

Publication Report



NHSScotland Psychology Services

Workforce Information as at 30th June 2011

27th September 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 30th June 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

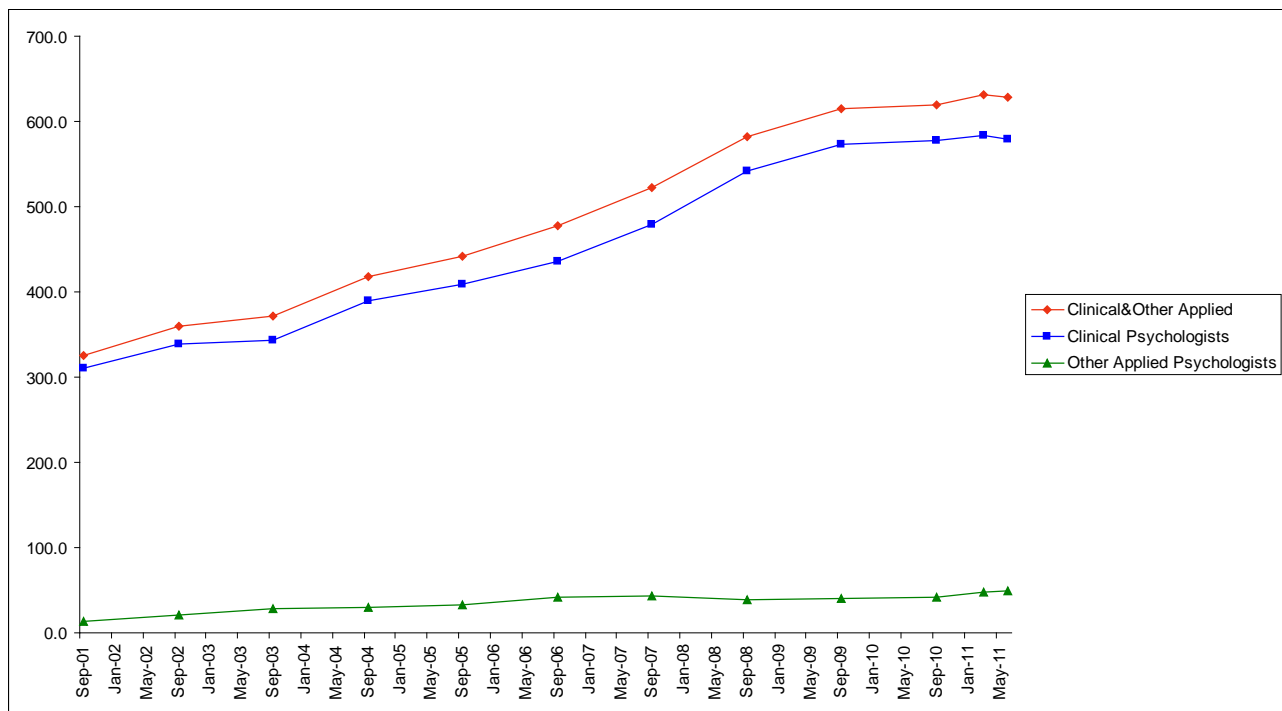
Data in this report are NHSScotland Psychology Services Workforce information.

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 30th September, 2001-2010, and as part of the new quarterly reporting data as at 31st March 2011 and 30th June 2011.

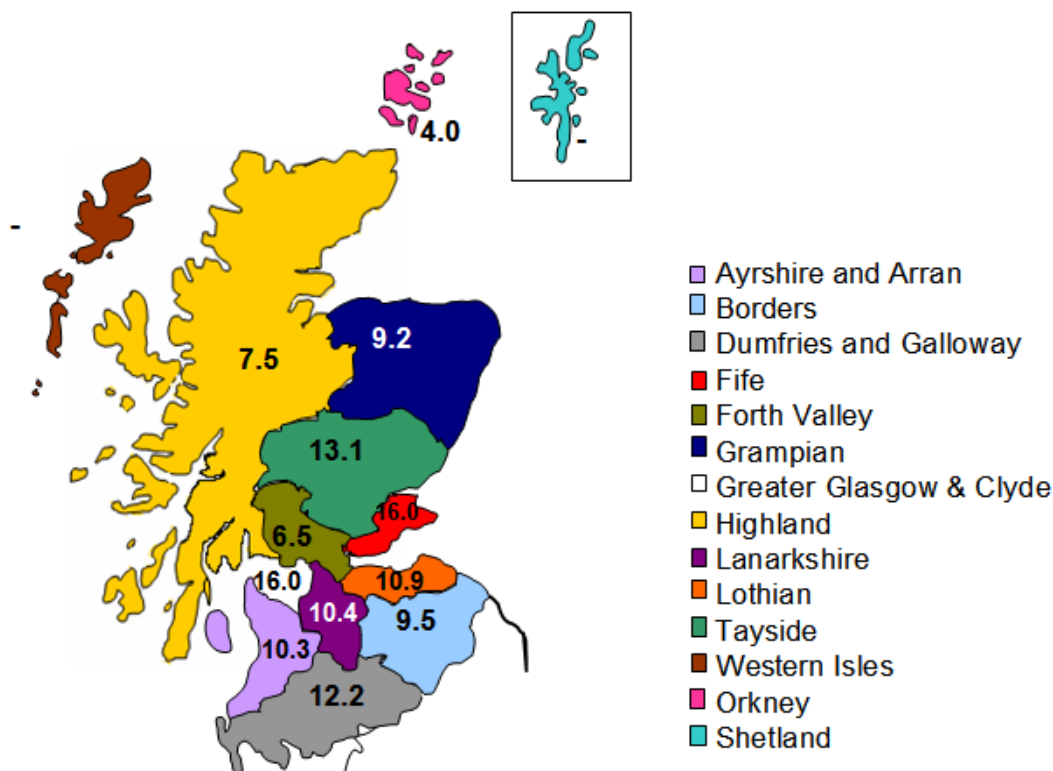


Between 31st March 2011 and 30th June 2011, the following changes can be seen in the data:

- In total there were 742 (627.5 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th June 2011. This is a decrease of 0.6% Clinical & Other Applied Psychologists compared to 31st March 2011.

- This total of 742 (627.5 wte) equates to 688 (579.3 wte) Clinical Psychologists plus 54 (48.2wte) Other Applied Psychologists.
- It should be noted that the overall headcount for Clinical Psychologists has stayed the same since 31st March 2011, but the whole time equivalent has decreased by 4.4wte. This suggests staff are working slightly less hours.
- This represents a national staffing level for :
 - a/ 1 wte Clinical Psychologist per 9 015 of the general population of Scotland, or 11.1 wte Clinical Psychologist per 100,000 of the population.
 - b/ 1 wte Clinical and Other Applied Psychologist per 8 309 of the population or 12.0 wte Clinical and Other Applied Psychologist per 100,000 of the population.
- As at 30th June 2011, 29 posts (22.6 wte) All Applied Psychologists were between being advertised and being filled, with start dates of between 01/08/2011 and 31/12/2011.
- The 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 30th June 2011, by NHS Board.



- Mental Health is the principal area of work, employing 337.0 wte Clinical and Other Applied Psychologists. This is a decrease of 1.3% compared to 31st March 2011.
- 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 th September 2010	31 st March 2011	30 th June 2011	wte Difference from 30 th September to 30 th June 2011	% Difference from 31 st March to 30 th June 2011
Total	619.5	631.0	627.5	-2.5	-0.4%
Mental Health	336.1	341.3	337.0	-4.3	-1.3%
Learning Disabilities	64.6	66.3	64.2	-2.1	-3.2%
Physical Health	74.3	70.1	75.3	6.2	8.9%
Neuropsychology	27.3	31.5	32.2	0.7	2.2%
Forensic	32.3	31.3	30.8	-0.5	-1.7%
Other	61.6	67.2	66.5	-0.8	-1.1%
Alcohol and Substance Misuse	23.3	23.4	21.6	-1.8	-7.7%

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 th September 2010	31 st March 2011	30 th June 2011	wte Difference from 30 th September to 30 th June 2011	% Difference from 31 st March to 30 th June 2011
Total	619.5	628.5	627.5	-2.5	-0.4%
Children 0-19 years	146.0	160.41	160.4	3.1	2.0%
Adults 20-64 years	397.4	394.3	393.3	-3.4	-0.9%
Older People 65+ years	30.6	32.29	32.29	-1.6	-4.7%
Age Non specific	43.5	41.5	41.5	0.1	0.2%
Child & Adult	2.0	0	0	-0.8	-100.0%

Additional Information

- Between 31st March 2011 and 30th June 2011, NHS Grampian had a reduction of 3.2wte of 'Other Clinical Staff'; this was mainly due to fixed term contracts coming to an end.
- NHS Greater Glasgow & Clyde CAMHS Psychology staffing figures have decreased between 31st March 2011 and 30th June 2011 (from 67.6wte to 60.0wte). As at 30th June 2011, there were 12.3 wte Psychology vacancies in NHS Greater Glasgow & Clyde CAMHS, the details of which are shown in the CAMHS Quarterly Publication in Table 8 ([Characteristics of the CAMHS Workforce in NHS Scotland](#)). The gap between reduction in staffing numbers and recruitment has been due to NHS Greater Glasgow & Clyde CAMHS service redesign based on a Resource Allocation Model. This redesign is to ensure a greater consistency in services across all Greater Glasgow & Clyde postcodes and to have an equitable distribution of staff across the NHS Board area. The redesign is not yet complete, but as at 30th June 2011 there was increased recruitment activity anticipated to be reflected in the workforce figures in subsequent quarters (data as at 30th September 2011 and as at 31st December 2011).

Skill Mix

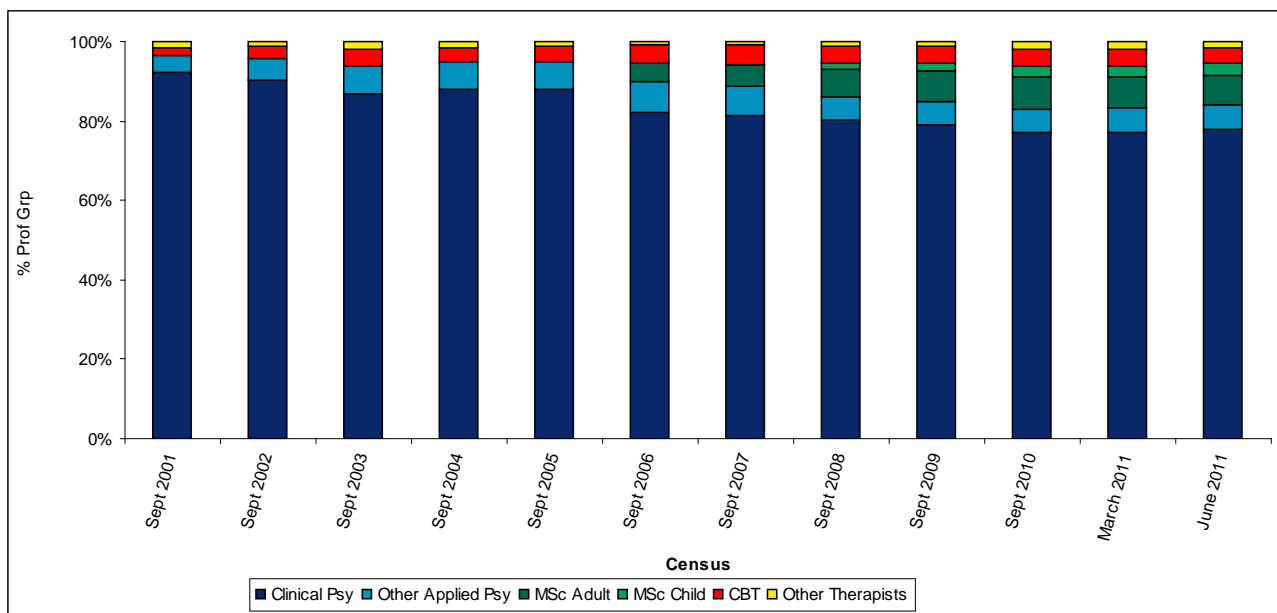
- Psychology services increasingly employ a skill-mix of staff as illustrated in the Table 3 below. Graduates of the MSc in Psychological Therapies in Primary Care (55.3 wte Clinical Associates), Graduates of the MSc in the Applied Psychology of Children and Young People (22.7 wte), assistant psychologists (62.7 wte), cognitive behavioural therapists (28.4 wte), counsellors (18.4 wte), other therapists (12.5 wte), and other clinical staff (15.8 wte), were employed in NHSScotland psychology services as at 30th June 2011.

Table 3: wte per 100,000 of the population for All Clinical&Other Applied Psychologists in NHSScotland as at 30th June 2011, by NHS Board.

Professional Group	Headcount	Wte.
All Applied Psychologists;	742	627.5
Clinical Psychologist	688	579.3
Counselling Psychologist	31	27.3
Health Psychologist	9	8.4
Forensic Psychologist	7	6.0
Neuropsychologist	7	6.5
Other Clinical Staff;	248	213.1
Graduate of the MSc Psychological Therapy in Primary Care ¹	57	53.5
Graduate of the MSc Applied Psychology for Children & Young People ¹	25	22.7
CBT Therapist	31	28.4
Other Therapist	15	12.5
Counsellor	31	18.4
Psychology Assistant	66	62.7
Other	23	14.9
Total: All Professional Groups	990	840.6

1. For more employment detail of the Graduates of the MSc courses, please refer to the psychology workforce publication ([Psychology Service in NHSScotland](#)), tab 9-Graduates of the MSc.

Figure 3: Percentage staff by professional group as at census date (September 2001- June 2011).



Vacancy Information

As at 30th June 2011 vacant posts within NHSScotland Psychology Services were:

1/ 36.2 wte posts were between being advertised and being filled, with start dates of between 01/08/2011 and 31/12/2011.

2/ 15.8wte posts were approved for recruitment, but not yet advertised.

Table 4: wte of vacancy posts within NHSScotland psychology services which at the 30th June were between being advertised and being filled.

Job Title	Scotland wte
All Applied Psychologists;	22.6
Clinical Psychologist	21.1
Neuropsychologist	1.5
Other Clinical Staff;	13.6
Clinical Associate in Applied Psychology	4.1
Child & Adolescent Therapist	3.0
Psychology Assistant	6.5
Total	36.2

Services to the Island Boards as at 30th June 2011.

<u>NHS Board</u>	<u>Description of Staff in post and services received from mainland nhs boards.</u>
NHS Orkney	Employs a 0.8wte counselling psychologist as part of the community mental health team, offering a psychology service for individuals aged 18 and upwards.
	NHS Grampian Clinical Psychology staff have contractual obligations to Orkney in the following areas; 1/Adult Neuropsychology in Orkney - a clinical neuropsychologist visits on a needs basis when travel to Aberdeen is difficult for clients however all other clients are seen in Aberdeen, 2/Adult Eating Disorders in Orkney - Currently a vacancy in Eating Disorders, therefore a 0.5wte psychologist provides approximately 1-2 appointments per month, 3/CAMHS Psychology - NHS Grampian are contracted to provide 3 days psychology service 4 times per year to Orkney.
NHS Shetland	NHS Shetland obtains CAMHS psychology input from a private source.
	Grampian Health Board Clinical Psychology staff have contractual obligations Shetland in the following areas; 1/Adult Neuropsychology in Shetland - a clinical neuropsychologist visits on a needs basis when travel to Aberdeen is difficult for clients however all other clients are seen in Aberdeen, 2/Adult Eating Disorders in Shetland - Currently a vacancy in Eating Disorders, therefore a 0.5wte psychologist provides approximately 1-2 appointments per month, 3/Adult Learning Disabilities in Shetland - 2 days every 4 months; 1 staff member.
NHS Western Isles	NHS Western Isles currently employs 0.2wte Child Psychologist as part of the CAMHS 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. There is a telemedicine clinic from the Southern general Hospital to the Western Isles.

Staff in training as at 30th June 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 5: Number (headcount) in training in Applied Psychology in NHSScotland as at 30th June 2011.

Training Course	Headcount
Total Number in Training	252
Doctorate in Clinical Psychology ¹	209
MSc Psychological Therapy in Primary Care	23
MSc Applied Psychology of Children & Young People	17
BPS Stage 2 Qualification in Health Psychology	3

1. In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 209, as at 30th June 2011, 11 were Forensic aligned posts, 9 were aligned to Older People's services and 20 were CAMHS aligned 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 1-12	2011-09-27-Psychology-Workforce-Tables The report contains the following tables:	30th June 2011	Excel [1,603kb]
1	Table 1: Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group	"	-
1b	Table 1b: Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (wte).	"	-
1c	Table 1c: Clinical and Other Applied Psychologists (wte) employed in Psychology Services in NHSScotland as at census date specified.	"	-
2	Table 2: Age profile of Psychology Staff employed in NHSScotland by Professional Group.	"	-
3a	Table 3a: Ratio of per capita population to 1wte of All Applied Psychologists in NHSScotland by NHS Board.	"	-
3b	Table 3b: Ratio of per capita population to 1wte of All Clinical Staff in NHSScotland by NHS Board.	"	-
4	Table 4: All Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of patients seen and Professional Group.	"	-
5	Table 5: Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group, Contract Type & Gender.	"	-
6	Table 6: Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group & Agenda for Change Band.	"	-
7	Table 7: Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group, Term of Contract & Gender.	"	-
8	Table 8: Clinical Staff Employed in NHSScotland Psychology Services by Professional Group & NHS Region & Board.	"	-
9	Table 9: Number of vacancy posts within NHSScotland Psychology	"	-

	Services which were between being advertised and being filled:		
10a	Table 10a: All graduates of the MSc in Applied Psychology for Children & Young People (2007-2011) by Employment.	"	-
10b	Table 10b: All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment.	"	-
11	Table 11: Headcount in training in Applied Psychology in NHSScotland.	"	-
12a	Table 12a: Headcount of D Clin Psych Graduates employed in NHSScotland Psychology Services	"	-
12b	Table 12b: Percentage of D Clin Psych Graduates employed in NHSScotland Psychology Services.	"	-

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.

A summary of the training programmes is shown below.

Educational Level	Training	Competences
<p>Doctoral</p>	<p>Clinical Psychology</p>	<p>Breadth and depth of psychological knowledge and skill. Multiple theoretical models across lifespan in mental and physical health, disability and systemic domains, consultancy, training supervision and independent research.</p>
<p>Masters</p>	<p>Psychological Therapy in Primary Care (MSc PTPC)</p> <p>Applied Psychology for Children and Young People (MSc APCYP)</p>	<p>Specific theoretical model(s) for specific client group with pre-defined range and severity of problems. Supervised research.</p> <p>MSc Psychological Therapy in Primary Care: Cognitive Behavioural approaches for moderate anxiety and depression in primary care.</p> <p>MSc Applied Psychology of Children and Young People: Early intervention approaches for children and young people and families with moderate emotional and behavioural concerns.</p>

A2 – Publication Metadata (including revisions details)

Metadata indicator	Description
Publication title	Workforce Planning for Psychology Services in NHSScotland: Characteristics of the Workforce Supply as at 30th June 2011
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 30th June 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	27 th September 2011
Frequency	From 2001-2010 publications were annual, data as at 30th September, from March 2011 the publications 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: Known Uses of the Psychology Data

	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 http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/
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 Psychology tables are accessible via the ISD website in a pdf or excel format at http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/ Data are presented by: Professional group; NHS Board; Area of work; Target Age and A4C band. Trainee Data is not included in the main workforce tables.
Value type and unit of measure	Headcount & Whole Time Equivalent (WTE). Numeric.
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics
UK Statistics Authority Assessment	Assessed by UK Statistics Authority assessment-report-39---statistics-on-nhs-scotland-workforce.pdf
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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)