



WE ARE *not* HIRING!

What is going on with the NHS clinical jobs market and why are local teams shrinking?

- ✗ Audit Manager
- ✗ Effectiveness Officer
- ✗ Audit Facilitator

**DON'T APPLY
NOW**

Why are NHS audit staff under-valued and how can we influence this? Plus, what questions should the next CASC census ask?

Join us on **3rd February** at 12.30 for the 40th CASC Learn at Lunch to discuss these important issues.

Limited to 100 free places - first come, first-served. To book your place simply email us via:

✉ info@clinicalauditsupport.com



For more information visit www.clinicalauditsupport.com
Follow us on Twitter @cascleicester

Clinical audits and registries: A best practice guide



"A **clinical audit** is one of the main types of quality improvement activities. It is a way to determine if healthcare is being provided in line with standards. It helps care providers, commissioners and patients understand where services are doing well and where improvements are needed in line with evidence-based standards."

Clinical audits and registries: A best practice guide (2025)



CLINICAL AUDIT AWARENESS WEEK

Improving lives with healthcare data

22-26 JUNE 2026

#CAAW26

- Turning Strategy into Reality
- Patient Involvement and Care Equity: Improved Outcomes for All
- Shaping the Future Together: Innovation and Transformation
- Patient Safety: Using Data and Audit to Reduce Harm
- Data-Informed Improvement: From Insight to Impact.



***Awards open 16 March. CA Heroes Awards will be renamed 'Excellence in CA Awards'**

QI will not fix the NHS or Health Care

10th February 2026, 19:00 to 20:00 GMT

Overview

What is QI? How can and should it be used in the clinical setting, and when should it not be used?

How do we choose a successful project and what can we do to improve the likelihood of success?

This webinar will provide a discussion about the value of QI and how it can contribute to whole system improvement.

Aims

Provide an introduction to the principles of QI and how to run a successful project. This will include some of the basics of QI methodology as well as an introduction to Kotter's theory of change, theories of complexity and some human factors and psychology.

Learning Objectives

By the end of this webinar, attendees should be able to:


- Know when a QI project can be applied
- Know when QI is not the right approach
- Know how to maximise success of a QI project
- Have a basic understanding of the psychology of change.


[Register Now](#)



For those interested in AI and CA...

AI in Clinical Audit: do the benefits outweigh the risks?

04/12/2025 

64 mins 

[Transcript](#) 

[Play](#) 

▼ Description

For episode 21 of The AMaT Podcast, Angela Ward, Dr Mohammed Al-Khalidi, Steve Parker, and Suzanne Henderson discuss AI in Clinical Audit and whether the benefits outweigh the risks.

This episode's guests:

Angela Ward is the clinical audit and outcomes manager at The London Clinic.

Dr Mohammed Al-Khalidi is a Senior Lecturer in Cyber Security and leads the Cyber Security Research Lab at Manchester Metropolitan University's Department of Computing and Mathematics.

Steve Parker is the Technical Director of Meantime IT.

Suzanne Henderson is the Programme Manager at Meantime AMaT.





Clinical Audit Support Centre: Jobs Bulletin Number 1

The Clinical Audit Support Centre Ltd search the NHS Jobs website on a fortnightly basis and produce this bulletin listing relevant clinical audit jobs. If you see a job that interests you, simply visit www.jobs.nhs.uk and type the job reference code into the 'keywords or job reference' section on the homepage and click search. More details relating to the job you are interested in will then be displayed.

This bulletin covers clinical audit related jobs with application closing dates that range from 20th May to 1st June 2009.

Job Reference: 339-243LCL

Job Title: Clinical Coding Audit & Training Team Manager - Band 6

Area of Work: Information Management & Technology Directorate

Employer: North Bristol NHS Trust

Department: Clinical Coding, Trustwide

Location: Bristol

Salary: £24831-£33436 pa

Working pattern: 37.5 Hours/Week

Job Type: Permanent

Staff Group: Administrative & Clerical

Pay Scheme: Agenda for change

Pay Band: 6

Closing Date: 31/05/2009

Job Reference: 762-NK402

Job Title: Clinical Audit & Effectiveness Support Officer

Employer: Kirklees Primary Care Trust

Department: Quality & Clinical Governance

Location: Becksid Court, Batley

Salary: £17,732-£21,318 pa pro rata

Working pattern: 37.5 hours per week

CASC Jobs Bulletin Number 222, released 16.06.17



All clinical audit jobs featured in this bulletin have been sourced from www.jobs.nhs.uk
Jobs featured are listed in deadline date order (nearest first)

Job Reference: 393-NMUH-1889

Job Title: Compliance and Clinical Audit Lead

Employer: North Middlesex University Hospitals NHS Trust

Salary: £36,224 to £46,315 including HCAS (Pay Band 7)

Job Type: Permanent. Staff Group: Administrative and Clerical

Closing Date: 23 June 2017

Job Reference: J180-A-17-148878

Job Title: Audit Officer

Employer: General Practitioners, Framlingham in Suffolk

Salary: Subject to experience

Job Type: Permanent. Staff Group: Administrative and Clerical

Closing Date: 23 June 2017

Job Reference: 267-CSQAS6517

Job Title: Quality and Audit Specialist

Employer: Oxford Health NHS Foundation Trust

Salary: £26,565 to £35,577 (Pay Band 6)

Job Type: Fixed Term (6 months). Staff Group: Administrative and Clerical

Closing Date: 25 June 2017

Job Reference: 185-A-17-43632

Job Title: Clinical Audit Facilitator

Employer: Royal Devon and Exeter NHS Foundation Trust

Salary: £22,128 to £28,746 (Pay Band 5)

Job Type: Permanent. Staff Group: Administrative and Clerical

Closing Date: 26 June 2017

Job Reference: 321-JLY-CARDIAC-041

Job Title: Cardiac Clinical Audit Lead

Employer: Oxford University Hospitals NHS Foundation Trust

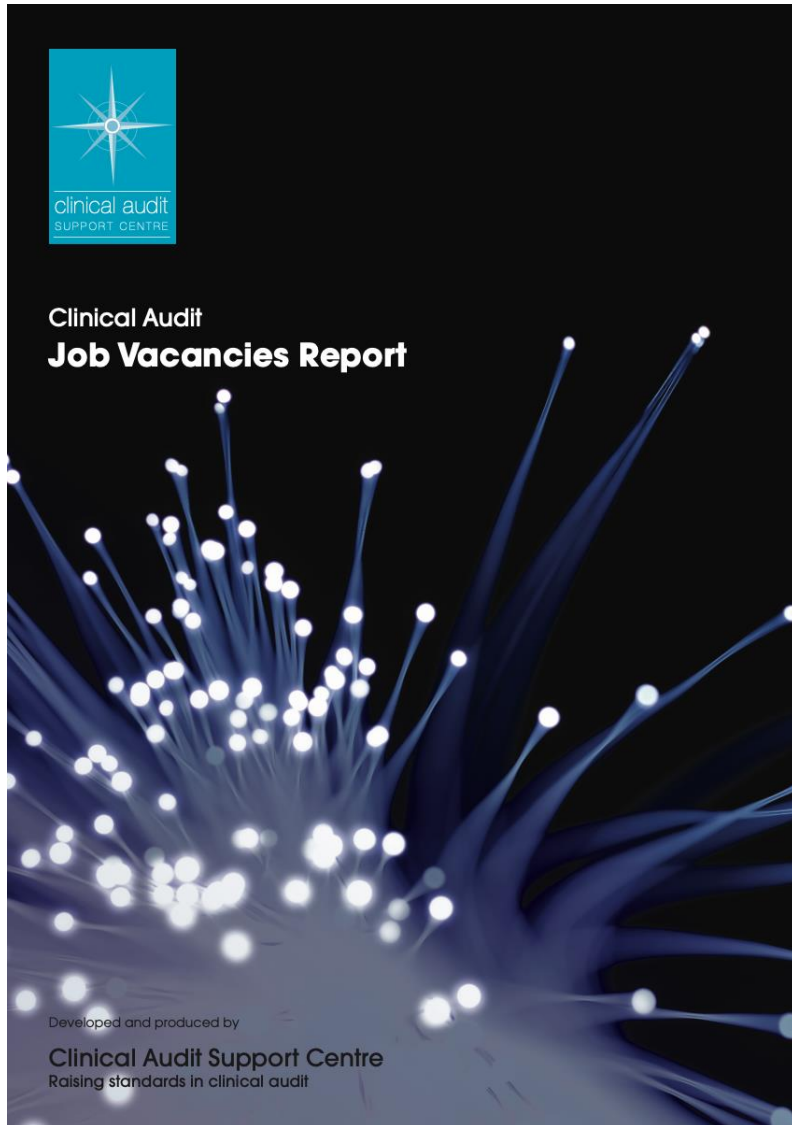
Salary: £26,565 to £35,577 including HCAS (Pay Band 6)

Job Type: Permanent. Staff Group: Administrative and Clerical

Closing Date: 28 June 2017

Latest CASC news: we are taking bookings for our next Train the Trainer in Clinical Audit scheduled for 14 July. Junior Doctor competitions open. Entry forms on the website.

2011 to 2020...





Clinic Audit Clinical Audit Support Centre

CASC Clinical Audit Jobs Directory

START COURSE

This web resource has been set up by Stephen and Tracy from the Clinical Audit Support Centre. The purpose of this website is to share clinical audit job descriptions with members of the audit community. Over the years we have frequently been asked for clinical audit job descriptions and while we would expect other leaders to have created a suitable resource, nothing has been forthcoming and so we have set this up ourselves.

The format for the website is simple and we have downloaded relevant job descriptions from the NHS jobs website. We have placed the jobs into their relevant bandings. All jobs were sourced from 2024 onwards and our aim is to ultimately list 10 job descriptions for all Band 2 to Band 8 categories. We will continue to upload relevant new job descriptions as they become available on NHS Jobs website.

COURSE SECTIONS

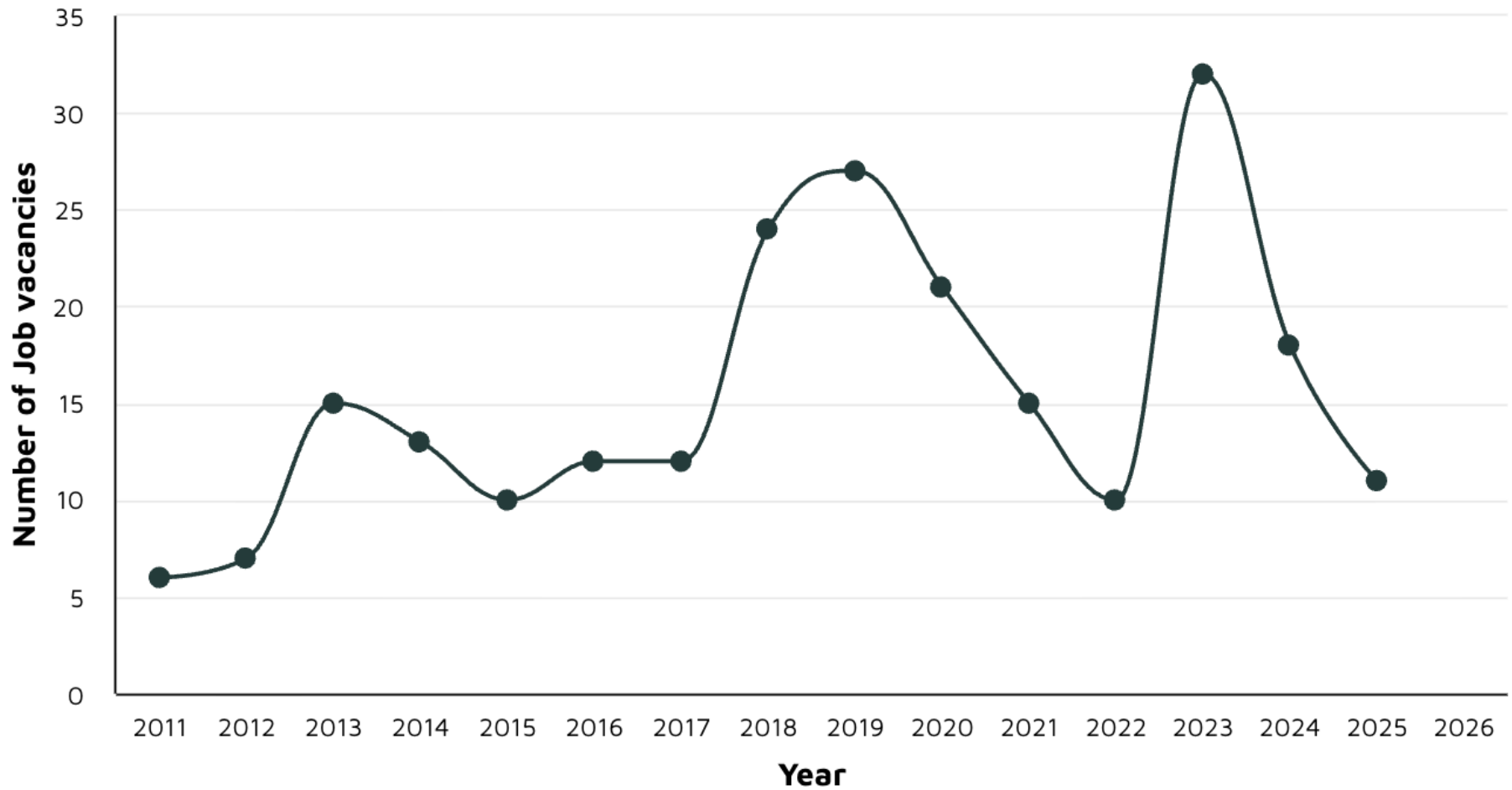
- ≡ Section 1: Welcome plus further information about CASC
- ≡ Section 2: Band 2
- ≡ Section 3: Band 3
- ≡ Section 4: Band 4
- ≡ Section 5: Band 5
- ≡ Section 6: Band 6
- ≡ Section 7: Band 7
- ≡ Section 8: Band 8
- ≡ Section 9: Non-banded jobs
- ≡ Section 10: Apprentice jobs
- ≡ Section 11: CASC & AMaT Census Report 2023/4
- ≡ Section 12: CASC & AMaT Census Report infographics

Plans for today...

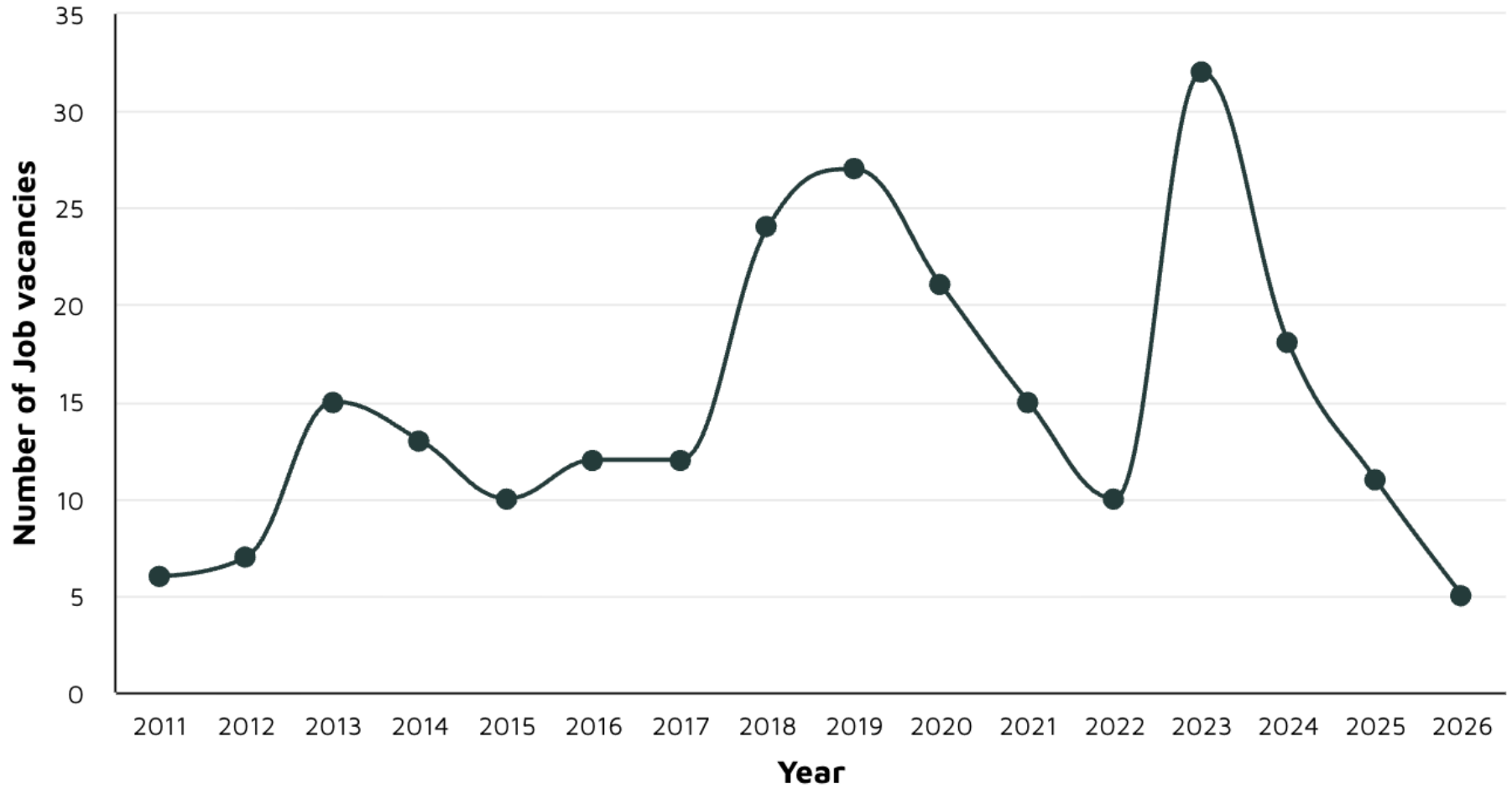
- Jobs data from CASC bulletins
- Relevant feedback
 - CASC surveys
 - CASC polls
 - Publications
- Discussion:
 - Are clinical audit teams shrinking?
 - Are local audit staff under-valued?
 - What can we do?
- **The next CASC census**
 - Is it needed?
 - If yes, what questions should we ask?



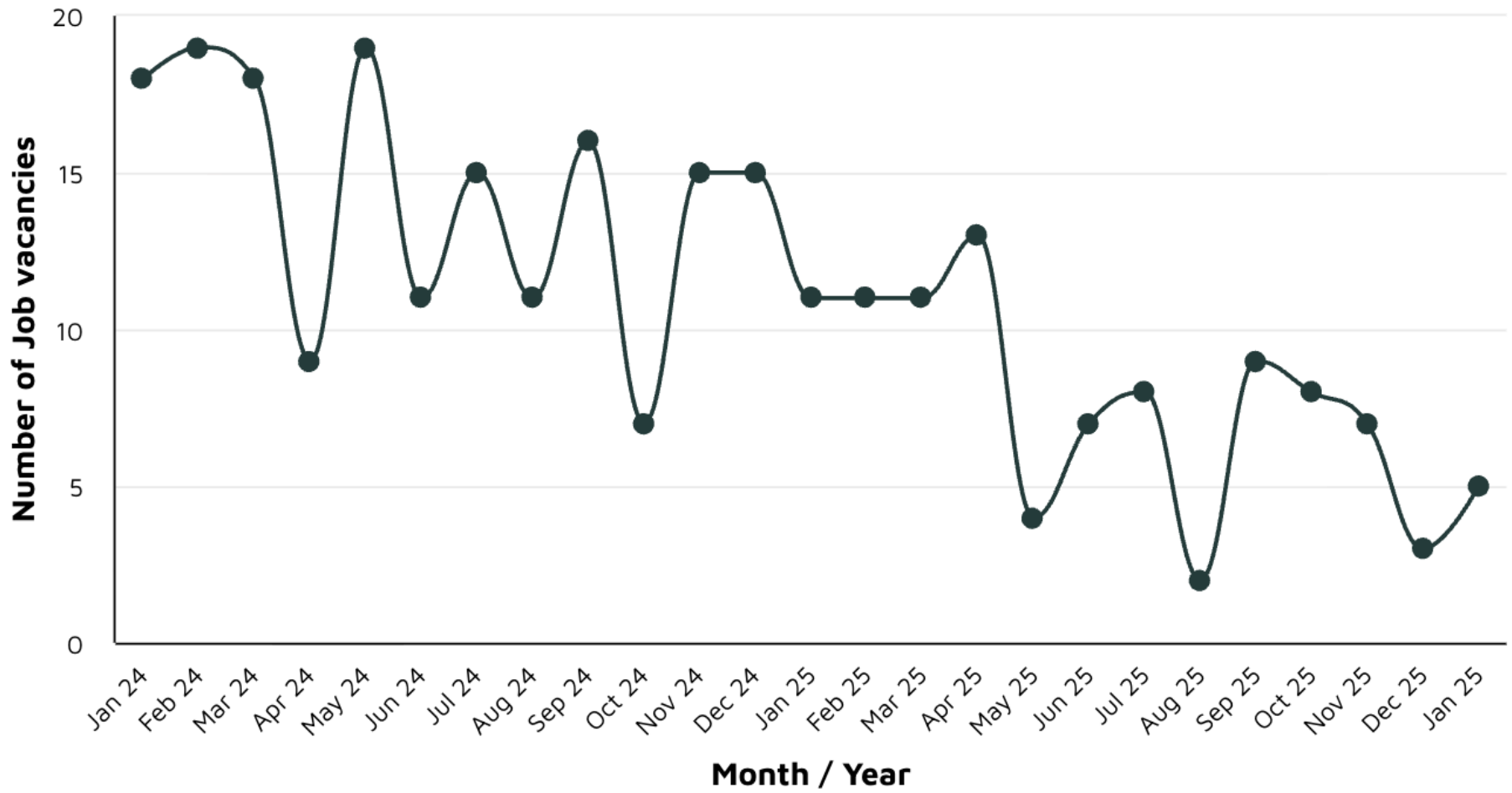
January vacancies...



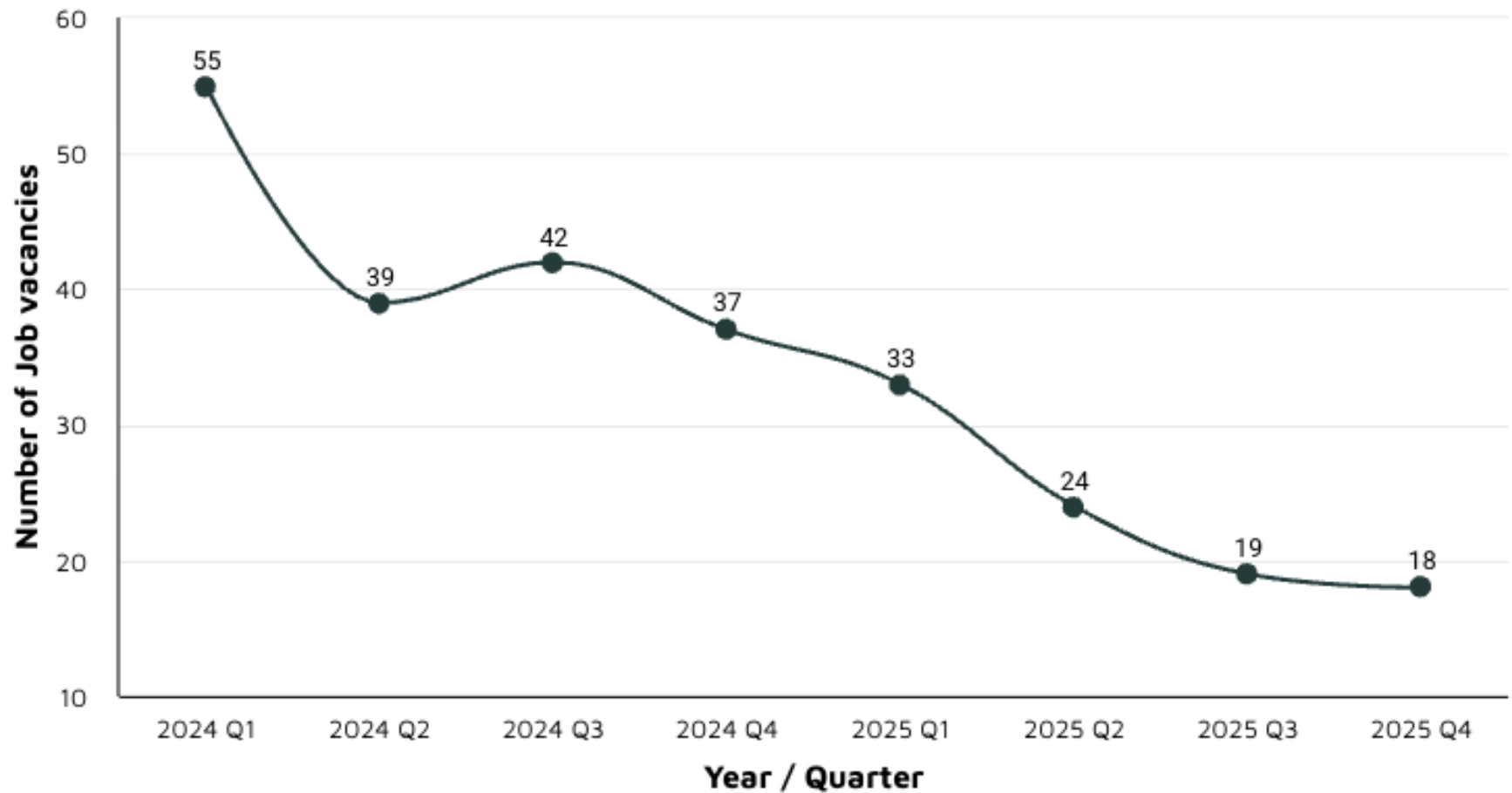
January vacancies...



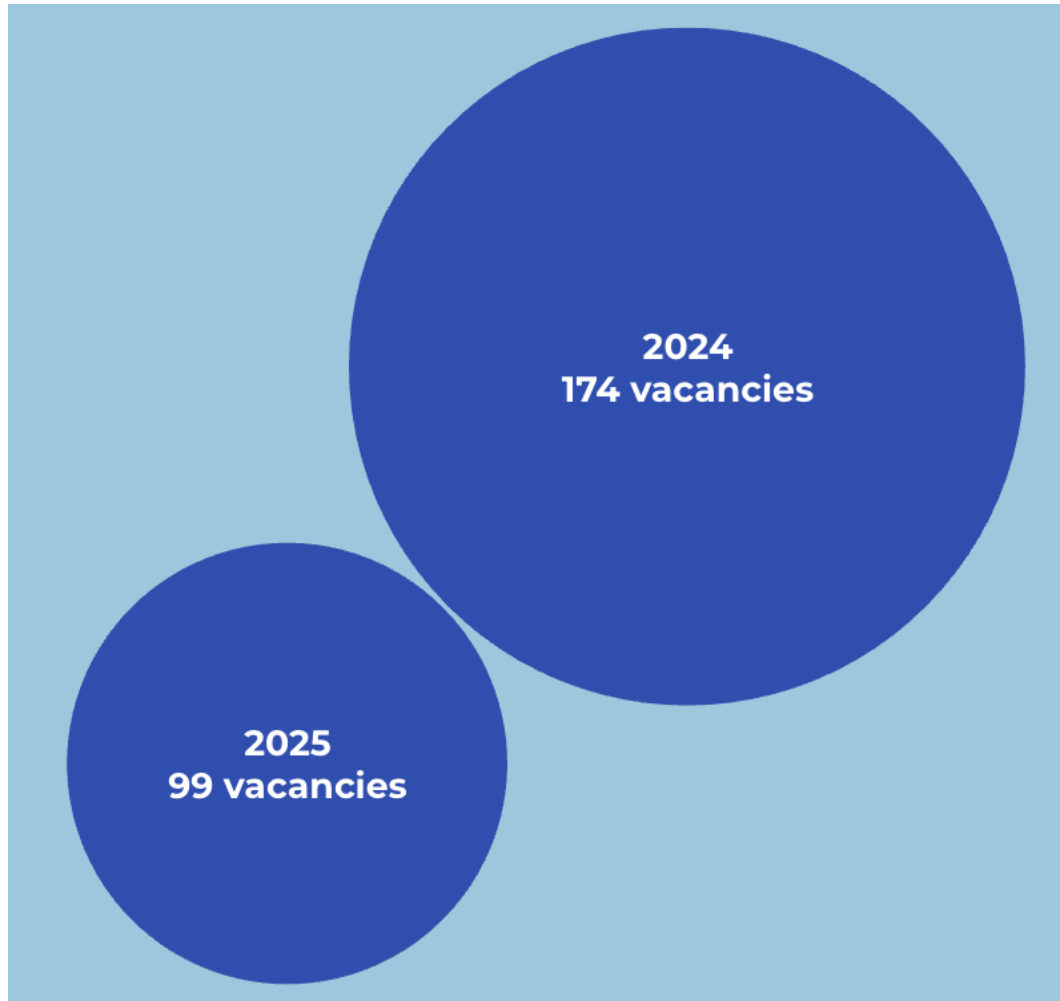
Monthly vacancies since Jan 24...



Quarterly vacancies since Jan 24...



2024 compared to 2025



Can we trust this data...?

- CASC have collected data from NHS jobs website in the same way for >15 years
- We are not aware that NHS Jobs have changed the way vacancies are identified or advertised
- Inevitably some jobs advertised on very short timescales may have been missed
- Ironically when fewer jobs are advertised on NHS Jobs, CASC look a bit harder for relevant vacancies, e.g. changing 'clinical audit' or 'clinical effectiveness' search to incorporate 'clinical governance'

What does it mean if number of local CA vacancies are decreasing?

- CA staff may be staying put
 - NHS cutbacks under new Government
 - Uncertain times: cost of living crisis, stagnant economy
- CA staff might move to other jobs but their vacant post is subsequently not recruited to
 - We have heard quite a lot of anecdotal evidence of this
 - Or vacant posts could be offered internally
- NHS may be recruiting less CA professionals
 - Trusts may be unable to or unwilling to invest more in local CA teams = fewer 'new' posts in clinical audit



CASC NHS Futures post (Oct 25)...

Compared to October 2024 what has subsequently happened to the number of staff in your local clinical audit team?

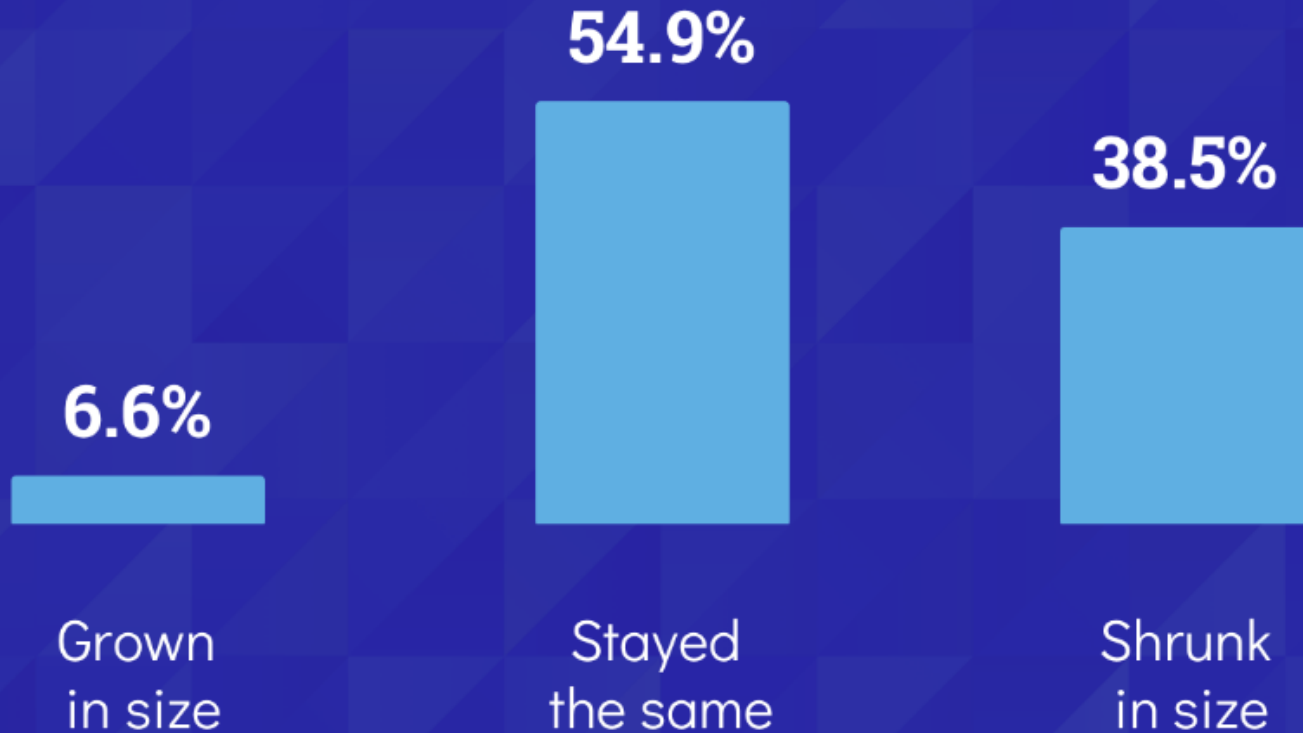
The team has increased in size 7%

The team has stayed the same 47%

The team has shrunk in size 47%

Not applicable: we don't have a clinical audit team

Thinking back to the start of 2025, what response best describes staffing changes to your organisation's clinical audit / effectiveness team?



*Auditorium survey (Nov 25)

CASC NHS Futures post (Jan 26)...



Solo Audit Team Group

Good afternoon!

Picking back up from the post I made back in November, I can confirm that the solo audit team group exists and met for the first time earlier today.

If you are in an audit team of just yourself (and either missed the last post or didn't think we'd follow through!) and would like to have somewhere to bounce ideas around or just be a bit social with others in the same situation, please do get in touch and I can add you to our meeting invites and distribution list.

(I am being fairly firm and limiting this to genuine teams of one please, sorry!)

Cheers

Jack

Started by [Jack Hiscock](#) 2 days ago. Last reply Yesterday at 11:38

5

Problems facing the clinical audit community in 2023...

At Clinical Auditorium on 6 July, over 160 delegates took part in debates, discussions and tasks to help identify the key current problems that the clinical audit community need to resolve. CASC and HQQ examined the data and created the following list.

A

Clinical audit staff perceive that they are under-valued in their organisations.

B

Clinical audit staff do not know who is leading clinical audit as a scientific discipline at a national level.

C

The clinical audit process is not uniformly understood as a quality improvement process and to many people 'audit' means collecting and feeding back clinical audit data and not devising and implementing improvement plans.

D

There is lack of integration of staff employed in healthcare organisations to support clinical audit and quality improvement, and a perception that staff supporting quality improvement are valued more highly in their organisations.

E

Clinical audit staff report that national clinical audits are of variable quality and data collection burden and delays in reporting lead to some national clinical audits falling short of their potential to improve patient care.



Clinical Audit
SUPPORT CENTRE



5

Wicked problems facing the clinical audit community in 2023...

1 49%

The clinical audit process is not uniformly understood as a quality improvement process and to many people 'audit' means collecting data and not devising and implementing improvement plans.

2 21%

Clinical audit staff perceive that they are under-valued in their organisations.

3 17%

Clinical audit staff report that national clinical audits are of variable quality and data collection burden and delays in reporting lead to some national clinical audits falling short of their potential to improve patient care.

4 10%

The lack of integration of staff employed in healthcare organisations to support clinical audit and quality improvement and a perception that staff supporting QI are valued more highly in their organisations.

5 3%

Clinical audit staff do not know who is leading clinical audit as a scientific discipline at a national level.

Based on data collection by Clinical Audit Support Centre and Healthcare Quality Quest in 2023.

Current 'Quality' vacancies on NHS Jobs

- Quality matron
- Quality assurance manager
- Quality governance lead
- Quality improvement lead
- Quality assurance auditor
- Quality co-ordinator
- Quality and safety lead
- Quality and governance manager
- Quality and safety administrator
- Compliance and quality improvement manager
- Patient safety and quality administrator
- Quality and clinical governance lead
- Head of compliance and quality improvement
- Quality and governance support facilitator
- Quality improvement midwife



General CASC observations...

- New NHSE Best practice guide does not focus on local clinical audit teams
- HQIP fixate on NCAs and dismantled their local team >10 years ago
 - Will ACAR change this?
- NQICAN seem to be currently in limbo
- National leaders seem to view CA as an assurance tool or a tool to stimulate wider QI projects
- Few understand the key role CA can have in delivery of PSIRF



NQICAN Open Meeting
03.12.25



Iain Smith

Healthcare Quality Improvement Partnership

"I think the context of where we are at... the uncertainty that is around... I think the changes that are on the horizon through the 10 year plan and so on and the changes that we are facing in the national landscape and the transitions that are underway are probably all a factor in it" *[in terms of why HQIP feel now is the right time to set up the Association of Clinical Audit and Registries]*

BMJ article: 2008

- ‘Clinical audit has been neglected and under-resourced, but should now move to centre stage’ (Professor Nick Black, NCAAG chair)
- Clinical audit has lacked a national strategy and a clear programme of activity
- A lack of representation “at the centre,” mixed experiences of audit in trust - with little discussion on the topic at board level - and a lack of funding, support, and understanding meant that clinical audit had been given lower priority than other core professional activities.



Local and experienced champions!

You reposted
Vicki Barsby
 @vicki_barsby

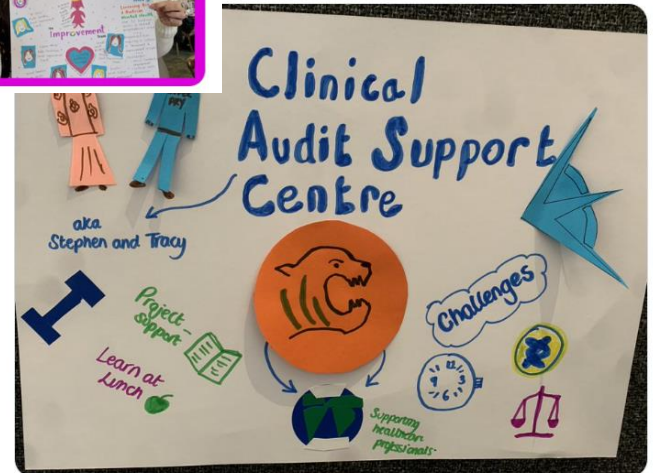
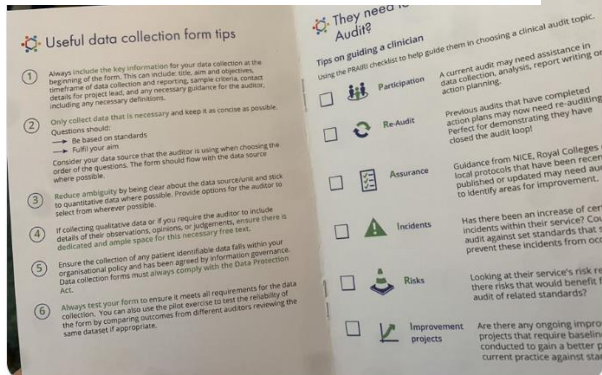
It was a pleasure to speak at the @TrackedbyAMaT Conference yesterday.
 To speak on behalf of @DCHSCET but to represent @SFHImprovement was amazing!
 Good food 🍴 Supportive peers 🙌 and challenge and ideas 💡 made the day worth its weight in gold! Thank you all!



CWPT_QI @CWPT_QI · May 15
 We've sent @cutlers2 & @AParkinson_QI to the #AMaT2025 #Conference in Manchester with some of our amazing #QI posters and 4 have been #shortlisted 🙌👏🎉👏👏
 🍀 to all who have entered and 🙌 for a 🏆
 #Movement4Improvement #Creative ❤️ #Curious ❤️ #Courageous ❤️ #NHS @TrackedbyAMaT



Manchester · May 16
 created at the @TrackedbyAMaT conference ASC. A whole heap of fun! We are going to work on week! 😄





Alison Unsworth @AlisonUnsworth1 · Mar 20



The Clinical Audit and Effectiveness Team @WVLNHS are delighted to have been shortlisted in the #hsjdigital awards.

[#datasaveslives](#)



10



7

35

1.2K





What is great about local clinical audit staff / teams?
What should we be talking up about what we do?

CASC / AMaT Census...



Clinical Audit Census 2023

Report published in May 2024 by
Clinical Audit Support Centre



LEARN AT LUNCH

2023 CENSUS RESULTS: JOIN US AS WE UNLOCK DATA FOR THE CLINICAL AUDIT COMMUNITY

Friday 24 November 2023
12.30 to 13.30
Everyone welcome!

CONTENT INCLUDES:

- Size of audit teams
- Banding analysis
- Workload comparisons
- Key challenges
- How non-NHS compare
- Our future plans...

Book your place via Eventbrite [here](https://www.eventbrite.co.uk/e/casc-learn-at-lunch-2023-census-results-tickets-745145679787?aff=oddtcreator):
<https://www.eventbrite.co.uk/e/casc-learn-at-lunch-2023-census-results-tickets-745145679787?aff=oddtcreator>

Questions in the last census...

- What is the name of the department in which your CA function sits?
- With whom does the responsibility for CA sit corporately within your organisation?
- How many (total) staff are there who support CA?
- How many staff support CA by banding?
- What CA support do you provide? (quantitative options, e.g. data analysis)
- What training support do you provide? (quantitative options, e.g. CA training)
- What other support do you provide? (quantitative options, e.g. national CA)
- What other support do you provide? (free-text option)
- What are your three main current challenges (free-text option)

