

Publication Report



NHSScotland Child & Adolescent Mental Health Services

Workforce Information as at 30th September 2011

29 November 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.

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 30th September 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). WTE's adjust headcount staff figures to take account of part-time staff.

Mental health problems in children and young people are increasingly common. The Public Health Institute for Scotland Needs Assessment Report on Child and Adolescent Mental Health (2003), often referred to as the SNAP report, states that about 10% of children and young people 'have mental health problems which are so substantial that they have difficulties with their thoughts, their feelings, their behaviour, their learning, their relationships, on a day-to-day basis'¹.

Specialist child and adolescent mental health services (CAMHS) comprise multidisciplinary teams with expertise in the assessment, care and treatment of children and young people experiencing mental health problems. The wider multidisciplinary and multi-agency team around the child also has a key role in supporting children and young people with any mental health problems they may be experiencing.

The main function of CAMH services is to develop and deliver services for those children and young people (and their parents/carers) who are experiencing the most serious mental health problems. They also have an important role in supporting the mental health capability of the wider network of children's services. CAMH services are usually delivered by teams including psychiatrists, psychologists, nurses, social workers, and others.

Results and Commentary

Data in this report are NHSScotland CAMHS Workforce information.

Overall trends

- It was reported that a headcount of 981 clinical staff (839.7wte) were working in CAMHS in Scotland as at 30th September 2011.
- This means the total staffing has decreased by 13.8wte, -1.6%, since 30th June 2011; but has increased by 29.5wte since 30th September 2010.
- As at 30th September 2011, a significant number of posts, 47.8 wte, were between being advertised and being filled.
- Of these vacancies, 32.5 wte were in Psychology and 6.0wte were in Nursing.
- These vacant posts are due to additional funding commitments that have been made by the Scottish Government since 2009.
- Nationally, this represents a staffing level of 16.1 wte clinical workers per 100,000 of the population of Scotland.
- Figure 1 illustrates the multidisciplinary skill mix within NHSScotland CAMHS as at 30th September 2011.

Staff in post

Figure 1: NHSScotland CAMHS workforce as at 30th September 2011 by Professional Group. Expressed as a percentage of total 839.7wte.

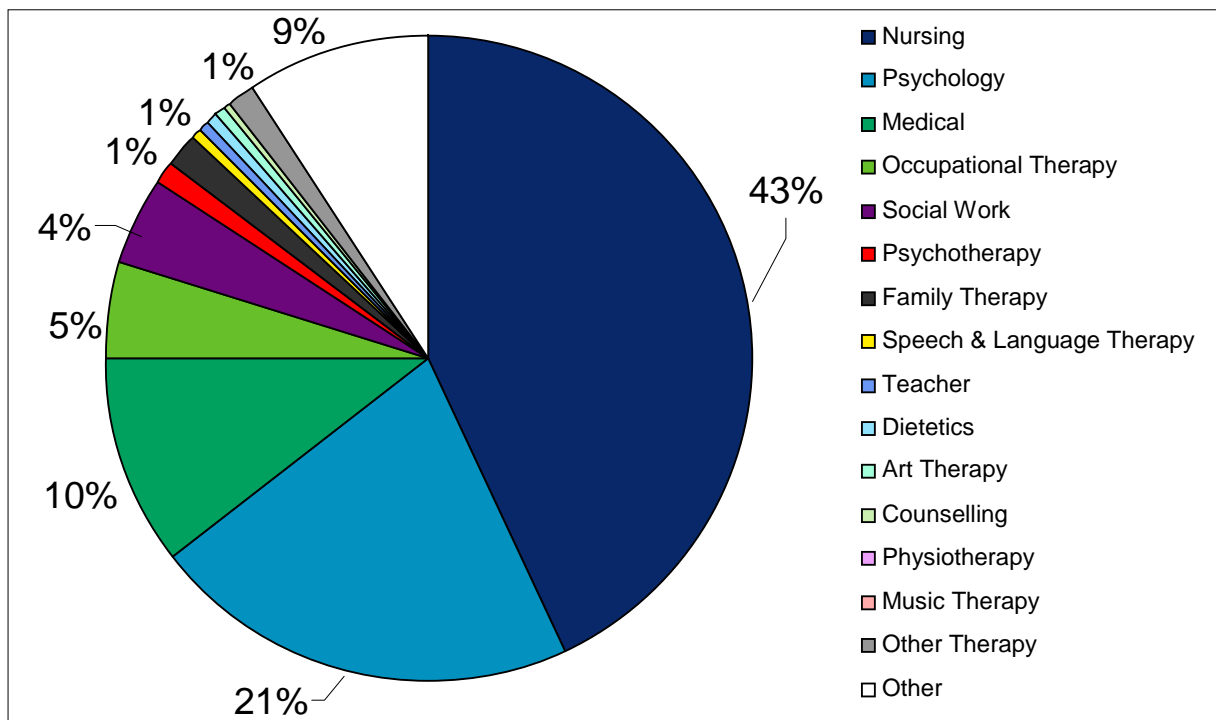
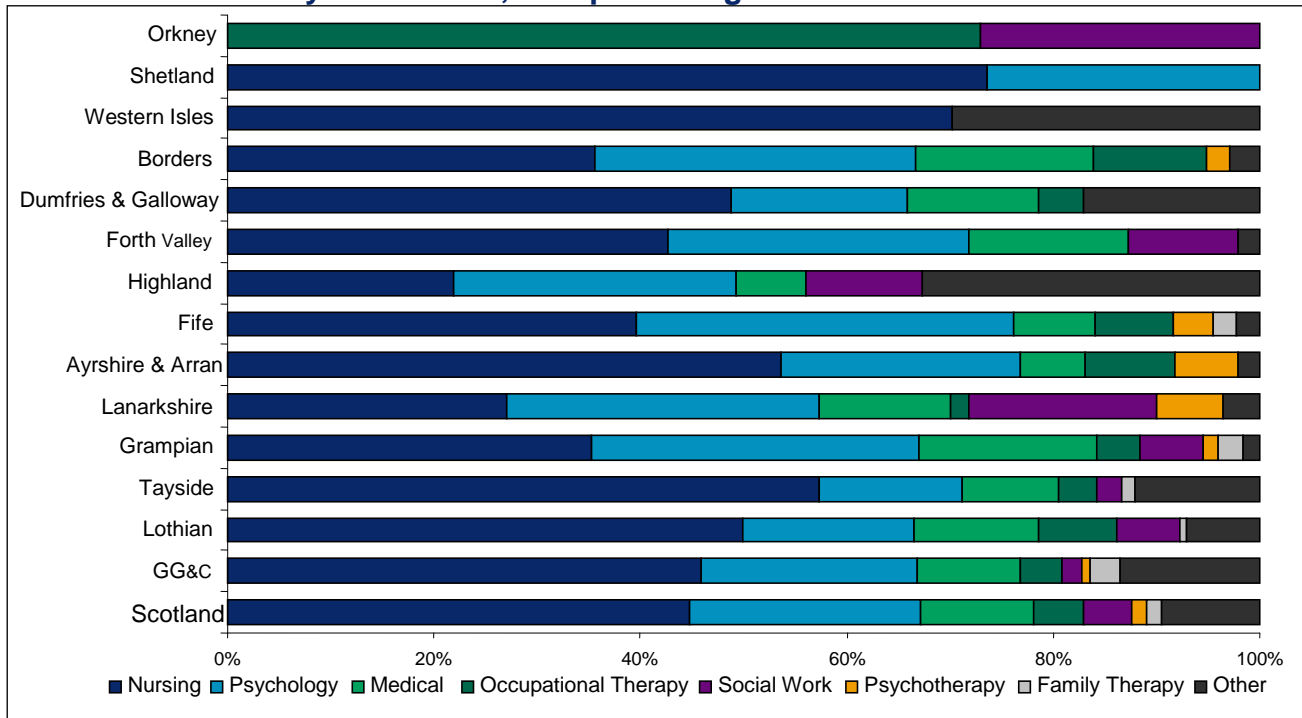


Figure 2: Distribution of the main Professional Groups within NHS Scotland CAMHS, by NHS Board, as a percentage of total 839.7wte.



Of the changes in the CAMHS workforce between 31st June 2011 and 30th September 2011, Psychology has decreased by 11.0 wte, and Nursing has decreased by 0.8 wte as shown in Table 1. Other staff groups are showing a decrease but in the case of Psychotherapy and Teaching this is due to more accurate recording of professional group and of contracted hours within CAMH services.

Table 1: NHSScotland CAMHS workforce Trends by Professional Group, from September 2009 to September 2011 (WTE).

Professional Group	Sept 2009	Sept 2010	March 2011	June 2011	Sept 2011	Difference	% Change
Nursing	320.4	342.4	363.6	361.9	361.2	-0.8	-0.2
Psychology	143.8	167.7	193.1	191.0	180.0	-11.0	-5.7
Medical	85.6	80.9	86.4	87.9	87.9	0.0	0.1
Occupational Therapy	35.4	37.4	40.0	39.6	39.8	0.2	0.6
Social Work	37.1	31.6	34.8	37.4	36.7	-0.7	-1.7
Psychotherapy	14.9	15.9	14.6	16.0	11.5	-4.5	-28.2
Family Therapy	7.1	8.1	8.1	8.1	11.9	3.8	47.2
Speech & Language Therapy	6.0	4.5	4.6	4.6	6.3	1.7	36.2
Teacher	14.2	11.7	11.7	11.7	4.4	-7.3	-62.8
Dietetics	3.9	5.3	6.4	6.4	5.4	-1.0	-15.6
Art Therapy	7.4	7.3	5.2	5.2	4.4	-0.8	-15.4
Counselling	2.0	2.5	2.5	1.0	1.0	0.0	0.0
Physiotherapy	0.4	0.4	0.4	0.4	0.4	0.0	0.0
Music Therapy	0.3	0.3	0.3	0.3	0.3	0.0	0.0
Educational Psychology	0.2	0.2	0.2	0.2	0.0	-0.2	-100.0
Other Therapy	3.3	5.3	6.3	8.9	11.6	2.6	29.4
Other	82.6	88.8	79.4	73.0	76.9	3.9	5.4
<i>Healthcare Assistants</i>	<i>48.9</i>	<i>51.4</i>	<i>51.2</i>	<i>49.7</i>	<i>50.7</i>	<i>1.0</i>	<i>2.0</i>
Total: All Professional Groups	764.6	810.2	857.5	853.5	839.7	-13.8	-1.6

- As at 30th September 2011 28.7 wte (3.4%) of the 839.7wte 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.
- It should be noted that between 31st March and 30th September 2011, data quality enhancements have resulted in several staff now being correctly coded under their appropriate professional group, rather than as 'Other'.
- As at 30th September 2011, Argyll & Bute CAMHS staff are correctly recorded within NHS Highland figures.
- NHS Greater Glasgow & Clyde (GG&C) CAMHS Psychology staffing figures have decreased between 31st March 2011 and 30th September 2011 (from 67.6wte to 54.9wte). As at 30th September 2011, there were 13.6 wte Psychology vacancies in NHS GG&C CAMHS, the details of which are shown in Table 10 in the excel tables. The gap between reduction in staffing numbers and recruitment has been due to NHS GG&C CAMHS service redesign based on a Resource Allocation Model. This redesign is to ensure a greater consistency in services across all GG&C postcodes and to have an equitable distribution of staff across the NHS Board area. The redesign is not yet complete, but as at 30th September 2011 there was increased recruitment activity anticipated to be reflected in the workforce figures in subsequent quarters (data as at 31st December 2011).

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 30th September 2011 by NHS Board.

NHS Board	Service Age Provision as at 30th September 2011
Ayrshire & Arran	Up to 18 th birthday if still in full time education.
Borders	Up to 16 th birthday, or 18 th birthday if the child has a learning disability. NHS Borders are working towards implementing up to 18 years by 2013.
Dumfries & Galloway	Up to 18 th birthday, but occasionally beyond. Child Clinical Psychology Service- up to 18th birthday provided in full-time secondary education (not tertiary i.e. not college), up to 16 if not in school.
Fife	Up to 18 th birthday.
Forth Valley	Core CAMHS is up to 18 th birthday, Learning Disabilities CAMHS is up to 16 th birthday.
Grampian	Up to 18 th birthday
Greater Glasgow & Clyde	Greater Glasgow Teams; up to 18 th Birthday. Clyde Teams up to 18 th Birthday if in F/T education/school, and 16 otherwise. As of 1/11/11 NHSGGC will be up to 18 th Birthday across all of GG&C
Highland	Up to 18 th birthday if in full-time secondary education otherwise up to age 16years. LD CAMHS up to 19 th birthday provided still in full-time education
Lanarkshire	Tier 3 Child & Family Clinic Teams: up to 16 th birthday, up to 18 th birthday if referred before 16 th birthday or at a point before 18 th 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 18 th birthday.
Lothian	Up to 18 th birthday across all areas.
Orkney	Up to the 18 th birthday.
Shetland	Up to 18 th Year if in full time education, and up to 16 th Year if not in full time education.
Tayside	Up to 18 th birthday provided in full-time secondary education (not tertiary i.e. not college). Learning Disability and Tier 4 services are up to 18 years
Western Isles	Up to the 18 th birthday.

Vacancy Information

- As at 30th September 2011 an additional 47.8 wte posts were between being advertised and being filled. A further 11.2 wte posts were approved for recruitment but not yet advertised.

Table 3: NHSScotland CAMHS workforce Vacancies by Professional Group, as at 30th September 2011.

Professional Group	WTE
Nursing	6
Psychology	32.5
Psychotherapy	0.5
Family therapy	1
Other Therapy	1.8
Other	1
Unspecified Professional Group	5
Total: All professional groups	47.8

Note: The following NHS Boards reported that no posts were between advertised and being filled as at the 30th September: NHS GG&C Inverclyde service, NHS GG&C Child and Adolescent Inpatient Units, NHS Greater GG&C Learning Disabilities, NHS GG&C Eating Disorders, NHS Orkney, NHS Shetland and NHS Western Isles.

Figure 3: Age Profile of Main Professional Groups within NHS Scotland CAMHS, as a percentage of total 839.7wte.

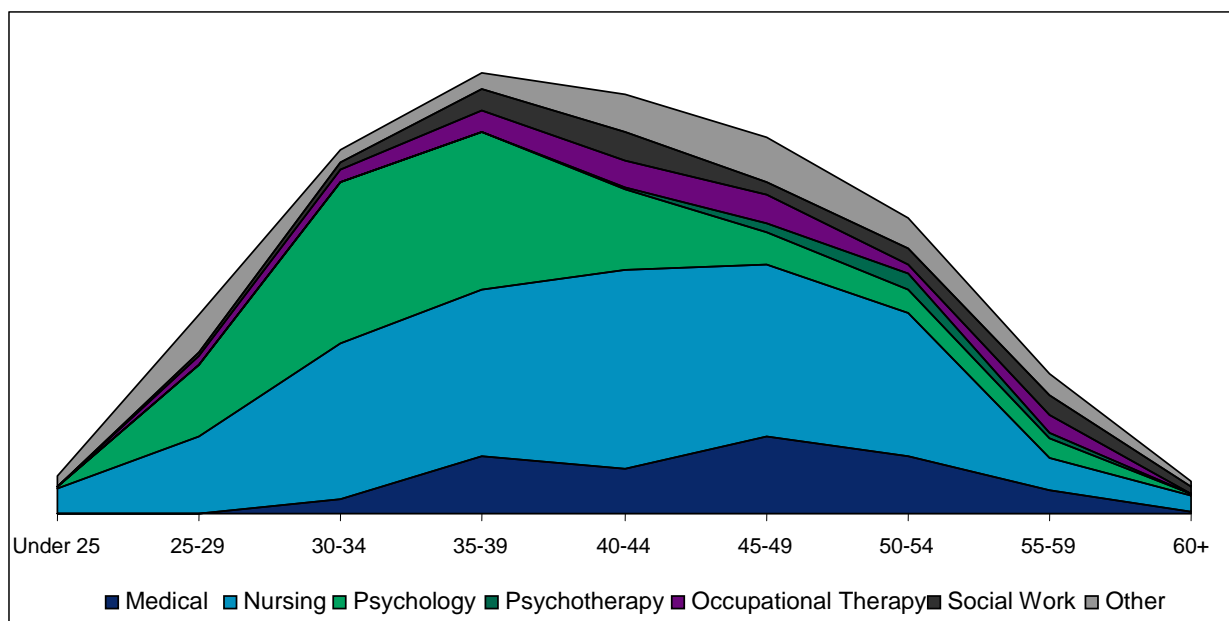


Figure 4: Distribution of Target Age of Patients seen by staff within NHS Scotland CAMHS, as a percentage of total 839.7wte.

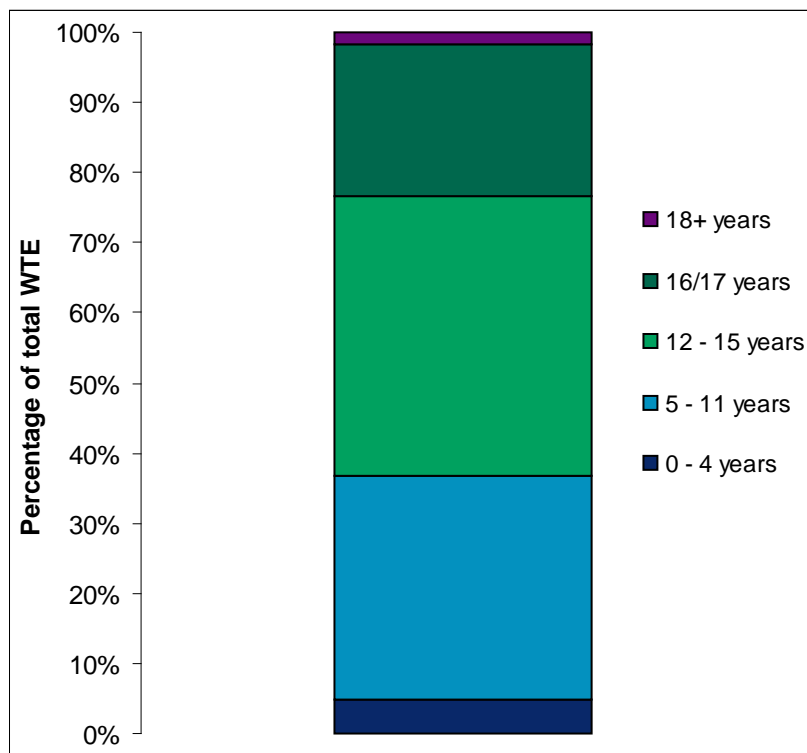


Figure 5: Workforce Tree Plot of Staff within NHS Scotland CAMHS by career framework & professional group, as a percentage of total 839.7wte.

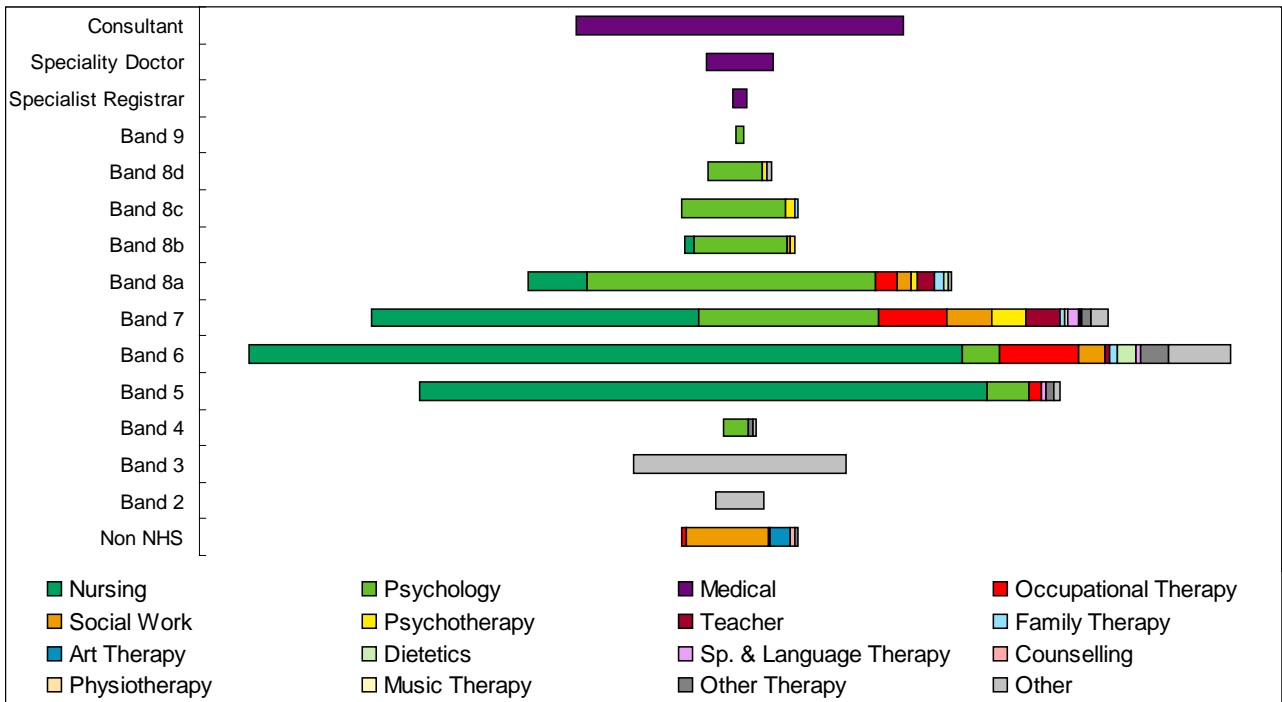


Figure 6: Contract Type of CAMHS Staff within NHS Scotland, as a percentage of total 839.7wte, by professional group.

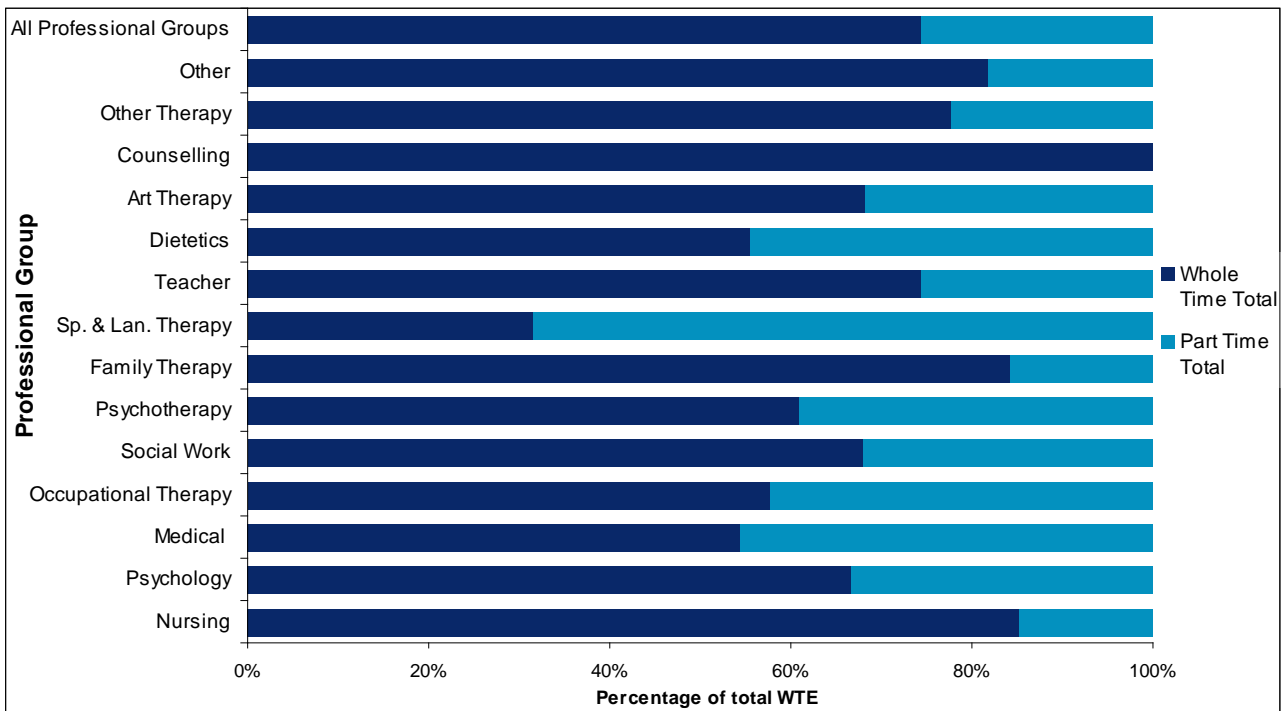
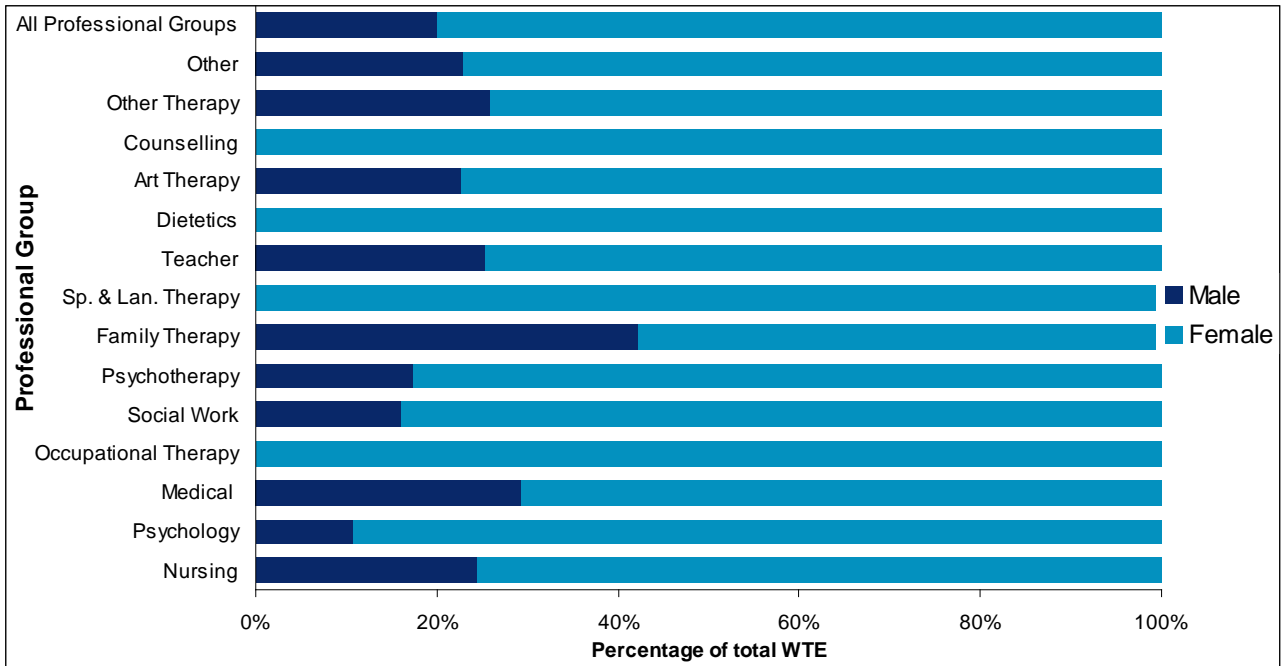


Figure 7: Gender Profile of CAMHS Staff within NHS Scotland, as a percentage of total 839.7wte, by professional group.



**Physiotherapy, Educational Psychology & Music Therapy all excluded in the above 2 charts due to being less than 0.5wte in total.*

Glossary

Band	Agenda for Change pay band
CAMHS	Child and Adolescent Mental Health Services
NHS GG&C	NHS Greater Glasgow & Clyde
ISD	Information Service Division
NES	NHS 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
1-10	CAMHS characteristics of the workforce as at 30th September 2011	30th September 2011	Excel [2,204kb]
1	Clinical Staff Employed in Scotland CAMHS by Professional Group.	30th September 2011	-
1B	Trend of Clinical Staff Employed in Scotland CAMHS	30th September 2011	-
2	Age profile of Clinical Staff employed in Scotland CAMHS by Professional Group (Headcount)	30th September 2011	-
3	Clinical Staff Employed in Scotland CAMHS by Professional Group, Gender & Contract Type.	30th September 2011	-
4	Clinical Staff Employed in Scotland CAMHS by Professional Group & Contract Term.	30th September 2011	-
5	Clinical Staff Employed in NHSScotland CAMHS by Professional Group & NHS Region & Board	30th September 2011	-
6	Clinical Staff Employed in Scotland CAMHS by Professional Group & Grade.	30th September 2011	-
7	Clinical Staff Employed in Scotland CAMHS by Professional Group and Area of Work (WTE)	30th September 2011	-
8	Clinical Staff Employed in Scotland CAMHS by Professional Group and Target Age (WTE)	30th September 2011	-
9	Clinical Staff Employed in Scotland CAMHS by Declared Ethnic Origin	30th September 2011	-
10	Posts between being advertised and being filled in the CAMHS Workforce by Professional Group and NHS Board	30 th September 2011	-

Please Note: in order to view the tables to full effect, 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](#)

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Appendix

A1 – Background Information

It is estimated that around 10% of children and young people in Scotland have mental health problems that are so significant they impact on their daily lives. [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.

The main function of CAMH services is to develop and deliver services for those children and young people (and their parents/carers) who are experiencing the most serious mental health problems. They also have an important role in supporting the mental health capability of the wider network of children's services. CAMH services are usually delivered by teams including psychiatrists, psychologists, nurses, social workers, and others.

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.

The need for expansion and development of the CAMHS workforce has been driven by a series of reports and policy recommendations:

- **Scottish Needs Assessment Programme (SNAP) Report on Child and Adolescent Mental Health (2003)**

This report emphasised that all agencies and organisations have a role in supporting the mental health of children and young people. It highlighted the need to address the whole continuum of mental health - from mental health promotion, through preventing mental illness, to supporting, treating and caring for those children and young people experiencing mental health difficulties of all ranges of complexity and severity.

- **Getting the Workforce Right, Getting the Right Workforce – A Strategic Review of the CAMHS Workforce (2005)**

This work concluded that there is a “significant lack of capacity” in the CAMHS workforce and a need for a substantial expansion if it is to meet the agreed policy objectives. That needs to involve increasing workforce numbers through new investment in posts and improved retention; increased efficiency through training and supervision, better infrastructure and improvements in health in the workplace.

- **The Mental Health of Children and Young People – A Framework for Promotion, Prevention and Care (2006)**

This set out recommendations for implementing the SNAP report. It was designed to be used by local agencies as a planning and audit tool to support their work in identifying goals and milestones for continuous improvement in the delivery of services. The Framework was produced by the Child and Adolescent Mental Health Development Group which was established in 2002 and drew on expertise from the NHS, education, social work and the voluntary sector.

The Framework stated that a phased investment into the CAMHS workforce was needed, with a doubling of the workforce within ten years.

- **CAMHS financial investment (2009)**

Commitment of additional central government funding for CAMHS workforce development (for Tier 4, and for psychology).

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 30 th September 2011
Description	A detailed description of the nature and extent of current CAMHS provision in NHSScotland as at the 30 th September 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	29 th November 2011.
Frequency	From 2005-2010 publications were annual, data as at 30 th September. From June 2011 the publication has been released quarterly.
Timeframe of data and timeliness	Data up to 30 th September 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 September 2011 Excel tables workbook 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_Topics/Workforce/Psychology
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines .
Coherence and clarity	All CAMHS tables are accessible via the ISD website at http://www.isdscotland.org/HealthTopics/Workforce/CAMHS/ Data are presented by: Professional group; NHS Board; Ageband; Target Age, contract term, contract type, gender and Agenda for Change bands.
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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Date form completed	10/11/2011

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)