

## NURSES, MIDWIVES & HEALTH VISITORS

Occupations covered on this sheet [Nurses](#), [Midwives](#), and [Health visitors](#),

### BACKGROUND INFORMATION

**Nurses** care for patients and clients, supporting doctors, dentists and other health professionals. Nurses work in a variety of environments including hospitals, clinics, in the home and in industry. The nursing profession is organised into four specialisms or 'branches': adult, child health, mental health and learning disability.

**Midwifery** is a separate career from mainstream nursing and involves making antenatal examinations and monitoring the health of the mother, development of the foetus and delivering babies. Midwives provide pre and post natal care for mothers and babies in hospitals, private clinics and also in the patient's home. Many midwives are also Registered Nurses.

**Health Visitors** are Registered Nurses who have extended their professional training into Public Health work. Health visitors help to prevent illness by teaching people to stay healthy. They also help chronically ill and disabled people to come to terms with their illness or disability, check and monitor people's health, identify problems and alert doctors and social workers where appropriate. Health visitors may also run clinics and give talks. In rural areas they may combine their role with that of Midwife and District Nurse. Health Visitors are usually attached to clinics, health centres or GP practices.

### INDUSTRY ENTRY REQUIREMENTS

**Nurses are required to hold** either a pre-registration diploma or a degree in nursing or midwifery. Most new entrants now enter the profession through higher education institutes, mainly universities.

**Midwives** are required to complete a direct entry three-year diploma course. Registered Nurses (RN) can undertake an 18 months midwifery programme to qualify as a midwife (RM).

**Health Visitors** are required to hold either a specialist health visitors nursing degree, or have undertaken post-registration training following qualification as a nurse.

### REGISTRATION WITH A PROFESSIONAL BODY

All Nurses, Midwives and Health Visitors **must** hold Nursing and Midwifery Council (NMC) registration.

The NMC holds separate registers for Nurses, Midwives and Health Visitors

(who come under the register for Registered Specialist Community Public Health Nurses (RSCPHN)). The register records all relevant nursing qualifications held by the practitioner, including any specialisms (e.g. mental health qualification). All Nurses are issued with a PIN number upon gaining registration. A practitioner may be on more than one part of the register.

Overseas trained Nurses may only apply for registration if their qualifications are recognised by the NMC. All overseas trained Nurses are required to undertake a period of twenty days protected learning before they can gain registration. Some overseas trained Nurses may also be required to undertake a period of supervised practice. Overseas trained Nurses will only appear on the register once they have completed the above.

Enrolled nurses who qualified overseas cannot be admitted to the register. In order to be admitted to the Register Enrolled Nurses will have to undertake a full pre-registration diploma or degree programme.

## **CASEWORKER TREATMENT**

### **B&C**

#### **Overseas trained Nurses holding NMC Registration**

All overseas trained Nurses holding NMC Registration meet the skills criteria. All applications for registered Nurses should include the Nurse's NMC PIN number or the letter from the NMC that states the nurse will get a PIN upon return of the signed declaration of good character and appropriate fee. Where this information is not provided caseworkers should assume that the nurse is not NMC registered. Caseworkers should always check the relevant NMC Register to confirm the Nurse holds the required registration before approving an application.

#### **Pre-registration Overseas trained Nurses**

All applications made in respect of overseas trained nurses who have yet to gain NMC registration must be accompanied by a letter from the NMC outlining what further training the Nurse requires to gain registration.

Where an NMC letter states that the Nurse is only **required to undertake the 20-day period of protected learning**, caseworkers should conditionally approve the work permit using the P70H template, pending the submission of the Nurses PIN number on completion of the protected learning period.

Where an NMC letter states that the Nurse is **required to undertake the 20-day period of protected learning AND a period of Supervised Practice**, caseworkers should contact the employer or representative and advise them to withdraw the application and direct the Nurse to apply under the Overseas Nurses Program.

Work permit applications made in respect of Nurses **about to graduate from a Diploma of Higher Education in nursing course**, or similar qualification in this country, should be conditionally approved using the P70H template, pending confirmation that they obtained the qualification and their NMC PIN. Proof from the educational establishment confirming that the Nurse has passed the modules and will gain the qualification must be provided. Paragraph P70H should be used.

Applications for nurses on 'Return to Practice' or conversion courses can be approved under the Business and Commercial arrangements provided that the course is part of the Nurses normal paid employment.

## **TWES**

### **Training**

TWES Training permits should NOT be approved for Nurses.

### **Work Experience**

TWES work experience applications may be approved provided a recognised qualification is held, the applicant is registered with the NMC and the full TWES criteria are met. The post must be additional to the normal staffing requirements for the company.

### **Switching:**

**Switching** - Under the Immigration Rules, nurses in the UK under a student nurse visa are allowed to switch to work permit employment as a nurse once they have gained full NMC registration. **They are not, however, allowed to switch to other types of employment** requiring a work permit, such as Senior Carer.

## **Shortage Occupations**

### **Nurses**

The below nursing grades and posts are considered shortage applications:

### **All Registered Nurses employed at Band 7 or Band 8 of Agenda for Change or Independent sector equivalents**

Caseworkers should ensure that posts are at this level.

NHS applications contain a job title and description, which clearly identifies the level of the post. The appropriate salary level should also be checked to confirm that the post is at band 7 or 8.

**Independent Sector** applications may not use the Agenda for Change banding system. However, the post's duties will indicate the grade level. The attached web link provides common job titles and post duties for each grade. Independent Sector salaries should be at least equivalent to the NHS. Salary levels should also be used as an indicator of the level of the post.

[http://www.rcn.org.uk/support/pay\\_and\\_conditions/agendaforchange/jobs/job\\_profiles](http://www.rcn.org.uk/support/pay_and_conditions/agendaforchange/jobs/job_profiles)

**Registered Nurses employed at Band 5 and above in the following specialisms**

The below specialities are considered shortage occupations at all grades above and including Band 5:

- **Operating Theatre Nurse**
- **Critical Care (nurses working in wards with a Level 2 or Level 3 classification)**

**N.B.** All hospital wards have a classification level between 1 and 3 denoting the seriousness of the care provided. All wards are designated in this way in both the NHS and Independent sectors. Nurses working in wards with a 2 or 3 classification fall under the critical care shortage criteria.

Where any doubt exists as to the level of a post, caseworkers should discuss with their Team Leader and refer to the Policy Team for guidance where required.

**SALARY**

The NHS will pay its Nurses according to agenda for Change salary rates this is based on Nurses working a 37½-hour working week.

Nurses working in the Private Sector should be paid at Agenda for Change rates.

Registered Nurses should be paid at a minimum of Band 5. Some Nurses undertaking the 20-day period of protected learning may be paid at Band 3 for the duration of this training. However, their salary must rise to Band 5 level on completion of the protected learning period. Caseworkers should ensure that Nurses will be paid at Band 5 level and this is the salary that should be recorded on their work permit. Nurses working at higher grades must be paid the salary appropriate to their post (e.g. Nurse Team Leader is paid at Band 6).

<b>Job Title</b>	<b>Salary Bands</b>	<b>Agenda for Change Salary 01 April 2008</b>
Newly Qualified Nurse	Band 5 (points 17-25)	£20,225 - £26,123

District Nurse	Band 6, points 23-31	£24,103 - £32,653
Health Visitor	Band 6, points 23-31	£24,103 - £32,653
Community Psychiatric Nurse	Band 6, points 23-31	£24,103 - £32,653
Community Mental Nurse	Band 6, points 23-31	£24,103 - £32,653
Community Midwife	Band 6, points 23-31	£24,103 - £32,653
Nurse Specialist	Band 6, points 23-31	£24,103 - £32,653
Nurse Team Leader	Band 6, points 23-31	£24,103 - £32,653
Specialist Theatre Nurse	Band 6, points 23-31	£24,103 - £32,653
Nurse Team Manager	Band 7, points 28-36	£29,091 - £38,252
Nurse Consultant	Band 8, Range A-D, points 35-52	£37,106 - £77,179
Midwife Consultant	Band 8, Range A-D, points 35-52	£37,106 - £77,179

## CONTACTS

For confirming a nurse's registration details:

**Nursing and Midwifery Council (NMC)**, Registration Department, 23 Portland Place, London, W1B 1PZ, Tel: 020 7333 6600, Website: [www.nmc-uk.org](http://www.nmc-uk.org), E-mail: [nursinghomes@nmc-uk.org](mailto:nursinghomes@nmc-uk.org)

For confirming registration with CSCI

**Commission for Social Care Inspection (CSCI)**, 33 Greycoat Street, London, SW1P 2QF, Tel: 0845 015 0120, Website: [www.csci.org.uk](http://www.csci.org.uk), E-mail: [enquiries@csci.gsi.gov.uk](mailto:enquiries@csci.gsi.gov.uk)

**Care Standards Inspectorate for Wales**, Units 4/5 Charnwood Court, Heol Billingsley, Parc Nantgarw, Nantgarw, CF15 7QZ, Tel: 01443 848450, Fax: 01443 848472, E-mail: [csw@nw.wales.gsi.gov.uk](mailto:csw@nw.wales.gsi.gov.uk)

**Scottish Commission for the Regulation of Care**, Compass House, 11 Riverside Drive, Dundee, DD1 4NY, Tel; 01382 207100

For confirming trends on shortages:

**Employment Service NHES**, Kathleen Weekes, Chief Nursing and Healthcare Employment Consultant  
Steel City House, West Street, Sheffield, S1 2GQ.

For advice concerning countries from whose nationals recruitment is discouraged:

**NHS Employers**, 29 Bressenden Place, London SW1E 5DD, Tel: 0113 603 3000 Contact: Eileen Calline, E-mail: [Eileen Calline@nhsemployers.org](mailto:Eileen.Calline@nhsemployers.org)

**Department of Health Recruitment and Retention Unit**, Contact: Peter Inns, Quarry House, Quarry Hill, Leeds, LS2 7UE, Tel: 0113 254 6172. E-mail [peter.inns@doh.gsi.gov.uk](mailto:peter.inns@doh.gsi.gov.uk)

For information about the work of health visitors and community nurses:

**Community Practitioners and Health Visitors Association**

40 Bermondsey Street, London, SE1 3UD, Tel: 0207 939 7000 E-mail: [infocphva@amicustheunion](mailto:infocphva@amicustheunion)

For careers information: [www.nhscareers.nhs.uk](http://www.nhscareers.nhs.uk) or telephone 0845 60 60 655

**Royal College of Nursing:** [www.rcn.org.uk](http://www.rcn.org.uk) or telephone 0845 772 6100

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