Clinical Audit
Jobs Vacancies Report

Issue 9

INTRODUCTION:

The Clinical Audit Support Centre Ltd. is an independent healthcare company providing information, advice and support in relation to clinical audit, improvement and patient safety techniques. We receive no central funding and we are not involved in the supply of any national clinical audits.

In July 2009, CASC produced issue one of the 'Clinical Audit Jobs Bulletin'. The bulletin features all clinical audit jobs advertised on NHS Jobs website (www.jobs.nhs.uk). The purpose of the bulletin is to save clinical audit and quality improvement staff time and effort, in effect creating a one-stop shop of relevant current job vacancies.

This report summarises the data we have accumulated over the last ten years during which time 324 job vacancy bulletins have been published. This report provides those working in the field with an overview of current activity and trends in the audit jobs market. CASC also decided to produce the report as it helps provide valuable data to measure if the Chief Medical Officer's demand that 'local clinical audit needs to be re-invigorated' (Sir Liam Donaldson 2006) has been met. It may be a simplistic measure, but over time we would expect a healthy audit community to increase or at least retain the number of professionals working across the sector.

KEY MESSAGES:

- Most ever job vacancies (260) reported in 2018/19 (previous best was 234 in 2015/16). In 2011/12 there were just 92.

- As in previous years, Band 5 accounted for the highest proportion of vacancies (29.6%). 60% were either Band 4/5 or 6.

- The number of Band 7/8 vacancies remains strong at 32 in 2018/19 (the same as 2017/18). In 2016/17 there were just 16.

- The most frequently occurring job title was 'Clinical Audit Facilitator'. However, by comparing salaries CASC identified significant cases of sizeable pay disparities for jobs with the same title. For example, some 'Clinical Audit Facilitator' vacancies were advertised at Band 4 (starting salary £20,150) through to Band 6 (top salary of £36,644).

HOW DATA WAS COLLECTED

Historically, CASC published the audit jobs bulletin 2 or 3 times per month. However, since summer 2017 we have made the bulletin a weekly endeavour, publishing each issue every Monday. Information for the bulletin is sourced from NHS Jobs website (a free online resource). Bulletins produced by CASC feature a summary of each vacancy and from these the following data are captured:

- Job reference code
- Job title
- Employer details
- Location
- Salary and pay banding
- Job type (Permanent or fixed term)
- Job hours (Part-time or full-time)
- Staff group (e.g. administrative and clerical, etc.)
- Closing date for applications.

CASC's first jobs bulletin was published in July 2009 and this report examines in more detail the subsequent 1,746 vacancies advertised in the first 324 bulletins up to and including June 2019.

RESULTS

To retain consistency, results are reported in an almost identical format each year. However, since the publication of report issue 7 in 2017 CASC received requests for further information and we have been delighted to provide more detail since issue 8. As an example of improvements, this report features more details in relation to pay disparities (section 7) and we are also creating separate infographics to provide more feedback here (see CASC website). We will also provide more detailed run charts in separate documents that map vacancy data.
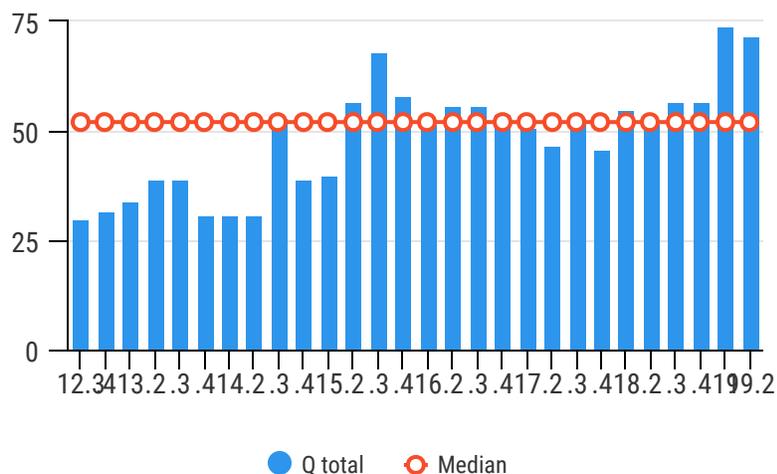
1: ANNUAL VACANCIES

The chart (top right page 2) provides details of the total number of vacancies advertised for each twelve-month period (July to June). The chart indicates a significant rise since July 2014 and double the number of vacancies were reported in 2018/19 compared to 2013/14.
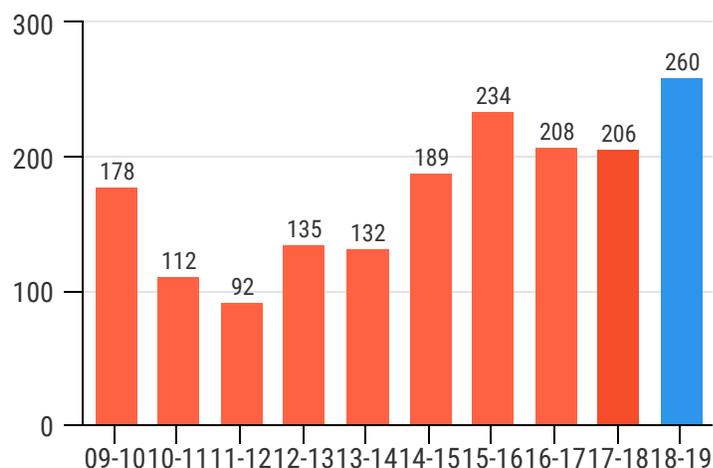
2: QUARTERLY VACANCIES

Run charts have become particularly popular in recent times to help map and interpret data sets. The run chart below illustrates the clinical audit vacancy data for every quarter since the middle of 2012. The median now stands at 52 and you can clearly see a shift with most quarters since 2015 above the median line.


Irrespective of the time frame in which the vacancy data are reported (either at an annual, quarterly or monthly level) the results appear to be favourable, if we agree with the basic premise that an increased number of clinical audit vacancies is a positive indicator of the 'good health' of clinical audit. Of course, this is a crude marker as staff who stay in their job and don't move would be seen as a positive and this would lead to less vacancies.

Since CASC first published the bulletin in 2009, the most vacancies reported in a 3-month quarter is 74 (January to March 2019). This is followed by 72 for the very latest quarter (April to June 2019). The graphs on this page indicate that the number of job vacancies reported in NHS jobs has increased significantly compared to pre 2014/15.
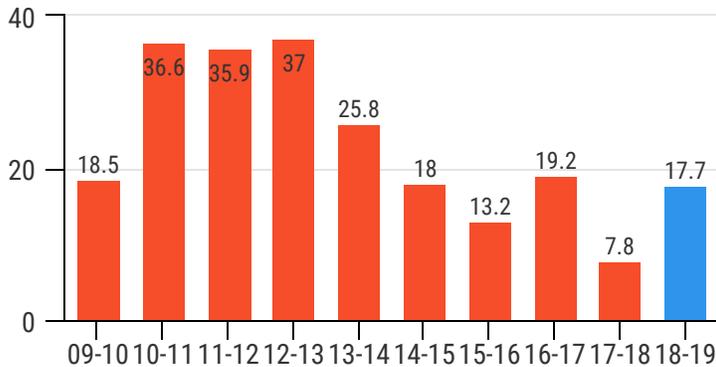
3: PERMANENT or FIXED-TERM?

Of the 260 job vacancies advertised from July 2018 to the end of June 2019, 209 (80.4%) were offered on a permanent basis with 46 (17.7%) classified as fixed-term positions with 5 (1.9%) others (secondment or bank).
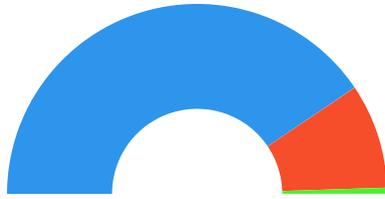

● Permanent   ● Fixed-Term   ● Other

The chart below maps the percentage of fixed-term jobs over the last ten years. Results for 2018/19 show a significant increase in the proportion of part-time jobs (17.7%) compared to the all-time low result of 7.8% in 2017/18. However, the most recent result is considerably less than the >35% peaks achieved between 2010-13.

|	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
	18.5	36.6	35.9	37	25.8	18	13.2	19.2	7.8	17.7

4: STAFF GROUP

As in previous years, the vast majority of clinical audit jobs advertised are marked as 'Administrative and Clerical'. This year, exactly 10% of jobs were 'Nursing and Midwifery registered' and these were typically 'Audit Nurse' vacancies. 8 jobs were neither A&C or N&M: 4 Additional Clinical Services, 2 Scientific and Technical, 2 not stated.

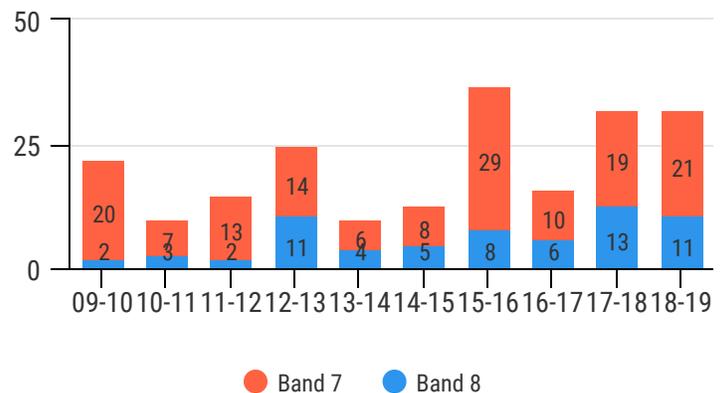| Administrative and Clerical	Nursing and Midwifery	Other
226	26	8
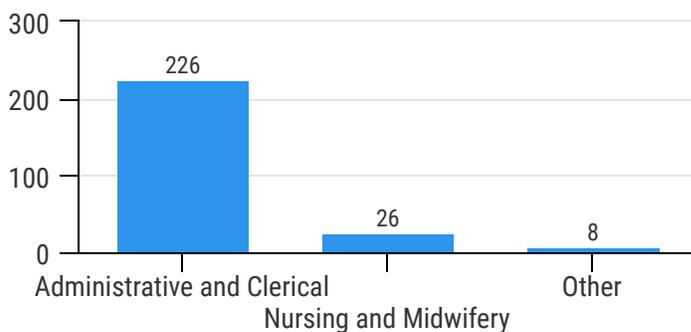
5: OVERALL PAY BANDINGS

As identified previously, there are a wide variety of audit jobs advertised. The chart below illustrates the proportion of jobs that were advertised for each banding. 21 jobs (8.1%), mostly advertised by non-NHS (e.g. HQIP, central advertising, etc.) were classified as 'other' salary band. Percentages per banding were similar to 2017/18 data.

2	3	4	5	6	7	8A	8C	Other
4.6	14.6	16.9	29.6	13.8	8.1	3.9	0.4	8.1
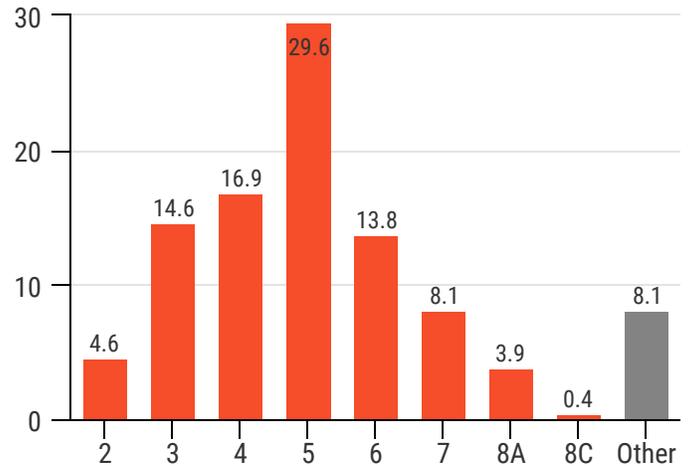
There were significantly more Band 5 jobs in 2018/19 (29.6%) compared to any other banding and this result was in-line with 2017/18 data (Band 5 = 31.6%). Once again, the majority of jobs were rated as Band 4/5/6 with these three bands accounting for 60% of all vacancies. In 2017/18 the comparable percentage was 62% for Bands 4/5/6.

6: FOCUS ON BANDS 7&8

Although the majority of vacancies are banded 4/5/6 on the NHS pay scale, the most senior staff working in clinical audit can attain bands 7 and 8. The chart below illustrates the change in bands 7 and 8 vacancies (aggregated) over the last ten years. 2018/19 data are almost identical to 2017/18 results with a combined 31 Band 7/8 jobs in 2018/19 compared to 32 in the previous 12 months. With the exception of 2015-16 (37 jobs) the results for the last 2 years compare favourably with results in previous years.

	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
Band 7	20	7	13	14	9	8	29	10	19	21
Band 8	2	3	2	11	4	5	8	6	13	11

● Band 7   ● Band 8

7: COMPARING PAY

From a CASC perspective, perhaps the most interesting part of compiling this report is to compare and contrast the different pay bandings for jobs that have exactly the same title, especially considering the amount of effort and time previously put into the NHS Agenda for Change initiative.

The most frequently recurring job title was 'Clinical Audit Facilitator' with this role advertised 23 times in 2018/19. However, not all 'Clinical Audit Facilitator' roles were advertised at the same banding. Indeed, audit facilitator roles were advertised at Bands 4/5 and 6. This means that there could be a pay differential of £16,494 given the bottom of Band 4 is £20,150 and the top of Band 6 is £36,644.

If one takes a closer look at 'Clinical Audit Assistant' vacancies, these roles have been advertised at Band 2/3/4 and 5 in 2018/19. The maximum pay differential between bottom of Band 2 and top of Band 5 is £12,148.

8: PART-TIME or FULL-TIME

Of 260 total vacancies, 50 (19.2%) were part-time with the remaining 210 (80.8%) advertised as full-time. This result is similar to 2017/18 data when 18.4% were part-time vacancies. The range of part-time hours offered was 15 to 33.5 hours per week.

9: DATA for PCTs and CCGs

The chart below shows the change in funding for jobs advertised by Primary Care Trusts, now Clinical Commissioning Groups, over time. Compared to 2009-11 there has been a significant drop that has not bounced-back.
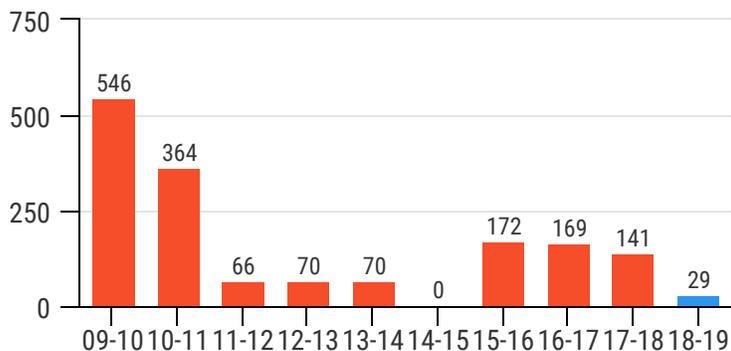
LIMITATIONS OF THIS REPORT

CASC believe that no report is perfect and there are clear limitations to this study.

The main limitation to highlight is that this study only focuses on clinical audit jobs published on NHS Jobs website so vacancies advertised elsewhere will inevitably be missed. Equally when compiling the bulletins we may miss a few jobs advertised for short time periods.

Furthermore, there is no way of knowing why a new vacancy has become available. This study is unable to tell us if a vacancy is a new post or replacement position.

However, it is worth noting that the way we compile our job bulletins and the way we manage and analyse the data has not changed over time. There may be limitations but there is consistency in CASC's approach to this work.

CONCLUSIONS OF THIS REPORT

CASC have always taken the approach that while we are in a position to report useful data it is not our role to interpret it. This is our view whether we are feeding back survey data to the audit community or audit results to clinical staff. However, given that we have compiled ten years of data it is not difficult to start to identify trends. Indeed, there appear to be several positive recent trends: the number of overall vacancies hit a record high (260) in 18/19 and there have now been 4 consecutive 12 month periods where over 200 vacancies have been listed (the 12 month high prior to this was 189 in 2014/15). The last 24 months have also seen a healthy number of Band 7/8 jobs with 32 in 2017/18 and 31 in 2018/19. What is most disappointing to see and is something that needs to be examined in more detail, is the continued pay disparities that exist for staff conducting the same job as others.

You can find out more about the Clinical Audit Support Centre Ltd via:

Website www.clinicalauditsupport.com   Twitter @cascleicester