



GIG
CYMRU
NHS
WALES

Academi Gyllid
Finance Academy

NHS Wales Finance

Not all Heroes Wear Scrubs, a Career in Finance





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Welcome!

Our vision in the NHS Wales Finance Academy has been developed from our engagement with finance staff across NHS Wales, and focuses around **Finance Adding Value**, with four main themes – **People, Innovation, Partnership** and **Excellence**.

Our ambition is to create a Finance Function that is: “Best suited to Wales but comparable with the best anywhere.”

This Brochure has been created to provide you with information on:

- why working in NHS Wales Finance is a great place to work
- what types of roles are available and how to apply

If you have any queries or would like to know more, please visit our website:

<https://financeacademy.nhs.wales/nhs-wales-finance-careers/>

Best of luck

Finance Academy

NHS Wales Finance Academy Team





Locations to Work

Overview

There are 13 organisations that make up NHS Wales. These consist of **Local Health Boards**, **NHS Trusts** along with **supporting organisations**.

Local Health Boards

Local health boards are responsible for planning and delivering NHS services in their areas. These health services include:

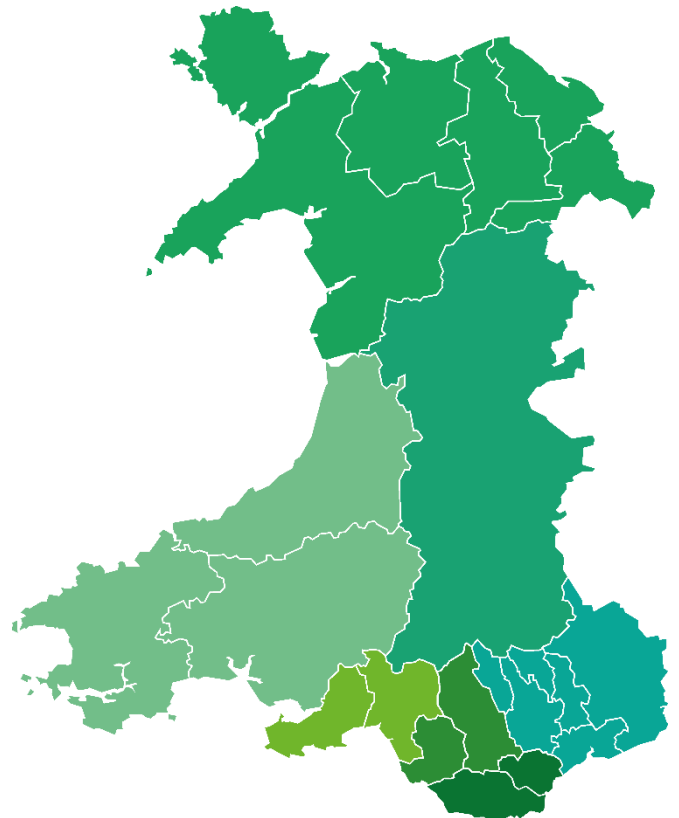
- dental
- optical
- pharmacy
- mental health

They are also responsible for:

- improving physical and mental health outcomes
- promoting wellbeing
- reducing health inequalities across their population
- commissioning services from other organisations to meet the needs of their residents

Here are the 7 Local Health Boards:

- Aneurin Bevan University Health Board
- Betsi Cadwaladr University Health Board
- Cardiff and Vale University Health Board
- Cwm Taf Morgannwg University Health Board
- Hywel Dda University Health Board
- Powys Teaching Health Board
- Swansea Bay University Health Board





NHS Trusts

NHS trusts look after public health, ambulance services as well as cancer and blood services. The three trusts within NHS Wales are:

- Velindre University NHS Trust
- Welsh Ambulances Services NHS Trust
- Public Health Wales

Strategic Health Authorities

There are currently two Strategic Health Authorities that support NHS Wales:

- Health Education and Improvement Wales (HEIW)
- Digital Health and Care Wales (DHCW)



Other Organisations

Other organisations not listed above also play a huge part in the NHS Wales family. These organisations are:










- NHS Wales Shared Services Partnership (NWSSP)
- Financial Planning and Delivery (FP&D)
- Welsh Health Specialised Services Committee (WHSSC)

Location Details





The table below shows the organisation along with the area it is responsible for NHS Services in. You can click on the organisations logo to go direct to their website:

Organisation	Responsible For NHS Services In:
<p><u>Aneurin Bevan Health Board</u></p>  <p>GIG CYMRU NHS WALES Bwrdd Iechyd Prifysgol Aneurin Bevan University Health Board</p>	<ul style="list-style-type: none"> • Blaenau Gwent • Caerphilly • Monmouthshire • Newport • Torfaen
<p><u>Betsi Cadwaladr University Health Board</u></p>  <p>GIG CYMRU NHS WALES Bwrdd Iechyd Prifysgol Betsi Cadwaladr University Health Board</p>	<ul style="list-style-type: none"> • Anglesey • Gwynedd • Conwy • Denbighshire



	<ul style="list-style-type: none"> • Flintshire • Wrexham
<p><u>Cardiff and Vale University Health Board</u></p>  <p>Bwrdd Iechyd Prifysgol Caerdydd a'r Fro Cardiff and Vale University Health Board</p>	<ul style="list-style-type: none"> • All of Cardiff • Vale of Glamorgan.
<p><u>Cwm Taf Morgannwg University Health Board</u></p>  <p>Bwrdd Iechyd Prifysgol Cwm Taf University Health Board</p>	<ul style="list-style-type: none"> • Bridgend • Merthyr Tydfil • Rhondda Cynon Taf
<p><u>Hywel Dda University Health Board</u></p>  <p>Bwrdd Iechyd Prifysgol Hywel Dda University Health Board</p>	<ul style="list-style-type: none"> • Carmarthenshire • Ceredigion • Pembrokeshire
<p><u>Powys Teaching Health Board</u></p>  <p>Bwrdd Iechyd Addysgu Powys Powys Teaching Health Board</p>	<ul style="list-style-type: none"> • All of Powys
<p><u>Swansea Bay University Health Board</u></p>  <p>Bwrdd Iechyd Prifysgol Bae Abertawe Swansea Bay University Health Board</p>	<ul style="list-style-type: none"> • Swansea • Neath Port Talbot • As well as some specialist regional services.
<p><u>Velindre University NHS Trust</u></p>  <p>Ymddiriedolaeth GIG Prifysgol Felindre Velindre University NHS Trust</p>	<ul style="list-style-type: none"> • Specialist cancer services across South East Wales. • It also provides specialist blood services across Wales through <u>Velindre Cancer Centre</u> and the <u>Welsh Blood Service</u>.
<p><u>Welsh Ambulance Services NHS Trust</u></p>  <p>Ymddiriedolaeth GIG Gwasanaethau Ambiwylans Cymru Welsh Ambulance Services NHS Trust</p>	<ul style="list-style-type: none"> • National ambulance service.
<p><u>Public Health Wales</u></p>  <p>Iechyd Cyhoeddus Cymru Public Health Wales</p>	<ul style="list-style-type: none"> • The national public health agency. Public Health Wales is responsible for protecting and improving health and wellbeing and reducing health inequalities.
<p><u>Health Education and Improvement Wales (HEIW)</u></p>  <p>Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)</p>	<ul style="list-style-type: none"> • Has a leading role in providing the healthcare workforce in Wales as a Strategic health Authority in: <ul style="list-style-type: none"> • education



	<ul style="list-style-type: none"> • training • development
<p><u>Digital Health and Care Wales</u></p> 	<ul style="list-style-type: none"> • Is a special health authority, building and designing digital services for health and care in Wales.
<p><u>NHS Wales Shared Services Partnership (NWSSP)</u></p> 	<ul style="list-style-type: none"> • Provides a range of customer focused support functions and services to NHS Wales.
<p><u>Financial Planning and Delivery (FP&D)</u></p> 	<ul style="list-style-type: none"> • The FP&D ensures financial sustainability and deliver, alongside maximising the impact and use of health and social care spending in Wales.
<p><u>Welsh Health Specialised Services Committee (WHSSC)</u></p> 	<ul style="list-style-type: none"> • WHSSC are responsible for the joint planning of Specialised and Tertiary Services on behalf of Local Health Boards in Wales.



What is NHS Wales Finance?

NHS Wales is the publicly funded National Health Service of Wales providing healthcare to some 3 million people who live in the country.

There are many different roles in a Finance department; depending on the role and level of responsibility you could be helping clinical staff to manage their budgets and make effective key decisions; ensure payments for goods and services are made on time and correctly; and helping to ensure hospitals have the necessary equipment and resources they need.



There are over **900 staff** working in finance functions provided by NHS Wales; including **accounts payable**, **internal audit** and **payroll**. Each organisation's Finance department is structured slightly differently but a typical department has the following functions:

- **Financial Management and Business Partnering** - Adding value and challenging service teams through strategic planning, change management, project and risk management, business analysis, forecasting and performance.
- **Financial Accounting** - Maintains the integrity of the financial ledger ensuring that all cash, income and expenditure is accounted for and reported in accordance with Welsh Government accounting requirements.
- **Capital Accounting** - Works in conjunction with frontline services to achieve the maximum benefit from capital investments.
- **Financial Planning** - Ensures that the financial strategy of the organisation aligns with the service, activity and workforce strategy and plans and provides a key link into the medium term service planning process.
- **Costing and Business Intelligence** - Works closely with clinicians and frontline service leaders to enable them to understand the full extent of the resources they are committing and the outputs they are delivering to facilitate service performance and modernisation.

With improved understanding and experience **your career** could advance to more technical and analytical roles. Further experience and relevant qualifications will then allow you to apply for more senior roles, such as: a Business Partner Accountant, a Head of Finance and ultimately a Director of Finance.

Working in NHS Finance will challenge you and give you the opportunity to use and develop a wide range of skills making you part of a highly skilled technical and professional team that is helping to make a real difference to the **quality of care to patients** in Wales.



Why is NHS Finance a Great Place to Work?

NHS Wales Finance is a **great place to work** because it a rewarding job choice with amazing opportunities where you can make a **real difference** to your local **community**. We also help you achieve your career goal; with annual personal development reviews we can support you with your career aspirations. We also understand that your views matter, we invite all finance staff to take part in surveys and value the teams' ideas and suggestions.

Pay:

Not only will you receive a good starting salary, but there is also pay progression where you can increase your salary by meeting your objectives.

The following information is a guide for the [NHS Wales Agenda for Change](#) pay scales. This covers all staff, with the exception of Drs, Dentist and very senior managers. Below is a table which shows you the top point of the salaries at each band (correct as of March 2023):

Band	Top point Salary	Types of Roles
2/3	£23,000	Finance Apprentice , Domestic, Porter, Secretary, Healthcare Assistant
4	£26,000	Entry level Finance Analyst , Dental Nurse, Pharmacy Technician,
5	£33,000	Finance Analyst , Nurse, Theatre Practitioner, Therapy Technician
6	£41,000	Management Accountant , School Nurse, Trainee Psychologist, Scientist
7	£48,000	Finance Manager , Ward Sister, IT Manager, PR & Comms, Therapist
8a-8d	£55,000 - £92,000	Finance Business Partner , Service Manager, Specialist Nurse
9	£95,000+	Chief Finance Manager , Service Director, Specialist Nurse / Therapist



Benefits:

Depending on which way you choose to start your career with Finance in NHS Wales (see the next section: How do I Apply for a Role?'), you could be entitled to these benefits:

- Incremental pay increases (pay progression)
- 37.5 hour standard working week
- 28 days holiday that increases with service plus bank holidays
- The NHS Pension Scheme is one of the most generous and comprehensive in the UK
- Occupational health & counselling services
- NHS Discounts
- Flexible working arrangements for a work/life balance
- Childcare vouchers
- Bursary towards your studies

How do I Apply for a role?

Overview

There are many ways for you to start your career with us:

- Direct Entry
- Post GCSE/A Level Qualification
- NHS Wales Financial Management Graduate Scheme

Direct Entry

The direct entry route, involves applying for a role through the recruitment website called trac.jobs All vacancies in NHS Wales are advertised on this site and you will receive communications about the status of your application regularly.



You can search by roles, location or keywords on the website, or even set up a free account and to receive notifications when roles are added. Each vacancy will tell you information about the role via the advert, job description and person specification. It also includes details about the organisation.



Post GCSE/A Level Qualification

This is where you could be employed by an NHS Wales Organisation, you would have been recruited via [trac.jobs](#). By joining NHS Wales through this route, you could gain a degree or Accounting Technician qualification whilst **working, learning** and **earning**.



If successful onto a post GCSE or A Level qualification, you could also have access to our new Early Talent Programme.

This is a new programme which we plan to launch in 2024 and will wrap-around the scheme your organisation has chosen to use. Schemes currently included are a Finance Apprentice or [Network 75](#) student.

The programme will give you the opportunity to develop your financial management and leadership skills whilst studying for a finance qualification in your local organisation, with your peers.



*My name is **Garin**, and I am a **Finance Apprentice** based at **Cwm Taf Morgannwg University Health Board**.*

*My first year on the scheme went brilliant! I was able to see how numerous areas of the finance function work, providing me with great experience and understanding. I was also **successful** in my **academic studies**, allowing me to now move onto further finance qualifications.*

Garin, Apprentice

NHS Wales Financial Management Graduate 3 Year Scheme

Our three-year Financial Management Scheme will stretch you and give you the opportunity to develop your **financial management** and leadership skills whilst studying for a **professional accountancy qualification** through an intense development experience, learning to work alongside clinicians and other professionals.



If you are successful at application, you will be appointed to a finance role in NHS Wales for the duration of the scheme, with one or more of the NHS organisations in Wales.

During the three-year training scheme you will be expected to balance the demands of operational finance roles and projects with a work based learning scheme, whilst studying for a professional accountancy qualification.



From day one you will be an **integral part of finance teams** within NHS Wales, rotating into a number of **placements** which will give you invaluable insight and experience into the day-to-day challenges, giving you the opportunity to apply your financial, management and leadership skills. As a scheme participant, you can expect first class training and mentorship support.

Your performance will be closely managed by a senior manager who will expect commitment and action to deliver results. Your line manager will give you structured feedback on your work-related performance as well as receiving and providing feedback on your academic progress.

Throughout the scheme you will have access to:

- **A buddy** - who is a finance team member who is studying or has recently qualified
- **A mentor** - a finance leader providing you with their experience to motivate and inspire you
- **Student Networks**
- A dedicated **training lead**



I am Amy, Financial Management Graduate Trainee, Hywel Dda Health Board.

My first year provided a good foundation. It gives me the opportunity to build my understanding of the main finance teams such as Management and Financial Accounts. It helped me understand how the systems work and how the finance teams support each other to deliver their objectives and report information. This was valuable, as I had not worked in a finance role previously.

Amy, Financial Management Graduate Trainee

Further Information

If you would like further information or to read more stories please visit our [website](#). You can also [register your interest in our programmes here!](#)



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Interested in finding out more about
the NHS Wales Finance Academy and
the work that we do?

Come and find us at:

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