Performance and quality management

Our performance and quality managers make sure that our patients receive the best possible care by identifying high quality performance. They will also identify any risks and issues that may affect the standards expected and work with healthcare professionals to ensure our patients are protected.

As a manager of performance and quality, you will work with clinicians and other staff groups to set standards for the provision of services which are both ambitious and achievable.

Working life

There are a variety of job roles and job titles in performance and quality management. Examples include:

- Clinical risk manager
- Head of performance management
- Quality assurance manager

Clinical risk manager

Apprenticeships logo

You could report to the director of clinical governance, learning and development. You'll work closely with the risk manager and executive nurse. You'll be responsible for all aspects of clinical risk management.

Head of performance management

You could be instrumental in the continuous improvement of performance reporting and management in a clinical commissioning group [1] (CCG). You'd work in the finance, performance and project management office and have specific responsibilities for developing, implementing and embedding performance management systems.

You'll be involved in areas such as managing risk and monitoring performance

You'd need a comprehensive understanding of national and local performance standards and be capable of developing and implementing a range of performance reports and solutions to help improve quality.

Quality assurance manager

As a quality assurance [2] manager, you could be involved in working in education. You would make sure that effective arrangements are in place to ensure that our students and trainees' education is continuously improving and of the highest standard.

You'd work with a range of organisations including universities to make sure this happens.

Want to learn more?

- Find out more about the entry requirements, skills and interests required to enter a career in performance and quality management [3]
- Find out more about the training you'll receive for a career in performance and quality management management [4]

- ## Pay and conditions

Most jobs in the NHS are covered by the Agenda for Change (AfC) [5] pay scales. This pay system covers all staff except doctors, dentists and the most senior managers. If you work in performance and quality management, your salary will depend on your role. This could be anywhere between AfC [6] bands 5 and 9 depending on the precise role and level of responsibility.

NHS staff will usually work a standard 37.5 hours per week. They may work a shift pattern.

Terms and conditions of service can vary for employers outside the NHS.

- ## Where the role can lead

With further training and/or experience, you may be able to develop your career further and apply for more senior managerial roles. Relocation for promotion is common.

More diverse routes are now opening up, for example, jointly-funded posts between health and social services.

Management qualifications, such as an MBA (Master of Business of Administration) or DMS (Diploma in Management Studies) may be an advantage for some posts.

- ## Job market and vacancies

When you're looking for managerial jobs or apprenticeship vacancies, there are a number of sources you can use, depending on the type of and level of work you're seeking. However, most vacancies in NHS organisations can be found on the NHS Jobs website [7].

Some of the current vacanices are below.

Find a vacancy

Enter your location or postcode

Show results within

Search

- ### Assistant Quality Assurance Manager

  Liverpool, L24 8RB
  Newcastle upon Tyne, NE2 4NQ
  Barnsley, S75 3FG

  Salary:
    £46148.00 to £52809.00
  Type:
    Fixed-Term
  Employer:
    NHS Blood and Transplant
  Apply now on NHS Jobs for Assistant Quality Assurance Manager job (opens in a new window) [8]

- ### CRF Quality Assurance Manager

  London, SE5 9RS

  Salary:
    £54320.00 to £60981.00
  Type:
    Permanent

Employer:
King's College Hospital NHS Foundation Trust
Apply now on NHS Jobs for CRF Quality Assurance Manager job (opens in a new window) [9]

○ **Governance, Risk and Assurance Lead**

NEWCASTLE UPON TYNE, NE15 8NY

Salary:
£62215.00 to £72293.00
Type:
Permanent
Employer:
NHS Business Services Authority
Apply now on NHS Jobs for Governance, Risk and Assurance Lead job (opens in a new window) [10]

○ **Cancer Quality & Performance Manager **Internal HDFT Applicants Only****

Harrogate, HG2 7SX

Salary:
£46148.00 to £52809.00
Type:
Secondment
Employer:
Harrogate and District NHS Foundation Trust
Apply now on NHS Jobs for Cancer Quality & Performance Manager **Internal HDFT Applicants Only** job (opens in a new window) [11]

○ **Quality Assurance Officer**

London, E14 4PU

Salary:
£31997.00 to £43552.00
Type:
Permanent
Employer:
UK Health Security Agency
Apply now on NHS Jobs for Quality Assurance Officer job (opens in a new window) [12]

○ **Band 6 Quality Assurance Clinician - Hybrid Working**

Birmingham, B13 8QY

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Birmingham and Solihull Mental Health NHS Foundation Trust

Apply now on NHS Jobs for Band 6 Quality Assurance Clinician - Hybrid Working job (opens in a new window) [13]

○ **Soft FM Performance Manager**

Oxford, OX3 9DU

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Soft FM Performance Manager job (opens in a new window) [14]

○ **Information Governance Assurance Manager**

Norwich, NR1 1QQ

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Norfolk and Norwich University Hospital

Apply now on NHS Jobs for Information Governance Assurance Manager job (opens in a new window) [15]

○ **Quality Improvement Manager**

Leeds, LS9 7TF

Salary:

£53755.00 to £60504.00

Type:

Fixed-Term

Employer:

Leeds Teaching Hospitals

Apply now on NHS Jobs for Quality Improvement Manager job (opens in a new window) [16]

○ **Quality and Training Manager**

London, SE18 4QH

Salary:
    £37338.00 to £44962.00
Type:
    Permanent
Employer:
    Lewisham and Greenwich NHS Trust
Apply now on NHS Jobs for Quality and Training Manager job (opens in a new window) [17]

○ **Virology and Molecular Pathology Performance Section Manager / Trainee**

Coventry, CV2 2DX

Salary:
    £37338.00 to £52809.00
Type:
    Permanent
Employer:
    University Hospitals Coventry and Warwickshire NHS Trust
Apply now on NHS Jobs for Virology and Molecular Pathology Performance Section Manager / Trainee job (opens in a new window) [18]

○ **Quality and Information Systems Manager**

London, SE13 6LH

Salary:
    £37338.00 to £44962.00
Type:
    Permanent
Employer:
    Lewisham and Greenwich NHS Trust
Apply now on NHS Jobs for Quality and Information Systems Manager job (opens in a new window) [19]

○ **Chemistry Quality Control Laboratory Manager**

Seaton Delaval, NE25 0QJ

Salary:
    £53755.00 to £60504.00
Type:
    Permanent
Employer:
    Northumbria Healthcare NHS Foundation Trust
Apply now on NHS Jobs for Chemistry Quality Control Laboratory Manager job (opens in a new window) [20]

○ **Risk and Patient Safety Administrator**

Salisbury, SP28BJ

Salary:
 £24625.00 to £25674.00
Type:
 Fixed-Term
Employer:
 Salisbury NHS Foundation Trust
Apply now on NHS Jobs for Risk and Patient Safety Administrator job (opens in a new window) [21]

○ **Quality & Clinical Governance Lead**

Leeds, LS62AE

Salary:
 £44465.00 to £50096.00
Type:
 Permanent
Employer:
 Sue Ryder
Apply now on NHS Jobs for Quality & Clinical Governance Lead job (opens in a new window) [22]

○ **Business & Performance Administrator**

317 01 Freeman Hospital, NE7 7DN

Salary:
 £29970.00 to £36483.00
Type:
 Permanent
Employer:
 The Newcastle upon Tyne Hospitals NHS Foundation Trust
Apply now on NHS Jobs for Business & Performance Administrator job (opens in a new window) [23]

○ **Head of Performance**

Cardiff, CF11 9AD

Salary:
 £75405.00 to £86885.00
Type:
 Permanent
Employer:
 Digital Health and Care Wales

○ Assurance & IG Administrator

Manchester, M13 9WL

Salary:
    £26530.00 to £29114.00
Type:
    Permanent
Employer:
    Manchester University NHS Foundation Trust

○ Information Assurance Analyst

Huyton, Merseyside, Liverpool, L36 3SD

Salary:
    £46148.00 to £52809.00
Type:
    Fixed-Term
Employer:
    Mersey and West Lancashire Teaching Hospitals NHS Trust

○ Clinical Governance & Quality Injuries Lead

Leeds, LS7 2BQ

Salary:
    £50719.50
Type:
    Permanent
Employer:
    Local Care Direct

○ Project Manager in Quality improvement and Engagement

Cambridge, CB24 3BA
Norwich, NR2 4SE

Salary:
    Negotiable
Type:
    Permanent

Employer:

    Optimum Patient Care

Apply now on NHS Jobs for Project Manager in Quality improvement and Engagement job (opens in a new window) [28]

○ **Quality & Governance Manager for Community Diagnostic Hub**

Hereford, HR4 9SH

Salary:

    £46148.00 to £52809.00

Type:

    Fixed-Term

Employer:

    Wye Valley NHS Trust

Apply now on NHS Jobs for Quality & Governance Manager for Community Diagnostic Hub job (opens in a new window) [29]

○ **Senior Performance & BI Adminstrator**

Dartford, DA2 8DA

Salary:

    £39205.00 to £47084.00

Type:

    Permanent

Employer:

    Dartford and Gravesham NHS Trust

Apply now on NHS Jobs for Senior Performance & BI Adminstrator job (opens in a new window) [30]

○ **Clinical Lead - Quality Improvement and Training**

Tarvin, CH3 8LY

Salary:

    £37338.00 to £44962.00

Type:

    Fixed-Term

Employer:

    Cheshire and Wirral Partnership NHS Foundation Trust

Apply now on NHS Jobs for Clinical Lead - Quality Improvement and Training job (opens in a new window) [31]

○ **Health Visitor and Clinical Quality Fellow**

Teddington, TW11 0JR

Salary:

    £42939.00 to £50697.00

Type:

Permanent

Employer:

Central London Community Health Trust

Apply now on NHS Jobs for Health Visitor and Clinical Quality Fellow job (opens in a new window) [32]

○ Performance and Information Analyst AOS

Sheffield, S5 7AU

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Sheffield Teaching Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Performance and Information Analyst AOS job (opens in a new window) [33]

○ Senior Audit and Assurance Specialist

Bristol, BS1 3NU

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)

Apply now on NHS Jobs for Senior Audit and Assurance Specialist job (opens in a new window) [34]

○ Quality Matron

Walsall, WS2 9PS

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Walsall Healthcare NHS Trust

Apply now on NHS Jobs for Quality Matron job (opens in a new window) [35]

○ Quality Lead

Bedfordshire, MK44 2FQ

Salary:

Negotiable

Type:

Permanent

Employer:

Northamptonshire Healthcare Foundation Trust

<u>Apply now on NHS Jobs for Quality Lead job (opens in a new window)</u> [36]

○ **Quality Lead**

Bridgnorth, WV16 4EN

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Midlands Partnership NHS Foundation Trust

<u>Apply now on NHS Jobs for Quality Lead job (opens in a new window)</u> [37]

○ **Clinic Manager**

Clacton-on-Sea, CO15 4AB

Salary:

£50000.00 to £54000.00

Type:

Permanent

Employer:

Diaverum

<u>Apply now on NHS Jobs for Clinic Manager job (opens in a new window)</u> [38]

○ **Clinical Manager**

North West, M6 7WQ

Salary:

£55000.00 to £62000.00

Type:

Permanent

Employer:

Cygnet Health Care

<u>Apply now on NHS Jobs for Clinical Manager job (opens in a new window)</u> [39]

○ **Deputy Director of Finance – Performance and Reporting**

Oxford, OX4 2PG

Salary:

Negotiable

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Deputy Director of Finance – Performance and Reporting job (opens in a new window) [40]

○ **Microbiology Quality Lead**

Manchester, M13 9WZ

Salary:

£40661.00 to £52809.00

Type:

Permanent

Employer:

UK Health Security Agency

Apply now on NHS Jobs for Microbiology Quality Lead job (opens in a new window) [41]

○ **Quality & Training Officer**

Luton, LU4 0DZ

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Bedfordshire Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Quality & Training Officer job (opens in a new window) [42]

○ **Pathology Quality Clerk**

Darlington, DL3 6HX

Salary:

£24625.00 to £25674.00

Type:

Permanent

Employer:

County Durham & Darlington NHS Foundation Trust

Apply now on NHS Jobs for Pathology Quality Clerk job (opens in a new window) [43]

○ **Quality administrator (XN03)**

Leeds, LS9 7TF

Salary:

£24071.00 to £25674.00

Type:

Permanent

Employer:

Leeds Teaching Hospitals

Apply now on NHS Jobs for Quality administrator (XN03) job (opens in a new window) [44]

○ **Quality Improvement Lead**

Kingston upon Thames, KT2 7QB

Salary:

£59490.00 to £66239.00

Type:

Permanent

Employer:

Kingston and Richmond NHS Foundation Trust

Apply now on NHS Jobs for Quality Improvement Lead job (opens in a new window) [45]

○ **Band 6 Quality Improvement and Clinical Audit Faculty Lead - Bath**

Bath, BA1 3QE

Salary:

£37338.00 to £44962.00

Type:

Permanent

Employer:

Avon & Wiltshire Mental Health Partnership NHS Trust

Apply now on NHS Jobs for Band 6 Quality Improvement and Clinical Audit Faculty Lead - Bath job (opens in a new window) [46]

○ **Band 8c - Head of Perinatal Governance and Assurance**

Watford, WD18 0HB

Salary:

£76412.00 to £87723.00

Type:

Permanent

Employer:

West Hertfordshire Teaching Hospitals NHS Trust

Apply now on NHS Jobs for Band 8c - Head of Perinatal Governance and Assurance job (opens in a new window) [47]

○ **Clinical Account Manager**

Liverpool, L13 1FB

Salary:
    £40000.00 to £45000.00
Type:
    Permanent
Employer:
    Gray Healthcare
Apply now on NHS Jobs for Clinical Account Manager job (opens in a new window)
[48]

○ **Clinical Deputy Manager**

Sompting, BN15 0DA

Salary:
    £53000.00
Type:
    Permanent
Employer:
    Aria Care
Apply now on NHS Jobs for Clinical Deputy Manager job (opens in a new window)
[49]

○ **Clinical Admin Manager**

PLYMOUTH, PL6 8DH

Salary:
    £29970.00 to £36483.00
Type:
    Permanent
Employer:
    University Hospitals Plymouth NHS Trust
Apply now on NHS Jobs for Clinical Admin Manager job (opens in a new window)
[50]

○ **Clinical Services Manager**

Oswestry, SY11 2HX

Salary:
    £25.12 to £26.12
Type:
    Permanent
Employer:
    HC-One
Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [51]

- ## Clinical Team Manager

  Sheffield, S9 1TP

  Salary:
  £46148.00 to £52809.00
  Type:
  Permanent
  Employer:
  Leeds Community Healthcare NHS Trust
  Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
  [52]

- ## Clinical Nurse Manager

  Tiverton, EX16 6NT

  Salary:
  £46148.00 to £52809.00
  Type:
  Permanent
  Employer:
  Royal Devon University Healthcare NHS Foundation Trust
  Apply now on NHS Jobs for Clinical Nurse Manager job (opens in a new window)
  [53]

- ## Clinical Deputy Manager

  Kidderminster, DY10 3DJ

  Salary:
  £52700.00
  Type:
  Permanent
  Employer:
  Aria Care
  Apply now on NHS Jobs for Clinical Deputy Manager job (opens in a new window)
  [54]

- ## Clinical Administration Manager

  Leeds, LS17 6QD

  Salary:
  £30573.00 to £36903.00
  Type:
  Permanent
  Employer:
  St Gemma's Hospice

Apply now on NHS Jobs for Clinical Administration Manager job (opens in a new window) [55]

○ **Clinical Night Manager**

Liverpool, L36 5XW

Salary:
    £21.53 to £22.53
Type:
    Permanent
Employer:
    HC-One
Apply now on NHS Jobs for Clinical Night Manager job (opens in a new window) [56]

○ **Clinical Home Manager**

Bristol, BS5 7PD

Salary:
    £90000.00 to £111230.00
Type:
    Permanent
Employer:
    Aria Care
Apply now on NHS Jobs for Clinical Home Manager job (opens in a new window) [57]

○ **Clinical Deputy Manager**

Bromley, BR1 3NG

Salary:
    £23.20
Type:
    Permanent
Employer:
    Aria Care
Apply now on NHS Jobs for Clinical Deputy Manager job (opens in a new window) [58]

○ **Clinical Team Manager**

Hull, HU5 1SW

Salary:
    £46148.00 to £52809.00
Type:
    Permanent

Employer:
Leeds Community Healthcare NHS Trust
Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
[59]

- ## Clinical Team Manager

Hull, HU3 2RW

Salary:
£46148.00 to £52809.00
Type:
Permanent
Employer:
Humber Teaching NHS Foundation Trust
Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
[60]

- ## Clinical Nurse Manager

Manchester, M13 0YL

Salary:
£45000.00 to £48000.00
Type:
Permanent
Employer:
Equilibrium Healthcare
Apply now on NHS Jobs for Clinical Nurse Manager job (opens in a new window)
[61]

- ## Clinical Night Manager

Leeds, LS15 9HH

Salary:
£20.89 to £21.89
Type:
Permanent
Employer:
HC-One
Apply now on NHS Jobs for Clinical Night Manager job (opens in a new window)
[62]

- ## Clinical Safety Manager

Kao Park, Harlow, CM17 9NF

Salary:
£46148.00 to £52809.00

Type:
     Secondment
Employer:
     The Princess Alexandra Hospital NHS Trust
Apply now on NHS Jobs for Clinical Safety Manager job (opens in a new window)

[63]

○ Clinical Services Manager

Keele, ST5 5NT

Salary:
     £60000.00 to £63000.00
Type:
     Permanent
Employer:
     Caudwell Children
Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [64]

○ Clinical Services Manager

Huddersfield, HD2 1GQ
Wakefield, WF1 2SN
Leeds, LS7 2BQ

Salary:
     £61269.00
Type:
     Permanent
Employer:
     Local Care Direct
Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [65]

○ Clinical Coding Manager

East Grinstead, RH10 3DZ

Salary:
     £37338.00 to £44962.00
Type:
     Permanent
Employer:
     Queen Victoria Hospital NHS Foundation Trust
Apply now on NHS Jobs for Clinical Coding Manager job (opens in a new window)

[66]

○ Information Officer (Data Quality)

Location to be confirmed at interview, CF11 9AD

Salary:
    £30420.00 to £37030.00
Type:
    Permanent
Employer:
    Digital Health and Care Wales
[Apply now on NHS Jobs for Information Officer (Data Quality) job (opens in a new window)](#) [67]

- ## Further information

For further information about a career in performance and quality management, please contact

- [Association of Litigation and Risk Managers](#) [68]
- [The Institute of Healthcare Management](#) [69]

Other roles that may interest you

- [Strategic management](#) [70]
- [Experienced paramedic](#) [71]
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- [Clinical informatics](#) [73]

Links
[1] https://www.healthcareers.nhs.uk/glossary#Clinical_commissioning_group [2] https://www.healthcareers.nhs.uk/glossary#Quality_assurance [3] https://www.healthcareers.nhs.uk/explore-roles/general-management/performance-and-quality-management/entry-requirements-skills-and [4] https://www.healthcareers.nhs.uk/explore-roles/general-management/performance-and-quality-management/training-and-development [5] https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates [6] https://www.healthcareers.nhs.uk/glossary#AfC [7] http://www.jobs.nhs.uk [8] https://beta.jobs.nhs.uk/candidate/jobadvert/M0048-25-0253 [9] https://beta.jobs.nhs.uk/candidate/jobadvert/C9213-25-0486 [10] https://beta.jobs.nhs.uk/candidate/jobadvert/G9914-25-0081 [11] https://beta.jobs.nhs.uk/candidate/jobadvert/C9421-25-0338 [12] https://beta.jobs.nhs.uk/candidate/jobadvert/K9919-25-0152 [13] https://beta.jobs.nhs.uk/candidate/jobadvert/C9436-25-0308 [14] https://beta.jobs.nhs.uk/candidate/jobadvert/C9321-25-0540 [15] https://beta.jobs.nhs.uk/candidate/jobadvert/C9234-25-0281 [16] https://beta.jobs.nhs.uk/candidate/jobadvert/C9298-TEX-0079 [17]

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