

# Publication Report



## NHSScotland Psychology Services

Workforce Information as at 31<sup>st</sup> March 2012

29<sup>th</sup> May 2012



## Contents

Contents.....	1
About ISD.....	2
About NES .....	2
Official Statistics.....	2
Introduction .....	3
Key points .....	4
Results and Commentary.....	5
Staff in post .....	5
Overall trends .....	5
Skill Mix.....	8
Additional Information .....	12
Statements provided by Heads of Psychology Service as at 31 <sup>st</sup> March 2012 .....	13
Vacancy Information .....	16
Services to the Island Boards as at 31 <sup>st</sup> March 2012.....	17
Staff in training as at 31 <sup>st</sup> March 2012.....	17
Links to Other Sources of Data. ....	18
Glossary.....	19
List of Tables.....	20
Contact.....	22
Further Information.....	22
Appendix .....	23
A1 – Background Information .....	23
A2 – Publication Metadata (including revisions details).....	25
A3 – Early Access details (including Pre-Release Access) .....	27

## 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 ISD and NHS Education for Scotland (NES), and presents NHSScotland Psychology Services workforce information as at 31<sup>st</sup> March 2012.

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.

## Key points

- In total there were 771 (649.4 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 31<sup>st</sup> March 2012. This is an increase of 4% headcount (+30hc), and an increase of 2.9%wte (+18.3 wte) from 31<sup>st</sup> March 2011.
- This total of 771 (649.4 wte) equates to 714 (600.0 wte) Clinical Psychologists plus 57 (49.4 wte) Other Applied Psychologists. This represents a national staffing level of 1 wte Applied Psychologist per 8,042 of the general population of Scotland.
- Psychology services increasingly employ a skill-mix of staff. Graduates of the MSc in Psychological Therapies in Primary Care (57.3 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (26.3 wte), assistant psychologists (60.4 wte), cognitive behavioural therapists (35.6 wte), counsellors (30.2 wte), other therapists (10.8 wte), and other clinical staff (14.0 wte), were employed in NHSScotland psychology services as at 31<sup>st</sup> March 2012.

## Results and Commentary

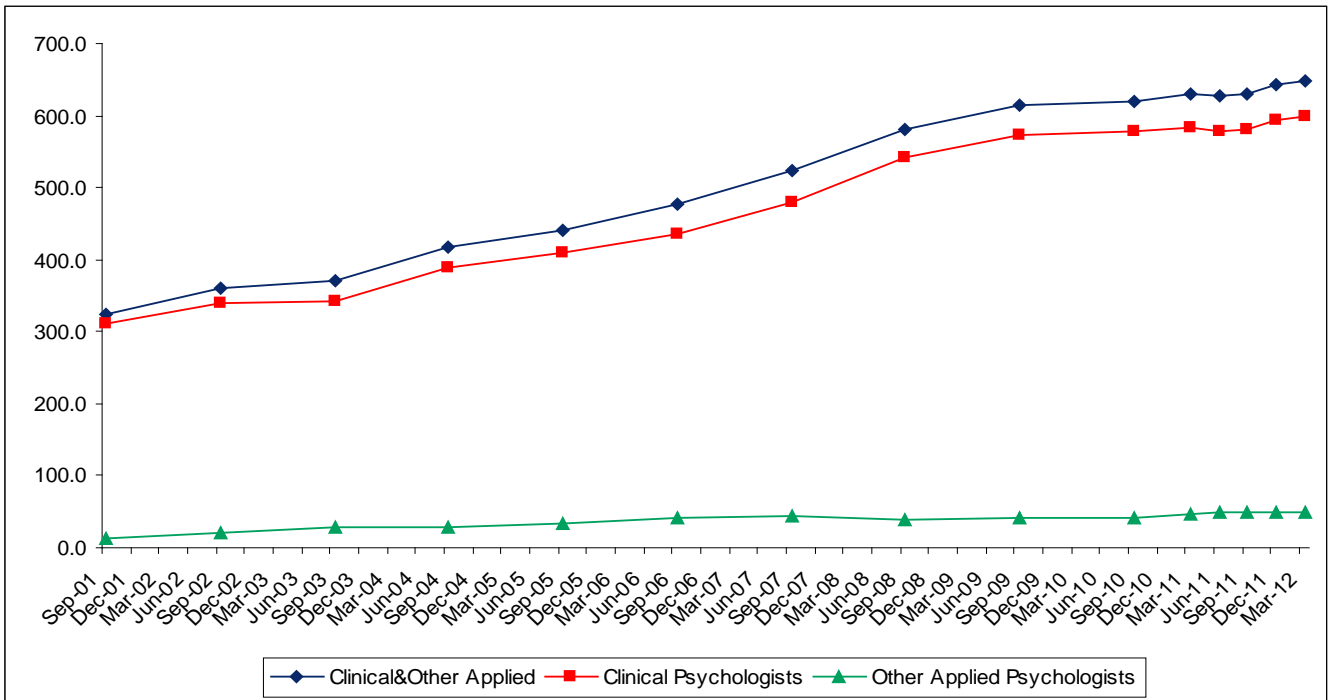
Data in this report are NHSScotland Psychology Services Workforce information.

### 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 2012. 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 census dates 30<sup>th</sup> September 2001 – 31<sup>st</sup> March 2012.**



Between 31<sup>st</sup> March 2011 and 31<sup>st</sup> March 2012, the following changes can be seen in the data:

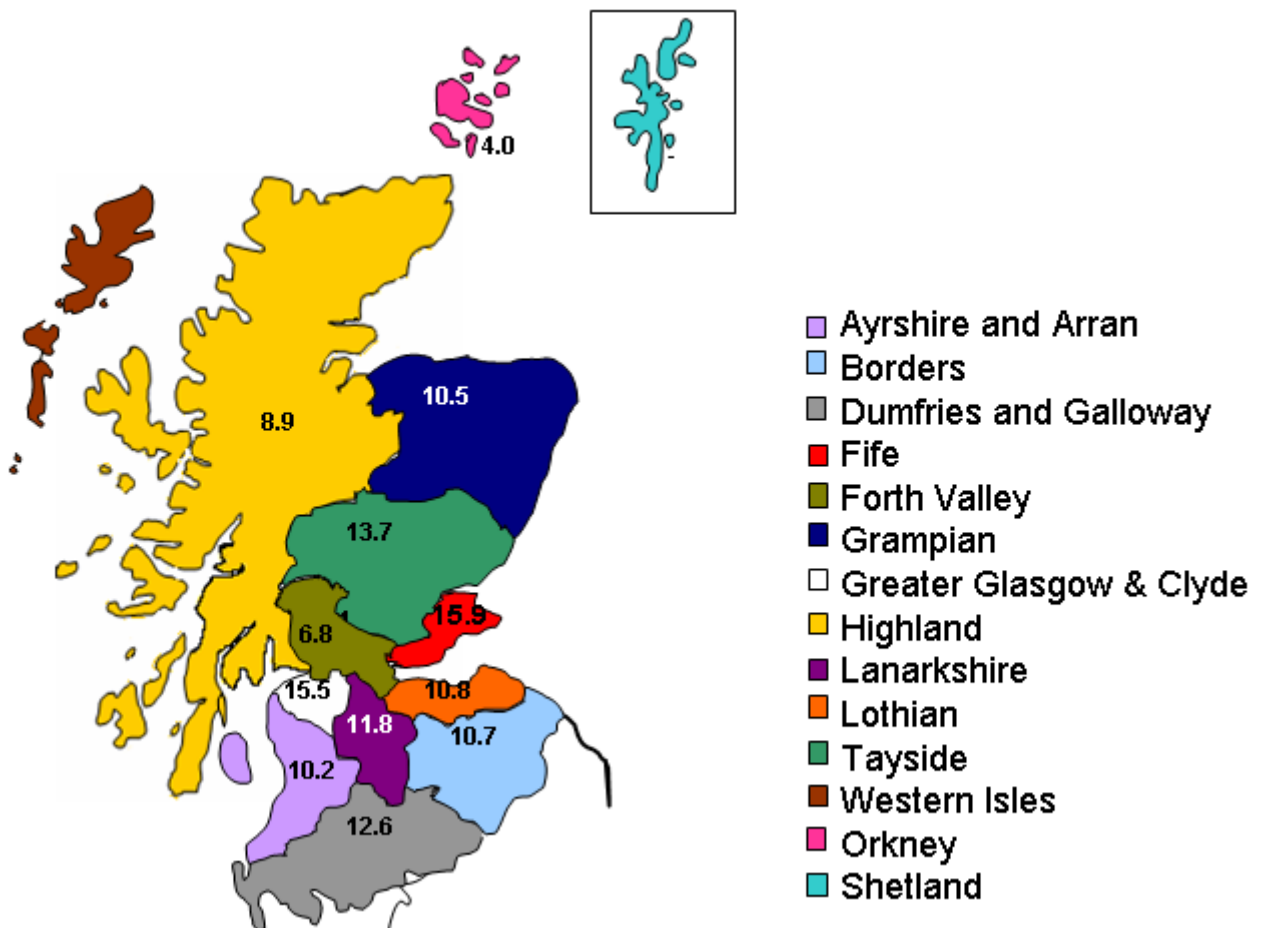
- In total there were 771 (649.4 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 31<sup>st</sup> March 2012. This is an increase of 4% headcount (+30hc), and an increase of 2.9%wte (+18.3 wte) from 31<sup>st</sup> March 2011.

This total of 771 (649.4 wte) equates to 714 (600.0 wte) Clinical Psychologists plus 57 (49.4 wte) Other Applied Psychologists.

- This represents a national staffing level for :
- a/ 1 wte Clinical Psychologist per 8704 of the general population of Scotland, or 11.5 wte Clinical Psychologist per 100,000 of the population.
- b/ 1 wte Clinical and Other Applied Psychologist per 8042 of the population or 12.4 wte Clinical and Other Applied Psychologist per 100,000 of the population.
- As at 31<sup>st</sup> March 2012, 58 posts (47.6 wte) All Applied Psychologists were between being advertised and being filled, with start dates of between the start of April 2012 and October 2012.

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 31<sup>st</sup> March 2012, by NHS Board.**



- Mental Health is the principal area of work, employing 342.4 wte Clinical and Other Applied Psychologists. This is an increase of 0.3% compared to the wte Mental Health figure as at 31<sup>st</sup> 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 (wte) employed in NHSScotland psychology services as at each census date, by area of work.**

Area of Work	30 <sup>th</sup> Sept. 2010	31 <sup>st</sup> March 2011	30 <sup>th</sup> June 2011	30 <sup>th</sup> Sept. 2011	31 <sup>st</sup> Dec. 2011	31 <sup>st</sup> March 2012	Wte. Difference from 31 <sup>st</sup> Mar. 2011 to 31 <sup>st</sup> Mar. 2012	% Difference from 31 <sup>st</sup> Mar. 2011 to 31 <sup>st</sup> Mar. 2012
Mental Health	336.1	341.3	337.0	335.8	342.7	342.4	1.0	0.3%
Learning Disabilities	64.6	66.3	64.2	63.8	67.7	66.1	-0.2	-0.2%
Physical Health	74.3	70.1	75.3	72.9	76.2	76.5	6.4	9.2%
Forensic	32.3	31.3	30.8	32.5	37.3	35.5	4.2	13.4%
Neuro-psychology	27.3	31.5	32.2	36.1	35.2	38.7	7.2	22.9%
Alcohol & Substance Misuse	23.3	23.4	21.6	22.6	21.6	22.1	-1.3	-5.4%
Other	61.6	67.2	66.5	66.3	62.5	68.1	0.9	1.3%
<b>Total</b>	<b>619.5</b>	<b>631.0</b>	<b>627.5</b>	<b>629.8</b>	<b>643.1</b>	<b>649.4</b>	<b>18.4</b>	<b>2.9%</b>

**Table 2: All Applied Psychologists (wte) 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> Sept. 2010 <sup>1</sup>	31 <sup>st</sup> March 2011	30 <sup>th</sup> June 2011	30 <sup>th</sup> Sept. 2011	31 <sup>st</sup> Dec. 2011	31 <sup>st</sup> March 2012	wte Diff. from 31 <sup>st</sup> March 2011 to 31 <sup>st</sup> March 2012	% Difference from 31 <sup>st</sup> March 2011 to 31 <sup>st</sup> March 2012
Children 0-19 yrs	146.0	157.3	160.4	159.7	167.3	168.5	11.2	7.1%
Adults 20-64 yrs	397.4	397.7	393.3	398.1	406.6	409.9	12.2	3.1%
Older People 65+ yrs	30.6	33.9	32.3	32.0	31.8	33.3	-0.6	-1.8%
Age Non specific	43.5	41.4	41.5	40.0	37.5	37.8	-3.7	-8.8%
<b>Total</b>	<b>619.5</b>	<b>631.0</b>	<b>627.5</b>	<b>629.8</b>	<b>643.1</b>	<b>649.4</b>	<b>18.4</b>	<b>2.9%</b>

1. As at 30<sup>th</sup> September 2010 there was 3.9wte staff recorded under the Child & Adult category, from the 1st April 2011 the target age child & adult category is no longer in use. Staff have been recorded one or more of the other target ages, which best reflects the target age of patients seen.



Skill Mix

- Psychology services increasingly employ a skill-mix of staff as illustrated in the table below. Graduates of the MSc in Psychological Therapies in Primary Care (57.3 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (26.3 wte), assistant psychologists (60.4 wte), cognitive behavioural therapists (35.6 wte), counsellors (30.2 wte), other therapists (10.8 wte), and other clinical staff (14.0 wte), were employed in NHSScotland psychology services as at 31<sup>st</sup> March 2012.

**Table 3: wte per 100,000 of the population for All Clinical & Other Applied Psychologists in NHSScotland as at 31<sup>st</sup> March 2012, by Professional Group.**

Professional Group	Headcount	Wte.
All Applied Psychologists;	771	649.4
Clinical Psychologist	714	600.0
Counselling Psychologist	32	27.8
Health Psychologist	10	9.0
Forensic Psychologist	8	6.4
Neuropsychologist <sup>1</sup>	7	6.2
Other Clinical Staff;	277	234.4
Graduate of the MSc Psychological Therapy in Primary Care <sup>2</sup>	63	57.3
Graduate of the MSc Applied Psychology for Children & Young People <sup>2</sup>	29	26.3
CBT Therapist	38	35.6
Other Therapist	13	10.8
Counsellor	47	30.2
Psychology Assistant	65	60.4
Other	22	14.0
<b>Total: All Professional Groups</b>	<b>1048</b>	<b>883.8</b>

- Please note neuropsychology is a post-Chartered Status specialism and is not separately regulated by the Health Professionals Council. However, most neuropsychologists with already be chartered psychologists with the BPS, most usually - but not exclusively - as clinical psychologists.
- For more employment detail of the Graduates of the MSc courses, please refer to the psychology workforce publication (Psychology Service in NHSScotland), tab 12 in the workbook.

**Table 4: All Clinical Staff (wte) employed in NHSScotland psychology services as at each census date, by area of work.**

Area of Work	31st March 2011	31st March 2012	wte Difference from 31st March 2011 to 31st March 2012	% Difference from 31st March 2011 to 31st March 2012
Mental Health	493.5	507.0	13.5	2.7%
Learning Disabilities <sup>1</sup>	91.1	80.8	-10.3	-11.3%
Physical Health	77.1	86.1	9.0	11.6%
Forensic	51.3	50.5	-0.8	-1.6%
Neuropsychology	33.6	42.4	8.8	26.2%
Alcohol and Substance Misuse	25.0	25.7	0.8	3.0%
Other	89.7	91.4	1.7	1.9%
<b>Total</b>	<b>861.1</b>	<b>883.8</b>	<b>22.6</b>	<b>2.6%</b>

1. The reduction in LD is mostly in Assistant Psychologist numbers.

**Table 5: All Clinical Staff (wte) employed in NHSScotland psychology services as at each census date, by Target Age of Patients Seen.**

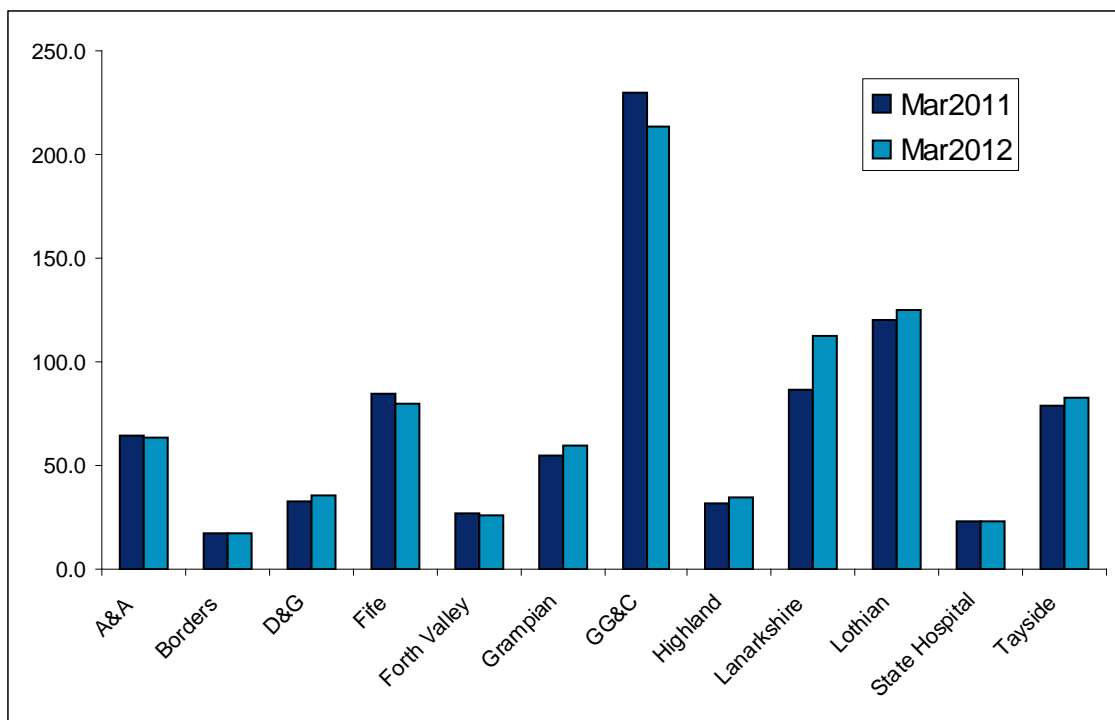
Target Age of Patients Seen	31st March 2011	31st March 2012	wte. Difference from 31st March 2011 to 31st March 2012	% Difference from 31st March 2011 to 31st March 2012
Children 0-19 years	209.5	224.3	14.8	7.1%
Adults 20-64 years	561.7	578.7	17.0	3.0%
Older People 65+ years	38.9	34.8	-4.1	-10.5%
Age Non specific	49.3	46.0	-3.3	-6.7%
<b>Total</b>	<b>861.1</b>	<b>883.8</b>	<b>22.6</b>	<b>2.6%</b>

**Table 6: All Clinical Staff (wte) employed in NHSScotland psychology services as at each census date, by NHS Board.**

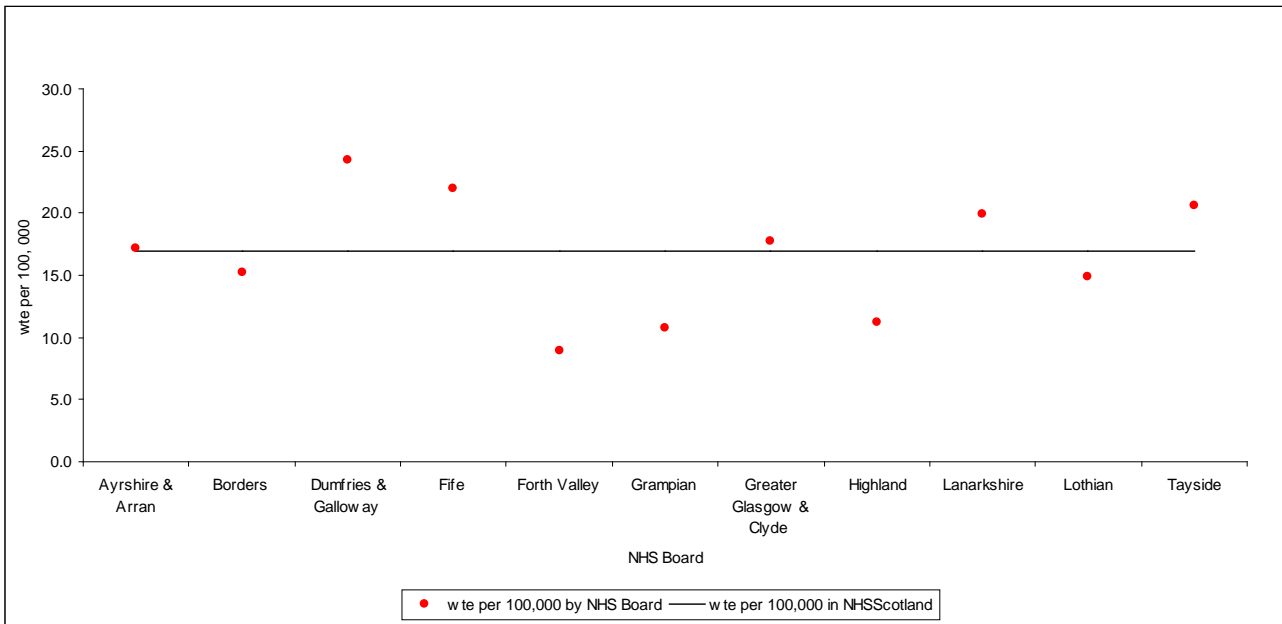
NHS Board	31st March 2011	31st March 2012	wte Difference from 31st March 2011 to 31st March 2012	% Difference from 31st March 2011 to 31st March 2012
Ayrshire & Arran	64.5	63.1	-1.4	-2.2%
Borders	17.4	17.3	-0.1	-0.6%
Dumfries & Galloway	32.9	36.0	3.2	9.7%
Fife	84.9	80.3	-4.6	-5.4%
Forth Valley	26.7	26.1	-0.6	-2.3%
Grampian	55.2	59.3	4.1	7.5%
Greater Glasgow & Clyde	230.2	213.1	-17.1	-7.4%
Highland	31.5	34.8	3.3	10.5%
Lanarkshire	86.6	112.3	25.7	29.7%
Lothian	119.9	124.9	4.9	4.1%
Orkney	0.8	0.8	0.0	0.0%
Shetland	0.7	0.7	0.0	0.0%
State Hospital	23.0	23.2	0.2	0.9%
Tayside	78.7	83.1	4.4	5.6%
Western Isles	0.2	0.2	0.0	0.0%
<b>Total<sup>1</sup></b>	<b>861.2</b>	<b>883.8</b>	<b>22.6</b>	<b>2.6%</b>

1. Please note the total also includes 8.7wte staff employed by NHS Education for Scotland

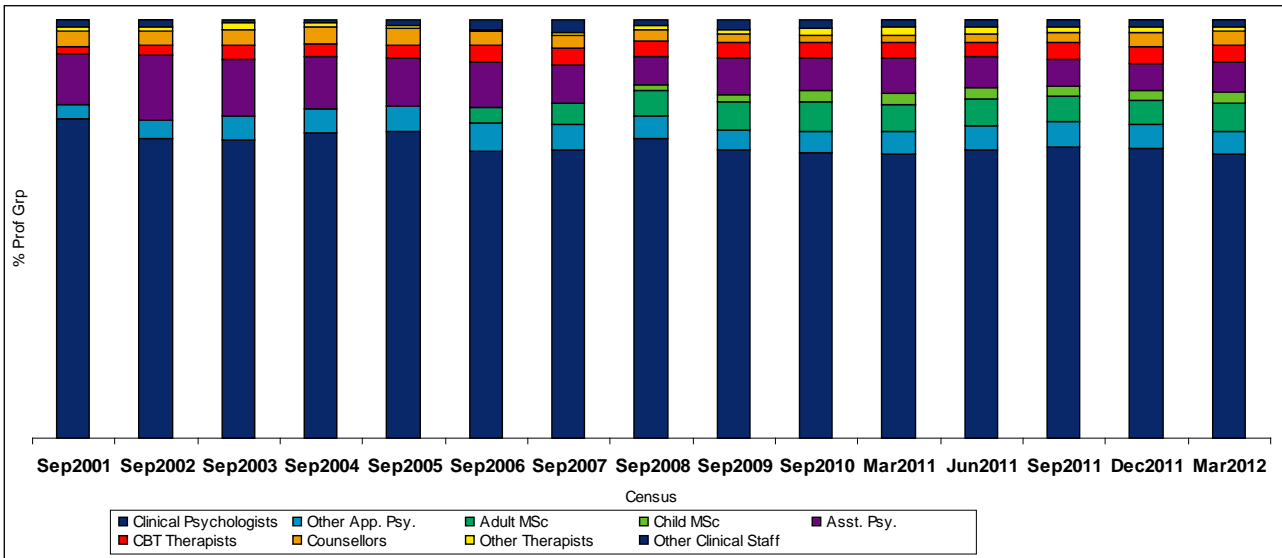
**Figure 3: wte all clinical staff by NHS board as at census dates 31<sup>st</sup> March 2011 and 31<sup>st</sup> March 2012.**



**Figure 4: wte of All Clinical staff per 100,000 population by NHS Board as at 31<sup>st</sup> March 2012.**



**Figure 5: Percentage staff by professional group as at census date (September 2001-March 2012).**



### Additional Information

- As of the 1<sup>st</sup> November 2011, NHSScotland has responsibility for employing Healthcare staff within prisons. Previously, these people were employed directly by the Scottish Prison Service (SPS). This has resulted in a total of approximately 350 staff (headcount) transferring to NHSS. As at 31<sup>st</sup> March 2012 none of the staff involved were within NHSS Psychology Services.
- As at 31st March 2012, 39.6 wte (4.5%) of the 883.8wte total staff in post were on maternity leave. The majority of these posts are not backfilled.

Statements provided by Heads of Psychology Service as at 31<sup>st</sup> March 2012

Statement provided by:	Statement on Psychology Workforce Figures as 31 <sup>st</sup> March 2012
Ayrshire & Arran	There has been no actual reduction in posts between 2011 & 2012. The apparent reductions are due to vacancies which are currently advertised.
Dumfries & Galloway	Hoping to recruit to Full Time posts in Learning Disability and Forensic Specialties by the end May 2012. By end June, hope to recruit to a further P/T post in Child Specialty. All three posts are for Qualified Applied Chartered Psychologists.
Fife	There has been no reduction from 3/11 to 3/12 in permanently funded clinical posts within the psychology service. Apparent reductions reflect ongoing recruitment with the exception of forensic which reflects the relocation of a post outwith the NHS. There has been a reduction of 5.2 wte psychology assistants on fixed term contracts over this period.
Forth Valley	<p>Child Services: In the January to March time period we have had two new staff who are developing the service beyond CAMHS: - an 8b post funded by Falkirk Council, for Falkirk's Looked After children, and an 8a post funded from the National Delivery plan for Specialist Children's Services, located in Paediatrics based in the new Forth Valley Royal Hospital, Larbert, starting a Paediatric Psychology service.</p> <p>Adult Services: In Adult Services in Forth Valley our vacancy in Substance Misuse services will be filled as of June 2012. As at 31st March 2012 1.8wte staffs were on maternity leave, this leaves staffing temporarily down by 17%.</p>
Grampian	<p>The general adult mental health psychology service in Moray was enhanced by the appointment of a recently qualified psychologist to a 1.0wte Band 8A post and the return from maternity leave of another member of staff at 0.6wte.</p> <p>The Older Adults service benefitted from the return to work of a 0.6wte member of staff who had been on career break for the preceding 12 months, and this in effect represents a return to 2010 levels of 2.6wte staff in this speciality.</p> <p>In the adult Learning Disabilities service an appointment to a 1.0wte Band 8A post was partly offset by the retirement of an experienced part-time member of staff and another staff member reducing their wte. There was also a modest increase in staffing in the child Learning Disabilities service.</p> <p>Psychology input to physical health remains patchy and the apparent increase in staffing levels in this area in fact simply reflects a change in categorisation of some paediatric posts which had previously been recorded under CAMHS.</p> <p>The gap in Forensic services is attributable to the recent retirement of a Consultant Clinical Psychologist. However a new Consultant took up post in April and this will be reflected in the next census.</p>

	<p>Work is progressing to try to establish a Band 8B post within the Alcohol and Substance Misuse Service where there is currently a major gap in specialist psychology provision.</p> <p>Within the NHS Grampian neuropsychology service, 1.0wte staff members are on maternity leave, hence there has been no true increase in staff numbers</p>
<p>Greater Glasgow &amp; Clyde</p>	<p>NHS Greater Glasgow &amp; Clyde (GG&amp;C) CAMHS Psychology staffing figures have decreased between 31st March 2011 and 31st March 2012 (from 67.8wte to 59.6wte). From 31st December 2011 to 31st March 2012 staffing figures stayed almost static (from 59.2wte to 59.6). However, this masks some variation. As illustrated the figures show a decrease in staffing numbers in Mental Health. Unfortunately these are not planned reductions. There is variation in recruitment approaches across service areas. Areas of significant challenge continue to be around such variations and in Older Adults and Addiction care groups. More recently we have managed to establish two posts in Older Peoples services through the Change fund and 1.5 Band 7 posts have been recruited to within Addictions.</p>
<p>Highland</p>	<p>Workforce numbers remain the same, but we have managed to get 2 fixed term posts to cover maternity leave.</p> <p>Gaps remain in Forensic &amp; Substance Abuse. Capacity is low in Clinical Health Psychology, Older Adults and Learning disabilities.</p> <p>Work continues on the Waiting Time targets but with no extra capacity or spending.</p>
<p>Lanarkshire</p>	<p>Over the past year, NHS Lanarkshire Psychological Services have undergone significant restructuring. Adult Psychology services have moved from a model based around three "Districts", to a structure that, with increased investment, sees each of the nine localities in Lanarkshire with a Psychological Therapy Team (PTT). Each PTT comprises clinical and counselling psychologists, CBT therapists, and Clinical Associates. The PTT's also include a significant number of Therapeutic Counsellors, transferred to Psychological Services during the year.</p> <p>This restructuring brought with it a number of challenges, particularly as we move towards the 18 week HEAT Target for psychological therapies. Further investment has allowed for additional PTT clinics for a period of 4 months, aimed at fast tracking those people with complex needs who were on existing waiting lists. The PTT were able to provide evening clinics, staffed by a range of clinicians who could work with such patients. These clinics augmented other measures designed to improve patient experience and reduce waiting times, including further use of temporary staff, group initiatives, and self-help initiatives as part of the overall service approach. These combined measures were effective in reducing the longest waits within PTT from 50 weeks to 26 weeks, with a revised target of 22 weeks by the end of May 2012.</p> <p>In addition to increased investment within PTT, further restructuring can be anticipated within Psychological Services in 2012/13, with the new Head of Profession for Psychological Services, Dr Gary Tanner, taking up post in mid-May 2012.</p>

<p>Lothian</p>	<p>NHS Lothian is undertaking a single system review of applied psychology. There are a number of drivers for this review including :</p> <ul style="list-style-type: none"> <li>• Improving access to psychological therapies</li> <li>• Retaining multi-professional working</li> <li>• Meeting efficiency targets</li> <li>• Ensuring professional governance</li> <li>• Ensuring training structures and supervision structures to support delivery of evidence based therapies</li> <li>• Strengthening management structures</li> <li>• Maximising psychology contribution to delivering on corporate targets</li> <li>• Improving the health of the population and the quality of prevention, treatment and care provided by increasing the psychological competence of the organisation</li> </ul>
<p>Tayside</p>	<p>Waiting times for all specialties with the exception of Clinical Health Psychology and Clinical Neuropsychology regularly meet Scottish Government 18 week referral to treatment HEAT target. NHS Tayside has identified additional resource to fund a further 3.0 wte applied psychology posts in Clinical Health Psychology, plus 5.5 wte applied psychology posts in Clinical Neuropsychology in order to achieve HEAT access target by December 2014. NHS Tayside will also host the North of Scotland Regional Medium Secure Unit and a further 4.0 wte applied psychology posts are to be made available to provide input to this service.</p>
<p>HOOPS (Heads of Older People's Psychology Services)</p>	<p>The Heads of Older People's Psychology Services group (HOOPPS) are alarmed at the reduction in numbers of psychologists working in older people's services across Scotland. As a result of the current financial climate our experience has been that temporary contracts have not been renewed and developments have been curtailed. This has had a particularly negative impact on what are already small services, struggling to cope with the demands of vital Government agendas such as the Dementia Strategy, Reshaping Care for Older People and Increasing Access to Psychological Therapies. Older people's services appear to have been particularly badly affected, thus increasing the current inequity of services across the age range.</p> <p>The recent report to Government from the Psychological Therapies Older People's Working Group <i>'The Challenge of Delivering Psychological Therapies to Older People in Scotland'</i> outlined the urgent need for an increase in availability of psychological services to older people at both high and low intensity levels, as well as the need to develop services in physical health settings. The current reduction in posts across Scotland is completely at odds with the recommendations of the report and is a cause for real concern at both local and a national level.</p>
<p>NHS Education for Scotland</p>	<p>NHS Education for Scotland directly employs 8.7wte clinical staff included in the psychology workforce figures. There are also 7.9wte staff on secondment from NHSScotland boards, mostly on short-term contracts in supporting research roles, these staff are not included in the overall figures.</p>

NHS Borders did not commend for this quarter.



## Vacancy Information

As at 31<sup>st</sup> March 2012 vacant posts within NHSScotland Psychology Services were:

- 47.6wte posts were between being advertised and being filled, with the majority of start dates between April 2012 and October 2012.
- 7.5wte posts were approved for recruitment, but not yet advertised.

**Table 7: wte of vacancy posts within NHSScotland psychology services which at the 31<sup>st</sup> March 2012 were between being advertised and being filled.**

Job Title	Scotland wte
All Applied Psychologists;	40.6
Clinical Psychologist	40.6
Other Clinical Staff;	7.0
Clinical Associate in Applied Psychology	1.0
Child & Adolescent Therapist	1.0
CBT Therapist	1.6
Psychology Assistant	2.0
Counsellor	0.4
Other Clinical Staff	1.0
<b>Total</b>	<b>47.6</b>

Services to the Island Boards as at 31<sup>st</sup> March 2012

NHS Board	Description of Staff in post and services received from mainland nhs boards.
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 has a private arrangement with a Clinical Psychologist for visit 3 days per month. 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	There is an agreement between NHS GG&C and the Western Isles of 0.1wte clinical psychologists in CAMHS.

Staff in training as at 31<sup>st</sup> March 2012.

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 8 below. NES also has responsibility for commissioning two masters level training aimed at enhancing the skill mix; MSc Psychological Therapy in Primary Care and MSc Applied Psychology in Children&Young People.

**Table 8: Number (headcount) in training in Applied Psychology in NHSScotland as at 31<sup>st</sup> March 2012.**

Training Course	Headcount
Doctorate in Clinical Psychology <sup>1</sup>	208
MSc Psychological Therapy in Primary Care	20
MSc Applied Psychology of Children & Young People	17
BPS Stage 2 Qualification in Health Psychology	3
<b>Total Number in Training</b>	<b>248</b>

In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 208, as at 31<sup>st</sup> March 2012, 17 were Forensic aligned posts, 14 were aligned to Older People's services and 30 were CAMHS aligned posts, funded by the Scottish Government.

## Links to Other Sources of Data.

There is a differing age range of service provision across the boards in child services, for more details of this please refer to CAMHS publication, available at the following link:

<http://www.isdscotland.org/Health-Topics/Workforce/CAMHS/>

Further information on Mental Health services in NHSScotland can be found on the ISD website: <http://www.isdscotland.org/Health-Topics/Mental-Health/>

For more information on psychology services in NHSScotland please see the 'Applied Psychologists and Psychology in NHS Scotland: Working Group Discussion Paper' available at: [http://www.sehd.scot.nhs.uk/mels/CEL2011\\_10.pdf](http://www.sehd.scot.nhs.uk/mels/CEL2011_10.pdf)

For more details on psychology forensic services, please refer to the following paper: 'Psychological Care in the Context of Forensic Mental Health Services: New Responsibilities for Health Boards in Scotland (2011), Report by Heads of Psychological Services (HOPS).

Further information on Older People's psychology services can be found in the paper: 'The Challenge of Delivering Psychological Therapies for Older People in Scotland' (2011), report of Older People's Psychological Therapies Working Group

## Glossary

AFC	Agenda for Change
A4C	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
NHSS	NHSScotland
PRA	Pre-Release Access
PTT	Psychological Therapies Team
WTE	Whole Time Equivalent; Adjusts staff headcount to take account of part time staff.

## List of Tables

Tables 1-12	<a href="#">2012-05-29-Psychology-Workforce-Tables</a> The report contains the following tables:	31 <sup>st</sup> March 2012	Excel [4 MB]
1	Table 1: Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group	"	-
1b	Table 1b: Trend Table showing 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.	"	-
4b	Table 4: Trend table showing 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:	"	-
10	Headcount and wte of All Clinical staff employed in NHSScotland psy services as 30 <sup>th</sup> September 2011, by Declared Ethnic Group.	"	-
11	Headcount and wte of All Clinical staff employed in NHSScotland psy services as 30 <sup>th</sup> September 2011, by Declared Disability.	"	-
Services to the Island Boards	Description of Staff in post and services received from mainland NHS Boards.	"	-
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.	"	-
12a	Table 12a: All graduates of the MSc in Applied Psychology for Children & Young People (2007-2011) by Employment as at 31 <sup>st</sup> March 2012.	"	-
12b	Table 12b: All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment as at 31 <sup>st</sup> March 2012.	"	-
13	Headcount in training in Applied Psychology in NHSScotland as at 31 <sup>st</sup> March 2012.	"	-
14a	Headcount of D Clin Psych Graduates employed in NHSScotland Psychology Services	"	-
14b	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](#)

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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.



<i>Educational Level</i>	Training	Competences
<b>Doctoral</b>	Clinical Psychology	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.
<b>Masters</b>	<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 31 <sup>st</sup> March 2012.
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 31 <sup>st</sup> March 2012.
Theme	Health & Social Care
Topic	Health Care Personnel, Finance and Performance
Format	Excel Format
Data source(s)	CPS Workforce Database
Date that data are acquired	Approximately 2 weeks after the census date
Release date	29 <sup>th</sup> May 2012
Frequency	From 2001-2010 publications were annual, data as at 30th September, from March 2011 the publications have been quarterly.
Timeframe of data and timeliness	Data up to 31 <sup>st</sup> March 2012, 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 <a href="#">published guidelines</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 in the main workforce tables.
Value type and unit of measurement	
Disclosure	The <a href="#">ISD protocol on Statistical Disclosure Protocol</a> is followed.
Official Statistics designation	National Statistics
UK Statistics Authority Assessment	Assessed by UK Statistics Authority <a href="#">assessment-report-39---statistics-on-nhs-scotland-workforce.pdf</a>
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Date form completed	08/05/2012

## **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)