

# Norfolk and Norwich University Hospitals NHS Foundation Trust - Nursing Career Pathway

**External routes to Registered Nurse role include:**

- Supervised Practice
- Return to Practice
- International recruitment

**Talent Pool**

- School and college leavers
- Princes Trust
- Work experience
- Direct applicants via NHS Jobs

Talent Pool		
<ul style="list-style-type: none"> <li>• School and college leavers</li> <li>• Healthcare Assistants</li> <li>• Princes Trust</li> <li>• Work experience</li> </ul>	<ul style="list-style-type: none"> <li>• Graduates &amp;</li> <li>• Trust staff meeting entry requirements</li> </ul>	
<b>Registered Nurse Apprenticeship</b>	<b>Undergraduate University degree</b>	<b>MSc in Nursing</b>
Level 6 4 year Apprenticeship Trust funded via Apprenticeship levy	Level 6 3 years (less with APL) Student loan HEI entry criteria	Level 7 Requires 2.1 in BA or BSc & Healthcare experience

**Nursing Assistant Band 2**

*Training required:*  
Care certificate  
Trust induction

**Nursing Assistant Band 3**

*Qualification required:*  
Level 3 Apprenticeship  
Clinical Healthcare Support or other relevant health related level 3 qualification

**Nursing Associate Band 4**

**Assistant Practitioner Band 4**

*Qualification required:*  
Higher Apprenticeship  
Foundation degree  
Level 4/5  
Maths and English at functional skills level 2 or equivalent

**Registered Nurse Band 5**

**Registered Nurse 2 year Top-up Apprenticeship**

Degree Apprenticeship  
Level 6  
24 month top up from Foundation degree + Accreditation of Prior Learning (bridging programme)

**Deputy Sister Band 6**

Clinical experience in speciality  
Leadership and management for first leader roles

**Nurse Consultant Band 8**

Master's degree

**Advanced Nurse (Clinical) Practitioner Band 7/8**

Master's degree  
Apprenticeship

**Clinical Nurse Specialist/Practitioner - Band 6/7**

Specialist clinical qualification

**Ward Sister Band 7**

Management & Leadership qualification

**Matron Band 8a**

**Senior Matron Band 8b**

**Deputy Director of Nursing/Patient Safety/Education Band 8c/d**

**Director of Nursing/Chief Nurse**

**Clinical Specialist Route**

**Management/Leadership Route**

**Other career pathways include:**

- Midwifery
- Research
- Clinical Education/Practice Development
- Higher Education – Nurse Lecturer
- Quality, Patient Safety and Risk Management