

2020 REPORT |

CLINICAL AUDIT JOB VACANCIES REPORT

Everything you need to know about clinical audit job vacancies as advertised on NHS Jobs since 2009.



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INTRODUCTION

The Clinical Audit Support Centre Limited (CASC) is an independent healthcare company that provides information, advice, support and accredited training in relation to clinical audit, quality improvement and patient safety techniques. CASC were set up by two ex-NHS professionals in 2006 and the company receive no central NHS funding and we are not involved in the delivery 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 via NHS Jobs website (www.jobs.nhs.uk). The purpose of the bulletin is to save those with an interest in working in the field of clinical audit time and effort by creating a one-shop stop of current job vacancies.

CASC initially published the clinical audit jobs bulletin two or three times per month. However, since Summer 2017 we have made this a weekly endeavour, publishing a new issue every Monday on our website (www.clinicalauditsupport.com). Information for the bulletin is sourced from the NHS Jobs website (a free online resource) and we simply place 'clinical audit' into the relevant website search engine to identify new vacancies in the field of clinical audit. All bulletins produced by CASC included a summary of each vacancy that features the following information and data:

- 1) Job reference code
- 2) Job title
- 3) Employer details
- 4) Salary and pay banding
- 5) Job type (i.e. is the position permanent, fixed-term, secondment, etc.)
- 6) Job hours (i.e. is the position part-time or full-time?)
- 7) Job group (i.e. is the position categorised as administrative and clerical, etc.)
- 8) Closing date for applications.

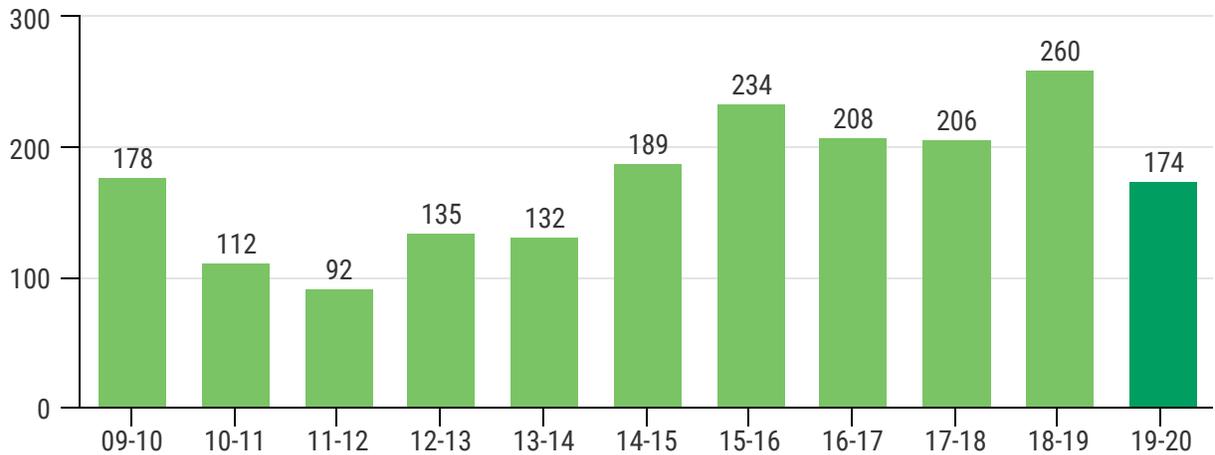
This report analyses the data that we have collected over the last 11 years. To date, since commencing this initiative in 2009 we have published a total of 364 bulletins. The main purpose of this report is to provide those working in the field of clinical audit with an overview of current vacancy activity and trends. The vast majority of this report is dedicated to looking at data collected since the publication of our last report in July 2019, but with the disrupting impact of the current COVID-19 pandemic, we have also analysed data from the last 500 job vacancies (going back to February 2018) to help generate further useful information.

Unfortunately the pandemic has significantly disrupted the work of CASC and from April to June 2020 we were unable to produce any weekly job bulletins owing to staff members being furloughed. This obviously effects the analysis of data from the last year (July 2019 to June 2020). Incidentally, if you are wondering why we publish this report every July, it is because we started the bulletin in July 2009 and thus each 12 months cycle of data occurs at the end of June each calendar year. However, by looking back at the data from the last year, the last 500 vacancies and the last 11 years, we hope that you find this report valuable.

RESULTS

1: Annual vacancies

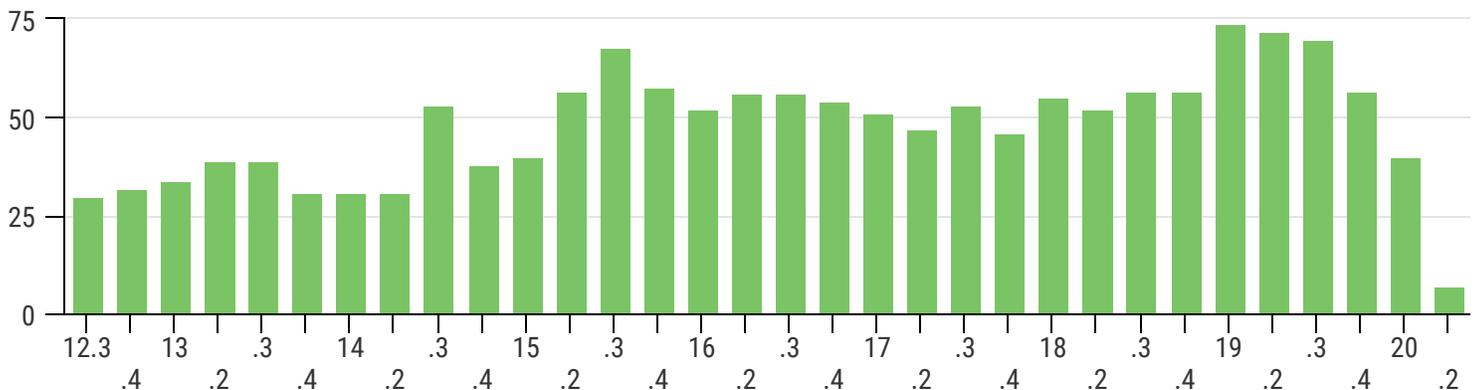
The chart below provides details of the total number of clinical audit vacancies advertised for each twelve-month period (start of July to the end of June each year).



The result for 2019-20 is the lowest since 2013-14 but we must understand that the COVID-19 pandemic has had a significant impact. As previously stated, we were forced to stop producing the weekly jobs in April 2020. Indeed, the last bulletin (number 364) was published on 14th April 2020. Interestingly, from February 2020 we started to observe a clear drop in weekly vacancies, despite the fact that the pandemic had not reached the UK at this point in time. It is impossible to know how many vacancies would have been recorded had we continued to collect data, but we can confidently say that based on the information we collected from July 2019 to January 2020, the results for 2019-20 would have fallen between the recent low reported in 2014-15 [189] and the high of 260 in 2018-19.

2: Quarterly vacancies

Run charts have become particularly popular in recent times as they help map and interpret data sets. Although CASC started collecting data in 2009, for the first 3 years we did not always record the deadline data for each post. However, we have collected this data routinely since 2012 and are thus able to create the following run chart displaying quarterly job vacancies since July 2012 (i.e. quarter 3 of 2012).



2: Quarterly vacancies (continued)

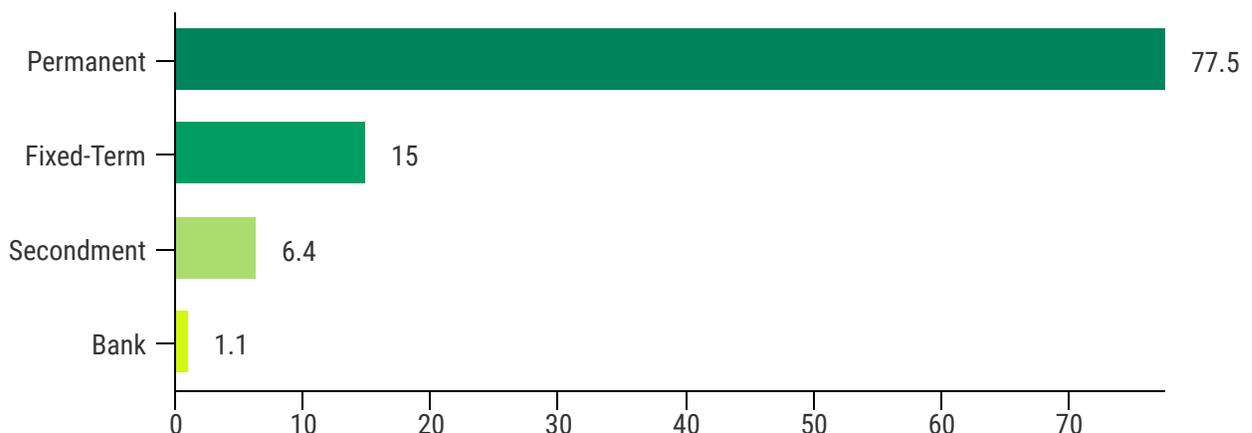
The quarterly vacancies chart (see previous page) highlights a number of important findings. Of course, the drop in vacancies for the last quarter (April to June 2020) is clear for all to see and it is noticeable too that the 40 vacancies reported in the first quarter of this year (January to March 2020) is also down on recent figures. To put this in more context, if one looks at all data recorded in the chart (32 quarters), only 3 quarters recorded 70 vacancies or more. These occurred in three consecutive quarters from January 2019 to September 2019. Therefore, we can say with some confidence that prior to the COVID-19 pandemic that the number of vacancies had been in a very healthy state.

As with all run charts it is useful to examine the data points in comparison to the median (the middle number of the data-set), the mean (also known as the average) and the high and low points. The highest number of job vacancies recorded in any quarter was 74 (January to March 2019) and as noted the lowest was 7 (April to June 2020). The mean number of job vacancies stands at 47.75, but interestingly the median is rather higher than this at 52.

Looking at the chart in more detail, we can see that for the first 11 quarters of data recorded (i.e. July 2012 to March 2015), 10 quarters have results that fall below both the mean and the median. Only quarter 3 of 2014 (July to September 2014) sits above the mean and median with a vacancy total of 53. Therefore, the chart identifies that since April 2015 the number of vacancies per quarter has been significantly higher than the reported results from 2012 to 2015, but with the exception of the two quarters in 2020 (that have clearly been impacted by the COVID-19 pandemic).

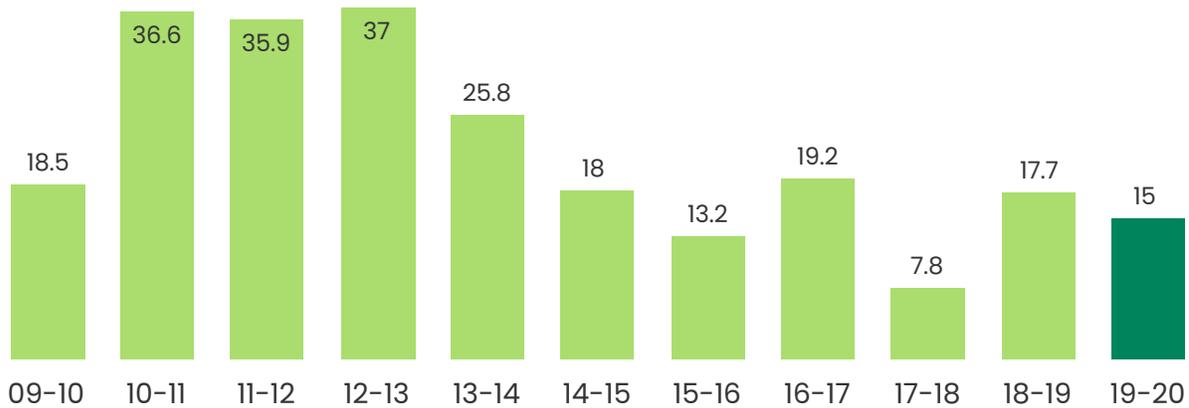
3: Job type

Traditionally most clinical audit job vacancies listed on NHS Jobs website are classified as permanent or fixed-term. The chart below highlights the percentage of jobs by job type. As usual, permanent is the clear leader, but there is a noticeable change from 2018-19. In 2018-19 there were 260 vacancies of which only 5 (1.9%) were not permanent or fixed-term positions. In 2019-20, there were 174 vacancies advertised and 15 (8.6%) were neither permanent or fixed-term posts. In the last 12 months there has been an emergence not seen before within this data-set of vacancies being primarily offered as secondments.



3: Job type (continued)

It is also interesting to look back over the last 11 years, to see how the proportion of roles offered in a fixed-term capacity has fluctuated over time. Of course, permanent roles are more sought after and would suggest that employing organisations are supportive of the long-term delivery of clinical audit. The chart below shows that from 2014-15 the proportion of fixed-term roles has settled to a level consistently below 20%. In years prior, the percentage was significantly higher!



To add a little more detail to these results, when job vacancies were reported as fixed-term, we tried to keep a record for the length of the fixed-term contract. However, this was not always stated in the advert. Across the data set, the longest fixed-term contract was 48 months, the shortest 6 months. The mean stood at 13.07 months, with the median at 12 months. Indeed, half of all fixed-term vacancies offered between July 2019 and June 2020 were 12 months contracts.

4: Job hours

Of 174 job vacancies, 125 (71.8%) were full-time positions, 45 (25.9%) vacancies offered in a part-time capacity and 4 (2.3%) did not specify. This result has seen a slight change over the last year, as in 2018-19 the percentage of full-time vacancies stood at 80.8%.

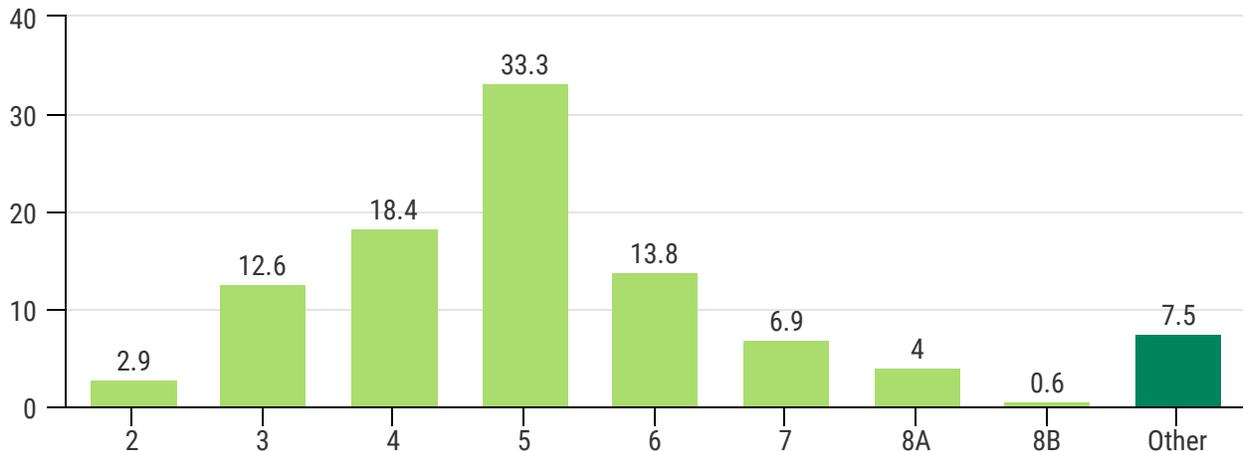
To add a little more detail to these results, when job vacancies were reported as part-time, we tried to keep a record of the number of hours offered. In all but two job advertisements the number of hours were reported. Across the data set, the most hours offered per week was 36 and the least was 2 hours. The mean stood at 24.55 hours per week, with the median at 25.

5: Job group

Of 174 job vacancies, 161 (92.5%) were advertised as Administrative and Clerical (A&C). This shows a slight increase compared with the results for 2018-19 when 86.9% of vacancies were advertised as A&C. In 2019-20, just 7 (4.0%) jobs were advertised as Nursing and Midwifery Registered (N&M). In comparison, in 2018-19 the proportion of clinical audit jobs advertised as N&M stood at 10%. The full results for 2019-20 by job group were as follows: A&C 161 (92.5%), N&M 7 (4.0%), Additional Clinical Services 2 (1.2%), Allied Health Professionals 2 (1.2%), Medical and Dental 1 (0.6%) and not stated 1 (0.6%).

6: Pay banding

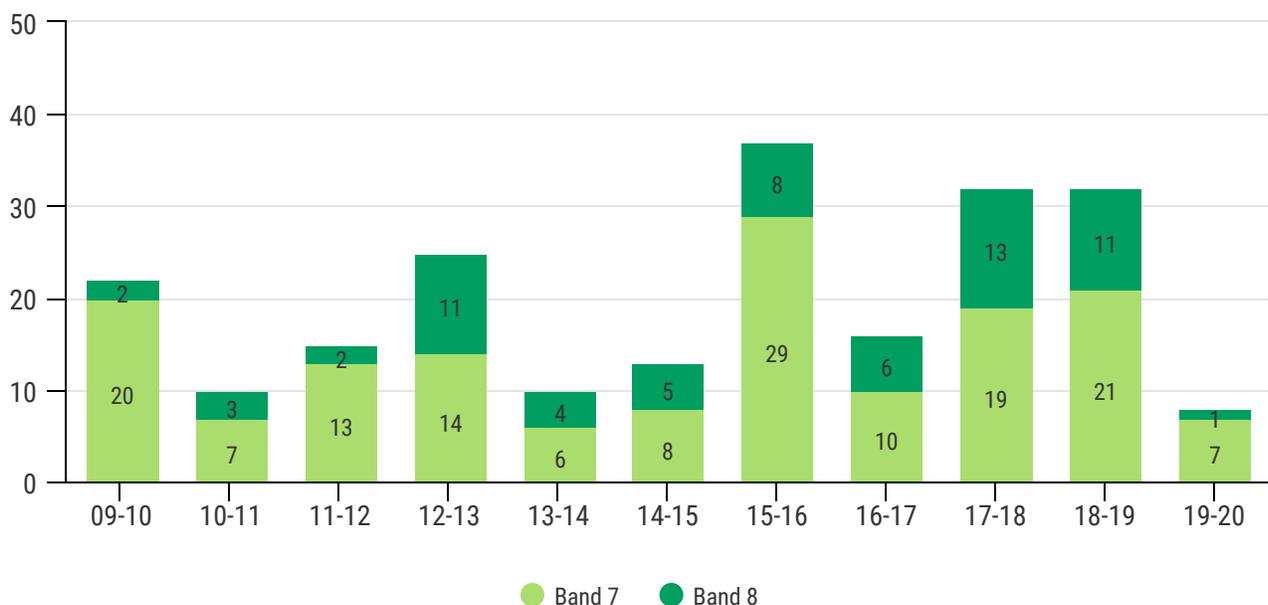
The chart below provides more details in terms of the pay being offered to those working in clinical audit. In most cases the pay banding is clear, but the NHS Jobs website does include a range of vacancies and some of these are not allocated an NHS pay banding, e.g. jobs offered by the Healthcare Quality Improvement Partnership and other commercial companies/agencies.



The results above show that for 2019-20, the banding which clinical audit jobs were most frequently advertised at was Band 5 (n=58, 33.3%). The number of Band 5 vacancies offered was significantly more than the next best, Band 4 (n=32, 18.4%). Interestingly, the results across all bandings for 2019-20 are almost identical to the results recorded in 2018-19! In 2018-19, 29.6% of all vacancies were advertised at Band 5, with 16.9% advertised at Band 4.

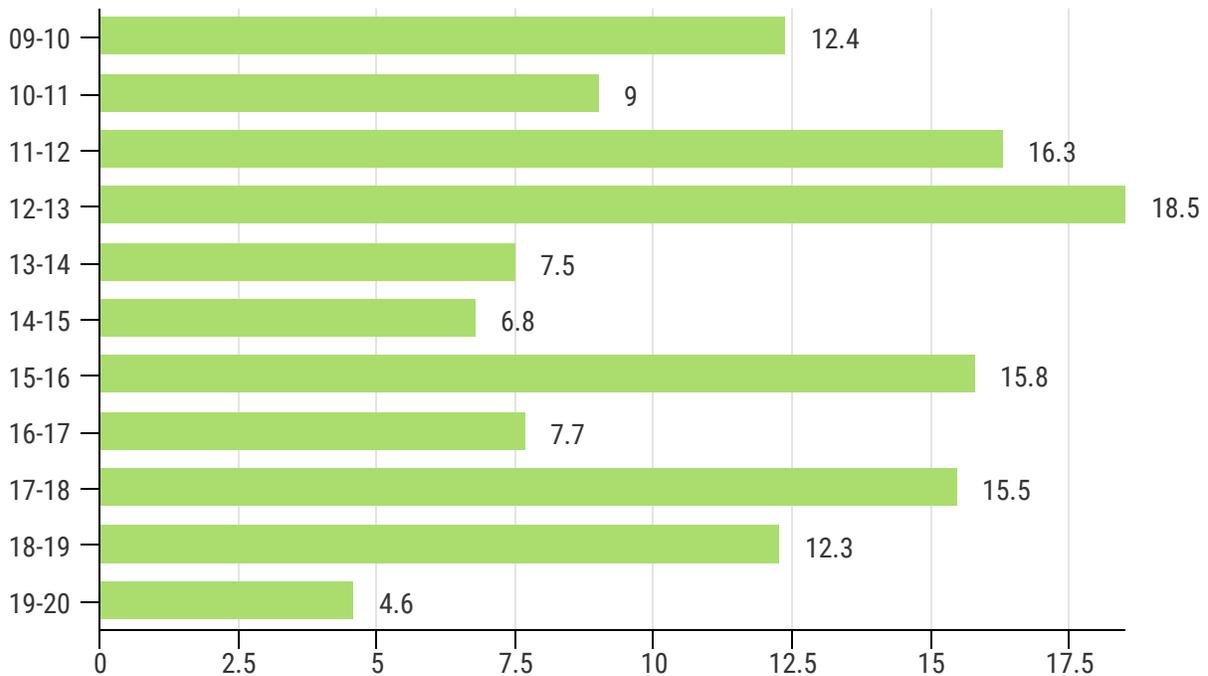
7: Focus on Pay Bands 7&8

As you can see from the above chart in section 6, the majority of job vacancies for clinical audit related vacancies are Band 4 and 5. Band 7 and 8 positions are relatively rare and the chart below provides details of the number of vacancies in these bands since 2009.



7: Focus on Pay Bands 7&8 (continued)

The previous chart (see page 7) listed the number of Band 7 and 8 vacancies from 2009 to 2020. However, this is a crude measure given that the total number of vacancies obviously changes during every 12-month data-set. Therefore, the chart below provides more details in terms of the Band 7 and Band 8 jobs (combined) as a percentage of the total number of vacancies per 12-month cycle.



The chart above illustrates that the highest proportion of Band 7 & 8 jobs over 12 months occurred in 2012/13 (18.5%). This means that 1 in 5.4 jobs advertised in 2012/13 were offered at Band 7 or Band 8. Interestingly, in 2019/20 just 4.6% of jobs advertised were Band 7 and 8. This represents the lowest proportion in any 12 month cycle since we started collecting data in 2009. 4.6% means that just 1 in 21.7 vacancies advertised was marked at Band 7 or 8. In addition, it is hard to see how this data could have been impacted by COVID-19 as most of the 174 total vacancies for the most recent data-set were advertised in 2019.

8: Initial conclusions

The Clinical Audit Support Centre are proud to have collected this data since 2009 and we are pleased to be able to publish another annual report. We are unaware of any other organisations who collect data that looks at job vacancies in the field of clinical audit and improvement. Of course this report is not perfect and there are limitations. This year our data has clearly been significantly impacted by the COVID-19 pandemic. As we state every year, we only collect vacancies advertised via the NHS Jobs website so some vacancies will be missed and we have no way of knowing why a job becomes available (has the previous incumbent left, is this a new position, etc.) However, it is worth pointing out that as a team we compile this information in exactly the same way each year and so we can be assured of consistency of delivery. Throughout this report we have pointed out trends in the data that have been interesting to us, but we try to remain largely independent and simply supply the data. It is for you as the reader to look at the data supplied and draw your own conclusions.

9: Further analysis

In addition to the standard information contained in this report, we thought that it would be useful this year to look in more detail at the pay bands for the most advertised vacancies. In recent times, the NHS Agenda for Change scheme was set up to review jobs and to make sure that those carrying out similar duties are paid equally. In order to bolster the data-set, this stage of the report examines the last 500 vacancies (dating back to February 2018). Furthermore, we suspect that people employed in the clinical audit profession will be most interested in knowing how their own pay compares to their peers.

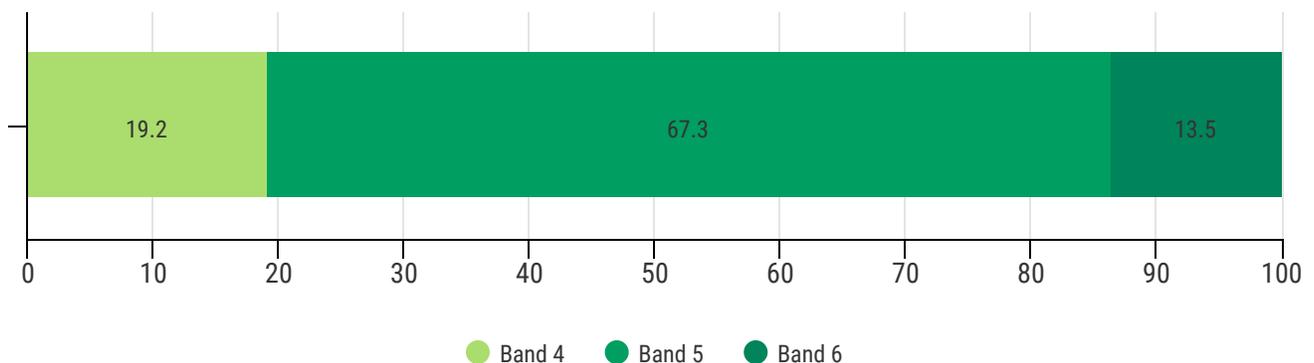
Every year when we produce this report we are astonished at the wide range of job titles that relate to clinical audit and this remains an on-going theme when looking back at the last 500 vacancies. There are a huge range of job titles often incorporating key words such as clinical audit, clinical effectiveness, governance, improvement, quality, etc.

The table below lists all job vacancies since February 2018, where the same title has been listed in a minimum of 10 cases.

- Clinical Audit Facilitator 52
- Clinical Audit Assistant 29
- Clinical Audit Officer 24
- Clinical Audit and Effectiveness Facilitator 20
- Clinical Audit Administrator 13
- Clinical Audit and Improvement Facilitator 12
- Clinical Effectiveness Facilitator 11.

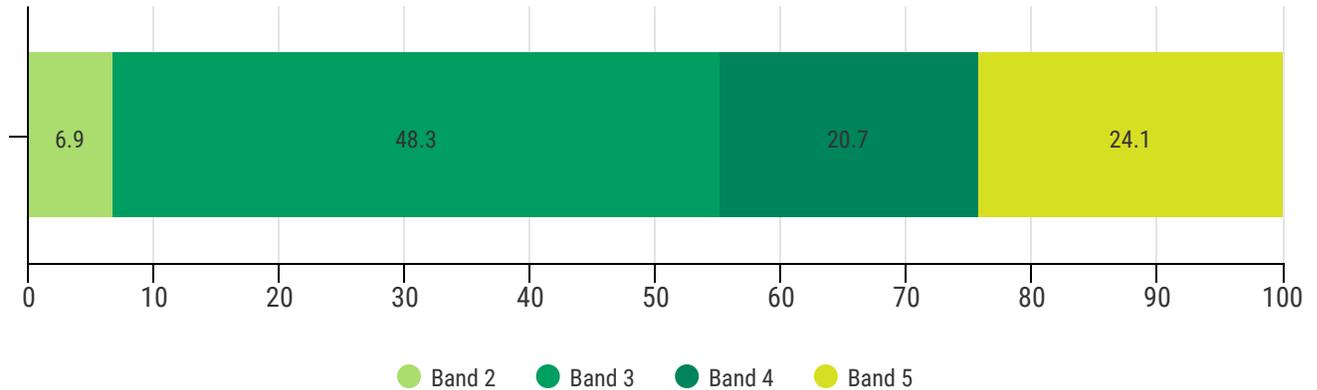
9a: Clinical Audit Facilitator

As you can see from the table above, the position of 'Clinical Audit Facilitator' has been the most advertised job since February 2018 by a considerable margin. Indeed, of the last 500 vacancies we have reported, 10.4% have been for the post of 'Clinical Audit Facilitator'. Clinical Audit Facilitator vacancies have been advertised at Bands 4/5 and 6 and in the chart below we have illustrated the percentage of the 52 jobs advertised in each banding. So to explain further, of 52 'Clinical Audit Facilitator' jobs advertised: 10 (19.2%) were Band 4, 35 (67.3%) were Band 5 and 7 (13.5%) were Band 6. The maximum pay differential between the bottom of Band 4 (£21,892) and the top of Band 6 (£37,890) is £15,998.



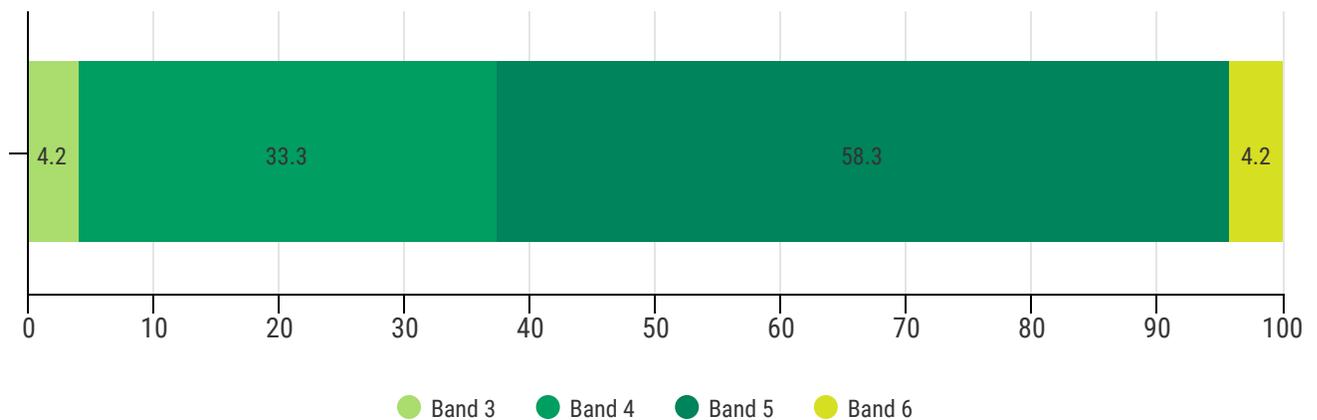
9b: Clinical Audit Assistant

Of the last 500 vacancies we have reported, (29) 5.8% have been for the post of 'Clinical Audit Assistant'. Clinical Audit Assistant vacancies have been advertised at Bands 2/3/4 and 5 and in the chart below we have illustrated the percentage of the 29 jobs advertised in each banding. Therefore, of 29 'Clinical Audit Assistant' jobs advertised: 2 (6.9%) were Band 2, 14 (48.3%) were Band 3, 6 (20.7%) were Band 4, and 7 (24.1%) were Band 5. The maximum pay differential between the bottom of Band 2 (£18,005) and the top of Band 5 (£30,615) is £12,610.



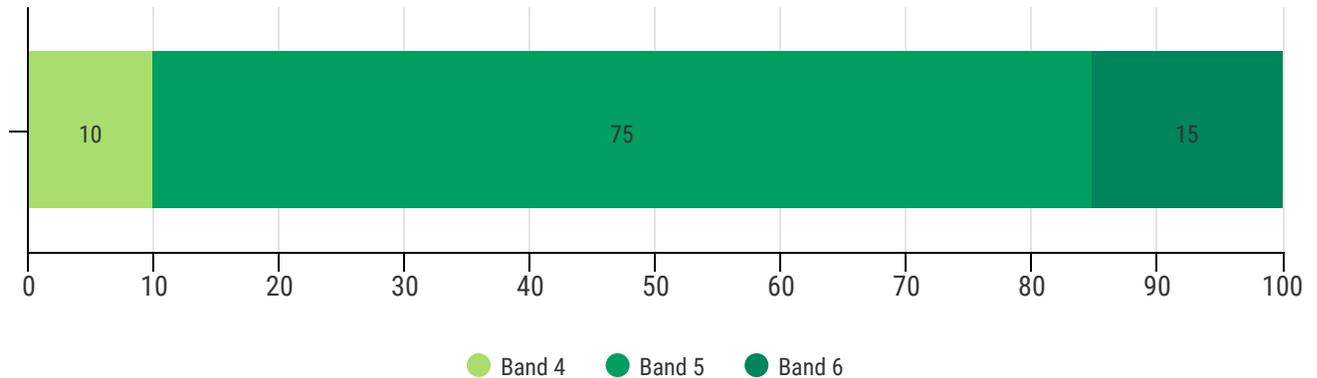
9c: Clinical Audit Officer

Of the last 500 vacancies we have reported, (24) 4.8% have been for the post of 'Clinical Audit Officer'. Clinical Audit Officer vacancies have been advertised at Bands 3/4/5 and 6 and in the chart below we have illustrated the percentage of the 25 jobs advertised in each banding. Therefore, of 24 'Clinical Audit Officer' jobs advertised: 1 (4.2%) was Band 3, 8 (33.3%) were Band 4, 14 (58.3%) were Band 5, and 1 (4.2%) was Band 6. The maximum pay differential between the bottom of Band 3 (£19,737) and the top of Band 6 (£37,890) is £18,153.



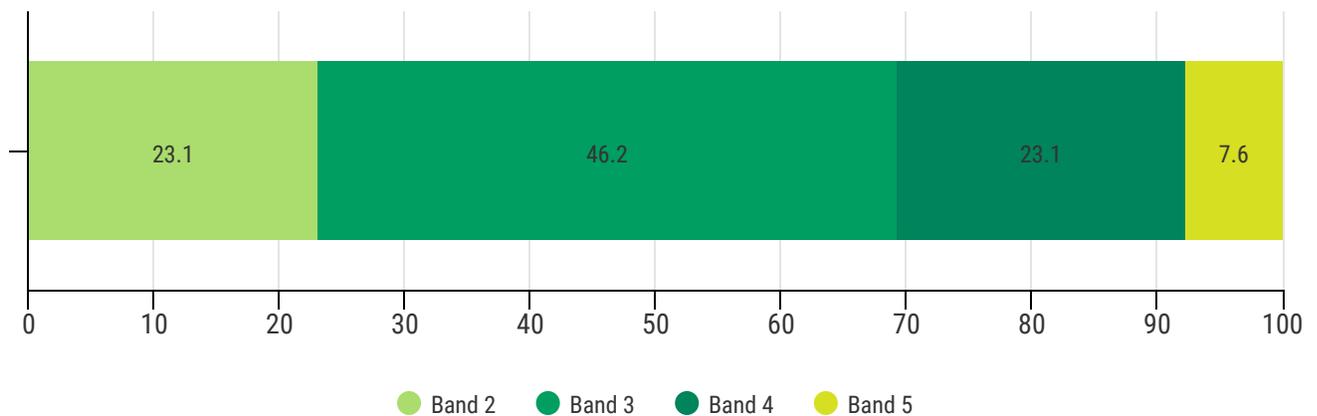
9d: Clinical Audit and Effectiveness Facilitator

Of the last 500 vacancies we have reported, (20) 4% have been for the post of 'Clinical Audit and Effectiveness Facilitator'. Clinical Audit and Effectiveness Facilitator vacancies have been advertised at Bands 4/5 and 6 and in the chart below we have illustrated the percentage of the 20 jobs advertised in each banding. Therefore, of 20 'Clinical Audit and Effectiveness Facilitator' jobs advertised: 2 (10%) were Band 4, 15 (75%) were Band 5 and 3 (15%) were Band 6. The maximum pay differential between the bottom of Band 4 (£21,892) and the top of Band 6 (£37,890) is £15,998.



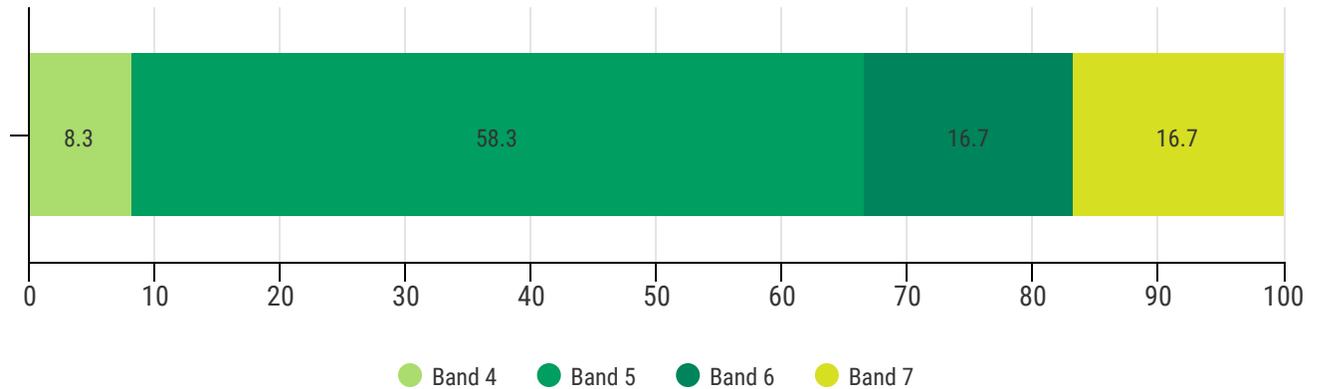
9e: Clinical Audit Administrator

Of the last 500 vacancies we have reported, (13) 2.6% have been for the post of 'Clinical Audit Administrator'. Clinical Audit Administrator vacancies have been advertised at Bands 2/3/4 and 5 and in the chart below we have illustrated the percentage of the 14 jobs advertised in each banding. Therefore, of 13 'Clinical Audit Administrator' jobs advertised: 3 (23.1%) was Band 2, 6 (46.2%) were Band 3, 3 (23.1%) were Band 4, and 1 (7.7%) was Band 5. The maximum pay differential between the bottom of Band 2 (£18,005) and the top of Band 5 (£30,615) is £12,610.



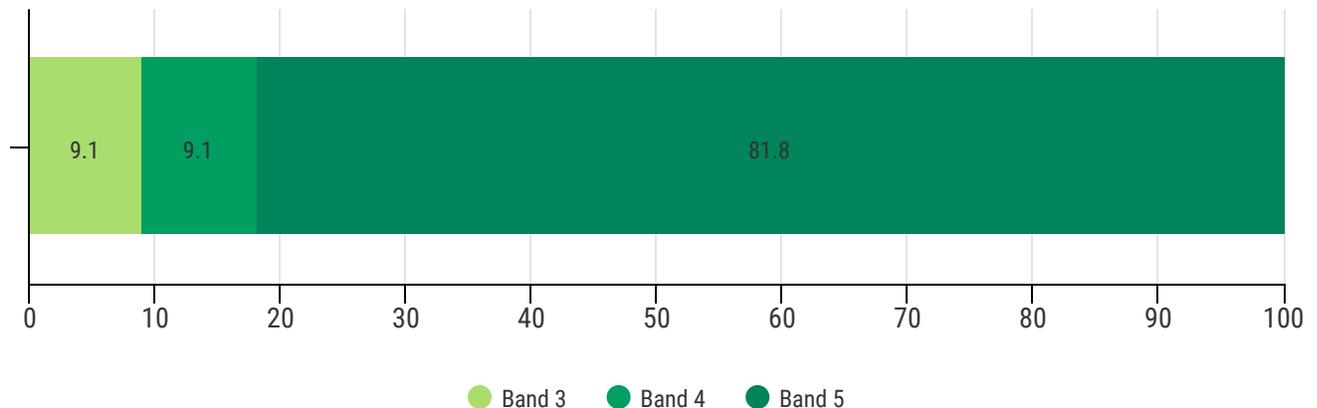
9f: Clinical Audit and Improvement Facilitator

Of the last 500 vacancies we have reported, (12) 2.4% have been for the post of 'Clinical Audit and Improvement Facilitator'. Clinical Audit and Improvement Facilitator vacancies have been advertised at Bands 4/5/6 and 7 and in the chart below we have illustrated the percentage of the 12 jobs advertised in each banding. Therefore, of 'Clinical Audit and Improvement Facilitator' jobs advertised: 1 (8.3%) was Band 4, 7 (58.3%) were Band 5, 2 (16.7%) were Band 6 and 2 (16.7%) were Band 7. The maximum pay differential between the bottom of Band 4 (£21,892) and the top of Band 7 (£44,503) is £22,611.



9g: Clinical Effectiveness Facilitator

Of the last 500 vacancies we have reported, (11) 2.2% have been for the post of 'Clinical Effectiveness Facilitator'. Clinical Effectiveness Facilitator vacancies have been advertised at Bands 3/4 and 5 and in the chart below we have illustrated the percentage of the 11 jobs advertised in each banding. Therefore, of 11 'Clinical Effectiveness Facilitator' jobs advertised: 1 (9.1%) was Band 3, 1 (9.1%) was Band 4 and the remaining 9 (81.8%) were Band 5. The maximum pay differential between the bottom of Band 3 (£19,737) and the top of Band 5 (£30,615) is £10,878.



9h: Job type

The breakdown of the last 500 vacancies for job type is as follows: Permanent (406) 81.2%, Fixed-Term 76 (15.2%), Secondment 15 (3%) and Bank 3 (0.6%). The results for 2019/20 are on page 5.

9i: Job hours

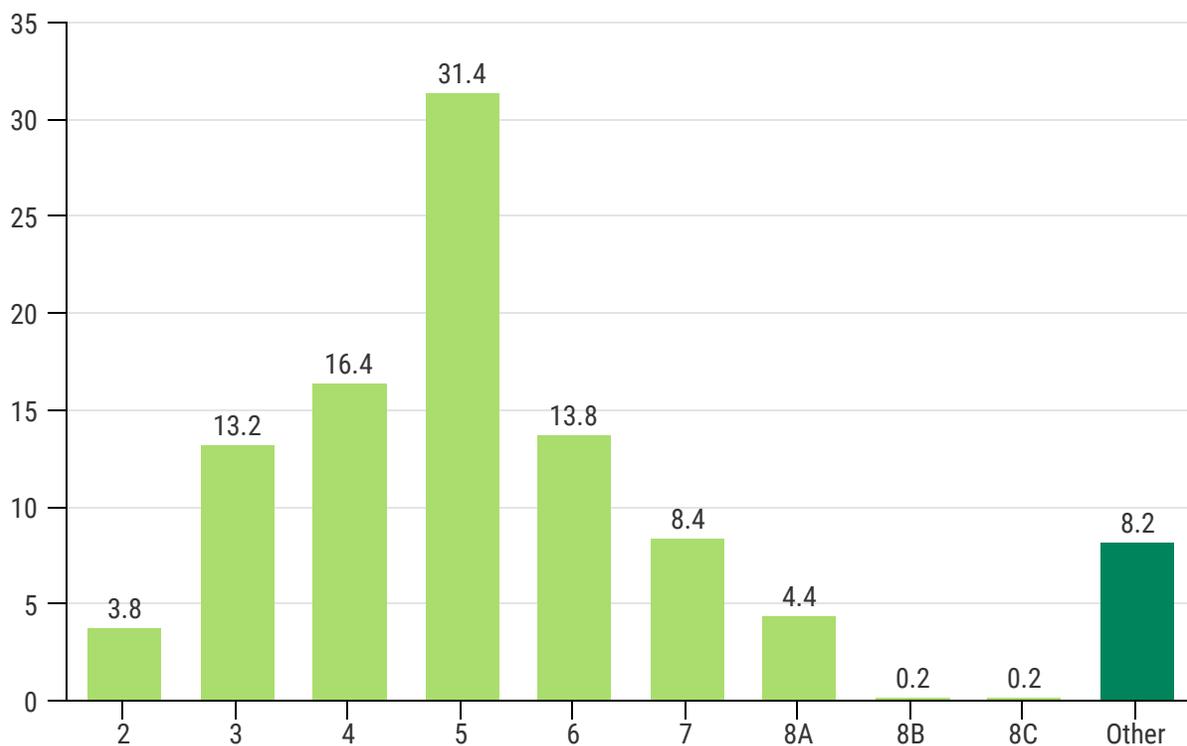
The breakdown of 500 job vacancies reported since February 2018 for job hours was: 391 (79.2%) were full-time, 105 (21.0%) were part-time and 4 (0.8%) did not state in the advert if the position was full-time or part-time. The results for 2019/20 are on page 6.

9j: Job group

The breakdown of 500 job vacancies reported since February 2018 for job group was: Administrative and Clerical 449 (89.8%), Nursing and Midwifery Registered 37 (7.4%), Additional Clinical Services 6 (1.2%), Scientific and Technical 2 (0.4%), Allied Health Professional 2 (0.4%) and Medical and Dental 1 (0.2%). 3 job adverts did not state the job group for the vacancy on offer. The results for 2019/20 are on page 6.

9k: Pay banding

The breakdown of 500 job vacancies reported since February 2018 for job group is detailed in the chart below. As per the data for 2019/20 reported on page 7, the vast majority of jobs are advertised at Band 5 (31.4%), Band 4 (16.4%), Band 6 (13.8%) and Band 3 (13.2%). 4.8% of jobs were advertised at Band 8. The chart below provides more information.



10: Final comments

We hope that you find this report useful. In previous years we have not included the data that appears in section 9 (pages 9-13) but given the impact of the COVID-19 we felt that readers might appreciate more detailed information. As noted, most clinical audit and improvement professionals will be interested to see how their pay compares to their peers and the information we have provided shows that audit staff are paid very differently from organisation to organisation for jobs with the same title.

Our plans are to share this report widely via our website and Twitter. We welcome feedback. We are also pleased to be able to announce that publication of our weekly jobs bulletin will resume in July 2020 and we aim to analyse the data for 2020/21 and publish the next annual report in 2021.



WANT MORE INFORMATION ABOUT CASC?

Clinical Audit Support Centre Ltd publish a weekly clinical audit jobs bulletin that you can access via their website. CASC also use Twitter regularly and you can follow them via @cascleicester. Or call us on (0116) 264 3411. Email us via: info@clinicalauditsupport.com

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