

CLINICAL AUDIT JOB VACANCIES REPORT (edition 6)

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Executive Summary

- **6th report on clinical audit vacancies focusing on data from 2009-16**
- **Highest ever number of vacancies reported in 2015/16 (n=234)**
- **Highest total value of vacancies reported in 2015/16 (n=£5.43 million)**
- **Lowest number of temporary posts reported in 2015/16 (n=13.2%)**
- **Significant rise in Band 7/8 vacancies in 2015/16**
- **Relatively few CCGs advertising clinical audit vacancies.**

1. Introduction

The Clinical Audit Support Centre Ltd (CASC) is an independent healthcare company providing information, advice and support in relation to clinical audit and quality improvement. CASC were established in September 2006 and since June 2009 have produced a regular 'Clinical Audit Jobs Bulletin'. The bulletin is a word document that lists all clinical audit job vacancies advertised on the NHS Jobs website (www.jobs.nhs.uk). The jobs bulletin can be downloaded via the CASC website (www.clinicalauditsupport.com).

This short report examines the job vacancies that have been featured in the bulletin from July 2009 to the end of June 2016 (inclusive). This report builds on the five previous published reports. The purpose of this report is to provide a comprehensive overview of 84 months of data, enabling comparative analysis of data across the last seven years.

The main aim of the report is to provide those working in clinical audit and those with a responsibility for clinical audit with current information on clinical audit resourcing at a local-level. It is worth noting that in 2006 Sir Liam Donaldson (then Chief Medical Officer) stated that 'clinical audit needs to be re-invigorated' and that in recent years key drivers for clinical audit work have increased significantly. For example, clinical audit is now part of Quality Accounts and medical revalidation, plus the national clinical audit programme is mandatory and the Care Quality Commission routinely request clinical audit data. CASC have always held the view that local clinical audit professionals and teams have a key and expert role to play in helping clinical staff conduct high quality clinical audit.

2. How the data was collected

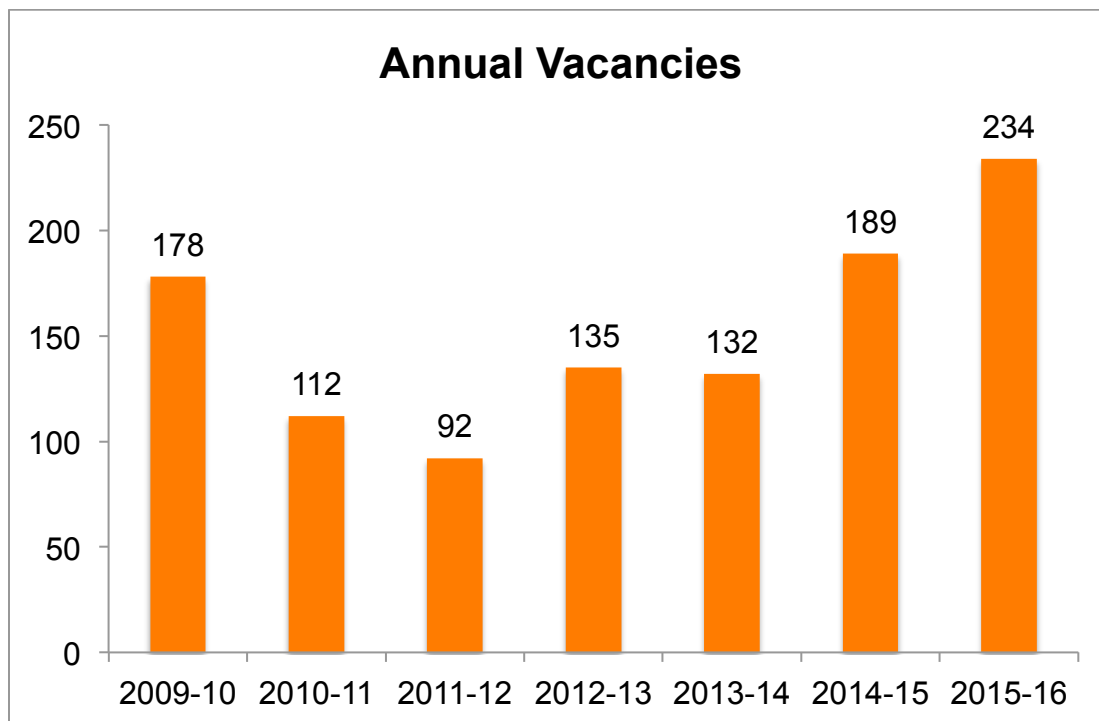
As stated, CASC produce a regular vacancy bulletin (this is typically released two or three times per month). Information for the bulletin is sourced from the NHS Jobs website (a free service to the NHS). Bulletins produced by CASC feature a summary of each clinical audit vacancy and the following information is provided:

- Job reference code
- Job title
- Employer details
- Location
- Salary and NHS banding
- Job type (e.g. permanent or temporary)
- Staff group (e.g. administrative and clerical, nursing, etc.)
- Pay band
- Closing date for applications.

CASC's first job bulletin was published in July 2009 and this report looks in more detail at the 1,072 vacancies advertised in the first 197 editions of the jobs bulletin up to the end of June 2016.

3. Month-by-month comparative data

The following graph provides details of the total number of clinical audit vacancies for each twelve-month period (July to June). The graph clearly shows a significant increase in vacancies advertised over the last two years. Indeed, 2015-16 vacancies are the highest ever recorded over the seven-year period:



The following data table provides details for the total number of vacancies on a month-by-month basis from July 2009 to June 2016.

Year	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total
09/10	28	25	23	18	7	11	6	10	11	13	17	9	178
10/11	16	17	11	12	7	6	8	5	4	9	11	6	112
11/12	8	12	8	7	6	7	7	5	5	8	8	11	92
12/13	10	12	8	15	10	7	15	10	9	16	14	9	135
13/14	7	23	9	13	9	9	13	11	7	10	11	10	132
14/15	16	21	16	22	7	10	8	18	14	14	15	28	189
15/16	21	22	25	26	18	14	11	24	17	18	17	21	234

The data table above highlights the recent increase in clinical audit job vacancies compared to previous years. For example, in 2015-16 a total of six out of 12 months (50%) reported 20 or more job vacancies. This compares with 7 out of 72 months (9.7%) in the previous seven years when 20 job vacancies were reported in one month via NHS Jobs website.

4. Permanent/temporary vacancies

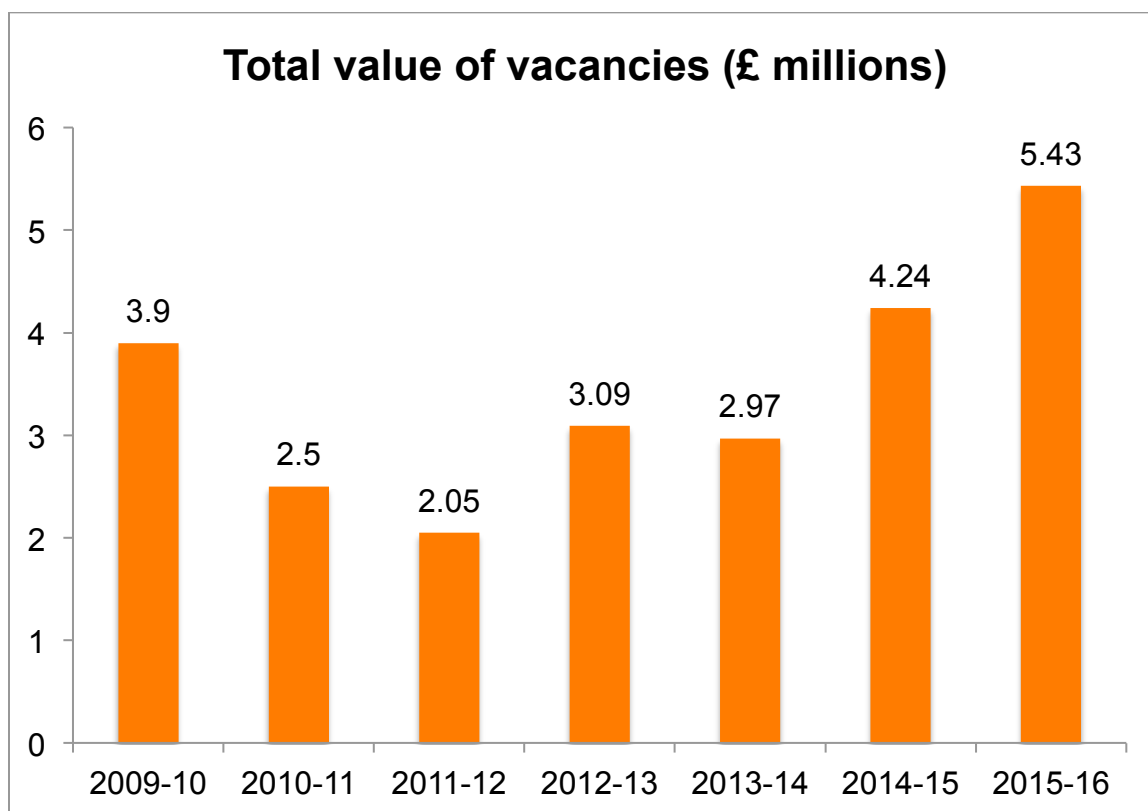
The following data table provides further details of the type of job vacancy advertised on the NHS jobs website:

	Permanent	Temporary	Not stated
2009/10	143 (80.3%)	33 (18.5%)	2 (1.1%)
2010/11	71 (63.4%)	41 (36.6%)	0 (0%)
2011/12	59 (64.1%)	33 (35.9%)	0 (0%)
2012/13	83 (61.5%)	50 (37.0%)	2 (1.5%)
2013/14	98 (74.2%)	34 (25.8%)	0 (0%)
2014/15	155 (82.0%)	34 (18.0%)	0 (0%)
2015/16	203 (86.8%)	31 (13.2%)	0 (0%)

The data table (overleaf) shows that the number of temporary vacancies (fixed-term, secondment or apprenticeship) doubled from 18.5% in 2009/10 to 37% in 2012/13. However, it is very encouraging to see that in recent years the proportion of temporary posts advertised has gradually dropped from the high of 37% in 2012/13 to just over 13% 2015/16. Indeed, 2015-16 not only represented the most clinical audit jobs ever advertised on NHS choices website, it also represented the highest proportion of permanent posts (86.8%).

5. Total expenditure on clinical audit vacancies

The graph (below) provides visual representation of the value of clinical audit jobs advertised each year. To clarify, almost all job vacancies reported on the NHS Jobs website provide a pay banding, for example £21,909 to £28,462 (Band 5). To calculate the expenditure on clinical audit jobs each year, the total values of all lower bandings have been added together. Thus in effect, the value shown in this section of the report can be considered to be the minimum accumulative value for clinical audit jobs advertised.



The above graph suggests that after a significant downturn in 2010-11 and 2011-12 (where job vacancies equated to a combined £4.55 million spend) there has subsequently been a significant rise, with £5.43 million invested to cover clinical audit vacancies in 2015-16. Indeed, the total value spend on clinical audit vacancies in 2015-16 is more than the combined spend in the two-year period from 2011-13 (£5.14 million). Expenditure on job vacancies since July 2014 has been almost £10 million (£9.67 million). This is much higher than any other consecutive years expenditure (£6.4 million from 2009-11) since analysis began.

6. Focus on Band 7 and 8 vacancies

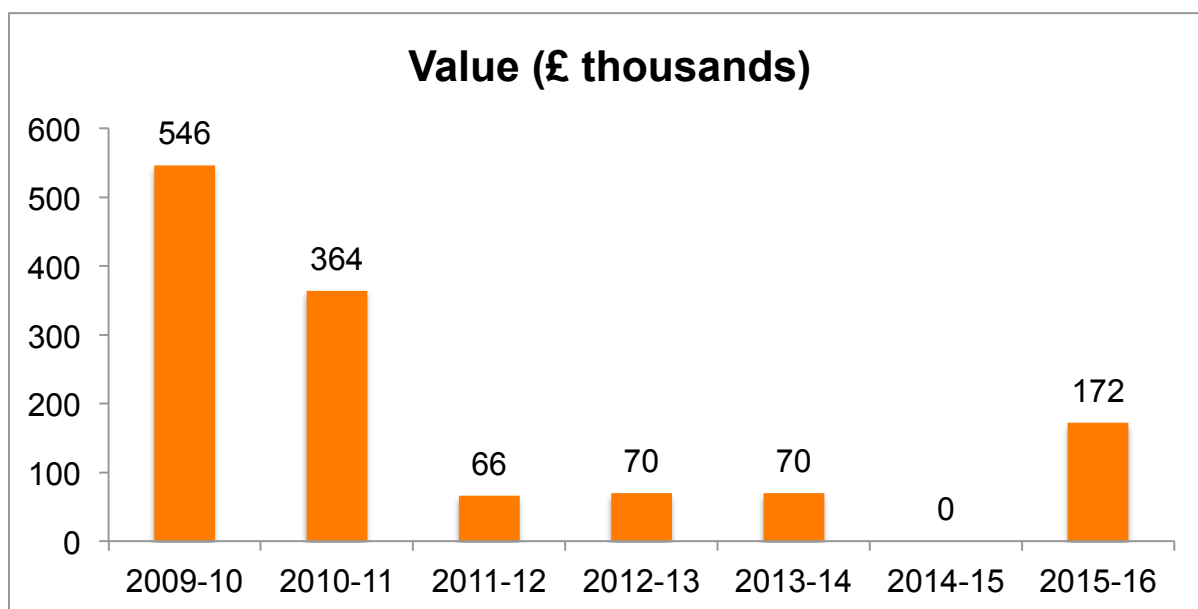
The following table features data relating to vacancies for Band 7 or higher posts in clinical audit advertised in the last seven years:

	Band 7	Band 8	Total	% of advertised jobs
2009/10	20	2	22	12.4%
2010/11	7	3	10	8.9%
2011/12	13	2	15	16.3%
2012/13	14	11	25	18.5%
2013/14	6	4	10	7.8%
2014/15	8	5	13	6.9%
2015/16	29	8	37	15.8%

As stated as part of the introduction to this report, obligations on NHS Trusts and bodies to undertake clinical audit work has increased significantly in recent times. Moreover, the Francis Inquiry into Stafford Hospital noted that clinical audit did not meet agreed best practice and the report also identified that there was a significant lack of leadership and senior-level engagement in clinical audit. After disappointing trends in recent years with just 23 Band 7 or 8 vacancies reported in the two years from July 2013 to June 2015, the last 12 months have witnessed a significant 'bounce-back'. 37 Band 7 or higher vacancies were advertised in 2015-16 – 12 more than in any other like-for-like time period.

7. Spotlight on primary care

As once might expect, most clinical audit jobs advertised on NHS Jobs website are to support work in hospitals. The following graph focuses on trends within the Clinical Commissioning Groups (formerly Primary Care Trusts):



Between 2009/10 Primary Care Trusts (PCTs) advertised for 22 clinical audit vacancies with a minimum value of £546K. However, in 2014/15 not one clinical audit vacancy was advertised by Clinical Commissioning Groups (CCGs). Indeed in the 28 months following the establishment of CCG's (April 2013) a total of just 4 clinical audit jobs were advertised across 2 CCGs (note: there are 211 CCGs in existence).

However, 2015-16 has seen a reverse in this trend with 7 jobs advertised in CCGs valued at a combined salary of £172K (more than the combined value of CCG and PCT jobs advertised on NHS jobs website from 2012-15). It should also be noted that in 2015-16 there was also a clinical audit vacancy advertised by a Commissioning Support Unit.

8. Part-time vacancies

For the first time in 2014/15 CASC recorded information on whether vacancies were advertised as part-time or full-time. In most respects, full-time can be classified as 37.5 hours per week (or more). In 2014/15, 14.8% of vacancies listed were advertised as part-time. Data from 2015-16 generated almost identical results with 16.7% of jobs advertised as part-time.

9. Limitations of this study

There are a number of limitations to the findings of this study:

- A. Only the NHS Jobs website was used to acquire data. Although NHS Jobs website is a 'free-to-use' service for NHS organisations, it is inevitable that some clinical audit job vacancies between July 2009 and June 2016 will not have been advertised on NHS Jobs and hence are omitted from this study. It should also be noted that clinical audit is undertaken by a range of post-holders in the NHS, e.g. clinical governance or quality improvement facilitators, etc. Therefore, we accept that this study will not have captured all job vacancies relating to clinical audit over the last seven years. However, the approach taken to collect the data for this report follows an identical process each year and hence results are comparable and consistent.
- B. A further weakness of this study is that we do not know whether vacancies advertised relate to new posts, temporary cover for staff on maternity leave, or established posts that have become vacant, etc. It is not necessarily the case that a reduction in clinical audit job vacancies means that NHS Trusts are investing less in clinical audit. Of course if all clinical audit professionals did not leave their post over a twelve-month period there would be no vacancies and indicate a very stable workforce. Therefore we accept that this is a slightly crude way to measure and assess the clinical audit jobs market, but we are unaware of a more sophisticated approach being adopted elsewhere.

10. Summary

The main findings of this report show that there has been a significant increase in the number and value of clinical audit job vacancies from 2009/10 to 2015/16.

The key positive findings from analysis of the quantitative data show:

- 24% increase in the number of job vacancies from July 2015 to June 2016 compared to the same period in 2014/15
- Highest-ever number of job vacancies reported (n=234) since CASC started to collect data in July 2009
- Highest-ever accumulative total value of clinical job vacancies reported (n=£5.43 million) since CASC started to collect data in July 2009
- Highest proportion of permanent vacancies (86.8%) advertised in 2015/16 compared to previous years. Next highest was 82% (2014/15)
- There was a resurgence in the number of Band 7/8 vacancies with 37 advertised in 2015/16 compared to just 13 in 2014/15
- The average value of clinical audit jobs in 2015/16 was £23,233. As with other previous reports our average sits in the lower end of Band 5 pay scale (£21,909 to £28,462). Indeed, 84 of the 234 jobs advertised (35.9%) were Band 5, considerably ahead of Band 6 (46 jobs advertised)
- After a year (2014/15) where no Clinical Commissioning Groups advertised for clinical audit staff, 7 CCG vacancies were listed in 2015/16 to a combined value of £172K (more than the previous three-years combined).

Overall, CASC consider that the results of this study provide a good overview of the current state of the 'clinical audit jobs market'. Although the study clearly has limitations CASC are not aware of any other agencies focusing on the clinical audit job market or conducting this type of evaluation. Data for 2015/16 is consistent with that collected in previous years.

11. Recommendations and next steps

Further work and analysis is clearly required and the Clinical Audit Support Centre will continue to monitor the situation and plan to produce another report on audit job vacancies in Summer 2017.

The findings of the report will be shared with key national clinical audit organisations, such as NHS England, the National Advisory Group for Clinical Audit and Enquiries, the National Quality Improvement and Clinical Audit Network and the Healthcare Quality Improvement Partnership. It is for these bodies to use the data and information that we have supplied as they see fit.

CASC will make these results widely available to clinical audit staff and local/regional clinical audit networks. The report will be placed on the Clinical Audit Support Centre website (www.clinicalauditsupport.com).

12. Footnote

As a final comment, the CASC team would like to make those reading this report aware that we have made this data publically available to help those working in clinical audit gain an objective appreciation of what is currently happening in the 'clinical audit jobs market'. In particular, we trust that local clinical audit teams find this report useful and will be able to use it to ensure that resources for local clinical audit are not eroded at a time when support for clinical audit is reaching unprecedented levels.