

# Publication Report



## NHSScotland Psychology Services

Workforce Information as at 31st March 2011

28 June 2011



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## 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 (i.e. assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (i.e. legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (i.e. 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 ISD and NHS Education for Scotland (NES), and presents NHSScotland Psychology Services workforce information as at 31st March 2011.

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

The information collected and presented are used by NES, the Scottish Government and NHS Boards to support local, regional and national workforce planning, and to support educational training and planning.

Information presented are:

- Data on staff in post in NHSScotland psychology services including: Clinical Psychologists, Other Applied Psychologists, graduates of the MSc in Psychological Therapies in Primary Care, graduates of the MSc in Applied Psychology of Children&Young People, Cognitive Behavioural Therapists, Counsellors, Other Therapists and Assistant Psychologists.
- Data is available by target age of clients seen, area of work, NHS Board, and gender, age and contract type.

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.

The group 'Clinical Psychologists' is composed of staff whose professional group is Clinical Psychology. This is the largest staff group within NHSScotland Psychology Services .

'Other Applied Psychologists' comprises staff from professional groups Counselling Psychology, Health Psychology, Forensic Psychology and Neuropsychology.

'All Applied Psychologists' refers to the total of Clinical Psychologists plus Other Applied Psychologists.

## Results and Commentary

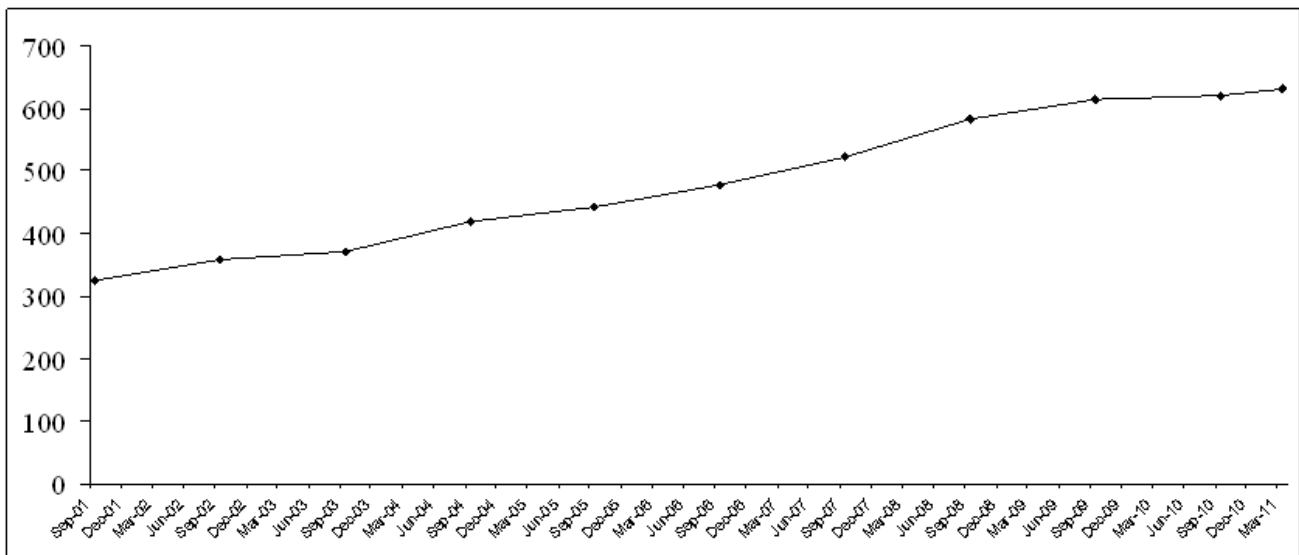
Data in this report are NHSScotland Psychology Services Workforce information.

### Staff in post

#### Overall trends

Figure 1 below shows the whole time equivalent number of Clinical and other Applied Psychology staff from September 2001 to March 2011. The number (whole time equivalent) of Clinical and other Applied Psychologists has been rising steadily over this time period reflecting the successful expansion of the NES commissioned Doctorate in Clinical Psychology course and high retention rate of course graduates within NHSScotland Psychology Services.

**Figure 1: wte of all Clinical & Other Applied Psychologists in NHSScotland, as at 30<sup>th</sup> September, 2001-2010 and 31<sup>st</sup> March 2011.**



Between 30<sup>th</sup> September 2010 and 31<sup>st</sup> March 2011, the following changes can be seen in the data:

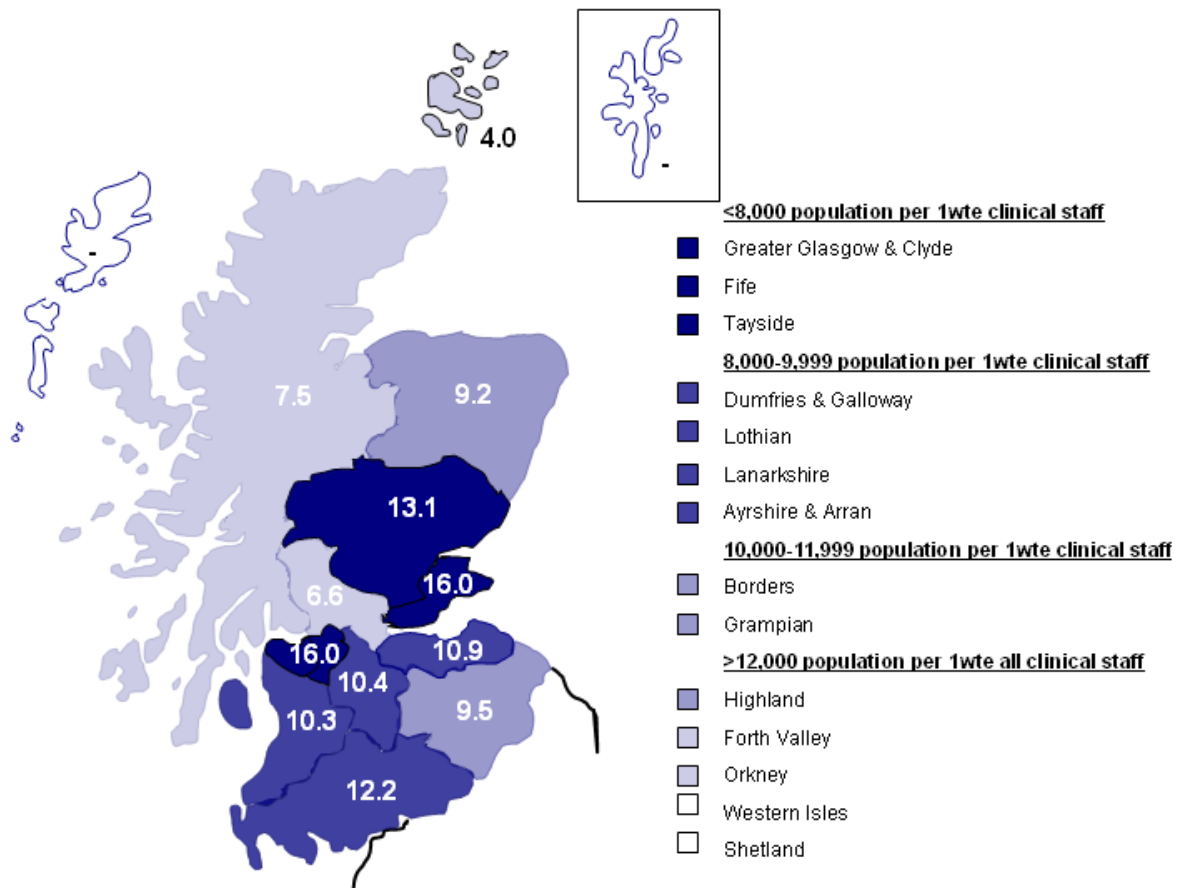
- In total there were 741 (631.0 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 31<sup>st</sup> March 2011. This is an increase of 1.9% Clinical & Other Applied Psychologists compared to 30<sup>th</sup> September 2010.
- This total of 741 (631.0 wte) equates to 688 (583.7 wte) Clinical Psychologists plus 53 (47.3wte) Other Applied Psychologists.
- This represents a national staffing level for :

a/ 1 wte Clinical Psychologist per 8 946 of the general population of Scotland, or 11.18 wte Clinical Psychologist per 100,000 of the population.

b/ 1 wte Clinical and Other Applied Psychologist per 8 276 of the population or 12.08 wte Clinical and Other Applied Psychologist per 100,000 of the population.

- Level of service provision varies significantly across NHSScotland as shown in Figure 2 below.

**Figure 2: wte per 100,000 of the population for All Clinical&Other Applied Psychologists in NHSScotland as at 31st March 2011, by NHS Board.**



- Mental Health is the principal area of work, employing 341.3 wte Clinical and Other Applied Psychologists. This is an increase of 1.6% compared to 30<sup>th</sup> September 2010.
- The rest of the workforce is thinly distributed across services for people with learning disabilities, physical health, neuropsychology, forensic, alcohol & substance misuse and other specialty services please see tables 1 and 2 for details.

**Table 1: All Applied Psychologists employed in NHSScotland psychology services as at each census date, by area of work.**

Area of Work	30 <sup>th</sup> September 2010	31 <sup>st</sup> March 2011	wte Difference	% Difference
Total	619.5	631.0	11.5	1.9%
Mental Health	336.1	341.3	5.2	1.6%
Learning Disabilities	64.6	66.3	1.7	2.6%
Physical Health	74.3	70.1	-4.2	-5.7%
Neuropsychology	27.3	31.5	4.2	15.4%
Forensic	32.3	31.3	-1.1	-3.3%
Other	61.6	67.2	5.6	9.1%
Alcohol and Substance Misuse	23.3	23.4	0.1	0.2%

**Table 2: All Applied Psychologists employed in NHSScotland psychology services as at each census date, by Target Age of Patients Seen.**

Target Age of Patients Seen	30 <sup>th</sup> September 2010	31 <sup>st</sup> March 2011	wte Difference	% Difference
Total	619.5	631.0	11.5	1.9%
Children 0-19 years	146.0	157.3	11.3	7.7%
Adults 20-64 years	397.4	397.7	0.3	0.1%
Older Adults 65+ years	30.6	33.9	3.3	10.8%
Age Non specific	43.5	41.4	-2.2	-4.9%
Child & Adult	2.0	0.8	-1.2	-60.0%

### Additional Information

i/ Services for Older People: The staffing increase seen is in unqualified staff in temporary posts; the ratio of qualified to unqualified staff is low relative to other areas, and this is likely to have implications for the quality and sustainability of services in this clinical priority population.

ii/ NHS Lothian: The reduction in psychology workforce in NHS Lothian occurred in the context of a strategic review of applied psychology, and plans are now in place to create a number of new posts including a lead for Veterans, inpatient eating disorders, child&adolescent learning disabilities and Older People.



## Skill Mix

- Psychology services increasingly employ a skill-mix of staff as illustrated in the Table 3 below. Graduates of the MSc in Psychological Therapies in Primary Care (56.5 wte Clinical Associates), Graduates of the MSc in the Applied Psychology of Children and Young People (22.5 wte), assistant psychologists (73.9 wte), cognitive behavioural therapists (30.2 wte), counsellors (15.8 wte), other therapists (15.5 wte), and other clinical staff (15.8 wte), were employed in NHSScotland psychology services as at 31st March 2011.

**Table 3: wte per 100,000 of the population for All Clinical&Other Applied Psychologists in NHSScotland as at 31st March 2011, by NHS Board.**

Professional Group	Headcount	Wte.
<b>All Applied Psychologists;</b>	<b>741</b>	<b>631.0</b>
Clinical Psychologist	688	583.7
Counselling Psychologist	31	26.8
Health Psychologist	8	8.0
Forensic Psychologist	7	6.0
Neuropsychologist <sup>1</sup>	7	6.5
<b>Other Clinical Staff;</b>	<b>262</b>	<b>230.1</b>
Graduate of the MSc Psychological Therapy in Primary Care <sup>2</sup>	59	56.5
Graduate of the MSc Applied Psychology for Children & Young People <sup>2</sup>	25	22.5
CBT Therapist	33	30.2
Other Therapist	18	15.5
Counsellor	26	15.8
Psychology Assistant	77	73.9
Other	24	15.8
<b>Total: All Professional Groups</b>	<b>1003</b>	<b>861.2</b>

2. For more employment detail of the Graduates of the MSc courses, please refer to the psychology workforce publication

(<http://www.isdscotland.org/Health-Topics/Workforce/Publications/2011-06-28/Psychology-Quarter-March2011.xls>), tab 9-Graduates of the MSc.

## Vacancy Information

As at 31<sup>st</sup> March 2011 vacant posts within NHSScotland Psychology Services were:

1/ 22.3wte posts were between being advertised and being filled, with start dates of between 01/04/2011 and 07/11/2011.

2/ 17.4wte posts were approved for recruitment, but not yet advertised.

## Services to the Island Boards as at 31<sup>st</sup> March 2011

There are significant differences in staffing levels in psychology services across NHS Boards in NHSScotland. Island boards tend to have limited if any resident psychology service supplemented by input from sessional visitors from the mainland, please see details below;

NHS Western Isles currently employs 0.2wte Child Psychologist as part of the CAMHS (Child & Adolescent Mental Health Services) team. This member of staff is line managed by the Medical Director and located at the Education Department Council Offices.

There are currently no psychology specific contracts between Children & Young People's Specialist Services in NHS Greater Glasgow & Clyde and the Western Isles, however, patients from the Western Isles may have input from psychologists as part of tertiary services.

Neuropsychology: There is a telemedicine clinic from the Southern general Hospital to the Western Isles.

NHS Orkney currently employs a 0.8wte counselling psychologist as part of the community mental health team. This psychologist offers a psychology service for individuals aged 18 and upwards

Grampian Health Board Clinical Psychology staff have contractual obligations to Orkney and Shetland in the following areas:

Adult Neuropsychology in Orkney and Shetland: a clinical neuropsychologist visits Orkney or Shetland on a needs basis when travel to Aberdeen is difficult for clients however all other clients are seen in Aberdeen.

Adult Eating Disorders in Orkney and Shetland: Currently a vacancy in Eating Disorders, therefore a 0.5wte psychologist provides approximately 1-2 appointments per month.

CAMHS Psychology; NHS Grampian are contracted to provide 3 days psychology service 4 times per year to Orkney.

Adult Learning Disabilities in Shetland: 2 days every 4 months; 1 staff member.

NHS Shetland obtains CAMHS psychology input from a private source.

## Staff in training as at 31<sup>st</sup> March 2011

NES has responsibility for the pre-registration training of Clinical Psychologists for NHSScotland i.e. the main source of psychology workforce supply. The impact of the expansion and modernisation of Clinical Psychology training is accruing as successive cohorts join the workforce. The current numbers in training are shown in Table 2 below.

NES also has responsibility for commissioning two new masters level training aimed at enhancing the skill mix; MSc Psychological Therapy in Primary Care and MSc Applied Psychology in Children & Young People. The current numbers in training on these courses are also shown in Table 2.

**Table 4: Number (headcount) in training in Applied Psychology in NHSScotland as at 31<sup>st</sup> March 2011.**

<b>Training Course</b>	<b>Headcount in training</b>
<b>MSc Psychological Therapy in Primary Care</b>	<b>22</b>
<b>MSc Applied Psychology of Children &amp; Young People</b>	<b>17</b>
<b>BPS Stage 2 Qualification in Health Psychology</b>	<b>6</b>
<b>Doctorate in Clinical Psychology</b>	<b>209<sup>1</sup></b>

<sup>1</sup> In order to meet strategic objectives, training is aligned to strategic priorities in child&adolescent mental health services (CAMHS), older adults and forensic services. Of this total of 209, as at 31st March 2011, 20 were CAMHS-aligned Doctorate in Clinical Psychology training posts, funded by the Scottish Government.

## Glossary

AfC-Agenda for Change

Band – Agenda for change pay band.

CAMHS –Child & Adolescent Mental Health Services

HOOPS-Heads of Older People’s Psychology Services

HOPS-Heads of Psychology Services

ISD – Information Services Division

NES – NHS Education for Scotland

PRA-Pre-Release Access

WTE - Whole Time Equivalent adjusts headcount staff to take account of part time staff.

## List of Tables

Table No.	Name	Time period	File & size
Tables 1-8	<a href="#">Psychology-Quarter-March2011.xls</a> The report contains the following tables:	31 <sup>st</sup> March 2011	Excel [1,603kb]
1	Table 1: Clinical Staff Employed in Psychology Services in NHSScotland as at 31 <sup>st</sup> March 2011 by Professional Group	"	-
1b	Table 1b: Clinical Staff Employed in NHSScotland psychology services by Professional Group and Year (wte).	"	-
2	Table 2: Age profile of Psychology Staff employed in NHSScotland, as at 31 <sup>st</sup> March 2011, by Professional Group.	"	-
3a	Table 3a: Ratio of per capita population to 1wte of All Applied Psychologists in NHSScotland as at 31st March 2011, by NHS Board.	"	-
3b	Table 3b: Ratio of per capita population to 1wte of All Clinical Staff in NHSScotland as at 31st March 2011, by NHS Board.	"	-
4	Table 4: All Clinical Staff Employed in NHSScotland psychology services as at 31st March 2011, by area of work, target age of patients seen and Professional Group.	"	-
5	Table 5: Clinical Staff Employed in Psychology Services in NHSScotland as at 31st March 2011, by Professional Group, Contract Type & Gender.	"	-
6	Table 6: Clinical Staff Employed in Psychology Services in NHSScotland as at 31st March 2011, by Professional Group & Agenda for Change Band.	"	-
7	Table 7: Clinical Staff Employed in Psychology Services in NHSScotland as at 31st March 2011, by Professional Group, Term of Contract & Gender.	"	-
8	Table 8: Clinical Staff Employed in NHSScotland Psychology Services as at 31st March 2011 by Professional Group & NHS Region & Board.	"	-

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.

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## Further Information

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

## Appendix

### A1 – Background Information

Within NHSScotland, recent years have seen an unparalleled demand for increased access to Applied Psychologists and Psychological Therapies. A demand from both patients and professionals which has arisen due to the ever increasing evidence base for psychological interventions and an awareness of the limitations of more traditional approaches to healthcare. Healthcare policy has endorsed this shift towards a greater emphasis on psychologically based approaches e.g. Better Health, Better Care; Delivering for Mental Health; Towards a Mentally Flourishing Scotland.

Contemporary Healthcare Policy recognises the importance of Psychological and Psychosocial factors for physical and mental health and well being across the life span. Government objectives for health improvement require change in what people (i.e. the public, service users and service providers), individually and collectively, think, feel and do about health and healthcare in Scotland. Psychology offers a scientific basis for understanding, and practical skills for influencing, how people think, feel and behave, with specific reference to physical health and mental well being. There is a strong evidence base, recognised in Scottish Intercollegiate Guidelines Network (SIGN) and National Institute for Health and Clinical Excellence (NICE) guidelines for the effectiveness of psychological interventions in delivering positive health change for a wide range of clinical conditions.

NES has responsibility for the pre-registration training of Clinical Psychologists for NHSScotland i.e. the main source of psychology services workforce supply. The impact of expansion and modernisation of psychology training is accruing as successive cohorts of those who have completed the Doctorate in Clinical Psychology, and the new Masters programmes in Psychological Therapy in Primary Care, and in Applied Psychology of Children&Young People enter the workforce.

## A2 – Publication Metadata (including revisions details)

Metadata indicator	Description
Publication title	<b>Workforce Planning for Psychology Services in NHSScotland: Characteristics of the Workforce Supply as at 31st March 2011</b>
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 31st March 2011.
Theme	Health and Social Care
Topic	Health Care Personnel, Finance and Performance
Format	Excel Format
Data source(s)	CPS Workforce Database
Date that data is acquired	Approximately 2 weeks after the census date
Release date	28th June 2011.
Frequency	From 2001-2010 publications were annual, data as at 30th September, from June 2011 the publication will be quarterly.
Timeframe of data and timeliness	Data up to 30 September 2010, normal timeliness for this publication, no delay occurred. Reports data since 2001.
Continuity of data	In December 2009 information was published by the new Agenda for Change (AfC) classifications for the first time. Historically, NHSScotland workforce information had been published in a format based on the pay structure, namely Whitley for the majority of staff.
Revisions Statement	N/A
Revisions relevant to this publication	N/A
Concepts and definitions	please see executive summary section of the report
Relevance and key uses of the statistics	See link to known uses of the Psychology Data: <a href="#">Known Uses of the Psychology Data</a>



	Previous years have seen an increase in staffing, these figures have attracted considerable media attention in the past due to modernisation of Clinical Psychology training agenda in NHSScotland.
Accuracy	100% sign off received from Heads of Psychology Services and Heads of Specialties
Completeness	100% of data returned, all used for analysis
Comparability	Psychologists can be compared to psychologists providing services to an age group of child and/or adolescent in the CAMHS Workforce Planning Project <a href="http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/">http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/</a>
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:  <a href="http://www.isdscotland.org/About-ISD/Accessibility/">http://www.isdscotland.org/About-ISD/Accessibility/</a>
Coherence and clarity	All Psychology tables are accessible via the ISD website in a pdf or excel format at <a href="http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/">http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/</a> Data are presented by: Professional group; NHS Board; Area of work; Target Age and A4C band. Trainee Data is not included
Value type and unit of measure	Headcount & Whole Time Equivalent (WTE). Numeric.
Disclosure	
Official Statistics designation	National Statistics
UK Statistics Authority Assessment	Assessed by UK Statistics Authority <a href="http://www.statisticsauthority.gov.uk/assessment/assessment/assessment-reports/assessment-report-39---statistics-on-nhs-scotland-workforce.pdf">http://www.statisticsauthority.gov.uk/assessment/assessment/assessment-reports/assessment-report-39---statistics-on-nhs-scotland-workforce.pdf</a>
Last published	14th December 2010
Next published	28th June 2011.
Date of first publication	2001
Help email	<a href="mailto:nss.isdwfdinfo@nhs.net">nss.isdwfdinfo@nhs.net</a>
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)