

BETTER TOGETHER

NHS

**Royal Devon
University Healthcare**
NHS Foundation Trust



Make a difference

as part of the **Allied Health Professional** team at the Royal Devon

While you care for our patients, we'll support and invest in you to take your career further than you ever imagined.

 royaldevon.nhs.uk/careers

Search for Royal Devon Careers



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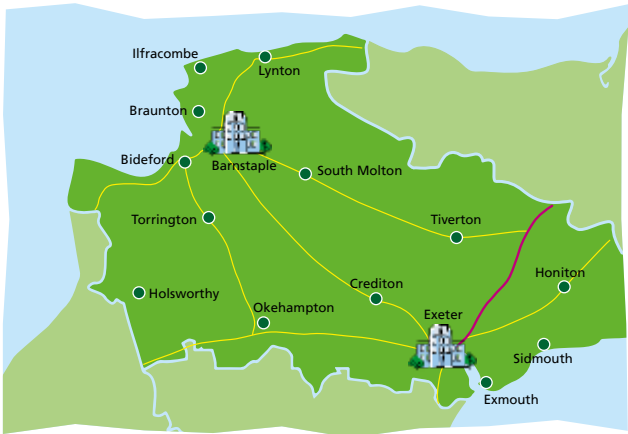
About the Royal Devon

It's a very exciting time to join us. The Royal Devon University Healthcare NHS Foundation Trust is renowned for ground-breaking research, dynamic innovation and strong links to leading universities.

Stretching across Northern, Eastern and Mid Devon, we have a workforce of over 15,000 staff, making us the largest employer in Devon. Our core services, which we provide for over 615,000 people, cover more than 2,000 square miles across Devon, while some of our specialist services cover the whole of the peninsula, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital and the Royal Devon and Exeter Hospital (Wonford). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

You'll be joining a team of like-minded professionals to provide personalised care, making a huge difference to the patients we see.



Allied Health Professional careers

If you're seeking a rewarding and exciting career as an Allied Health Professional, the Royal Devon is the perfect place for you. We are committed to investing in your training and development, whether you're new to the NHS or seeking to enhance your specialist knowledge. With so many professions to choose from, we offer excellent rotation opportunities, tailored learning programs, and a supportive team environment.

The Allied Health Professions present a vast array of career opportunities across a variety of healthcare fields, including diagnostics, emergency care, acute care, and community care. Within this group, there are 14 professions to choose from, and we are delighted to offer an excellent selection of these.

You could become a Podiatrist, Orthoptist, or Operating Department Practitioner. Alternatively, there is a wide range of interesting roles in therapies such as dietetics, occupational therapy, physiotherapy, and speech and language therapy. Another option to consider is becoming a diagnostic or therapeutic Radiographer.

Discover routes into your dream career within these pages, and get in touch to find out how to become part of the Royal Devon team.

83% of allied health professional staff would recommend us as a great place to work.



What career pathways are available?

Whether you're a seasoned professional or just starting out as a Support Worker, we can help you achieve your career goals. We offer exciting prospects for innovation, clinical research, and service delivery enhancements to facilitate your progress in your chosen field.

Here are a few ways you can grow your career:

- **Support Workers** can start with no experience and access apprenticeship routes
- **Assistant Practitioners** qualify after completing a degree-apprenticeship
- **Registered Practitioners** begin their careers after studying at university or completing the shortened programme for assistant practitioners
- **Advanced Practitioners** are able to specialise and achieve masters-level qualifications



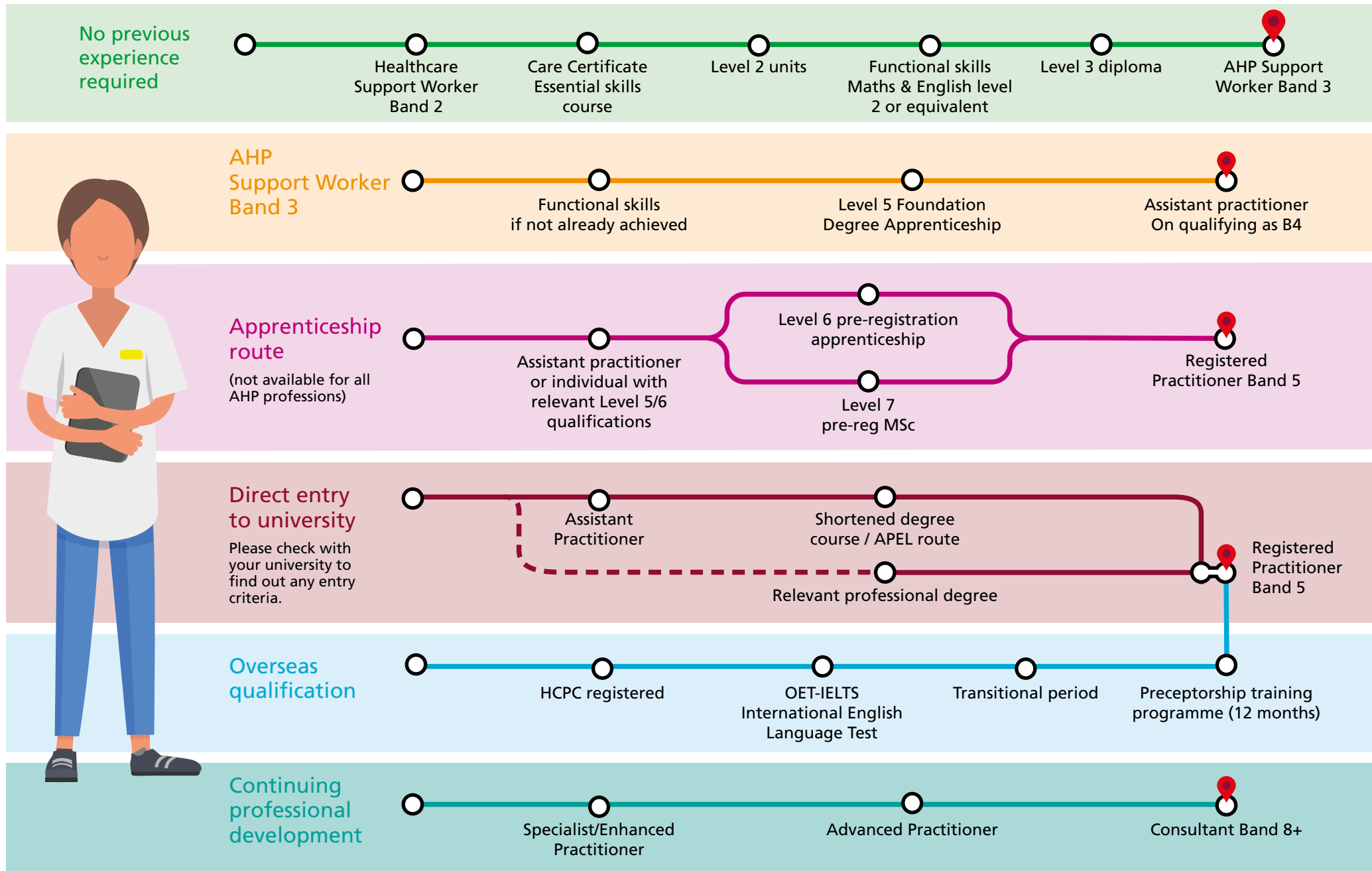
Tseleng Nyathi
MRI Superintendent
and Reporting
Radiographer

I had 10 years of experience in MRI imaging and developed an interest in reporting before I went on a course at the University of Canterbury Christ Church. I successfully passed all elements of the MRI general investigation programme (post graduate certificate in clinical reporting) and the PGC was awarded in April 2015.

What I like most about my role is interpreting images and documenting the findings to help clinicians treat our patients. The support I get from my consultant radiologists helps me grow as a Reporting Radiographer, and in turn I help develop others (students, MRI Radiographers) to grow into their respective roles. I help by providing mentorship, peer coaching and teaching on a one-to-one basis.

Explore where your future can take you

What does success look like for you? There are so many ways to achieve a fulfilling and rewarding career as an Allied Health Professional.



Training and development with funded qualifications

We have excellent career opportunities for Allied Health Professionals (AHPs) at all levels, whether you are in a new-to-care role or are a Registered Professional seeking new opportunities.

You'll be fully supported to achieve your training goals, whether you want to specialise in a particular clinical area or gain people management skills.

Apprenticeships

Apprenticeships are a great way to grasp new knowledge and expertise whilst getting hands-on experience. They are also fully funded via the apprenticeship levy, so they won't cost you a penny.

Once you have achieved your Care Certificate and providing you have Maths and English GCSE's or equivalent*, we'll help you take the next step in your career.

This may involve working towards Level 2 Units, or embarking on a Level 3 apprenticeship, either way, you'll be able to gain plenty of experience as you grow and learn.

* Grades 4-9 (A-C) or relevant Level 2 equivalents such as diplomas, RQF's (formally known as NVQ's and CQF's).



Grace Rogers
Radiographer Apprentice

I started working in the Radiology Department as an Administration Apprentice when I was 18 years old. When joining, I knew very little about Radiology, but over time, I learned more and enjoyed spending time with the Radiographers. I felt this was something I could see myself doing. I heard about a new apprenticeship that was due to start, which gave the opportunity to train as a radiographer. I applied, and I was delighted to get the position!

I love my role, being a key stage in a patient's pathway is very rewarding. I get to meet many different people and help them in their moment of need, correctly positioning them to gain images that can help with their diagnosis and treatment plan. The impact you have can be life changing.

University

For those training to be a qualified AHP, you'll need a degree-level programme approved by the Health and Care Professions Council (HCPC).

We have funding available for your continued professional development, with pathways that can open up progression into Advanced Practitioner roles. You could also discover opportunities to explore teaching, research, and innovation within senior roles.

Enhanced and Advanced Practice

We offer funding and support to guide your professional development, providing opportunities for progression to specialist roles, leadership positions, and exciting Band 8a, Band 8b, and Band 8c positions. This includes access to training and apprenticeship programs for obtaining masters-level qualifications and advanced clinical practice.

If you're interested, we can guide you towards innovative roles where you can shape the future of service delivery, educate the next generation of Allied Health Professionals, or contribute to life-changing research.

Level	Equivalent qualification example
Level 2	GCSE (Grades 9 – 4 or A* – C)
Level 3	A-Levels
Level 4	Certificate of higher education
Level 5	Foundation degree
Level 6	Bachelors' degree
Level 7	Masters' degree



Bev Snowden
Speech and Language Therapist Advanced Practitioner and Clinical Educator

Currently, I have two jobs. The first is supporting people with communication and swallowing disorders after they have had a stroke or a neurological event such as a traumatic brain injury. The second part of my job is working as a Clinical Educator for speech and language therapy.

Training is a lifelong experience. It is important both in terms of patient safety and also to ensure that the therapy and support we deliver are evidence-based and the best care available. It is hugely motivating, makes you feel more confident in your role, and invigorated within your job.

Support Workers

As an Allied Health Professional, you will have the opportunity to work as a Support Worker across a huge variety of professions. You could become a Therapy Support Worker, gain experience as a Podiatry Assistant, or deliver excellent care as a Community Support Worker.

A typical day may see you assist a patient with their recovery after surgery or taking an active role in implementing strategies to help a patient with dementia. Alternatively, some roles can see you develop exciting skills and competencies such as assisting with visual acuity tests in orthoptics, or supporting Registered Paramedics with emergency care.

How do I get started?

You don't need experience to get started! We'll provide all training on the job and help you achieve your Care Certificate within the first year of your role.

Advancing your career

Once you have achieved your Care Certificate and providing you have Maths and English GCSE's or equivalent, we'll help you take the next steps in your career.

Next steps

Achieving your care certificate and relevant modules can open up a career pathway to becoming a Trainee Assistant Practitioner. This route provides the relevant experience and qualifications to progress along a career path to becoming a Registered Practitioner.



Scan Me!

Find out more about becoming a Healthcare Support Worker

www.royaldevon.nhs.uk/careers/explore-careers/healthcare-support-workers

At a Glance

Working Bands
Band 2

What previous experience is required?
No previous experience required

Qualifications
Working towards Care Certificate

Level 2 qualifications including Maths and English

Next steps
Senior Support Worker or Trainee Assistant Practitioner



Paula Doidge
Therapy Support Worker

I was attracted to the role of a support worker as I am keen to help patients achieve their goals. I am involved with the amputees and enjoy seeing them progress.

I work in the community team and our aim is to speak with our patients to find out what their concerns are, so we then can assist them with their goals.

During my time at the Royal Devon, I have completed amputee training and also spent time at the Exeter mobility centre to get a better understanding of how they are measured for a new limb, which has been invaluable for my knowledge.

My involvement with the amputees during the Covid pandemic was a standout proud moment for me. Thanks to the challenge of completing rehab at home rather than in the gym as we normally would, we had to figure out the best way to support and rehab the amputees in a safe way.

If you're considering becoming a Support Worker, you should know that whilst the role can be challenging, it really is the most rewarding job, especially when you see someone progress and achieve their goals.



Assistant Practitioner

Assistant Practitioners work under the direction of Therapists and registered professionals to support a wide range of activities. Individual roles can see you working across a variety of teams including inpatient services, rehabilitation services, outpatient clinics and out in the community.

A typical day could involve scrubbing up to help with a Barium Swallow in Fluoroscopy, analysing a patient's nutritional intake, or providing expert advice on rehabilitation needs so a patient can achieve what matters to them.

How do I get started?

Trainee Assistant Practitioners come into the role after gaining experience as a Support Worker/Healthcare Assistant and in possession of a Level 3 healthcare qualification such as a diploma or an RQF (formally known NVQs' and QCFs).

You'll complete a Level 5 Foundation Degree Apprenticeship and be given plenty of support working under the guidance of a healthcare professional such as a Therapist.

Upon successful completion of the course, you will be offered an Assistant Practitioner (Band 4) role.

Next step

We offer learning and development opportunities to further your career to help you to become a Registered Practitioner.

At a Glance

Working Bands

Trainee: Band 3
Qualified: Band 4

Route to role

Healthcare experience

Qualifications

Maths and English grade C or above

Level 3 healthcare qualification

Next steps

Registered Practitioner



Registered Practitioners

Joining the team at the Royal Devon presents a whole host of opportunities, including the chance to work in different settings with a rotational work pattern. We are proud to offer an excellent variety of Allied Health Professions, which means you could take your career in any direction you choose.

You'll be making a difference every day, transforming the way we deliver personalised care, whether this is improving a patient's health and well-being or providing them with services such as screening or specialist clinical care. You'll also be helping people manage difficulties associated with ageing, disabilities and a range of long-term conditions.

You can find out more about individual career roles throughout this resource.

How do I get started?

To become a Registered Practitioner, you will need to complete a degree-level programme in your chosen profession.

If you are already an Assistant Practitioner, there is a route to becoming a Registered Practitioner via a funded apprenticeship.

Next steps

We offer funding and support to guide your professional development, providing opportunities for progression to specialist, leadership positions, and exciting Advanced Practitioner positions. This includes access to training and apprenticeship programs for obtaining master-level qualifications and advanced clinical practice.

If you're interested, we can guide you towards innovative roles where you can shape the future of service delivery, educate the next generation of Allied Health Professionals, or contribute to life-changing research.

At a Glance

Working Bands

Newly qualified: Band 5

Route to role

Directly from University or Degree Apprenticeship

Qualifications

A relevant professional degree is required

Registration with HCPC

Next steps

Advanced Practitioner, Consultant



Enhanced Practitioners

Enhanced Practitioners are registered professionals who have gained in-depth knowledge, specialist skills and experience since qualifying. You deliver complex clinical care to patients, teaching them and their families how to manage their conditions. You will work across some but not all of the four pillars of clinical practice including leadership, management, education and research.

Example roles of Enhanced Practitioners include: Specialist Oncology Dietician, Highly Specialised Respiratory Specialist Practitioner, Reporting Radiographer, Specialist Paramedic, Stroke Specialist Dietician, COPD Rehabilitation Physiotherapist, Respiratory Specialist Physiotherapist, Neuro Rehabilitation Speech and Language Therapist and Diabetes Specialist Podiatrist.

How do I prepare for this role?

Having gained a minimum of two years post registration experience, your next step will be to complete either a degree apprenticeship or MSc in Enhanced Practice. We'll be able to support you with this.

Progression and innovation

Once you have gained your Enhanced Practitioner role, you'll have opportunities to continue your career development journey and increase your skills to the remaining clinical practice pillars not yet achieved. Allowing you to take the next step to become an Advanced Practitioner.

At a Glance

Working Bands
Band 6 and Band 7

Route to role
Level 6 apprenticeship

2 years of
post-registration
experience

Next steps
Advanced Practitioner

Advanced Practitioners

Advanced Practitioners are healthcare professionals from a variety of different professional backgrounds with masters-level qualifications and dynamic leadership skills and expert autonomous and clinical reasoning skills. Which may include prescribing. You will be taking on autonomous roles, shaping our scope of practice whilst delivering and leading outstanding care for patients. Your role will cover all four pillars of clinical practice including leadership, management, education and research.

How do I prepare for this role?

Having gained a minimum of five years post registration experience (with at least two years of this being at a Band 7 level), your next step will be to complete either a degree apprenticeship or MSc in Advanced Practice. We'll be able to support you with this.

Progression and innovation

The Royal Devon offers excellent opportunities to innovate and explore new ideas. You can pursue academic, research, or educational opportunities, collaborating with like-minded professionals that strive for better care for future generations. Band 8a, Band 8b, and Band 8c positions offer great scope for career progression in any direction you choose. There really are no limits when it comes to planning your future, so we'll be more than supportive if you wish to explore development opportunities.

At a Glance

Working Bands
Band 8

Route to role
Level 7 apprenticeship

5 years of
post-registration
experience

Next steps
Research, service
delivery or education

Consultant Practitioners

Consultant Practitioners have multiple years of experience and expert knowledge and skills that pull together the four pillars of clinical practice including leadership, management, education and research.

As a member of our team, you'll have access to a range of career advancement opportunities, including in-house leadership courses and external learning programs that provide advanced practice qualifications. You may work within Projects or Transformation, helping to shape the way we deliver our services for the benefit of our patients.

The Royal Devon is proud to be a centre for innovation. We expand on traditional AHP roles, which has seen us working with our inspirational colleagues to design and appoint new Advanced Clinical Practitioners. When you join us, you will have the opportunity to shape service delivery for the benefit of our patients.

At a Glance

Working Bands
Band 8

Route to role
Level 7 qualification and experience

Next steps
Research, teaching and innovation opportunities



Gethin Lynch
*MSK Consultant
Physiotherapist*

I joined the team as an Extended Scope Physiotherapist, where I was operating above my normal responsibilities, so my very nurturing manager recommended we conduct a skills match, and this opened up the opportunity for me as an MSK Consultant Physiotherapist.

This role provides opportunity for not only my own development but the development of the Musculoskeletal service by driving high standards of care.

Not only has the trust funded my postgraduate certificate in Musculoskeletal diagnostic ultrasound, but I also had a mentor who supported me through the process. I love my role as it provides me with a lot of variety and plenty of scope to develop but above all else, I'm proud of the team.

Settings and rotations

Choosing an Allied Health Professional career at the Royal Devon will provide a wide range of settings to discover such as acute medicine, cardiology and community rehabilitation.

Some job roles are rotational across acute, community and outpatient services. These are most frequently in junior qualified roles where you are able to gain a range of experiences to guide you towards a specialist interest.

This is just a taster of some of the areas you could experience:

- Orthopaedics
- Cardiology
- Critical Care
- Neuro-rehabilitation
- Rheumatology
- Rehabilitation
- Musculoskeletal
- Healthcare for Older People
- Acute Medicine
- Community



Sandy Houston
*Physiotherapy
Clinical Lead*

Crediton,
Mortenhampstead
and Okehampton
Community
Rehabilitation
Team

I love my role as Lead for the Community Rehabilitation team in Crediton and Okehampton.

We support patients in the community through good working links between acute and community services, local GP surgeries, nursing colleagues and the volunteer sector. I enjoy being able to work across all fields of rehabilitation and use my skills in transferable ways right across a patient's journey.

We have a very friendly and approachable team with great opportunities for learning and developing throughout our community rehab services.

As a Team Lead, I'm currently running community-based rehabilitation outpatient clinics for patients who have amputations, those affected by falls, and those under care for neurorehabilitation. I'm also working towards my Non-Medical Prescriber qualification, and I hope to develop spasticity clinics within the community.

Allied Health Professionals in the Community

The Royal Devon is a vital community service provider, covering a vast area that caters to both busy towns and remote villages. We pride ourselves on having 17 community hospitals and extending our services to various locations, such as GP surgeries and patients' homes.

Our Community Therapy Teams are experts in recovery, rehabilitation, and home care, while we also specialise in providing community podiatry and orthoptic services. Our community hospitals offer exciting rotation opportunities for Radiographers and Operating Department Practitioners too.

Urgent Community Response Team (UCR)

Urgent Community Response teams (UCR) are made up of, but not limited to; Advanced Clinical Practitioners, Physiotherapists, Occupational Therapists, Paramedics, Nurses, and Support Workers. This team provides short-term urgent care to people in their homes, which helps to avoid hospital admissions and enables people to live independently at home for longer. Through these teams, those with complex health needs who urgently need care can get fast access to a range of health and social care professionals.

In addition, our UCR Eastern team provides support to people who have been discharged from hospital but may need further rehabilitation or assistance at home. Registered Practitioners provide a holistic assessment to support the needs of individuals, linking with other Health and Social Care services and wider system partners to help people stay independent and supported in their own homes wherever possible.

Pathfinder Team (Northern services only)

The Pathfinder Team is a multi-disciplinary team comprising Physiotherapists, Occupational Therapists, Paramedics and Nurses who work generically to support holistic, patient-centred assessments within:

- The Emergency Department – to support admission avoidance
- MAU and the short stay ward – to ensure timely discharges of patients admitted for less than 72 hours
- On all wards – to support the discharges of patients to nursing homes and the discharges of some palliative patients

Dietitian

Dietitians translate the science of nutrition into everyday information about food. You'll provide a nutritional diagnosis and formulate therapeutic diets which can be delivered orally, enterally, or parenterally, offering advice on illness prevention and dietary-related health issues.

You'll deliver a huge range of personalised care for inpatients and outpatients across the lifespan in both acute and community settings. You may be involved in helping someone improve their nutritional status after illness, offer dietary advice in managing allergies, or work as part of a multidisciplinary team to support patients with long-term conditions such as renal disease, diabetes, cystic fibrosis, or gastric disorders.

The Royal Devon is an excellent place to develop your career. You won't need experience to get started, Dietetic Support Workers can grow their career by learning on the job and accessing our training and development programmes such as taking an apprenticeship to become a Dietetic Assistant Practitioner.

For those interested in advanced practice, we lead the way with funded learning and opportunities to explore specialisms, research, innovation, and education.

Did you know

A degree apprenticeship is a great way to become a Dietitian at the Royal Devon. Funded by the apprenticeship levy, it won't cost you a penny!

Are you interested in becoming a specialist? You'll have plenty of choices. You can make a difference as a diabetes specialist, a renal expert, or a professional with a special interest in eating disorders.



Donna Murray-Holland
Dietitian

I'm a newly qualified Band 5 Dietitian currently on a general medical rotation. I assess, review and monitor the patients on my caseload before passing them to the outpatient team where required upon discharge from hospital.

Anyone interested in food, nutrition or wellbeing would find a dietitian role interesting. Anyone interested in food and nutrition would find a dietetic role interesting and rewarding.

Occupational Therapist

Occupational Therapists help people maintain independence and boost wellbeing by teaching new skills, adapting environments, providing equipment, and completing assessments to measure physical and cognitive abilities.

Working within our acute hospitals or out in the community, you'll be helping transform patient's quality of lives. This may be as they recover from illness or surgery, or you could be helping a patient manage with a health condition or disability.

As you learn and grow, you may be interested in developing specialist knowledge in a particular clinical area, take part in research, or shape your leadership skills. We offer We provide outstanding funding opportunities to help you achieve your career aspirations. These include fully-funded apprenticeship programmes, paid tuition for qualifications, and funded study days so that you can focus on expanding your knowledge.

Did you know

Occupational Therapists enjoy diverse rotation opportunities across different settings including critical care, neuro-rehabilitation, community, and many more.

The Royal Devon is an excellent place to grow your career in Occupational Therapy, we can offer fully-funded routes with dedicated study days and a preceptorship programme.



Susanna Berry
Occupational
Therapist – Return
to Practice

My biggest achievement to date is returning to work after having my children. Getting back into my green trousers and being able to identify as part of the OT team means a lot! If you want a caring profession with incredible scope for different working environments and client groups and the ability to really make a difference, then OT is for you.

Operating Department Practitioner

Operating Department Practitioners play a major role in each phase of a person's operation. Theatres are an exciting setting for your healthcare career, involving a whole host of specialisms such as emergency, trauma, orthopaedics, obstetrics and general surgery.

Your passion for patient care will help patients take their first steps to recovery, whether you are advising someone on preparation for life-changing surgery, or helping a patient feel comfortable post-anaesthesia.

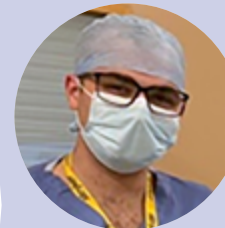
Joining the team at the Royal Devon presents a whole host of opportunities, including the chance to work in different settings with a rotational work pattern.

It's a brilliant way to glean exposure and experience within areas such as recovery, pre-op assessment and theatres for different specialties.

Did you know

Operating Department Practitioners work alongside a whole host of different specialists such as Surgeons, Anaesthetists, Theatre Nurses and Theatre Assistants.

Advanced Practice Operating Department Practitioners have excellent opportunities to progress and may take on leadership, research, or teaching roles.



Aaron Gibson
Operating
Department
Practitioner (ODP),
general theatres

My 1st career was a floor layer, but after a work accident I found myself sitting with an ODP in the A&E department. I spoke to them about their role and thought it sounded interesting. I did a little research to learn more about ODPs and then signed up for training.

Since qualifying, I've had the opportunity to progress my career by rotating through various surgical specialities. Working as part of a team, we're responsible for preparing the environment, instruments and equipment, acting as the patient's advocate and ensuring that the patient's respect and dignity is maintained at all times.

I find my job satisfying as I feel that your contribution has made a difference to patients.

Orthoptist

Orthoptists are the experts in diagnosing and treating problems with eye movement, visual development, and how the eyes work together called binocular vision. We see patients of all ages from young children who may have a squint, cataract, or any other condition impacting their visual development.

Orthoptists will also see adults who develop problems with eye movements, double vision, or visual field loss due to stroke, head injuries, or other neurological conditions.

The Royal Devon can help you achieve your career goals, whether you are joining us as a newly qualified professional, or are seeking new challenges as an Advanced Orthoptist.

Did you know

Orthoptists measure the relationship between the eyes and the brain, spotting conditions such as optic nerve problems and Intracranial lesions affecting the visual pathway.

You'll work within a multidisciplinary team of other eye experts such as Ophthalmologists, Clinical Nurse Specialists, Consultants and Support Workers.



Laura Doucas
Advanced
Orthoptist

Alongside working within a core Orthoptic clinic in the community, I have an advanced role in neuro-ophthalmology within our acute hospitals. I work with patients who have neurological conditions such as stroke and brain tumours as part of a wider multi-professional team. I help patients manage the visual symptoms of their condition and provide advice for visual and general rehabilitation. I also work alongside neuro-ophthalmologists, assessing and monitoring visual function of those attending outpatient clinics.

I have always found the Royal Devon to be very supportive of role development, helping me access external courses and work-based training that empowers me to improve the way we deliver care across our services.

Paramedic

Paramedics deliver life-saving care in emergencies and non-emergencies, assessing patients and providing treatment. Your day-to-day working life will be dynamic and rewarding, placing you in situations where you will use your knowledge and experience to make important decisions and save lives.

You won't be doing this alone, we'll equip you with fully-funded training routes and a bespoke package of support including a warm and friendly team who will help you each step of the way.

Based out in the community, you'll gain a unique perspective of urgent care and helping the most vulnerable patients access crucial services. As well as helping in emergencies, you will have the opportunity to make a real difference to people with conditions that require less urgent treatment, transforming their wellbeing by being responsive and caring.

Did you know

Paramedic careers are fast-paced and exciting, but we have lots of support available to help you build your skills. This includes mentorship, health and wellbeing programmes, and bespoke preceptorship.

Training and development are in high supply here, we can help you access courses, in-house training and external programmes to reach your career goals.



Mark Gill
UCR Clinical
Specialist Paramedic

I started my ambulance career in a part-time patient transport service in 1991 before progressing to front-line duties, qualifying as a paramedic in 1995.

I worked for 20 years and was lucky enough to be selected to work on the Devon Air ambulance in 2005.

I moved to North Devon in 2010, and have been working with the Urgent Community Response Team since 2022. I also work on the Staff Bank as part of the ambulance service, so this means I can satisfy my itch for this type of care!

Physiotherapist

Physiotherapists transform people's quality of life through therapeutic exercise, education, and manual therapy. This may be after an injury, operation, or as the result of ageing or a physical disability.

Part of your role will be to provide detailed assessments and carrying out techniques to help identify a person's needs. You'll use your expert knowledge and diverse skillset, helping people with a wide range of conditions including neurological conditions, musculoskeletal problems, respiratory illnesses and other key clinical areas.

Whether you are working within our acute services or out in the community, you'll be supported by your warm and friendly team. The Royal Devon is proud to offer a comprehensive Preceptorship programme to help you get settled as well as a buddy scheme and mentorship opportunities.

Did you know

Physiotherapists make a huge difference as part of our Urgent Community Response teams and Community Rehabilitation teams as well as based within our busy acute services.

Physiotherapists improve more than just a person's mobility, your care will help patients regain independence as well as having cognitive, emotional and social benefits.



Quita Chugg
Physiotherapist,
AHP lead north

I've worked as a Physiotherapist at the Royal Devon for 23 years since qualifying. I've received funding for many courses in clinical and leadership to enhance my career development. Most recently I completed a three year MSc in clinical leadership and management which I undertook part-time alongside my clinical work.

The Royal Devon provides excellent career progression, I have progressed from a B5 to B8a and also worked in 3 seconded roles. I am currently seconded into an AHP workforce role allowing me to split my time between clinical and operational workforce duties.

I currently work full-time but over the years I have been able to change my hours, either by reducing or condensing them to suit family needs. This flexible approach has enabled me to remain working whilst maintaining a good work life balance.

Podiatrist

Podiatrists use expert knowledge and skilled techniques to make a huge difference to patients by treating issues with lower legs and feet. You will be providing a service that improves comfort and well-being as well as improving mobility for the most vulnerable.

Your personalised approach to patient care will help relieve pain and reduce serious risks such as falls, and help those with diabetes improve their circulation to avoid amputations where possible. Alongside treating conditions, you will educate and advise to maximise healthy choices and ensure your patients strive for a better quality of life.

The Royal Devon is a centre of excellence for training and career progression, offering Podiatrists the chance to get involved with life-changing clinical trials, teaching future professionals, and transforming the way services are delivered in the future.

Did you know

You will have great variety when it comes to shaping your career with plenty of opportunities to deliver care within community settings.

Specialist Podiatrists can focus training and development on particular conditions such as diabetes, sports injuries or conditions associated with other clinical areas.



Rosie Hitchcock
Lead diabetes Link
Podiatrist

I qualified as a Podiatrist after studying as a mature student in 2010. Podiatrists are often the first point of contact for our patients, offering personalised care and assessments, as well as instigating investigations, identifying and diagnosing conditions relating to the feet, and helping with rapid referrals. We perform neurological and vascular assessments to identify vascular disease and sensation issues. We are also wound care and offloading specialists, and we conduct gait analysis and biomechanics.

We work closely with other healthcare professionals such as the Vascular Team, Tissue Viability, and Orthotists. We often share care with Community Nurses and Practice Nurses and liaise with GPs to make sure that our patients receive the best care and treatment possible.

Podiatrists deliver essential care with accomplished skills, and I am proud of the positive impact Podiatry has, especially when it comes to saving limbs and preventing potential amputations.

Radiographer

Diagnostic and Therapeutic Radiographers use cutting-edge technology to provide services for our patients. It's a career that can span all sorts of specialities, whether it involves developing your knowledge about Breast Cancer or discovering new skills as an Ultrasonographer.

- **Diagnostic Radiographers** use advanced technology to look inside patients' bodies and understand the root causes of their illness
- **Therapeutic Radiographers** play a vital role in the delivery of cancer services by planning and delivering radiotherapy

We are an innovative Trust with excellent opportunities for Radiographers to grow their career, whether you are joining us as Radiology Assistant or developing your knowledge as an Advanced Practitioner.

Scan Me!

Find out more about careers in Radiology



Did you know

You can start your career with no experience as a Radiology Support Worker.

Registered Practitioner roles can include Radiographers, Sonographers and professionals for specific clinical areas such as MRI and CT.

This is a great role for those interested in science and state-of-the-art technology!



Carmen Sykes
Interventional
Radiology Nurse

I first joined the Interventional Radiology team in 2009 after commuting to Exeter for four years, working in the cardiac cath lab. It seemed like the most natural transition going from cardio angios to other procedures such as peripheral angios.

What I enjoy most about my role is the variety of work. There are so many different areas of expertise, such as endoscopy, ERCP's, vascular, orthopaedics and more. For example, within oncology you could be supporting with biopsies and drains, or helping with nephrostomy procedures in urology.

Speech and Language Therapist

Speech and language therapists provide treatment, support and care for adults who have complex needs and conditions that affect eating, drinking, swallowing, and communication.

Working as part of a multidisciplinary team, you'll carefully assess patients and create individualised care plans that will help meet their needs. This could involve working with patients who have neurological conditions, difficulties with speech, or hearing impairments.

The Royal Devon offers excellent rotation opportunities and training to help you reach your career goals. Advanced Practice Speech and Language Therapists work in specialised and leadership roles, whether you are interested in becoming a specialist in a neurodegenerative condition or would like to discover where management training could take you.

Did you know

Assistant Practitioners can access a shortened degree programme to become a qualified Registered Practitioner, this is a great way to become a Speech and Language Therapist.

Part of your role could include working with other professionals and within clinical settings such as Radiology, where you could be assessing a patient's swallow in Fluoroscopy.



Laura Gilham
Speech and
Language Therapy,
Acute Lead

My role as a SLT is to support adults with their swallowing and communication. I predominantly work with adults who are in hospital, and love the fast paced, problem solving and social nature of my work.

Maintaining my development over my career has continued my interest and enthusiasm for my job. To be able to learn new skills opens up opportunities, gives more variety to my day, and ultimately provides a better service for the patients. SLT is a small profession and not one that's really known about... but we cover so much!

Although I've found my role within dysphagia management with older adults, there are many more opportunities whether that's working with children, helping people with their speech, language, communication or voice. Take a look at what our small but mighty profession can do!

Returning to practice

We are here to help you return to your career with confidence. It's not a problem if you're no longer registered, returning to practice is really straightforward. The length of your return to practice placement hours depends on your length of time away from clinical practice.

- If you have been out of practice for less than 2 years, there is no need to do any additional study or work experience. You can apply for relevant jobs straight away.
- Out of practice 2-5 years requires 30 days (210 hours) of updating skills.
- Out of practice 5+ years requires 60 days (420 hours) of updating skills.

How do I get started?

There is no formal training programme linked to HCPC registration. Instead, you will be supported with a programme of learning that consists of on-the-job practice, and private study. You will have a practice supervisor who will work with you to sign off your clinical skills booklet and supervised hours.

Once your skills booklet is completed and you are registered with the HCPC, you will be offered a permanent position at the Royal Devon on an agreement that you work with us for a minimum of two years.

We'll equip you with a bespoke package of support to help you find your feet, this includes our Preceptorship Programme, Mentorship, and our Nationally recognised Buddy Scheme.

royaldevon.nhs.uk/careers/return-to-practice/



At a Glance

Working Bands

Various – depends on role

Route to role

Out of practice
2 years or under: apply straightaway

2-5 years: 30 days (210 hours) updating skills

5+ years: 60 days (420 hours) updating skills

Qualifications

Dependent on role

Overseas Allied Health Professionals

If you're interested in bringing your skills to England, you've come to the right place. When you work with us, you'll join our passionate team and enjoy job security, a competitive salary and flexible hours. You won't have to pay any recruitment fees upfront and we'll provide an in-depth induction process to help you feel settled.

We'll also support you until you feel at home, providing you with a welcome pack and all the information you might need. Our overseas staff complete a Preceptorship Programme during the first year to help you adjust to your new role, equipping you with everything you need for a successful career.

How do I get started?

Anyone wanting to work in the UK as an Allied Health Professional must register with the HCPC by completing an application.

HCPC international applications
www.hcpc-uk.org/registration/getting-on-the-register/international-applications



At a Glance

Working Bands

Once registered: Band 5

Route to role

Registered with the HCPC

Preceptorship Programme

Qualifications

HCPC recognised qualification

If applicable:
International English Language Testing System (IELTS) Level 7 (outside EEA only) or
Completion of the Occupational English Test (OET)

“

The sky is truly the limit in the role that we play in providing health care services... therefore why not be a part of it?

”

Gian Jacobs
Community Therapy Team Lead



Preceptorship programme

Whether you are newly qualified, joining us from outside the UK, or returning to practice, your first few days can feel quite challenging. Our Preceptorship Programme will help you find your feet and develop your knowledge and skills so you feel as confident and competent as possible.

What's it all about?

The structured programme consists of a series of study days, after which you will apply theory to practice and hone the skills you have learned as you gain experience within your clinical area. This makes sure that you have Support during your first few months in the department. Alongside this, you'll have allocated time with a qualified professional for further support

This combination of hands-on experiential learning in the workplace and theoretical group learning is important as it will equip you with everything you need for a smooth transition to your role. Facilitated learning means you will have support and guidance at every step of your career, giving you the confidence to deliver your best and achieve a fulfilling career.

The added bonus of the programme is our buddy scheme. Your buddy will be someone outside of your team, who you can lean on for personal and professional advice, whether this involves advice when finding accommodation, or figuring out how to book annual leave.



“

I feel that my confidence has developed over the last year and feel more comfortable in my role.

”

National award nomination for our Buddy Scheme!

What support can I expect?

We are proud to lead a culture where our colleagues collaborate and support each other, forming a network of professionals who genuinely care.

Alongside health and wellbeing initiatives, peer support and line manager guidance, you can expect a warm and welcoming team environment and plenty of other factors that make the Royal Devon a great place to work.

Choosing the Royal Devon for your career means that you will be joining a team who feel just like family.

- **Career progression** – you can expect exceptional career progression at every stage of your professional journey.
- **Preceptorship** – we have a dedicated 12-month programme to help you get settled and build your confidence within your role. This is available to all AHP's, whether you are newly qualified or Returning to Practice.
- **Your team** – you will have the support of your colleagues and senior leads, who are ready and willing to assist
- **Buddy scheme** – You can choose a mentor or a “buddy” who can provide you with valuable insights and advice
- **Training and development** – we provide access to apprenticeships, educational programmes, specialised networks, and other opportunities to achieve clinical competencies through dedicated guidance and modules
- **Outstanding funding opportunities** including fully-funded apprenticeship programmes, paid tuition for qualifications, and funded study
- **Study days** – exclusive study days are safeguarded to give you dedicated time to learn

Pay banding explained

Known as 'Agenda for Change', NHS pay is structured around different bandings for a fair and transparent pay structure.

Levels of pay vary within each band according to experience. As your career develops, you can expect to earn more and move to the top of your pay banding before working your way up to the next one.

- Therapy Support Workers and Trainee Assistant Practitioners are usually within Bands 2 to 4
- Registered Practitioners such as Podiatrists, Physiotherapists and Radiographers usually start within Band 5 or 6
- Advanced Practitioners will be at Band 7 whilst training and Band 8 once qualified

Full information on pay banding can be found here: www.healthcareers.nhs.uk/working-health/working-nhs/nhs-pay-and-benefits/agenda-change-pay-rates

Band	Earning cap
Band 2	Up to £22,383
Band 3	Up to £24,336
Band 4	Up to £27,596
Band 5	Up to £34,581
Band 6	Up to £42,618
Band 7	Up to £50,056
Band 8a	Up to £57,349
Band 8b	Up to £68,525
Band 8c	Up to £81,138
Band 8d	Up to £96,376
Band 9	Up to £114,949



Benefits

Allied Health Professionals make a huge difference to the lives of patients every day and a role in AHP will deliver a sense of purpose, fulfilment, as well as some fantastic benefits, including:

- A respectable salary
- Generous annual leave entitlement
- Incremental pay progression
- Experience across multiple diagnostic and therapy disciplines
- Bespoke training and development opportunities
- Opportunities for advancement
- Flexible working
- Salary sacrifice scheme
- Range of Family Leave entitlements
- Childcare support
- Wellbeing and occupational health support, including a staff physiotherapist
- Exclusive health service discounts for NHS staff
- A dynamic and ever-changing working environment
- The opportunity to be a part of a warm and supportive team
- Potential to be involved in ground-breaking research programmes

Our flexible workforce (staff bank)

If you are a Registered Allied Health Professional and want the flexibility and freedom to choose when and where to work, then joining our staff bank could be the right move for you. Our flexible workforce helps us to respond to busy periods and helps to support us when staff are unwell.

We offer; staff bank shifts to suit your lifestyle, first choice of shifts, competitive pay rates, holiday allowance for every shift you work and a stakeholder pension scheme.

Staff bank vacancies are advertised every month on our recruitment website www.royaldevon.nhs.uk/careers.



Working and living in Devon

Boasting a stunning coastline, magnificent national parks and charming market towns, Devon offers a quality of life few other English counties can match. Add in excellent transport links, picture-postcard villages and outstanding countryside and you can see why our location has such appeal!

Barnstaple

Barnstaple is the largest town in North Devon. Once a major trading port, it's a friendly town with many fine old buildings and a traditional covered Pannier Market. Northern Devon boasts some of the country's finest surfing beaches and the beautiful landscape of Exmoor National Park. There's also the 180-mile walking and cycling Tarka Trail, and excellent rail links to Exeter via the scenic Tarka Line.



Exeter

Exeter is a small city that is consistently rated among the best places to live in the UK. A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts Sandy Park Stadium, home to the Exeter Chiefs, one of the country's top rugby clubs and winner of the European Champions Cup in 2020.



Towns and villages

Devon is one of the largest English counties so the Royal Devon covers a wide area, excluding the unitary authorities of Plymouth and Torbay. You may find yourself living and working close to our acute hospitals in Exeter and Barnstaple, or in one of our community hospitals or teams across North, West, East and Mid Devon. For a full list, please see our website.



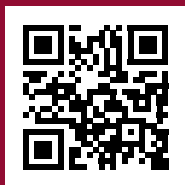
What to do next

Our friendly recruitment team are on hand to provide advice and guidance about applying for a career in therapies and would love to hear from you.

Email: rduh.recruitment@nhs.net

You can find out more about working at the Royal Devon, including a list of our latest vacancies, by visiting our website.

royaldevon.nhs.uk/careers



If you don't see the job for you, then please get in touch. We may just be able to put you on the right path for your career journey.