

# Entry Level to Practice

## Consequences and Broader Context

# UK Context (1)

- Publicly – funded healthcare system – NHS
- NHS: benchmark for pay and working conditions across public and private sectors
- Physiotherapy is a UK – mobile profession
- Pay, grading, working conditions - UK wide

## UK Context (2)

- Single job evaluation scheme – 1.2 million NHS staff (excluding Doctors and Dentists)
- ‘Equal pay for work of equal value’
- Jobs evaluated against criteria → grade/band → pay
- Single set of bands/pay rates/terms & conditions of employment


## UK Context (3)

- Single point of graduate entry – physio/nurse/midwife/non-clinician
- 1 million staff → 9 bands
- Graduates – Band 5

# Socio - Economic Factors

- Affordability
- Population health needs: future proofing
- Needs → qualifications → entry level
- Political will

# Benefits of Raising Entry Level

- Professional 'Status'
  - Earnings/earnings potential
  - Role substitution
  - Assist with affordability?
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# Risks of Raising Entry Level

- Mismatch physiotherapy qualification level/patient need
- ‘Price ourselves out of the market’
- Conflict with fellow health professions?
- Increasingly ‘narrow’/highly ‘stratified’ profession