

Publication Report



NHSScotland Child & Adolescent Mental Health Services

Workforce Information as at 31st March 2011

28 June 2011



Contents

Contents.....	1
About ISD.....	2
About NES	2
Official Statistics.....	2
Introduction	4
Results and Commentary.....	5
Staff in post	5
Overall trends	5
Age of Service Provision.....	6
Vacancy Information	7
Glossary.....	8
List of Tables.....	9
Contact.....	10
Further Information.....	10
Appendix.....	11
A1 – Background Information	11
A2 – Publication Metadata (including revisions details).....	12
A3 – Early Access details (including Pre-Release Access)	14

About ISD

Scotland has some of the best health service data in the world combining high quality, consistency, national coverage and the ability to link data to allow patient based analysis and follow up.

Information Services Division (ISD) is a business operating unit of NHS National Services Scotland and has been in existence for over 40 years. We are an essential support service to NHSScotland and the Scottish Government and others, responsive to the needs of NHSScotland as the delivery of health and social care evolves.

Purpose: To deliver effective national and specialist intelligence services to improve the health and wellbeing of people in Scotland.

Mission: Better Information, Better Decisions, Better Health

Vision: To be a valued partner in improving health and wellbeing in Scotland by providing a world class intelligence service.

About NES

NES are a Special Health Board, responsible for supporting NHS services delivered to the people of Scotland by developing and delivering education and training for those who work in NHSScotland.

NES helps to provide better patient care by providing educational solutions for workforce development. This is done by designing, commissioning, quality assuring and where appropriate providing education for NHSScotland staff. NES has responsibility for the pre-registration training of Clinical Psychologists for NHSScotland i.e. the main source of psychology workforce supply. Since its inception in 2004 NES has worked in collaboration with ISD and heads of psychology services across NHSScotland to develop a live national psychology workforce database to collect and analyse data about the psychology workforce to inform training numbers and psychology service planning. The impact of the modernisation of psychology training is accruing as successive cohorts of those who have completed new Masters programmes in Psychological Therapy in Primary Care, and in Applied Psychology of Children&Young People or in the expanded training programme in Clinical Psychology, enter the workforce.

Official Statistics

Information Services Division (ISD) is the principal and authoritative source of statistics on health and care services in Scotland. ISD is designated by legislation as a producer of 'Official Statistics'. Our official statistics publications are produced to a high professional standard and comply with the Code of Practice for Official Statistics. The Code of Practice is produced and monitored by the UK Statistics Authority which is independent of Government. Under the Code of Practice, the format, content and timing of statistics publications are the responsibility of professional staff working within ISD.

ISD's statistical publications are currently classified as one of the following:

- National Statistics (ie assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (ie legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (ie still to be assessed by the UK Statistics Authority)
- other (not Official Statistics)

Further information on ISD's statistics, including compliance with the Code of Practice for Official Statistics, and on the UK Statistics Authority, is available on the [ISD website](#).

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Introduction

This release is a collaborative piece of work between Information Services Division (ISD) and NHS Education for Scotland (NES), and presents NHSScotland Child and Adolescent Mental Health Services (CAMHS) workforce information as at 31st March 2011.

The data are sourced from the NES-ISD National CAMHS Workforce Information Database.

Information presented are:

- Data on staff in post in CAMHS including: Medical, Nursing, Psychology, Allied Health Professionals, Social Workers and Teachers.
- Data are available by staff group, NHS Board, age, gender, Band and contract type.

The information collected and presented are used by NES, the Scottish Government and NHS Boards to support local, regional and national workforce planning, to support educational training and planning, and to track the Scottish Government's recent investment in expansion of CAMHS workforce and training numbers.

The tables present figures in both Headcount numbers and Whole Time Equivalents (WTE). WTEs adjust headcount staff figures to take account of part-time staff.

Results and Commentary

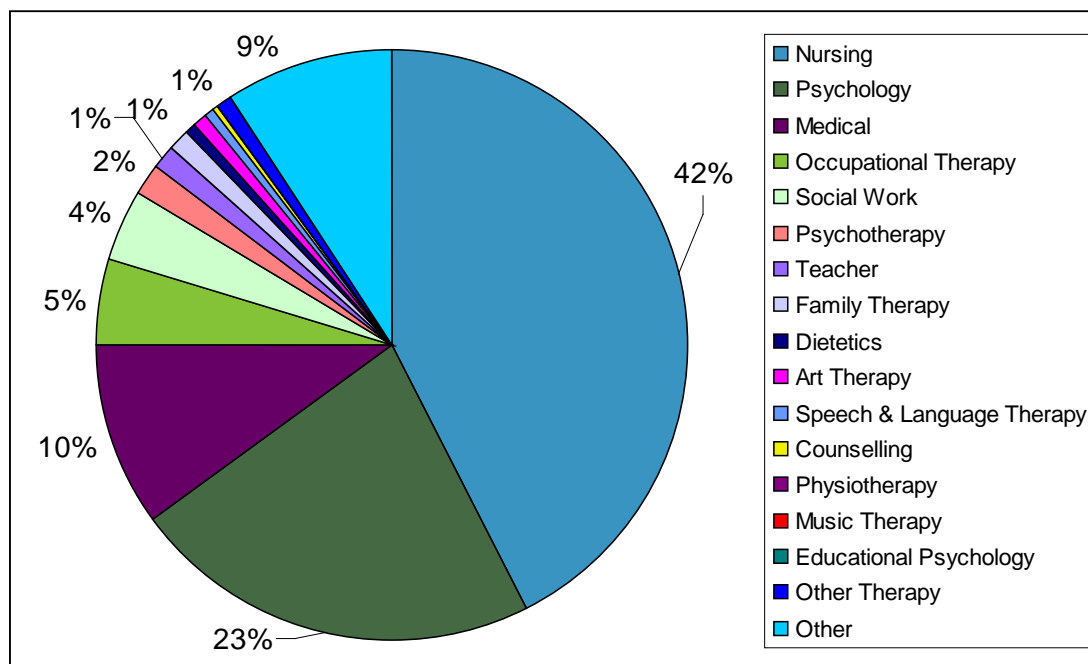
Data in this report are NHSScotland CAMHS Workforce information.

Staff in post

Overall trends

- It was reported that a headcount of 989 clinical staff (857.5wte) were working in CAMHS in Scotland as at 31st March 2011, which means the total staffing has increased by 5.9% since 30th Sept 2010. This increase is due to additional funding commitments that have been made by the Scottish Government since 2009.
- Nationally, this represents a staffing level of 16.4 wte clinical workers per 100,000 of the population of Scotland.
- Figure 1 illustrates the multidisciplinary skill mix within NHSScotland CAMHS as at 31st March 2011.

Figure 1: NHSScotland CAMHS workforce as at 31st March 2011 by professional group. Expressed as a percentage of total 857.5wte.



- Of the rise in CAMHS workforce between 30th September 2010 and 31st March 2011, Psychology has increased by 25.4 wte, Medical by 6.9 wte and Nursing by 21.2 wte as shown in Table 1.

Table 1: NHSScotland CAMHS workforce as at 31st March 2011: wte trends from September 2009.

	30 th September 2009 wte	30 th September 2010 wte	31 st March 2011 wte	Wte Difference Sept 2010 to March 2011	% Change
Nursing	320.4	342.4	363.6	21.2	6.2
Psychology	143.8	167.7	193.1	25.4	15.1
Medical	85.6	80.9	86.4	5.6	6.9
Occupational Therapy	35.4	37.4	40.0	2.6	7.0
Social Work	37.1	31.6	34.8	3.2	10.1
Psychotherapy	14.9	15.9	14.6	-1.3	-8.2
Teacher	14.2	11.7	11.7	0.0	0.0
Family Therapy	7.1	8.1	8.1	0.0	0.0
Dietetics	3.9	5.3	6.4	1.1	20.9
Art Therapy	7.4	7.3	5.2	-2.1	-29.0
Speech & Language Therapy	6.0	4.5	4.6	0.1	3.0
Counselling	2.0	2.5	2.5	0.0	0.0
Physiotherapy	0.4	0.4	0.4	0.0	-0.0
Music Therapy	0.3	0.3	0.3	0.0	0.0
Educational Psychology	0.2	0.2	0.2	0.0	0.0
Other Therapy	3.3	5.3	6.3	1.0	19.0
Other	82.6	88.8	79.4	-9.4	-10.6
Healthcare Assistants	48.9	51.4	51.2	-0.2	-0.4
Total: All Professional Groups	764.6	810.2	857.5	47.3	5.8

- As at 31st March 2011 27.95 wte (3%) of the 857.5wte total staff in post were on maternity leave.
- Included in NHS Grampian data are SLA locum contracts between a/ NHS Grampian and NHS Orkney: an NHS Grampian psychiatrist and a psychologist 2 days per quarter and b/ NHS Grampian and NHS Shetland: 0.15wte consultant psychiatrist. 2\ 2.0 headcount Argyll & Bute CAMHS are incorrectly recorded under NHS Greater Glasgow&Clyde with a further 3.0 headcount data not included. This will be corrected for the next quarterly reporting of CAMHS Workforce data.

Age of Service Provision

- NHSScotland CAMHS vary in the age of population served. In some areas services are provided up to 16 only; while others offer services up to 18 years. This has significant implications for workforce requirements. Please see Table 2 below for details.

Table 2: NHSScotland CAMHS Service Age Provision as at 31st March 2011 by NHS Board.

NHS Board	Service Age Provision as at 31 st March 2011
Ayrshire & Arran	Up to 18th birthday if still in full time education.
Borders	Up to 16th birthday, or 18th birthday if the child has a learning disability.
Dumfries & Galloway	Up to 18th birthday, but occasionally beyond.
Fife	Up to 18th birthday.
Forth Valley	Core CAMHS is up to 19th birthday, Learning Disabilities CAMHS is up to 16th birthday.
Grampian	0-18 years.
Greater Glasgow & Clyde	Greater Glasgow teams: up to 18th birthday. Clyde team: up to 18th birthday if in f/t education/school, and 16 otherwise. NHS Greater Glasgow&Clyde will have an integrated position of working up to 18th birthday within 6 months.
Highland	Up to 18th birthday provided in full-time secondary education (not tertiary i.e. not college). LD- s up to the age of 19 where they are in full time secondary education. The upper limit tends to apply most often to young people with learning disabilities in specialist provision who can stay in school until age 19.
Lanarkshire	Tier 3 Child & Family Clinic Teams: up to 16th birthday, up to 18th birthday if referred before 16th birthday or at a point before 18th birthday when it is suitable to discharge them (currently under review). CAMHS LD, Primary Mental Health & CAMHS for Accommodated Young People (CAYP) Teams: up to 18th birthday.
Lothian	City of Edinburgh, Mid & East Lothian: up to 18th birthday. West Lothian: up to 16, but up to 18 if still at school or if more appropriate, or if the child has a learning disability; takes some clients beyond the 18th birthday if appropriate. From the 1 st April it will be up to 18 across all of Lothian.
Orkney	Up to the 18th birthday.
Shetland	Up to 18 if in full time education, and up to 16 if not in full time education.
Tayside	Up to 18th birthday provided in full-time secondary education (not tertiary i.e. not college). Learning Disability up to 18years
Western Isles	Up to the 18th birthday.

Vacancy Information

- As at 31st March 2011 an additional headcount of 17.8 wte posts were between being advertised and being filled with start dates between 01/04/2011 and 01/10/2011. A further 4.3 wte posts were approved for recruitment but not yet advertised.

Glossary

Band	Agenda for Change pay band
CAMHS	Child and Adolescent Mental Health Services
ISD	Information Service Division
NES	Education for Scotland
SLA	Service Level Arrangement
WTE	Whole Time Equivalent adjusts headcount staff to take account of part time staff

List of Tables

Table No.	Name	Time period	File & size
1-8	CAMHS characteristics of the workforce as at 31st March 2011	31 st March 2011	Excel [2,204kb]
1	Clinical Staff Employed in Scotland CAMHS as at 31 st March 2011 by Professional Group.	31 st March 2011	Excel
1B	Trend of Clinical Staff Employed in Scotland CAMHS	31 st March 2011	Excel
2	Age profile of Clinical Staff employed in Scotland CAMHS as at 31 st March 2011 by Professional Group (Headcount)	31 st March 2011	Excel
3	Clinical Staff Employed in Scotland CAMHS as at 31 st March 2011 by Professional Group, Gender & Contract Type.	31 st March 2011	Excel
4	Clinical Staff Employed in Scotland CAMHS as at 31 st March 2011 by Professional Group & Contract Term.	31 st March 2011	Excel
5	Clinical Staff Employed in NHSScotland CAMHS as at 31 st March 2011 by Professional Group & NHS Region & Board	31 st March 2011	Excel
6	Clinical Staff Employed in Scotland CAMHS as at 31 st March 2011 by Professional Group & Grade.	31 st March 2011	Excel
7	Clinical Staff Employed in Scotland CAMHS as at 31 st March 2011 by Professional Group and Target Age (WTE).	31 st March 2011	Excel
8	Workforce Tree Plot of staff by career framework & professional group	31 st March 2011	Excel

Note: in order to view these documents, your macro security settings will need to be set to medium. To change macro security settings using Tools, Macro, Security - set security level to Medium and re-open the report.

Contact

Liz Jamieson

Principal Information Analyst

lizjamieson@nhs.net

0131 275 6422

Catriona Young

Information Analyst

catriona.young@nhs.net

0141 275 6599

Laura Kate Campbell

Information Analyst

l.campbell5@nhs.net

0141 275 6570

Further Information

Further information can be found on the [ISD website](#)

Appendix

A1 – Background Information

[The Scottish Needs Assessment Programme \(SNAP\) Report](#) on Child and Adolescent Mental Health highlighted the importance of Child and Adolescent Mental Health Services (CAMHS) and the need for development of these services within Scotland. In October 2005, the Scottish Executive (Government) published [The Mental Health of Children and Young People: A Framework for Promotion, Prevention and Care](#) which set the policy direction and a commitment to developing these services.

Delivery of good quality CAMH services depends on adequate numbers of well trained staff being available for career posts in services across NHS Scotland. In the context of the SNAP report and the emerging shape of the Framework, the Scottish Executive established a CAMH Workforce Group to identify ways in which to build capacity for promotion, prevention, care and treatment within CAMHS. Their report, The Mental Health of Children and Young People in Scotland: [Getting the Right Workforce, Getting the Workforce Right, A Strategic Review \(2005\)](#) considered the workforce implications of the Framework and provided a range of proposals about how these might be met.

The Group identified the need for accurate and up to date data about the CAMHS workforce in NHS Scotland, and a web based data collection system was launched in 2005 to capture this information.

From May 2010 the UK Statistics Authority has designated these statistics as National Statistics, signifying compliance with the Code of Practice for Official Statistics. The workforce data was collected and quality checked through engagement with the following organisations and groups: all NHSScotland CAMHS lead clinicians, CAMHS Workforce Steering Group, Scottish Government CAMHS Core Group and NHS Education for Scotland.

The published staff in post information is used in the first instance by NHS Boards to support local, regional and national workforce planning and reporting. For other uses of the data, see: [Known uses of the CAMHS Workforce Data](#), Word (30KB)

A HEAT target has been developed by the Scottish Government which states that "By March 2013 no one will wait longer than 26 weeks from referral to treatment for specialist CAMH services." For more information on this target, [ISD's CAMHS Waiting Times Page](#)

A2 – Publication Metadata (including revisions details)

Metadata indicator	Description
Publication title	Child and Adolescent Mental Health Services (CAMHS) in NHSScotland: Characteristics of the Workforce Supply as at 31st March 2011
Description	A detailed description of the nature and extent of current CAMHS provision in NHSScotland as at the 31 st March 2011
Theme	Health and Social Care
Topic	Health Care Personnel, Finance and Performance
Format	Excel Format
Data source(s)	Child and Adolescent Mental Health Service Workforce Database
Date that data is acquired	Approximately 2 weeks after the census date
Release date	28th June 2011.
Frequency	From 2005-2010 publications were annual, data as at 30th September, from June 2011 the publication will be quarterly.
Timeframe of data and timeliness	Data up to 31st March 2011, normal timeliness for this publication, no delay occurred. Reports data since 2005.
Continuity of data	Data prior to 2007 was presented using Whitley grades. From 2007 onwards, all non medical staff are reported under AfC. The table 'Contract Type & Gender' is a reworking of what was previously 2 separate tables; the data is now only available back to 2008 when previously under the 2 separate tables it was available to 2005.
Revisions Statement	N/A
Revisions relevant to this publication	N/A
Concepts and definitions	please see Welcome Page section of the CAMHS_March2011 report for concepts and definitions
Relevance and key uses of the statistics	Information published is used to support local, regional and national workforce planning. See Known Uses of the CAMHS data for further information. Workforce modelling used in extra funding decision. HEAT Targets: 2009/2010 "NHS Boards to deliver faster access to Child and Adolescent Mental Health Services", see: http://www.scotland.gov.uk/...servicespolicy/DFMH/childrenmentalhealth
Accuracy	100% sign off received from CAMHS lead clinicians
Completeness	100% of data returned, all used for analysis

Comparability	CAMHS Psychologists can be compared to psychologists providing services to an age group of child and/or adolescent in the Psychology Workforce Planning Project: http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines. See attached link for further details: http://www.isdscotland.org/About-ISD/Accessibility/
Coherence and clarity	All CAMHS tables are accessible via the ISD website at http://www.isdscotland.org/HealthTopics/Workforce/CAMHS/
Value type and unit of measure	Data are presented by: Professional group; NHS Board; Ageband; Target Age, contract term, contract type, gender and Agenda for change bands. Headcount & Whole Time Equivalent (WTE). Numeric.
Disclosure	
Official Statistics designation	National Statistics
UK Statistics Authority	Assessed by UK Statistics Authority
Assessment	http://www.statisticsauthority.gov.uk/assessment/assessment/assessment-reports/assessment-report-39---statistics-on-nhs-scotland-workforce.pdf
Last published	14th December 2010
Next published	27th September 2011.
Date of first publication	2005
Help email	nss.isdwfdinfo@nhs.net
Date form completed	03/06/2011

A3 – Early Access details (including Pre-Release Access)

Pre-Release Access

Under terms of the "Pre-Release Access to Official Statistics (Scotland) Order 2008", ISD are obliged to publish information on those receiving Pre-Release Access ("Pre-Release Access" refers to statistics in their final form prior to publication). The standard maximum Pre-Release Access is five working days. Shown below are details of those receiving standard Pre-Release Access and, separately, those receiving extended Pre-Release Access.

Standard Pre-Release Access:
Scottish Government Health Department
NHS Board Chief Executives
NHS Board Communication leads

Extended Pre-Release Access

Extended Pre-Release Access of 8 working days is given to a small number of named individuals in the Scottish Government Health Department (Analytical Services Division). This Pre-Release Access is for the sole purpose of enabling that department to gain an understanding of the statistics prior to briefing others in Scottish Government (during the period of standard Pre-Release Access).

Scottish Government Health Department (Analytical Services Division)