment programmes
- confident and happy to be hands-on with patients
- explaining treatment plans to patients

ORGANISATIONS

The British Association of Orthotists and Prosthetists
www.bapo.com

Health and Care Professions Council
www.hcpc-uk.org



SPEECH AND LANGUAGE THERAPIST

Speech and Language Therapists care for people who have speech and communication difficulties. They also help people with eating, drinking and swallowing problems.

They assess, treat and support people of all ages, working closely with other healthcare professionals and teachers.

QUALIFICATION

To become a Speech and Language Therapist, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Speech and Language Therapy or Speech and Language Pathology:

Queen Margaret University
www.qmu.ac.uk

University of Strathclyde
www.strath.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades AABBB, including Biology, Chemistry, Physics, Maths or Psychology. You'll also need National 5 English, Maths and Engineering Science or Computing Science.

For entry to a postgraduate programme, you'll need an honours degree in subjects like Biology, Psychology or Linguistics.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- teamworking skills
- committed to the wellbeing of clients
- patience and tact

Useful abilities:

- flexibility and the ability to adapt to developments in working practices
- working under pressure
- reassuring and motivating people

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Royal College of Speech and Language Therapists (RCSLT)
www.rcslt.org



THERAPEUTIC RADIOGRAPHER

Therapeutic Radiographers are involved at all stages of a patient's cancer journey and are qualified to plan and deliver radiotherapy.

Therapeutic Radiographers are responsible for radiotherapy treatments using a wide range of technical equipment. They usually work as part of a healthcare team.

QUALIFICATION

To become a Therapeutic Radiographer, you must complete an approved education programme. You can then apply for registration with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration degree programmes in the UK on the HCPC website: www.hcpc-uk.org

In Scotland, the following universities offer programmes in Therapeutic Radiography or Radiography and Oncology:

Glasgow Caledonian University
www.gcu.ac.uk

Queen Margaret University
www.qmu.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBB, including English and two science subjects. You'll also need National 5 English, Maths and two science subjects.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- technical and practical skills, with an excellent attention to detail and good hand to eye coordination
- decision-making skills
- strong communication skills
- team working skills
- committed to the wellbeing of patients
- strong digital skills

Useful abilities:

- flexibility and the ability to adapt to developments in working practices
- keeping up to date with new techniques and treatments
- confidence in using new technologies
- working under pressure

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Society and College of Radiographers (SCoR)
www.sor.org



AMBULANCE CARE ASSISTANT

Ambulance Care Assistants work in the Patient Transport Service taking patients to and from scheduled care appointments.

They may need to drive a range of ambulance vehicles, taking additional training courses when necessary.

QUALIFICATION

To apply for a job as an Ambulance Care Assistant, you will need:

- a good standard of general education, including English and Maths
- a clean driving licence including D1
- to pass an occupational fitness test

Visit the Scottish Ambulance Service website at www.scottishambulance.com to find out the specific entry requirements for jobs in the Patient Transport Service.

SKILLS/QUALITIES

Useful skills include:

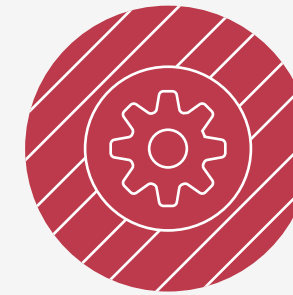
- a caring attitude and friendly manner
- good driving skills and experience
- a flexible approach to work in terms of operational needs and service demands
- excellent communication skills
- a good level of physical fitness
- good organisational skills and the ability to follow a schedule

Useful abilities:

- working on own initiative or as part of a team
- adherence to guidelines for the manual handling or moving of patients
- first aid, including CPR
- keeping calm under pressure

ORGANISATIONS

Find out about the recruitment process and how you can become an Ambulance Care Assistant on the Scottish Ambulance Service website:
www.scottishambulance.com



AMBULANCE TECHNICIAN

Ambulance Technicians provide treatment and transportation of all types of patient. They provide a response to accidents and emergency incidents, including 999 calls.

Ambulance Technicians provide immediate care to patients right across Scotland in very difficult and challenging environments.

QUALIFICATION

To apply for a job as an Ambulance Technician, you will need:

- Maths and English at SQA National 4 or above
- a full driving licence with no more than three penalty points
- an occupational fitness test
- occupational health screening
- satisfactory application to the Protecting Vulnerable Groups (PVG) scheme managed by Disclosure Scotland
- a full C1 driving licence by the time you start with the Scottish Ambulance Service.

The Scottish Ambulance Service provides a loan to successful candidates to undertake their C1 driver training and assessment with a private provider. For more information, see:

www.gov.uk/driving-licence-categories

It's not essential, but previous experience in a caring environment would be an advantage, but equally, volunteer work or working with your community would be beneficial.

To qualify as an Ambulance Technician, candidates need to successfully pass their Diploma for Ambulance Technicians at SCQF level 7 and Emergency Response Driving Programme at SCQF level 4.

Ambulance Technicians are employed by the Scottish Ambulance Service. They are trained through an internal education programme, while working for the service.

SKILLS/QUALITIES

Useful skills include:

- teamworking skills
- willing to take responsibility
- good interpersonal skills
- good communication skills

Useful abilities:

- flexibility
- reliability
- making decisions in difficult situations
- remaining calm in emergencies
- making decisions in difficult situations

ORGANISATIONS

Find out about the recruitment process and how you can become an Ambulance Technician on the Scottish Ambulance Service website:
www.scottishambulance.com



ADMINISTRATIVE ASSISTANT

Administrative Assistants work closely with clinical and business teams across the NHS. They help to arrange meetings, organise staff training, create documents and maintain records.

They work in Health Board offices, hospitals, health centres, clinics and GP surgeries.



RELEVANT MODERN APPRENTICESHIP

Business and Administration,
Healthcare Support (Non-clinical)

QUALIFICATION

Administrative Assistants need a good standard of English and Maths. Some office experience and basic digital skills are useful to have.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Business and Administration at SCQF level 4
- NPA Administration: Information Technology & Audio at SCQF level 5

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good digital skills
- excellent communications skills
- accuracy and attention to detail
- good level of plain English, spelling and grammar
- good time management skills
- strong organisational skills

Useful abilities:

- working to deadlines
- tact and discretion
- working on own initiative
- prioritising tasks and workload

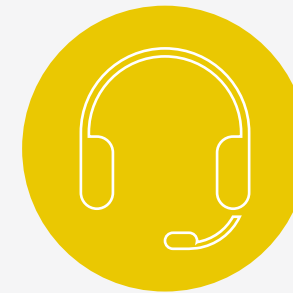
ORGANISATIONS

The Institute of Legal Secretaries & PAs (ILSPA)
www.institutelegalsecretaries.com

Instructus Skills
www.instructus-skills.org

The Institute of Administrative Management (IAM)
www.instam.org

Institute of Health Records and Information Management (IHRIM)
www.ihrim.co.uk



CALL HANDLER

Call Handlers usually work for NHS24 or on a busy switchboard in a hospital or Health Board headquarters. Call Handlers are an important first point of contact for patients and their families when they need help.



RELEVANT MODERN APPRENTICESHIP

Business and Administration,
Healthcare Support (Non-clinical)

QUALIFICATION

Call Handlers need a good standard of English and Maths. Some customer service experience, telephony skills and basic digital skills are useful to have.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Business and Administration at SCQF level 6
- SVQ Healthcare Support (Non-clinical) at SCQF level 6

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good digital skills
- communication skills
- speaking on the phone
- customer service skills
- accuracy and attention to detail
- good level of plain English, spelling and grammar
- good time management skills
- organisational skills

Useful abilities:

- tact and discretion
- following instructions and procedures
- remaining calm in an emergency or challenging situation
- working on own initiative
- prioritising tasks and workload

ORGANISATIONS

The Institute of Legal Secretaries & PAs (ILSPA)
www.institutelegalsecretaries.com

Instructus Skills
www.instructus-skills.org

The Institute of Administrative Management (IAM)
www.instam.org



COMMUNICATIONS OFFICER

Communications and Public Relations (PR) staff help to make sure people find out about Public Health information and get in touch with Health Boards and other NHSScotland organisations.



RELEVANT MODERN APPRENTICESHIPS

Business and Administration,
Creative and Digital Media,
Healthcare Support (Non-clinical)

QUALIFICATION

Although there is no set entry route for Communications Officers, they usually have a relevant qualification and some experience through paid or voluntary work.

During your career, you may have the opportunity to gain new qualifications, such as:

- HNC Marketing at SCQF level 7
- Diploma in Creative Digital Media at SCQF level 7
- HND Advertising and Public Relations at SCQF level 8

Gaining new qualifications could help you progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good digital skills
- excellent written and oral communication skills
- confident telephony skills
- excellent presentation skills
- creativity
- accuracy and attention to detail
- good time management skills
- strong organisational skills

Useful abilities:

- tact and discretion
- working on own initiative
- prioritising tasks and workload
- working under pressure and to tight deadlines
- working with all kinds of people

ORGANISATIONS

Public Relations Consultants Association (PRCA)
www.prca.org.uk

Communication Advertising and Marketing
Education Foundation Limited (CAM)
www.camfoundation.com

Chartered Institute of Public Relations (CIPR)
www.cipr.co.uk

The Chartered Institute of Marketing (CIM)
www.cim.co.uk



FINANCE STAFF

Finance staff help to make sure the best decisions about finance, budgets and resources are made.

They work with numbers and data making sure that budgets are spent appropriately.



RELEVANT MODERN APPRENTICESHIPS

Business and Administration, Accounting,
Healthcare Support (Non-clinical)

QUALIFICATION

For entry level jobs, such as a Payroll Assistant, Finance Administrator or Accounts Clerk, a good general education is helpful. This should include SQA National 4 or National 5 English and Maths.

Mid-level roles, such as Management Accountant or Financial Analyst require additional qualifications, such as:

- Association of Accounting Technicians (AAT) Diploma at SCQF level 6
- SVQ Certificate in Payroll at SCQF level 6
- HND Accounting at SCQF level 8.

Digital skills and office experience are also useful for both entry level and mid-level roles.

SKILLS/QUALITIES

Useful skills include:

- working with numbers and data
- attention to detail
- digital skills
- good oral and writing communication skills
- teamworking skills
- clear thinking

Useful abilities:

- planning and organisation
- having discretion and strong ethics
- working to deadlines

ORGANISATIONS

Association of Accounting Technicians (AAT)
www.aat.org.uk

The Chartered Institute of Public Finance and
Accountancy (CIPFA)
www.cipfa.org

Association of Chartered Certified Accountants
(ACCA)
www.accaglobal.com

Chartered Institute of Management
Accountants (CIMA)
www.cimaglobal.com

Healthcare Financial Management
Association (HFMA)
www.hfma.org.uk



HEALTH RECORDS STAFF

Health Records staff are responsible for managing patient health records, which can be paper-based documents or electronic records.

Each NHSScotland patient has a record about their treatment and care, which needs to be accurate and up to date.



RELEVANT MODERN APPRENTICESHIP

Business and Administration,
Healthcare Support (Non-clinical)

QUALIFICATION

Health Records staff need a good standard of education, including SQA National 4 English and Maths. Some office experience and basic digital skills are useful to have.

During your career, you may have the opportunity to gain new qualifications, such as:

- NPA Administration: Information Technology & Audio at SCQF level 5
- SVQ Business and Administration at SCQF level 6
- City & Guilds (C&G) Certificate in Medical Administration at SCQF level 6
- City & Guilds (C&G) Certificate in Medical Terminology at SCQF level 6.

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- excellent organisational skills
- accuracy and attention to detail
- good digital skills
- good customer service skills
- excellent communication skills
- teamworking skills
- a confident telephone manner

Useful abilities:

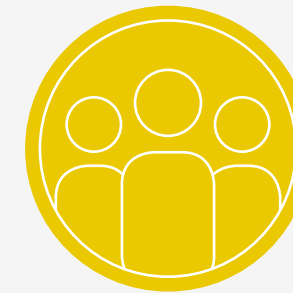
- using your own initiative
- following instructions and procedures
- reassuring people who might be anxious or upset
- remaining calm under pressure

ORGANISATIONS

Institute of Health Records and Information Management (IHRIM)
www.ihrim.co.uk

Instructus Skills
www.instructus-skills.org

The Institute of Administrative Management (IAM)
www.instam.org



HUMAN RESOURCES STAFF

Human Resources (HR) staff support clinical and business operations in the NHS, including the recruitment, welfare and development of all employees.

HR staff are normally based in HR departments at hospitals and in Health Board offices. The HR team includes Administrators, Officers, Advisers, Business Partners and Managers.



RELEVANT MODERN APPRENTICESHIP

Business and Administration,
Healthcare Support (Non-clinical)

QUALIFICATION

For entry level jobs, such as an HR Administrator or HR Assistant, a good general education is helpful. This should include SQA National 4 English and Maths.

Mid-level roles, such as an HR Adviser, Business Partner or Manager require additional qualifications, such as:

- Chartered Institute of Personnel and Development (CIPD) Diploma in Human Resources Practice at SCQF level 6
- NPA Human Resources and the Law at SCQF level 6
- HNC Human Resources Management at SCQF level 7.

The specific entry requirements will depend on the job. Digital skills and office experience are also useful for both entry level and mid-level roles.

SKILLS/QUALITIES

Useful skills include:

- excellent communication skills
- reliability and discretion
- good time management and organisational skills
- good teamworking skills
- good digital skills

Useful abilities:

- remaining calm in difficult or challenging situations
- building good working relationships with people from different backgrounds, lifestyles and experiences
- working on own initiative
- prioritising tasks and workload

ORGANISATIONS

Chartered Institute of Personnel and Development (CIPD)
www.cipd.co.uk



IT SERVICE DESK TECHNICIAN

IT Service Desk Technicians help to maintain equipment and ICT systems in NHSScotland.

They provide front-line support and advice to ICT service users, to resolve technical problems with hardware, software and networks.



RELEVANT MODERN APPRENTICESHIPS

Business and Administration, Information Security, Healthcare Support (Non-clinical), IT and telecommunications

QUALIFICATION

IT Service Desk Technicians need a good standard of general education. This should include SQA National 4 or National 5 English, Maths and Computing Science or Administration and IT.

During your career, you may have the opportunity to gain new qualifications, such as:

- Diploma for IT & Telecommunications Professionals at SCQF level 5
- Diploma for Information Security Professionals at SCQF level 6

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- excellent technical skills
- investigating and diagnosing software and hardware issues
- an analytical approach
- good problem-solving skills
- attention to detail
- good communication skills
- teamworking skills

Good knowledge of the Information Technology Infrastructure Library (ITIL) and Service Desk Institute (SDI) methodologies would be helpful.

ORGANISATIONS

The Tech Partnership
BCS, The Chartered Institute for IT
www.bcs.org

CompTIA
www.comptia.org



MEDICAL RECEPTIONIST

Medical Receptionists are front line staff in NHSScotland. Often they are the first person patients and visitors meet when they arrive in hospitals, clinics or other healthcare settings.

Receptionists need to be excellent communicators and be able to remain calm in difficult or challenging situations.



RELEVANT MODERN APPRENTICESHIP

Business and Administration, Healthcare Support (Non-clinical)

QUALIFICATION

Medical Receptionists need a good standard of general education, including English and Maths. Some office experience and basic digital skills are useful to have.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Business and Administration at SCQF level 5
- City & Guilds (C&G) Certificate in Medical Administration at SCQF level 6

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good digital skills
- excellent communication skills
- accuracy and attention to detail
- good level of plain English, spelling and grammar
- good time management skills
- strong organisational skills

Useful abilities:

- working to deadlines
- tact and discretion
- working on own initiative
- prioritising tasks and workload

ORGANISATIONS

Association of Medical Secretaries, Practice Managers, Administrators and Receptionists (AMSPAR)
www.amspar.com

The British Society of Medical Secretaries and Administrators (BSMSA)
www.bsmsa.org.uk



MEDICAL SECRETARY

Medical Secretaries work in a GP practices with Doctors and Nurses, or in a hospital for a Consultant.

Medical Secretaries use their own initiative, make decisions and deal with patients and their relatives who are worried or upset.



RELEVANT MODERN APPRENTICESHIP

Business and Administration,
Healthcare Support (Non-clinical)

QUALIFICATION

Medical Secretaries need a good standard of education, including English and Maths. Some office experience and basic digital skills are useful to have.

During your career, you may have the opportunity to gain new qualifications, such as:

- NPA Administration: Information Technology & Audio at SCQF level 5
- City & Guilds (C&G) Diploma for Medical Secretaries at SCQF level 6

Gaining new qualifications could help you to progress your career, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good digital skills
- excellent communication skills
- accuracy and attention to detail
- good level of plain English, spelling and grammar
- good time management skills
- strong organisational skills

Useful abilities:

- working to deadlines
- tact and discretion
- working on own initiative
- prioritising tasks and workload

ORGANISATIONS

Association of Medical Secretaries, Practice Managers, Administrators and Receptionists (AMSPAR)
www.amspar.com

The British Society of Medical Secretaries and Administrators (BSMSA)
www.bsmsa.org.uk



ALLIED HEALTH PROFESSIONS HEALTHCARE SUPPORT WORKER

Most Allied Health Professionals (AHPs) described in this booklet are assisted by AHP Support Workers.

The different types of AHP Support Worker are listed below:

Dietetic Support Worker

- works in the community or in hospitals
- usually works with Dietitians to help people with their diet and nutrition

Occupational Therapist Support Worker

- cares for people with physical, mental or social issues
- provides practical help so people can continue doing day to day tasks and activities

Orthotist Support Worker

- helps Orthotists by making splints, braces or special footwear for people who need them

Physiotherapist Support Worker

- supports Physiotherapists to help people with their ability to move

Podiatrist Support Worker

- works with Podiatrists to provide foot treatments, apply dressings and assist with minor surgeries
- advises people on foot care

Prosthetist Support Worker

- helps Prosthetists by making artificial limbs for patients, to help restore their movement and mobility

Radiography Support Worker

- assists either Diagnostic and Therapeutic Radiographers to care for people
- processes digital images used to diagnose people

Speech and Language Therapy Support Worker

- works with Speech and Language Therapists to help people with speech, language and swallowing problems



RELEVANT MODERN APPRENTICESHIP

Healthcare Support (Clinical)

CONTINUED ►

ALLIED HEALTH PROFESSIONS HEALTHCARE SUPPORT WORKER (CONTINUED)

QUALIFICATION

To apply for a job as an Allied Health Professions Support Worker, you'll need a good standard of general education, including English and Maths. Previous experience of paid or voluntary work in a hospital or healthcare setting may also be helpful.

SKILLS/QUALITIES

Useful skills include:

- patience and empathy
- a caring and friendly manner
- good listening and communication skills
- good practical and domestic skills
- a good level of physical fitness
- working in a team
- a positive and enthusiastic attitude
- good organisational skills
- awareness of health and safety

Useful abilities:

- tact and sensitivity
- relating to people of all ages and backgrounds
- remaining calm and positive in challenging situations
- motivating and reassuring people
- confident when working with groups or individuals
- following instructions and procedures

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org



MATERNITY SUPPORT WORKER

Maternity Support Workers help Midwives to care for mothers, their babies and families before, during and after childbirth.



RELEVANT MODERN APPRENTICESHIPS

Healthcare Support (Clinical)

QUALIFICATION

To become a Maternity Support Worker, you'll need a good standard of general education, including English and Maths. Previous voluntary or paid work experience in healthcare would also be helpful.

SKILLS/QUALITIES

Useful skills include:

- physically fit
- working in a team
- confident
- tactful
- positive and enthusiastic
- good oral and written communication skills
- good problem-solving skills
- pleasant attitude

Useful abilities:

- patience and understanding
- remaining calm under pressure
- compassion and sensitivity
- working a varied shift pattern

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Midwives (RCM)
www.rcm.org.uk



NURSING SUPPORT WORKER

In NHSScotland, Nursing Support Workers provide care and treatment to people as part of the wider Nursing team.

They work in a variety of settings including hospitals, clinics, operating theatres, GP practices and people's own homes.



RELEVANT MODERN
APPRENTICESHIP

Healthcare Support (Clinical)

QUALIFICATION

There is no minimum qualification required for applying for a Nursing Support Worker job, although previous voluntary or paid work experience in healthcare would be helpful.

Working in healthcare brings additional responsibilities, therefore your learning journey will start with NHSScotland's Healthcare Support Worker Mandatory Induction Standards. These standards are designed to protect the public, by making sure all new staff understand their role and responsibilities in relation to:

- protecting patients and the public
- health, safety and security
- working with people
- working and developing in your role

Once you have completed the Mandatory Induction Standards workbook, you must continue to demonstrate that you are working to our Codes of Conduct.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- interpersonal skills
- teamworking skills
- caring and compassionate personality
- patience and empathy
- accuracy and attention to detail
- good level of physical fitness
- committed to on-going learning and development

Useful abilities include:

- relating to people of all ages, lifestyles and backgrounds
- reassuring patients and explaining procedures
- keeping your knowledge and skills up to date
- adapting to change and new ways of working

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk



DENTAL NURSE

Dental Nurses assist Dentists and Dental Therapists in all aspects of dental care, supporting both the clinician and the patient. This includes the preparation of instruments, equipment and materials and carrying out infection control and decontamination procedures. They also have administrative responsibilities, including updating patient records.

Dental Nurses can do additional training in their role, to allow them to extend their duties.



RELEVANT MODERN
APPRENTICESHIP

Dental Nursing

QUALIFICATION

All Dental Nurses must be registered with the **General Dental Council (GDC)** to work in the UK.

Trainee Dental Nurses must undertake a recognised induction programme and be enrolled on an accredited course that leads to GDC registration. They must also be employed or on placement in a dental environment, carrying out a minimum of 15 hours of clinical duties per week.

There are two qualifications that lead to GDC registration:

- SVQ Level 3 and PDA in Dental Nursing, awarded by the **Scottish Qualifications Authority (SQA)**
<https://www.sqa.org.uk/sqa/76852.html?sector=397>
- National Diploma in Dental Nursing awarded by the **National Examining Board for Dental Nurses (NEBDN)** <https://www.nebdn.org>

SKILLS/QUALITIES

Useful skills include:

- patience and empathy
- a caring, helpful and friendly personality
- strong communication skills
- good manual dexterity
- excellent organisational skills
- ensuring the consistency, authenticity and clarity of all recorded information

Useful abilities:

- relating to people of all ages, lifestyles and backgrounds
- reassuring patients and helping to answer any questions they may have

ORGANISATIONS

General Dental Council (GDC)
www.gdc-uk.org

British Association of Dental Nurses (BADN)
badn.org.uk



DENTAL THERAPIST

Dental Therapists carry out routine treatment prescribed by a Dentist. These treatments might include tooth restorations, placement of pre-formed crowns, pulp therapy treatment, tooth extractions and some restorative treatments.

They work in dental practices, clinics and hospitals.

QUALIFICATION

The qualification for Dental Therapist is at degree level. The BSc in Oral Health Science is a three year programme, available at the following universities in Scotland:

Glasgow Caledonian University
www.gcu.ac.uk

University of Dundee
www.dundee.ac.uk

University of Edinburgh
www.ed.ac.uk

University of the Highlands and Islands
www.uhi.ac.uk/en/

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- a steady hand and good practical skills
- patience and empathy
- professionalism and honesty
- a caring, helpful and friendly personality
- strong communication skills
- good time management skills

Useful abilities:

- relating to people of all ages, lifestyles and backgrounds
- explaining treatments and giving instructions to patients
- reassuring patients

ORGANISATIONS

General Dental Council (GDC)
www.gdc-uk.org

British Association of Dental Therapists (BADT)
www.badt.org.uk

British Society of Dental Hygiene & Therapy (BSDHT)
www.bsdht.org.uk



DENTIST

Dentists provide advice and assistance on maintaining good oral health. They are responsible for the diagnosis and surgical treatment of dental and oral disease, including treatment planning. This can include the restoration or the replacement of teeth.

Most Dentists provide routine dental care in general dental practices throughout Scotland. Some Dentists undergo further training in specific fields to allow them to provide specialist services such as orthodontics.

QUALIFICATION

The qualification for Dentists is Bachelor of Dental Surgery (BDS). The programme duration is five years as an undergraduate and one year as a vocational dental practitioner. The programme is delivered by NHS Education for Scotland (NES) www.nes.scot.nhs.uk

There are three universities in Scotland where you can study dentistry. The entry requirements for each dental school, including other accepted academic qualifications, can be found on the following websites:

University of Aberdeen
www.abdn.ac.uk/dental/

University of Glasgow
www.gla.ac.uk/schools/dental/

University of Dundee
<https://dentistry.dundee.ac.uk/>

For information about other dental schools in the UK, including entry requirements, please visit the UCAS website: www.ucas.com

SKILLS/QUALITIES

Useful skills include:

- technical and practical dental skills
- excellent attention to detail
- strong communication skills
- well organised with good time management skills
- empathy and a commitment to the wellbeing of patients

Useful abilities:

- concentrating for long periods
- building relationships with patients and colleagues
- explaining treatments and realistic outcomes to patients

ORGANISATIONS

General Dental Council (GDC)
www.gdc-uk.org



ORTHODONTIC THERAPIST

Orthodontic Therapists are registered dental professionals who can carry out a range of orthodontic treatments on prescription from an Orthodontist or Dentist. This includes the preparation of teeth for taking impressions and oral photographs and inserting and removing orthodontic appliances.

Orthodontic Therapists also make referrals to other healthcare professionals, where appropriate.

QUALIFICATION

To apply for the Orthodontic Therapy training programme, you must be a registered dental professional, working in an environment that provides orthodontic treatments.

The course is delivered on a part-time basis and includes work-based training under the direct supervision of a trainer, who must be a specialist orthodontist in a general dental practice, hospital or public dental service.

The course is delivered by **NHS Education for Scotland (NES), Edinburgh Dental Education Centre**

<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/dentistry/dental-care-professionals/hygienists,-therapists-and-orthodontic-therapists/orthodontic-therapists.aspx>

SKILLS/QUALITIES

Useful skills include:

- strong technical and practical skills
- patience, determination and a positive attitude
- excellent attention to detail
- good communication skills
- committed to the wellbeing of patients

Useful abilities:

- interpreting and understanding technical instructions
- concentrating for long periods

ORGANISATIONS

General Dental Council (GDC)
www.gdc-uk.org

British Orthodontic Society (BOS)
www.bos.org.uk



CATERING ASSISTANT

Catering Assistants help chefs and cooks to prepare, cook and serve food to patients and employees.

Duties also include dish washing and maintaining a safe, hygienic environment.



RELEVANT MODERN APPRENTICESHIPS

Hospitality, Hospitality (Professional Cookery), Healthcare Support (Non-clinical)

QUALIFICATION

Catering Assistants need a good standard of English and Maths, an awareness of food hygiene practices and good standards of personal hygiene. It is also useful to have some experience in catering or customer service, from paid employment or voluntary work.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Food Preparation and Cooking at SCQF level 4
- NC Hospitality at SCQF level 5

As a Catering Assistant in the NHS, you will work towards completing the Elementary Food Hygiene qualification at SCQF level 5 and the Facilities Services Workbook.

Gaining new qualifications could help you to progress your career in Catering Services, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good food preparation and cooking skills
- teamworking skills
- organisational skills
- awareness of food hygiene and food safety
- good customer service skills

Useful abilities:

- willing to work in hot, noisy conditions
- physically fit for standing, moving and lifting
- flexibility

ORGANISATIONS

Hospital Caterer's Association (HCA)
www.hospitalcaterers.org

Royal Environmental Health Institute of Scotland (REHIS)
www.rehis.com

Institute of Workplace and Facilities Management (IWFM)
www.iwfm.org.uk

Institute of Hospitality
www.instituteofhospitality.org



DOMESTIC ASSISTANT

Domestic Assistants keep hospitals, health centres and office accommodation clean and hygienic.

Other jobs in Domestic Services include Domestic Supervisor.



RELEVANT MODERN APPRENTICESHIPS

Hospitality, Facilities Services, Healthcare Support (Non-clinical)

QUALIFICATION

To become a Domestic Assistant, you'll need a good standard of general education. It is also useful to have some experience of cleaning or hotel work, from paid employment or voluntary work.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Cleaning and Support Services at SCQF level 4
- SVQ Accommodation Services at SCQF level 4

As a Domestic Assistant in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Domestic Services, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- a good level of physical fitness
- good cleaning and housekeeping skills
- excellent attention to detail
- teamworking skills
- organisation skills
- good communication skills

Useful abilities:

- working unsupervised
- taking responsibility for your own work
- following instructions and procedures

ORGANISATIONS

British Institute of Cleaning Science (BICSc)
www.bics.org.uk

Royal Environmental Health Institute of Scotland (REHIS)
www.rehis.com

Institute of Workplace and Facilities Management (IWFM)
www.iwfm.org.uk

The Association of Healthcare Cleaning Professionals (AHCP)
www.ahcp.co.uk



ELECTRICIAN

Electricians install and make sure electrical systems, instruments and equipment are safe and in good working order. They also find and fix electrical faults.

Electricians work in hospitals, health centres and clinics.



RELEVANT MODERN APPRENTICESHIP

Electrical Installation, Engineering

QUALIFICATION

To become a fully qualified Electrician in NHSScotland, you'll need to have a recognised qualification, such as SVQ Electrical Installation at SCQF level 7. It is also useful to have some experience of electrical maintenance activities, from paid employment.

As an Electrician in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Estates Services, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good practical and technical skills
- problem solving skills
- attention to detail
- willing to work in different environments, including outdoors
- good communication skills
- teamworking skills

Useful abilities:

- thinking creatively
- working alone
- understanding and following instructions
- working safely and accurately

ORGANISATIONS

Scottish Building Apprenticeship and Training Council (SBATC)
www.sbatc.co.uk

Scottish Electrical Charitable Training Trust (SECTT)
www.sectt.org.uk



ENGINEER

Engineers plan, design, manage and maintain buildings such as hospitals, clinics and other health facilities.



RELEVANT MODERN
APPRENTICESHIP

Engineering

QUALIFICATION

To become an Engineer in NHSScotland, you'll need to have a qualification accredited by the **Engineering Council**. Example qualifications include:

- HNC Mechanical Engineering at SCQF level 7
- HNC Engineering Systems at SCQF level 7

You can search for Engineering courses at www.engc.org.uk

As an Engineer in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Estates Services, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- mathematical skills
- problem solving skills
- digital skills
- good communication skills

Useful abilities:

- scientific and technical aptitude
- planning your own work and organising the work of others
- working alone and also as part of a team
- physically fit enough to get around building sites and climb on scaffolding

ORGANISATIONS

Institution of Civil Engineers (ICE)
www.ice.org.uk

Construction Industry Training Board (CITB)
www.citb.co.uk

Institute of Healthcare Engineering and Estate Management
www.iheem.org.uk

Chartered Institution of Building Services Engineers
www.cibse.org

Chartered Institute of Plumbing and Heating Engineering
www.ciphe.org.uk

Institution of Mechanical Engineers
www.imeche.org

Institution of Engineering and Technology
www.theiet.org

Engineering Council
www.engc.org.uk



GARDENER

In NHSScotland, Gardeners are responsible for keeping the outside areas of hospitals, clinics and other healthcare settings attractive and tidy.

They do this by growing, looking after and maintaining trees, plants, lawns and shrubs. This helps to make sure grounds are pleasant places for patients, visitors and staff.



RELEVANT MODERN
APPRENTICESHIP

Horticulture, Healthcare Support (Non-clinical)

QUALIFICATION

To become a Gardener in NHSScotland, you'll need to have a good standard of education, including English and Maths.

It is also useful to have some horticulture experience, from paid employment, voluntary work or at home. You may also need a licence for driving NHSScotland vehicles on site, or between healthcare locations.

As a Gardener, you will work towards completing the Facilities Services Workbook, Pesticide training and a Road Traffic Management course.

During your career, you may also have the opportunity to gain new qualifications, such as:

- Level 2 IVQ Technician Certificate in Motor Vehicle Systems
- SVQ Horticulture at SCQF level 5

Gaining new qualifications could help you progress your career in Estates Services, leading to more senior roles with greater responsibilities.

SKILLS/QUALITIES

Useful skills include:

- good practical skills
- good level of physical fitness
- willing to work in different environments, including outdoors
- awareness of health and safety procedures
- a full driving licence

Useful abilities:

- thinking creatively
- working alone or in a team
- understanding and following instructions
- working safely and accurately

ORGANISATIONS

Professional Gardener's Guild (PGG)
www.pgg.org.uk

British Association of Landscape Industries (BALI)
www.bali.org.uk

Institute of Workplace and Facilities Management (IWFM)
www.iwfm.org.uk



JOINER

In NHSScotland, Joiners make, install and repair wooden objects and structures, such as stairs, doors, window frames or items of furniture. They may work outside or in a workshop.



RELEVANT MODERN APPRENTICESHIP

Construction (Building),

QUALIFICATION

To become a Joiner in NHSScotland, you'll need to have suitable qualifications and experience. A typical qualification a Joiner might have is:

- SVQ Carpentry and Joinery (Construction) at SCQF level 6

As a Joiner in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Estates Services, leading to more senior roles with greater responsibilities

SKILLS/QUALITIES

Useful skills include:

- aptitude for practical work and repairs
- attention to detail
- good level of physical fitness
- good maths skills for measuring
- following technical plans and drawings
- working accurately and meeting deadlines

Useful abilities:

- the ability to understand instructions
- the ability to use hand tools and power tools

ORGANISATIONS

Construction Industry Training Board (CITB)
www.citb.co.uk

The Chartered Institute of Building (CIOB)
www.ciob.org



LAUNDRY ASSISTANT

Laundry and linen work is important in NHSScotland so patients are comfortable and hygienic. Clean laundry and linen also helps reduce the risk of infection.

Laundry Assistants clean and count laundry. They also keep records, to make sure laundry and linen items are delivered correctly.

Other jobs in Laundry and Linen Services include Laundry Supervisor.



RELEVANT MODERN APPRENTICESHIP

Fashion and Textiles Heritage,
Healthcare Support (Non-clinical)

QUALIFICATION

To become a Laundry Assistant, you'll need a good standard of general enducation. It is also useful to have some experience of linen or laundry work, from paid employment or voluntary work.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Textile Care Services at SCQF level 5

As a Laundry Assistant in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Laundry and Linen Services, leading to more senior roles with greater responsibilities

SKILLS/QUALITIES

Useful skills include:

- good level of physical fitness
- very health and safety aware
- teamworking skills

Useful abilities:

- working on own initiative
- following instructions and procedures carefully

ORGANISATIONS

Royal Environmental Health Institute of Scotland (REHIS)
www.rehis.com

Institute of Workplace Facilities Management (IWFM)
www.iwfm.org.uk

Guild of Cleaners and Launderers
gcl.org.uk

British Institute of Cleaning Science (BICSc)
www.bics.org.uk

Institute of Decontamination Sciences
www.idsc-uk.co.uk

The Association of Healthcare Cleaning Professionals (AHCP)
www.ahcp.co.uk

Society of Hospital Linen Service and Laundry Managers
www.linenmanager.co.uk



PLUMBER

Plumbers install, maintain and repair hot and cold water supplies, drainage, heating and ventilation systems. Plumbers in NHSScotland make sure these services are safe and well maintained.



RELEVANT MODERN APPRENTICESHIP

Plumbing, Healthcare Support (Non-clinical)

QUALIFICATION

To become a Plumber in NHSScotland, you'll need to have suitable qualifications and experience. A typical qualification a Plumber might have is:

- SVQ Plumbing and Heating at SCQF level 7

As a Plumber in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Laundry and Linen Services, leading to more senior roles with greater responsibilities

SKILLS/QUALITIES

Useful skills include:

- practical skills
- problem-solving skills
- teamworking skills
- good communication skills
- very health and safety aware

Useful abilities:

- a willingness to carry out unpleasant tasks
- a good head for heights and physical strength to carry metal piping and other materials
- working carefully and methodically
- understanding technical drawings and plans
- working alone or as part of a team with other tradespeople

ORGANISATIONS

Scottish and Northern Ireland Plumbing Employer's Federation (SNIPEF)
www.snipef.org

Plumbing Apprenticeships
www.apprenticeships.scot

Scottish and Northern Ireland Joint Industry Board (SNIJIB)
www.snijib.org

Chartered Institute of Plumbing and Heating Engineering
www.ciphe.org.uk



PORTER

Hospital Porters carry out many important duties, such as taking patients to different departments, or moving equipment around the hospital buildings.

They make sure that people, equipment and records are in the right place at the right time.



RELEVANT MODERN APPRENTICESHIPS

Facilities Services, Facilities Management, Healthcare Support (Non-clinical)

QUALIFICATION

To become a Porter in NHSScotland, you'll need a good standard of general education. It is also helpful to have some healthcare experience, from paid employment or voluntary work. Customer service skills are useful too.

If you need to drive NHSScotland vehicles on site or between hospitals, you'll need a full driving licence.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Facilities Services at SCQF level 5

As a Porter in the NHS, you will also work towards completing ADR Awareness training and the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Facilities Services, leading to more senior roles with greater responsibilities

SKILLS/QUALITIES

Useful skills include:

- a helpful and friendly personality
- excellent communication skills
- good level of physical fitness
- reliability and good organisational skills

Useful abilities:

- following instructions carefully
- willing to work with people of all ages, lifestyles and backgrounds
- an awareness of health and safety procedures
- working calmly and quickly in emergencies or challenging situations

ORGANISATIONS

Institute of Workplace and Facilities Management (IWFM)
www.iwfm.org.uk

The Chartered Institute of Wastes Management (CIWM)
www.ciwm.co.uk



SECURITY OFFICER

Security is very important in NHSScotland. Access to hospitals and other NHS buildings must be limited to people with a genuine reason to be there.

Security Officers protect patients, staff, property, facilities and valuable equipment.

Other jobs in Security include Security Supervisor.



RELEVANT MODERN APPRENTICESHIPS

Facilities Services,
Healthcare Support (Non-clinical)

QUALIFICATION

Security Officers need a good standard of general education, including English and Maths. It is also useful to have some experience of working with people, such as stewarding at an event, or from paid employment or voluntary work.

During your career, you may have the opportunity to gain new qualifications, such as:

- SVQ Customer Services at SCQF level 5
- SVQ Facilities Services at SCQF level 5

As a Security Officer in the NHS, you will also work towards completing the Facilities Services Workbook.

Gaining new qualifications could help you progress your career in Laundry and Linen Services, leading to more senior roles with greater responsibilities

SKILLS/QUALITIES

Useful skills include:

- a mature and responsible attitude
- excellent communication skills
- teamworking skills
- a good level of physical fitness

Useful abilities:

- following procedures
- interpreting and understanding a situation quickly
- remaining calm in difficult or challenging situations
- using technical equipment, such as CCTV

ORGANISATIONS

Security Industry Authority
www.sia.homeoffice.gov.uk

NHSScotland Counter Fraud Services (CFS)
www.cfs.scot.nhs.uk

British APCO
www.bapco.org.uk



BIOMEDICAL SCIENTIST

Biomedical Scientists normally work in laboratories, using computers and hi-tech lab equipment to test and analyse samples, including blood and urine.

They work as part of a team, including Doctors and Nurses. Biomedical Scientists carry out laboratory tests to help Doctors and other medical staff to diagnose and manage patients' illnesses.

QUALIFICATION

In Scotland, the following universities offer programmes in Biomedical Science:

Abertay University www.abertay.ac.uk

University of Edinburgh www.ed.ac.uk

Glasgow Caledonian University www.gcu.ac.uk

Robert Gordon University www.rgu.ac.uk

University of Strathclyde www.strath.ac.uk

University of the West of Scotland www.uws.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades ABBB including Chemistry. You'll also need National 5 Maths, English and Biology at grade B.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- technical and practical skills
- a high level of accuracy and excellent attention to detail
- strong communication skills
- teamworking skills
- committed to the wellbeing of patients
- good problem-solving skills

Useful abilities:

- working on your own initiative and take responsibility for making decisions
- empathy and understanding when working directly with patients
- concentrating for long periods

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

Institute of Biomedical Science (IBMS)
www.ibms.org

The Academy for Healthcare Science
www.ahcs.ac.uk



CLINICAL SCIENTIST (LIFE SCIENCES)

Clinical Scientists working in Life Sciences play an important role in the prevention, diagnosis and treatment of a wide range of diseases, illness and medical conditions.

QUALIFICATION

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades ABBB, including Biology and Chemistry. Some universities may also accept HNC Applied Sciences at SCQF Level 7 for entry into year 1.

For information on these programmes, please visit the UCAS website: www.ucas.com

Students with Advanced Highers at grades AB, or HND Applied Biological Science at SCQF Level 8, may be allowed advanced entry to year 2.

The University of Edinburgh is one of these universities www.ed.ac.uk

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong analytical and experimental skills
- technical and practical skills
- a high level of accuracy and excellent attention to detail
- strong communication skills
- teamworking skills
- committed to the wellbeing of patients
- professional with an excellent work ethic
- good problem-solving skills

Useful abilities:

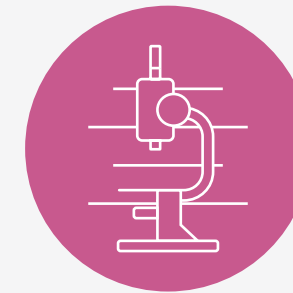
- working on your own initiative and take responsibility for making decisions
- using specialist equipment, software and modern technology
- empathy and understanding when working directly with patients
- concentrating for long periods

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

The Academy of Healthcare Science (AHCS)
The Academy for Healthcare
www.ahcs.ac.uk

The Association of Clinical Scientists (ACS)
www.assclinsci.org



CLINICAL SCIENTIST (PHYSICAL SCIENCES)

Clinical Scientists working in the Physical Sciences play an important role in the prevention, diagnosis and treatment of a wide range of diseases, illness and medical conditions.

In Medical Physics, they may be responsible for radiation safety, planning cancer treatments using radiation and other types of imaging.

In Clinical Engineering, they may design electronic equipment for patients.

QUALIFICATION

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at ABBB grades, including Physics and Maths.

For information on these programmes, please visit the UCAS website: www.ucas.com

Some universities may also allow entry to year 2 with Advanced Highers in Physics and Maths.

The University of Aberdeen is one of these universities www.abdn.ac.uk

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong analytical and experimental skills
- technical and practical skills
- a high level of accuracy and excellent attention to detail
- strong communication skills
- teamworking skills
- committed to the wellbeing of patients
- professional with an excellent work ethic
- good problem-solving skills

Useful abilities:

- working on your own initiative and take responsibility for making decisions
- using specialist equipment, software and modern technology
- empathy and understanding when working directly with patients
- concentrating for long periods

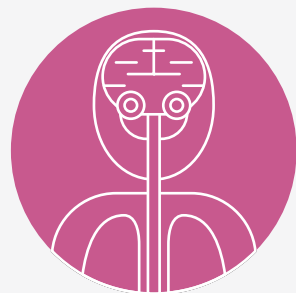
ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

The Academy of Healthcare Science (AHCS)
www.ahcs.ac.uk

The Association of Clinical Scientists (ACS)
www.assclinsci.org

The Institute of Physics and Engineering in Medicine (IPEM)
www.ipem.ac.uk



CLINICAL PHYSIOLOGIST

Clinical Physiologists use specialist, hi-tech equipment to find out how a patient's body is working. They diagnose problems and advise how to manage and care for patients.

Roles in Clinical Physiology include: Audiologist, Cardiac Physiologist, Clinical Perfusionist, Neurophysiologist, Respiratory Physiologist and Sleep Physiologist.

QUALIFICATION

There are a number of UK universities offering undergraduate programmes in subjects like:

- Healthcare Science (Audiology)
- Healthcare Science (Cardiac Physiology)
- Healthcare Science (Neurophysiology)
- Healthcare Science (Physiological Science)
- Healthcare Science (Respiratory and Sleep Physiology)

For information on these programmes, please visit the UCAS website: www.ucas.com

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- an interest in medicine and patient care
- high levels of accuracy and attention to detail
- concentrating for long periods
- the confidence to take responsibility for decisions
- an enquiring mind and good problem-solving skills
- good communication skills
- teamwork and leadership skills

ORGANISATIONS

Registration Council for Clinical Physiology
www.rccp.co.uk

Society of Clinical Perfusion Scientists
www.scps.org.uk



HEALTHCARE SCIENCE SUPPORT WORKER (LIFE SCIENCE)

Healthcare Science Support Workers help senior staff in a laboratory. They prepare and label biological samples, using computers to record and study test results.



RELEVANT MODERN APPRENTICESHIPS

Healthcare Support, Life Sciences and related Science Industries

QUALIFICATION

To become a Healthcare Science Support Worker, you need a good standard of education, including English, Mathematics and a relevant science subject.

Previous experience of working in a healthcare or laboratory setting is beneficial. This can be either paid or voluntary work.

SKILLS/QUALITIES

Useful skills include:

- good scientific, technical and practical skills, with excellent attention to detail
- computer and data entry skills, with a high level of speed and accuracy
- excellent communication skills
- organisational skills
- teamworking skills
- good problem-solving skills
- commitment to the wellbeing of people

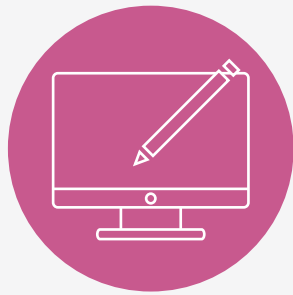
Useful abilities:

- working on your own initiative as well as taking direction from senior staff
- following laboratory processes and procedures
- empathy and understanding when working directly with people and relatives
- concentrating for long periods
- prioritising workload
- motivation and enthusiasm for learning new techniques

ORGANISATIONS

Institute of Biomedical Science (IBMS)
www.ibms.org

The Academy for Healthcare Science (AHCS)
www.ahcs.ac.uk



MEDICAL ILLUSTRATOR

Medical Illustrators produce images to help medical staff diagnose and treat patients. They work in a team to produce images for use when caring for people, education, teaching and research.

Clinical Photographer:

To become a Clinical Photographer, you will need a degree in Clinical Photography approved by the **Institute of Medical Illustrators (IMI)** www.imi.org.uk

If you already have a degree or HND in another area of photography, recognised by the **British Institute of Professional Photography (BIPP)** www.bipp.com, you can apply for a trainee position. You will then be able to take a postgraduate certificate in Clinical Photography during your training.

Clinical Videography:

To become a Clinical Videographer, you will need a degree in Video Production or Photography. Typically, Videographers begin their career in medical illustration as qualified Clinical Photographers, who then choose to specialise in video production.

Clinical Graphic Designers and Artists:

To become a Clinical Graphic Designer or Artist, you will need a degree in Design or a related media subject. You could also enter the profession if you have commercial experience as a Designer or Illustrator.

SKILLS/QUALITIES

Useful skills include:

- artistic skills and an interest in photography and other digital media
- a good understanding of biology, anatomy and physiology
- some knowledge of diseases and their treatment
- good teamworking skills
- excellent communication skills

Useful abilities:

- working on your own initiative and take responsibility for making decisions
- empathy and understanding when working directly with people

ORGANISATIONS

Institute of Medical Illustrators (IMI)
www.imi.org.uk

The Academy for Healthcare Science
www.ahcs.ac.uk



DOCTOR

In NHSScotland, there are several different career pathways in medicine, which means there are many options available if you're thinking about becoming a Doctor. You can specialise in a specific area of medicine, such as Obstetrics and Gynaecology or become a General Practitioner (GP).

Before applying to medical school, you'll be required to sit the UK Clinical Aptitude Test (UKCAT). The test is used in the candidate selection process by universities to help them make informed choices.

In Scotland, there are 5 universities where you can study medicine. As competition for undergraduate places is very high, excellent grades in science subjects such as chemistry and biology are essential.

The entry requirements for each medical school can vary. All medical schools in Scotland accept SQA Highers at grades AAAAB or AAABB in S5 and Advanced Highers at AB or BBB in S6.

The entry requirements for each university, including other accepted academic qualifications, can be found on the following websites:

University of Aberdeen www.abdn.ac.uk

University of Dundee www.dundee.ac.uk

University of Edinburgh www.ed.ac.uk

University of Glasgow www.gla.ac.uk

University of St Andrews www.st-andrews.ac.uk

SKILLS/QUALITIES

Useful skills include:

- listening and communication skills
- a strong interest in working with people - patients, families and other professionals
- working collaboratively as part of a large team
- the willingness and ability to handle uncertainty and conflicting demands
- interests outside work that enable you to "switch off" from the pressures of the job
- staying calm while working under pressure
- excellent organisational and time-management skills
- entrepreneurial and business skills, or the willingness to develop these if you decide to become a GP partner
- good digital skills
- managing change

ORGANISATIONS

Scottish Medical Training
www.scotmt.scot.nhs.uk



MIDWIFE

Midwives work before, during and after the birth, in hospital wards and neonatal units. They also work in the community, in GP surgeries or local clinics, and can provide care for mothers at home.

Midwives help women and their families learn about pregnancy and childbirth, explaining what will happen and discussing their choices.

The role of a Midwife is demanding and has a lot of responsibility.

QUALIFICATION

To become a Midwife, you must complete an approved education programme. You can then apply for registration with the **Nursing and Midwifery Council (NMC)**.

You'll find information about approved pre-registration degree programmes in the UK on the NMC website: www.nmc.org.uk

In Scotland, the following universities offer programmes in Midwifery:

Edinburgh Napier University www.napier.ac.uk

Robert Gordon University www.rgu.ac.uk

University of the West of Scotland www.uws.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at grades BBBC, including English, Biology or Human Biology. You'll also need National 5 Maths at grade A-C.

For entry to a postgraduate programme, you'll need a first degree in subjects like Life Science, Social Science or Sports Science, Nursing, Health Studies or Education.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- teamworking skills
- patient and tactful
- flexible in your approach to work
- dealing with emotionally charged situations
- remaining calm under pressure
- coping with the demands of a large caseload and unpredictable workload while supporting colleagues
- recognising own emotions and those of others.
- problem-solving and decision making skills.
- working independently and autonomously.
- answering questions and offering advice
- good oral and written communication skills
- being compassionate and sensitive
- understand the needs of others

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Midwives (RCM)
www.rcm.org.uk



ADULT NURSE

Adult Nurses work with people aged over 16 and their families.

Adult Nurses help people to cope with all aspects of illness, treatment and recovery by assessing their needs, devising care plans and monitoring progress during treatment.

QUALIFICATION

To become a Nurse, you must complete an approved education programme. You can then apply for registration with the **Nursing and Midwifery Council (NMC)**.

You'll find information about approved pre-registration degree programmes in the UK on the NMC website: www.nmc.org.uk

In Scotland, the following universities offer programmes in Adult Nursing:

Edinburgh Napier University
www.napier.ac.uk

University of Edinburgh
www.ed.ac.uk

Glasgow Caledonian University
www.gcu.ac.uk

University of Glasgow
www.gla.ac.uk

Queen Margaret University
www.qmu.ac.uk

University of Stirling
www.stir.ac.uk

Robert Gordon University
www.rgu.ac.uk

University of the Highlands and Islands
www.uhi.ac.uk

The Open University
www.open.ac.uk

University of the West of Scotland
www.uws.ac.uk

University of Dundee
www.dundee.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at BBC grades, including English and a science subject. National 5 English and Maths at grade A- C is also required. For entry to a postgraduate programme, you'll need an honours degree.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- teamworking skills
- good communication skills

As an Adult Nurse, you'll need to be:

- patient and understanding
- able to review clinical information and make decisions on care

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Nursing (RCN)
www.rcn.org.uk



CHILDREN'S NURSE

Children's Nurses care for young people, from newborn babies to teenagers, with a wide range of long-term conditions.

They work closely with parents and carers, supporting them and their child.

Children's Nurses work in hospitals, the community, schools and clinics.

QUALIFICATION

To become a Nurse, you must complete an approved education programme. You can then apply for registration with the **Nursing and Midwifery Council (NMC)**.

You'll find information about approved pre-registration degree programmes in the UK on the NMC website: www.nmc.org.uk

In Scotland, the following universities offer programmes in Children's Nursing:

Edinburgh Napier University
www.napier.ac.uk

Glasgow Caledonian University
www.gcu.ac.uk

Robert Gordon University
www.rgu.ac.uk

University of Dundee
www.dundee.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at BBC grades, including English and a science subject. National 5 English and Maths at grade A- C is also required. For entry to a postgraduate programme, you'll need an honours degree.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- good levels of physical fitness
- working in a team environment
- confidence
- good communication skills

As a Children's Nurse, you'll need to be:

- patient, sympathetic and understanding
- able to review clinical information and make decisions on care
- compassionate and sensitive

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Nursing (RCN)
www.rcn.org.uk



LEARNING DISABILITY NURSE

Learning Disability Nurses work with people of all ages who have learning disabilities, to help them lead active, independent and healthier lives.

QUALIFICATION

To become a Nurse, you must complete an approved education programme. You can then apply for registration with the **Nursing and Midwifery Council (NMC)**.

You'll find information about all approved pre-registration degree programmes on the NMC website: www.nmc.org.uk

In Scotland, the following universities offer programmes in Learning Disability Nursing:

Edinburgh Napier University
www.napier.ac.uk

Glasgow Caledonian University
www.gcu.ac.uk

The Open University
www.open.ac.uk

The entry requirements for undergraduate programmes may vary. Most Scottish universities require SQA Highers at BBC grades, including English and a science subject. National 5 English and Maths at grade A- C is also required. For entry to a postgraduate programme, you'll need an honours degree.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- good levels of physical fitness
- working in a team environment
- confidence
- good communication skills

You'll need to be:

- patient, sympathetic and understanding
- able to review clinical information and make decisions on care
- compassionate and sensitive

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Nursing (RCN)
www.rcn.org.uk



MENTAL HEALTH NURSE

Mental Health Nurses work with people to improve their wellbeing and recovery from mental health problems.

Mental Health Nurses work in the community, and specialist mental health hospitals and units. Often, they work with people over long periods, providing therapies, helping people understand the nature of their illness, how to stay well and how to cope in a crisis.

They work along with other Nursing staff, Psychiatrists, Psychologists, Doctors, Social Care staff, as well as family members and Carers.

QUALIFICATION

To become a Nurse, you must complete an approved education programme. You can then apply for registration with the **Nursing and Midwifery Council (NMC)**.

You'll find information about approved pre-registration degree programmes in the UK on the NMC website: www.nmc.org.uk

In Scotland, the following universities offer programmes in Mental Health Nursing:

Abertay University
www.abertay.ac.uk

Edinburgh Napier University
www.napier.ac.uk

Glasgow Caledonian University
www.gcu.ac.uk

Robert Gordon University
www.rgu.ac.uk

The Open University
www.open.ac.uk

University of Dundee
www.dundee.ac.uk

University of Stirling
www.stir.ac.uk

University of the Highlands and Islands
www.uhi.ac.uk

University of the West of Scotland
www.uws.ac.uk

SKILLS/QUALITIES

Useful skills include:

- good levels of physical fitness
- working in a team environment
- good relationship building skills
- good communication skills

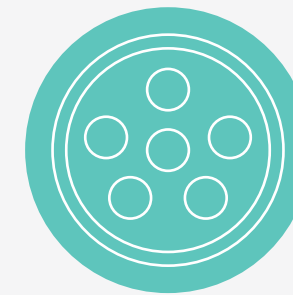
As a Mental Health Nurse, you'll need to be:

- patient and understanding
- compassionate and sensitive
- able to remain calm under pressure
- able to review clinical information and make decisions on care

ORGANISATIONS

Nursing and Midwifery Council (NMC)
www.nmc.org.uk

The Royal College of Nursing (RCN)
www.rcn.org.uk



OPERATING DEPARTMENT PRACTITIONER

Operating Department Practitioners (ODPs) work in operating theatres with other medical staff. They make sure patients' needs are met before, during and after surgery.

QUALIFICATION

To become an Operating Department Practitioner, you must complete an approved education programme. You can then apply to register with the **Health and Care Professions Council (HCPC)**.

You'll find information about approved pre-registration programmes in the UK on the HCPC website: www.hcpc-uk.org

There are two types of approved pre-registration programmes in Operating Department Practice available in the UK. The Diploma of Higher Education (DipHE) takes 2 years. The undergraduate degree takes 3 years.

Entry requirements for these programmes may vary. Previous experience of paid or voluntary work in a health or social care role may be an advantage.

You should contact individual colleges and universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- empathy
- a caring and understanding manner
- teamworking skills

Useful abilities:

- working with people
- working with different equipment and materials
- managing your own time and work schedule

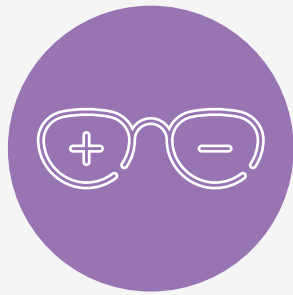
ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

College of Operating Department Practitioners (CODP)
www.unison.org.uk/at-work/health-care/representing-you/unison-partnerships/codp

Association for Perioperative Practice (AfPP)
www.afpp.org.uk

Faculty of Perioperative Care
fpc.rcsed.ac.uk



DISPENSING OPTICIAN

Dispensing Opticians are trained to make up eye prescriptions. They also advise on the supply and fit of glasses, and other optical aids, to help people with their eyesight.

QUALIFICATION

To become a Dispensing Optician, you must complete an approved education programme. You can then apply for registration with the **You General Optical Council (GOC)**.

The **Association of British Dispensing Opticians (ABDO)** and **Canterbury Christ Church University** offer a three-year Ophthalmic Dispensing undergraduate degree programme. You'll find more information about this programme on the ABDO website: www.abdocollege.org.uk

You should contact ABDO College to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- a good understanding of mathematical and scientific principles and methods
- good problem solving skills
- strong communication skills and an interest in working with people
- keeping up to date with scientific and technological developments
- teamworking skills
- confidence in using new techniques or ophthalmic equipment

As a Dispensing Optician, you will need to be:

- patient and understanding
- able to make people feel at ease
- compassionate and sensitive
- able to concentrate when carrying out repetitive tasks
- able to remain calm under pressure
- able to work accurately and precisely, with attention to detail

ORGANISATIONS

General Optical Council (GOC)
www.optical.org

Association of British Dispensing Opticians (ABDO)
<http://www.abdo.org.uk>



OPTOMETRIST

Optometrists provide high quality eye care, carrying out eye examinations and sight tests, to assess the eye health of their patients. They also prescribe and fit spectacles or contact lenses and other visual aids for people who need them.

QUALIFICATION

In Scotland, **Glasgow Caledonian University (GCU)** offers a four-year Optometry undergraduate degree programme. The entry requirements include SQA Highers at grades AABBB, including English, Maths and two sciences. You'll also need National 5 Physics at grade A, if not taken at Higher. More information about the entry requirements for this degree course is available on the university's website.

www.gcu.ac.uk

You should contact Glasgow Caledonian University to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- a good understanding of mathematical and scientific principles and methods
- good problem solving skills
- strong communication skills and an interest in working with people
- keeping up to date with scientific and technological developments
- teamworking skills
- confidence in using new techniques or ophthalmic equipment

As an Optometrist, you will need to be:

- patient and understanding
- able to make people feel at ease
- compassionate and sensitive
- able to concentrate when carrying out repetitive tasks
- able to remain calm under pressure
- able to work accurately and precisely, with attention to detail

ORGANISATIONS

Optometry Scotland (OS)
www.optometryscotland.org.uk

Association of Optometrists (AOP)
www.aop.org.uk

College of Optometrists
www.college-optometrists.org

General Optical Council (GOP)
www.optical.org



PHARMACIST

Pharmacists prepare and dispense medicines. In NHSScotland, they provide expert advice on the safe use and supply of medicines to Doctors, Nurses and other healthcare professionals.

They also use their expert clinical knowledge and skills to support people and members of the public to understand and use medicines safely.

QUALIFICATION

To become a Pharmacist, you must complete an approved education programme. You can then apply for registration with the **General Pharmaceutical Council (GPhC)**.

You'll find information about all approved pre-registration programmes in the UK on the GPhC website: www.pharmacyregulation.org

In Scotland, the following universities offer a Master of Pharmacy degree programme(MPharm), which takes four years, full-time study:

Robert Gordon University
www.rgu.ac.uk

University of Strathclyde
www.strath.ac.uk

Entry requirements for undergraduate programmes may vary. Most Scottish universities accept SQA Highers at grades AAAB or AABB, including Chemistry, Maths, English and Biology or Physics. Advanced Highers at BB may also be considered.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- accuracy and attention to detail
- an interest in patient health and wellbeing
- strong communication skills, including listening
- numeracy and digital skills
- leadership skills with a willingness to train and supervise others
- strong organisational skills

Useful abilities:

- able to understand and apply the law controlling medicines
- working with all types of people
- giving medicines and healthcare advice to members of the public

ORGANISATIONS

The General Pharmaceutical Council (GPhC)
www.pharmacyregulation.org

Royal Pharmaceutical Society (RPS)
www.rpharms.com



PHARMACY SUPPORT WORKER

Pharmacy Support Workers are also known as Pharmacy Assistants or Dispensing Assistants. They are important members of the Pharmacy team, carrying out essential tasks, such as ordering, preparing and dispensing medicines.

They can work in distribution departments, dispensaries and clinical departments, on wards within a hospital.



RELEVANT MODERN APPRENTICESHIP Pharmacy Services

QUALIFICATION

To become a Pharmacy Support Worker, you'll need a good standard of general education, including SQA National 4 English and Maths.

It could also be an advantage if you have knowledge or previous experience in a hospital or community pharmacy.

SKILLS/QUALITIES

Useful skills include:

- strong communication skills
- good numeracy and digital skills
- teamworking skills
- an interest in patient health and wellbeing
- good time management skills

Useful abilities:

- working accurately with excellent attention to detail
- following and carrying out instructions
- enthusiastic and self-motivated
- responsible
- understanding guidelines on medicines

ORGANISATIONS

The General Pharmaceutical Council (GPhC)
www.pharmacyregulation.org



PHARMACY TECHNICIAN

Pharmacy Technicians carry out specialised tasks, such as preparing medicines or dispensing medicines safely for people.

They work closely with Pharmacists and other medical staff, in the hospital pharmacy, on wards, in clinics, GP practices or in an NHS contracted community pharmacies.



RELEVANT MODERN APPRENTICESHIP

Pharmacy Services

QUALIFICATION

To become a Pharmacy Technician, working in a hospital setting, a GP Practice or community pharmacy, you will need to find employment as a Pre-registration Trainee Pharmacy Technician.

To apply for a job as a Pre-registration Trainee Pharmacy Technician, you'll need four SQA National 4 qualifications, or equivalent. These should include English, Maths, Chemistry and Biology. Alternatively, an SVQ Level 2 Pharmacy Services qualification would also be accepted.

Pharmacy Technicians must be registered with the **General Pharmaceutical Council (GPhC)**. To register, you need to study for an accredited qualification, such as:

- SQA SVQ in Pharmacy Services at SCQF level 6 or 7
- SQA National Certificate in Pharmacy Services at SCQF level 6

Day release courses are offered by some colleges. Distance learning opportunities are also available with training providers approved by the GPhC.

In addition to these qualifications, you'll need two years' consecutive work experience, with a minimum of 14 hours a week. Once completed, you can apply for registration with the GPhC and practice as a Pharmacy Technician.

SKILLS/QUALITIES

Useful skills include:

- accuracy skills and excellent attention to detail
- numeracy and digital skills
- good time management skills
- good communication skills
- problem-solving skills

Useful abilities include:

- able to work on your own and as part of a team
- able to explain information clearly to patients and members of the public
- able to understand guidelines on medicines

ORGANISATIONS

The General Pharmaceutical Council (GPhC)
www.pharmacyregulation.org

Association of Pharmacy Technicians UK (APTUK)
www.aptuk.org



CLINICAL PSYCHOLOGIST

Clinical Psychologists work with individual clients, families, and carers. They aim to reduce distress, promote mental well-being and support people to make positive changes to their lives.

QUALIFICATION

In Scotland, the following universities offer a Doctorate in Clinical Psychology:

- University of Edinburgh (DClinPsychol)
www.ed.ac.uk
- University of Glasgow (DClinPsy)
www.gla.ac.uk

These programmes are approved by the **Health and Care Professions Council (HCPC)** and usually take three years to complete. For entry to these programmes, you'll need:

- the British Psychological Society (BPS) Graduate Basis for Chartering (GBC) by being awarded at least a 2:1 honours degree from a BPS accredited psychological degree programme, or by being awarded a qualification that confers the Graduate Basis for Chartership with the BPS.
- relevant clinical work experience which demonstrates your ability to apply psychological principles in practice

To practise as a Clinical Psychologist in NHSScotland, you must register with the HCPC after completing an approved postgraduate programme.

You should contact individual universities to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include:

- | | |
|---|---|
| <ul style="list-style-type: none"> ▪ being committed to helping people ▪ good at observing and listening ▪ able to work with others and with a range of different people ▪ able to reflect and be self-aware ▪ able to understand and summarise complex information, and use evidence in your work ▪ able to work with other people, teams, colleagues, and clients | <ul style="list-style-type: none"> ▪ resourceful ▪ excellent communication ▪ confident working with individuals and groups ▪ good at problem-solving and decision-making ▪ able to carry out research ▪ able to manage situations with sensitivity and follow good practice guidelines. |
|---|---|

ORGANISATIONS

Health and Care Professions Council (HCPC)
www.hcpc-uk.org

The British Psychological Society (BPS)
www.bps.org.uk



COUNSELLING PSYCHOLOGIST

Counselling Psychologists work with people to treat a wide range of mental health problems and help them to manage life events.

QUALIFICATION

In Scotland, **Glasgow Caledonian University (GCU)** offers a Doctorate in Counselling Psychology (DPsych) www.gla.ac.uk

This programme is approved by the **Health and Care Professions Council (HCPC)** and usually takes three years to complete. For entry to the programme, you'll need:

- the British Psychological Society Graduate Basis for Chartering (GBC)
- an honours degree (2:1) in Psychology (or equivalent)

To practise as a Counselling Psychologist in NHSScotland, you must register with the HCPC after completing an approved postgraduate programme.

You should contact **Glasgow Caledonian University** to find out about specific entry requirements.

SKILLS/QUALITIES

Useful skills include: - resourceful - an excellent communicator - able to work in a team environment - able to handle sensitive and difficult issues - confident working with individuals and groups - positive and enthusiastic - good at problem solving and decision making	Useful abilities: - being patient and understanding - being able to gain clients' trust - good observation and listening skills - able to explore traumatic or emotional issues with clients - the ability to remain calm in difficult or challenging situations
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ORGANISATIONS

Health and Care Professions Council (HCPC) www.hcpc-uk.org	The British Psychological Society (BPS) www.bps.org.uk
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ALTERNATIVE FORMATS

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on 0131 656 3200 or e-mail: altformats@nes.scot.nhs.uk to discuss how we can best meet your requirements.

IMAGES

Images provided courtesy of the NHSScotland Photo Library:
www.nhsscotlandphotolibrary.org



