

# Clinical Audit Jobs Vacancies Report

Issue 8



## 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](http://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 nine years during which time 273 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:

- Overall number of clinical audit job vacancies remains comparable to recent years and significantly above pre-June 2014 levels.
- 62% of clinical audit vacancies advertised between July 2017 and June 2018 were NHS pay band 4, 5 or 6.
- Compared to 2016-17 there was a sharp increase in band 7 and 8 vacancies.
- CASC have identified clear examples of significant pay disparities for jobs with the same title. For example, Clinical Audit Facilitator vacancies were advertised at Band 4 (starting salary £19,409) through to Band 6 (top salary of £35,577).

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## 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 each 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 is captured:

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

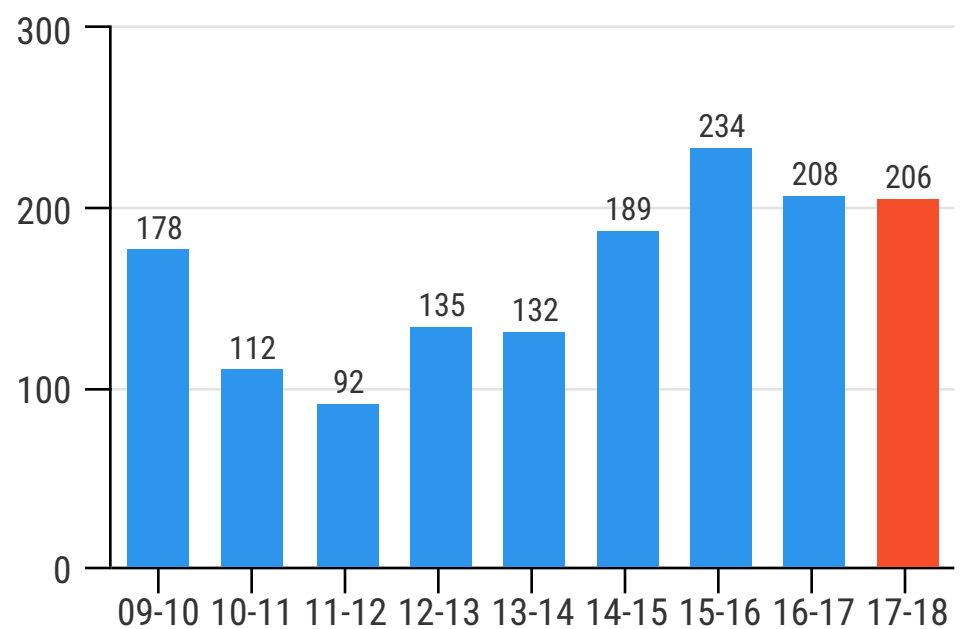
CASC's first jobs bulletin was published in July 2009 and this report examines in more detail the subsequent 1,486 vacancies advertised in the first 273 bulletins up to and including June 2018.

## RESULTS

To retain consistency, the results are reported in an almost identical format to previous reports. However, since the publication of the last report in July 2017 CASC have had a number of requests for additional information and we are delighted to be able to include these in the report. With this in mind this report will feature more details in relation to the average value of clinical audit vacancies (see section 8). We have also updated the data in section 2 (see opposite) and hence the median line has been adjusted from 43.5 (at the end of June 2017) to 49 (now).

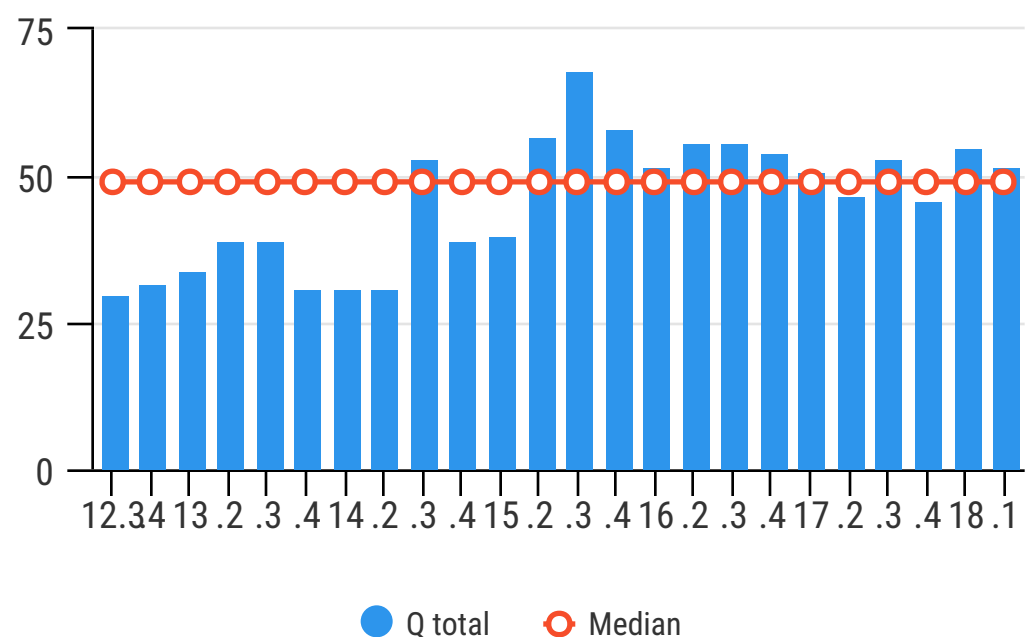
### 1: ANNUAL VACANCIES

The chart (top right page 2) provides details of the total number of vacancies advertised for each twelve-month period (July to June). The graph indicates a significant rise since July 2014 and double the number of vacancies were reported in 2017-18 compared to 2011-12.



### 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 changes in clinical audit vacancies and illustrates a significant shift with 11 out of the last 13 quarters since Spring 2015 to present recording results equal to or above the median.

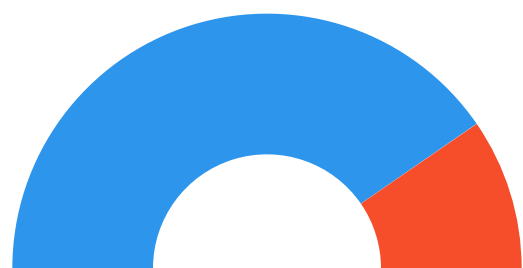


Irrespective of the time frame in which the vacancy data is reported (either at an annual, quarterly or monthly level) the results appear to be favourable, if we agree with the basic premise that an increased number of clinical audit vacancies is a positive indicator of the 'good health' of clinical 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 calendar month is 28 (in July 2009 and June 2015). The fewest vacancies (4) occurred in March 2011. At time of publishing this report there have been 41 consecutive months with 10 or more vacancies.

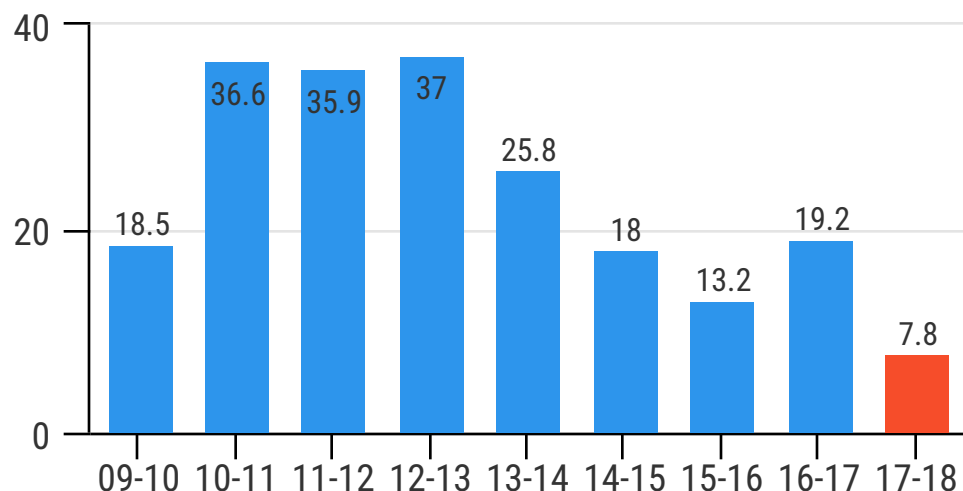
### 3: PERMANENT or FIXED-TERM?

Of the 206 job vacancies advertised from July 2017 to the end of June 2018, 168 (82%) were offered on a permanent basis with 38 (18%) classified as fixed-term positions (ranging from 6 to 12 months in duration).



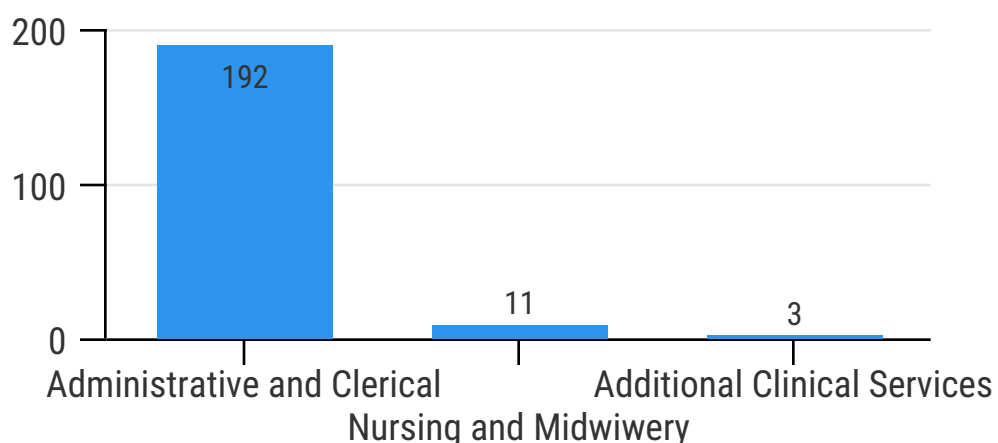
● Permanent ● Fixed-Term

The chart below maps the percentage of fixed-term jobs over the last nine years. Results for 2017/18 show the lowest proportion of fixed-term vacancies since CASC started compiling data. Indeed, the proportion of fixed-term vacancies in clinical audit has dropped from a high of 37% in 2012-13 to less than 10% in 2017-18.



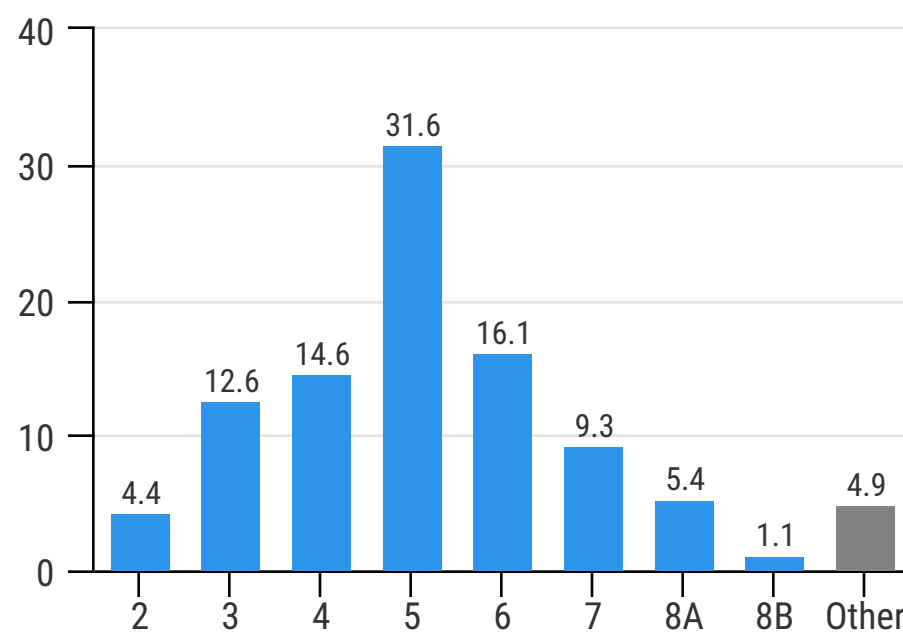
### 4: STAFF GROUP

Historical studies that have examined the various roles and job titles of those working in clinical audit have identified a wide degree of variability. Certainly, the title of clinical audit posts advertised in 2017-18 are more diverse than ever before! Indeed, it was noticeable that job titles often now include words such as 'quality' or 'outcomes'.



### 5: OVERALL PAY BANDINGS

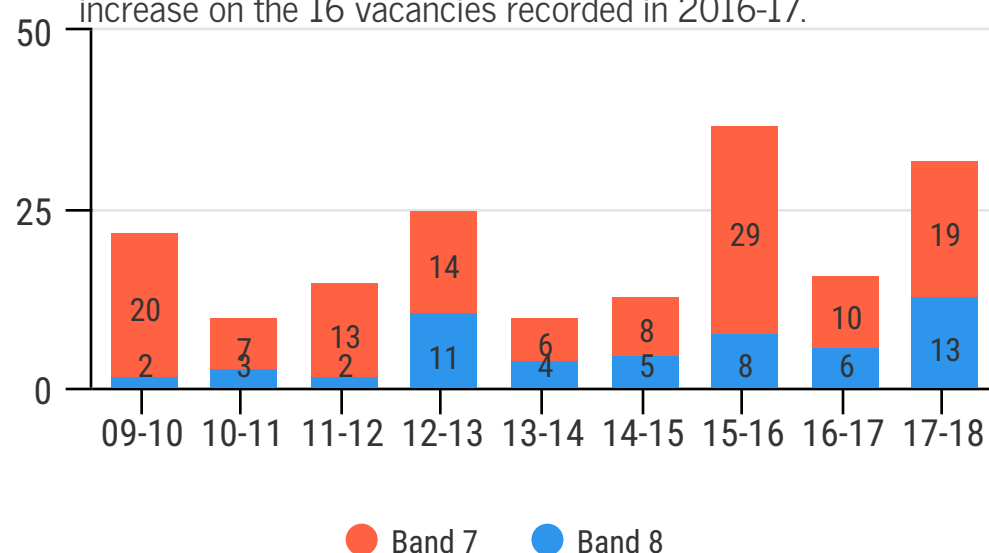
As identified previously, there are a wide variety of audit jobs advertised. The chart below illustrates the proportion of jobs that were advertised for each banding. 10 jobs (4.9%) were classified as 'other' salary band. In previous years 'other' jobs were often Clinical Audit Apprentice positions but in the last 12 months they have been a mixture.



Just under one-third (31.6%) of jobs advertised were Band 5 (£22,128 to £28,746). 62.3% of jobs were Band 4 to 6 representing a salary range from £19,409 to £35,577. As a footnote to this study, it is noticeable that there are often two grades difference between jobs with the same title, e.g. Clinical Audit Facilitator posts advertised at Band 4, 5 and 6.

### 6: FOCUS ON BANDS 7&8

Although the majority of vacancies are banded 4-6 on the NHS pay scale, the most senior staff working in clinical audit can attain bands 7, 8A and 8B. The chart below illustrates the change in bands 7 and 8 vacancies (aggregated) over the last nine years. 2017-18 data highlights a significant uplift compared to previous years. For example, the 13 Band 8A or B jobs is the most ever and the combined 32 total jobs banded 7 or 8 is a 100% increase on the 16 vacancies recorded in 2016-17.



● Band 7 ● Band 8

## 7: EXPENDITURE ON VACANCIES

In previous reports we have published the total value of expenditure on jobs and from this calculated average salary. However, we consider that this is becoming increasingly problematic and of questionable worth. For example, in recent years there has been a significant uplift in the number of Clinical Audit Apprentice roles and these staff are typically paid £100 per week. This year we have not included total salary data, but as there were no apprenticeships reported from July 2017 to June 2018 we have provided details of average salary in section 8.

## 8: COMPARING GROUPS

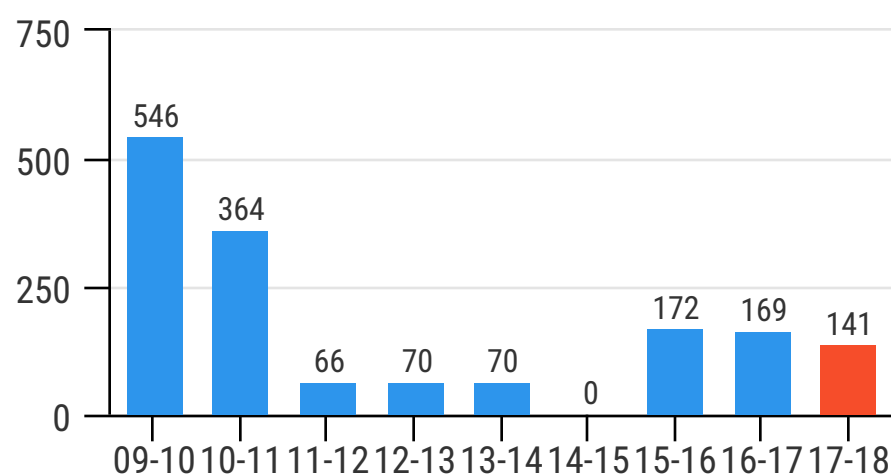
Almost all vacancies were classified as Administrative and Clerical (n=192). However, there were 11 jobs classified Nursing and Midwifery Registered (most were Clinical Audit Nurse roles). If one takes the top-end of the salary band (e.g. £28,746 for Band 5) and calculates the average salary across all 206 vacancies, the result is £29,979. If the same calculation is made for just the Nursing and Midwifery vacancies, the average is £37,977.

## 9: PART-TIME or FULL-TIME

Of 206 total vacancies, 38 (18.4%) were advertised as part-time. The results are very similar to previous years: 16.7% in 2015-16 and 13.5% in 2016-17

## 10: 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 clinical audit community or clinical audit results to individuals or teams of clinicians.

However, given that we have compiled nine years worth 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 is significantly higher now than 3-4 years ago and there has been a significant drop in fixed-term posts. The last 12 months have also seen a significant upturn in the number of Band 7 and Band 8A or B jobs available with 32 in 2017-18 compared to just 16 in 2016-17. We also consider the average salary of £29,979 (based on the top pay for each band) as being a healthy rate that will attract staff to our profession.

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

*Website [www.clinicalauditsupport.com](http://www.clinicalauditsupport.com) Twitter @cascleicester*