

# Publication Report



## Psychology Services in NHSScotland

Workforce Information as at 30<sup>th</sup> June 2012

28<sup>th</sup> August 2012



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## 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 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 Equivalent (wte). wte 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 774 (650.6 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th June 2012. This is an increase of 4.3% headcount (+32hc), and an increase of 3.7% wte (+23.1 wte) from 30th June 2011.
- This total of 774 (650.6 wte) equates to 718 (601.3 wte) Clinical Psychologists plus 56 (49.3 wte) Other Applied Psychologists. This represents a national staffing level of 1 wte Applied Psychologist per 8,077 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 (57.2 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (28.3 wte), assistant psychologists (62.9 wte), cognitive behavioural therapists (35.9 wte), counsellors (28.8 wte), other therapists (10.8 wte), and other clinical staff (14.6 wte), were employed in NHSScotland psychology services as at 30th June 2012.

## Results and Commentary

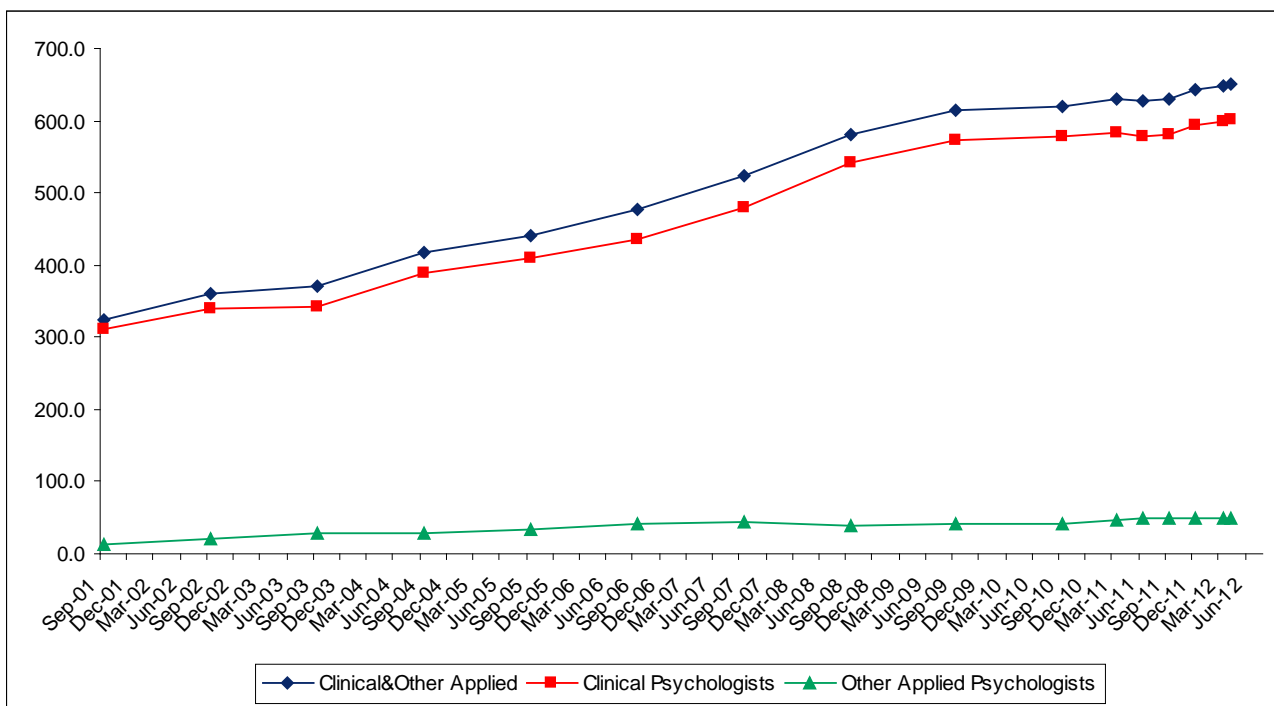
Data in this report are NHSScotland Psychology Services Workforce information.

### 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 June 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 – 30th June 2012.**



Between 30th June 2011 and 30th June 2012, the following changes can be seen in the data:

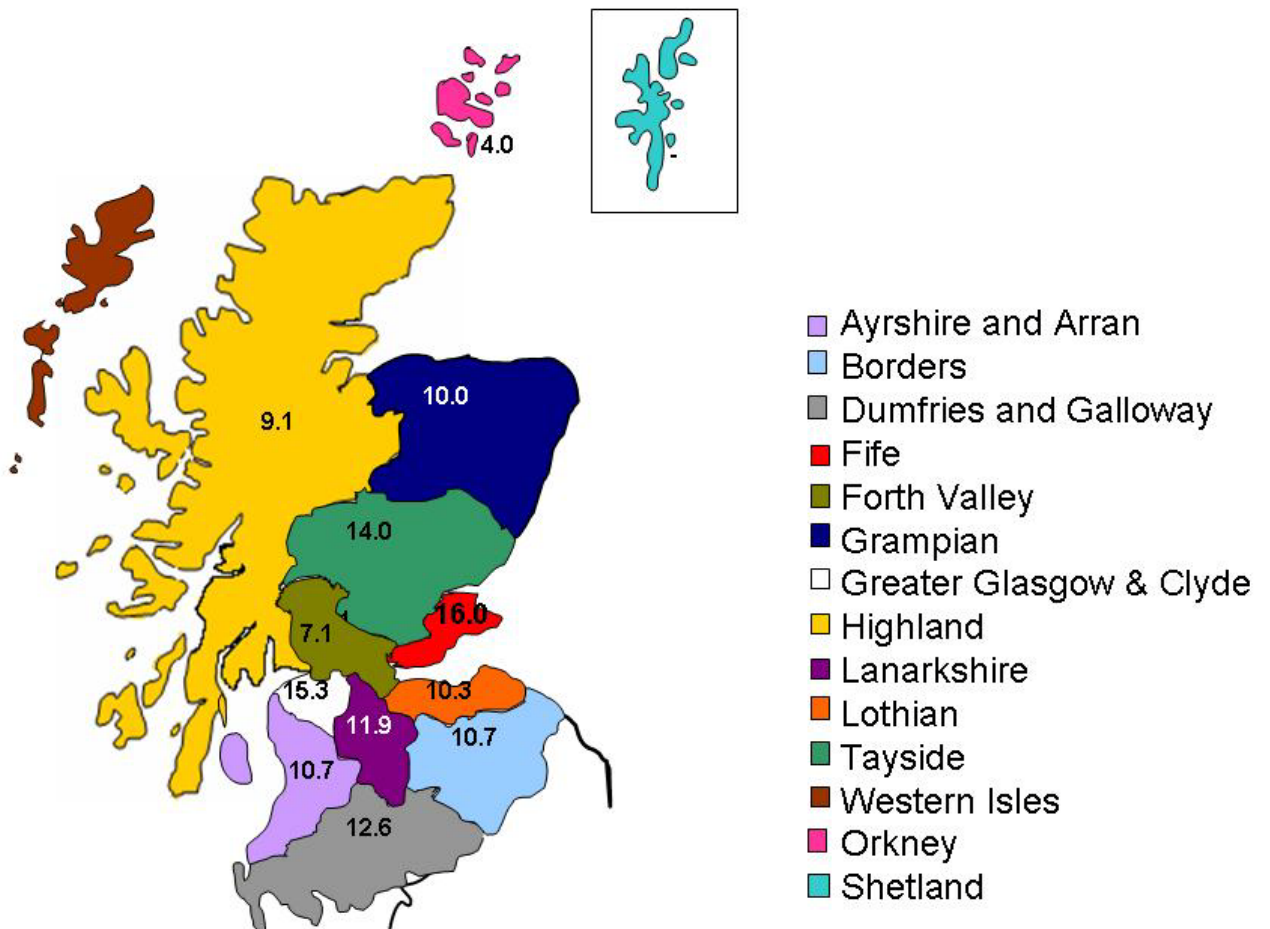
- In total there were 774 (650.6 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th June 2012. This is an increase of 4% headcount (+32hc), and an increase of 3.7% wte (+23.1 wte) from 30th June 2011.

This total of 774 (650.6 wte) equates to 718 (601.3 wte) Clinical Psychologists plus 56 (49.3 wte) Other Applied Psychologists.

- This represents a national staffing level for :
- a/ 1 wte Clinical Psychologist per 8739 of the general population of Scotland, or 11.4 wte Clinical Psychologist per 100,000 of the population.
- b/ 1 wte Clinical and Other Applied Psychologist per 8077 of the population or 12.4 wte Clinical and Other Applied Psychologist per 100,000 of the population.
- As at 30th June 2012, 63 posts (54.6 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 30th June 2012, by NHS Board.**



- Mental Health is the principal area of work, employing 342.6 wte Clinical and Other Applied Psychologists. This is an increase of 1.7% compared to the wte Mental Health figure as at 30th June 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	30 <sup>th</sup> June 2012	wte Difference from 30th June 2011 to 30th June 2012	% Difference from 30th June 2011 to 30th June 2012
Mental Health	336.1	341.3	337.0	335.8	342.7	342.4	342.6	5.6	1.7%
Learning Disabilities	64.6	66.3	64.2	63.8	67.7	66.1	66.3	2.2	3.4%
Physical Health	74.3	70.1	75.3	72.9	76.2	76.5	74.8	-1.0	-1.3%
Forensic	32.3	31.3	30.8	32.5	37.3	35.5	39.6	7.3	22.8%
Neuro- psychology	27.3	31.5	32.2	36.1	35.2	38.7	37.8	7.1	22.9%
Alcohol & Substance Misuse	23.3	23.4	21.6	22.6	21.6	22.1	21.0	-0.7	-3.0%
Other	61.6	67.2	66.5	66.3	62.5	68.1	68.5	2.6	3.9%
<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>650.6</b>	<b>23.1</b>	<b>3.7%</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	30 <sup>th</sup> June 2012	wte Diff. from 30th June 2011 to 30th June 2012	% Difference from 30th June 2011 to 30th June 2012
Children 0-19 yrs	146.0	157.3	160.4	159.7	167.3	168.5	169.8	9.4	5.8%
Adults 20-64 yrs	397.4	397.7	393.3	398.1	406.6	409.9	405.0	11.7	3.0%
Older People 65+ yrs	30.6	33.9	32.3	32.0	31.8	33.3	33.5	1.2	3.7%
Age Non specific	43.5	41.4	41.5	40.0	37.5	37.8	42.4	0.9	2.0%
<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>650.6</b>	<b>23.1</b>	<b>3.7%</b>

1. 1. As at 30<sup>th</sup> September 2010 there was 3.9 wte 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 (57.2 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (28.3 wte), assistant psychologists (62.9 wte), cognitive behavioural therapists (35.9 wte), counsellors (28.8 wte), other therapists (10.8 wte), and other clinical staff (14.6 wte), were employed in NHSScotland psychology services as at 30th June 2012.

**Table 3: wte per 100,000 of the population for All Clinical & Other Applied Psychologists in NHSScotland as at 30th June 2012, by Professional Group.**

Professional Group	Headcount	wte
All Applied Psychologists;	774	650.6
Clinical Psychologist	718	601.3
Counselling Psychologist	32	28.1
Health Psychologist	10	9.0
Forensic Psychologist	7	6.0
Neuropsychologist <sup>1</sup>	7	6.2
Other Clinical Staff;	280	238.3
Graduate of the MSc Psychological Therapy in Primary Care <sup>2</sup>	63	57.2
Graduate of the MSc Applied Psychology for Children & Young People <sup>2</sup>	31	28.3
CBT Therapist	39	35.9
Other Therapist	13	10.8
Counsellor	44	28.8
Psychology Assistant	66	62.9
Other	24	14.6
<b>Total: All Professional Groups</b>	<b>1054</b>	<b>888.9</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	30th June 2011	30th June 2012	wte Difference from 30th June 2011 to 30th June 2012	% Difference from 30th June 2011 to 30th June 2012
Mental Health	480.1	507.2	27.1	5.7%
Learning Disabilities <sup>1</sup>	87.1	85.3	-1.8	-2.1%
Physical Health	82.5	84.8	2.3	2.8%
Forensic	49.4	55.1	5.7	11.4%
Neuropsychology	32.4	41.5	9.2	28.3%
Alcohol and Substance Misuse	24.2	24.6	0.4	1.4%
Other	84.9	90.4	5.6	6.6%
<b>Total</b>	<b>840.6</b>	<b>888.9</b>	<b>48.4</b>	<b>5.8%</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.**

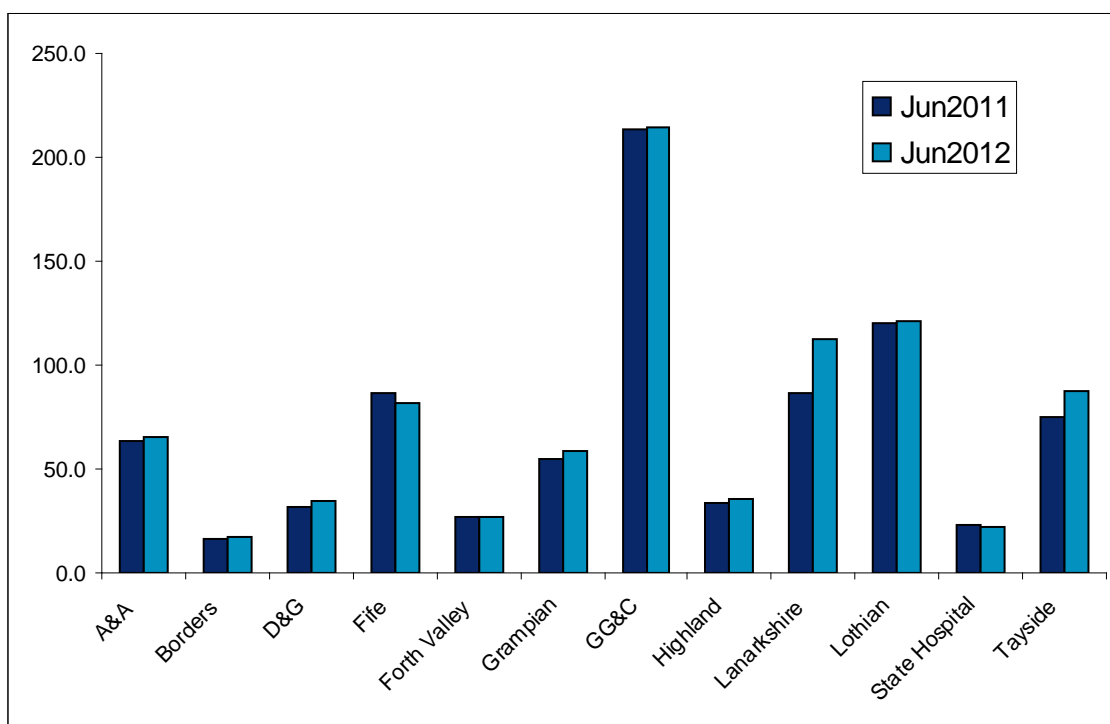
Target Age of Patients Seen	30th June 2011	30th June 2012	wte Difference from 30th June 2011 to 30th June 2012	% Difference from 30th June 2011 to 30th June 2012
Children 0-19 years	213.3	230.2	16.9	7.9%
Adults 20-64 years	542.4	573.7	31.3	5.8%
Older People 65+ years	37.0	35.0	-2.0	-5.4%
Age Non specific	47.9	50.1	2.2	4.5%
<b>Total</b>	<b>840.6</b>	<b>888.9</b>	<b>48.4</b>	<b>5.8%</b>

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

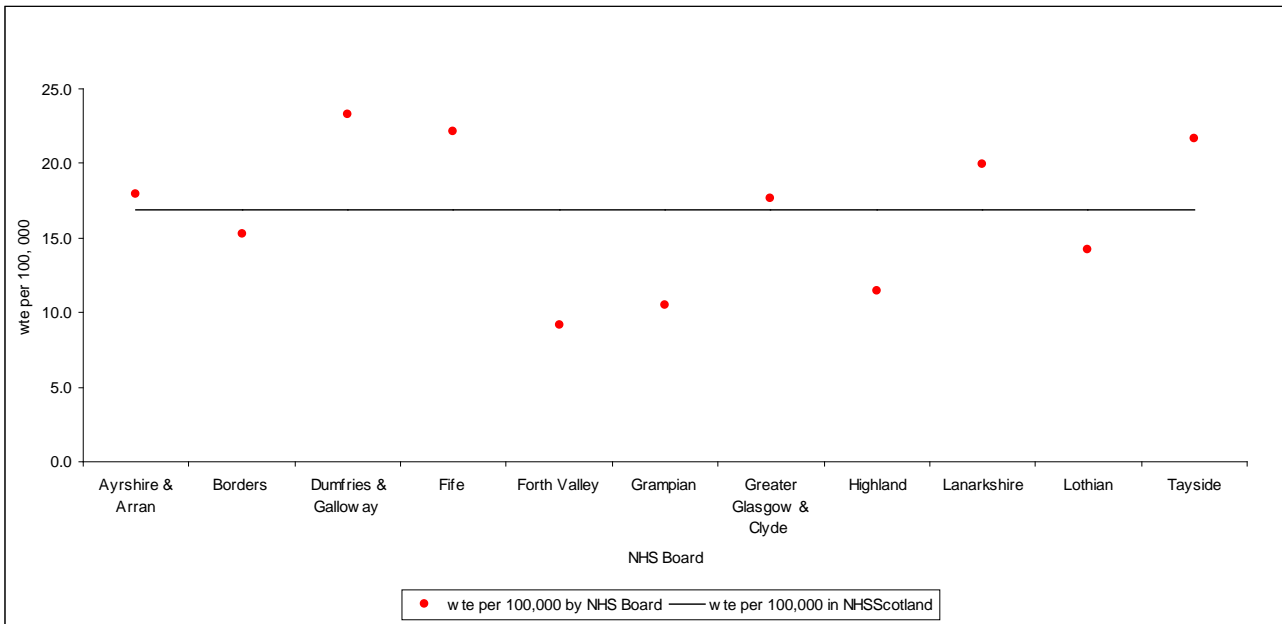
NHS Board	30th June 2011	30th June 2012	wte Difference from 30th June 2011 to 30th June 2012	% Difference from 30th June 2011 to 30th June 2012
Ayrshire & Arran	63.8	65.8	2.0	3.1%
Borders	16.4	17.3	0.9	5.5%
Dumfries & Galloway	31.9	34.5	2.7	8.3%
Fife	86.7	81.5	-5.2	-6.0%
Forth Valley	26.7	27.1	0.4	1.6%
Grampian	54.8	58.4	3.6	6.5%
Greater Glasgow & Clyde	213.2	214.1	0.9	0.4%
Highland	33.5	35.6	2.1	6.3%
Lanarkshire	86.8	112.4	25.7	29.6%
Lothian	120.0	120.9	0.9	0.8%
Orkney	0.8	0.8	0.0	0.0%
Shetland	0.7	0.7	0.0	0.0%
State Hospital	22.6	22.1	-0.5	-2.2%
Tayside	75.4	87.9	12.5	16.6%
Western Isles	0.2	0.2	0.0	0.0%
<b>Total<sup>1</sup></b>	<b>840.6</b>	<b>888.9</b>	<b>48.4</b>	<b>5.8%</b>

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

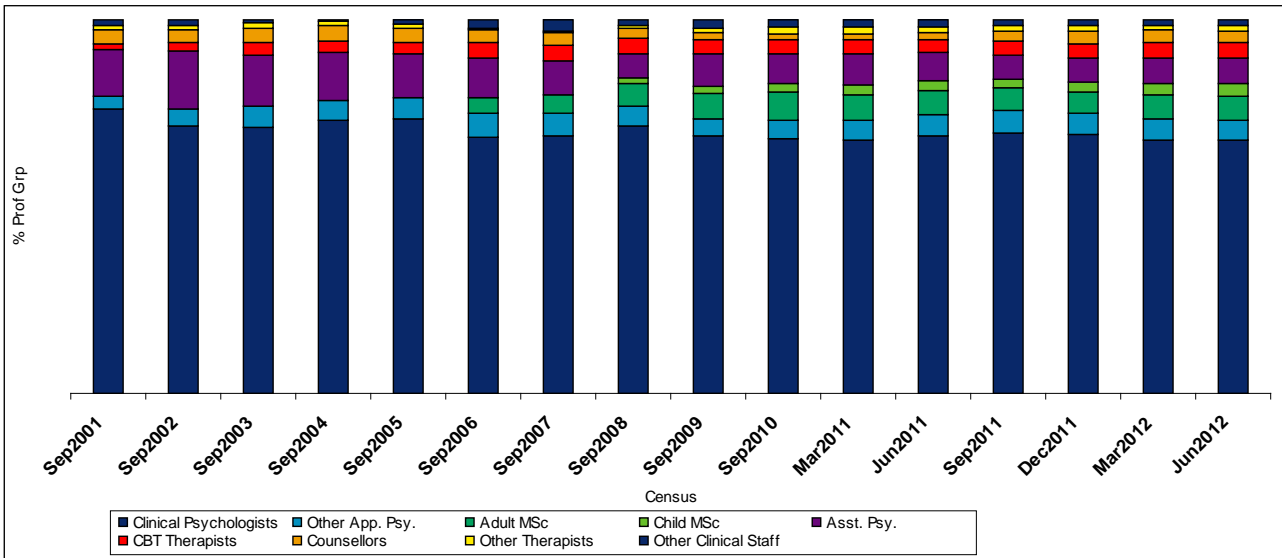
**Figure 3: wte all clinical staff by NHS board as at census dates 30th June 2011 and 30th June 2012.**



**Figure 4: wte of All Clinical staff per 100,000 population by NHS Board as at 30th June 2012.**



**Figure 5: Percentage staff by professional group as at census date (September 2001-June 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 30th June 2012 none of the staff involved were within NHSS Psychology Services.

As at 30th June 2012, 46.1 wte (5.1%) of the 888.9 wte total staff in post were on maternity leave. The majority of these posts are not backfilled.

NHS Highland and The Highland Council are working towards developing an integrated model for health and social care. This new service model will involve an estimated 1,400 staff in adult community care services transferring from The Highland Council to NHS Highland. In addition, an estimated 230 NHS Highland staff in child health services will transfer to The Highland Council. It was anticipated that this new service model would have a direct impact on this release; however due to ongoing discussions locally within NHS Highland, the implementation date for this new model has been extended. The impact on any workforce statistics will be highlighted ahead of the corresponding release. As at 30th June 2012 none of the staff involved were within NHSS Psychology Services.

## Statements provided by Heads of Psychology Service as at 30th June 2012

Statement provided by:	Statement on Psychology Workforce Figures as 30 <sup>th</sup> June 2012
Ayrshire & Arran	Our figures are lower than our actual establishment due to 4 vacancies which we anticipate will be filled in October this year.
Borders	The increase in WTE reflects returns from maternity leave, aside from a small CAMHS increase the establishment overall have not changed. New maternity leave due will reduce staffing for the next six months by 1.5WTE.
Dumfries & Galloway	Have recruited two Full Time posts in Learning Disability and Forensic Specialties starting dates are September & November 2012. There are gaps in LD Childrens' and Substance Abuse Services and capacity is patchy (diagnosis dependent) in Clinical Health Psychology
Fife	The apparent reduction in staffing for applied psychologists and other clinical staff represents some vacancy that we are recruiting to at present, together with the termination of some psychology assistant posts on fixed term contracts. That is - there has been no permanent loss of posts.
Forth Valley	Child Services: In April to June we successfully appointed to vacant 8a posts.  In Adult Services in Forth Valley 1.8wte staffs were on maternity leave, this leaves staffing temporarily down by 11.3%.
Grampian	Overall there has been little change in staffing levels within NHS Grampian in the period since June 2011.  Vacancies have arisen in Physical Health services over the last quarter which we are currently attempting to fill.  We have appointed to a Consultant Forensic Clinical Psychologist post in the last quarter which, although now part-time, has freed funds to develop another part-time position.  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.  Dr George Deans has recently been appointed to the new role of Professional Advisor in Applied Psychology for NHS Grampian
Greater Glasgow & Clyde	Figures from 30th June 2011 to 30 <sup>th</sup> June 2012 illustrate that Applied Psychology staffing has not shown a significant change across the GG&C staffing group. However the figures mask some variation.  Areas of significant challenge continue to be around such variations. Older Adult and Addiction Care Groups in particular are not currently well placed to meet the Psychological Therapies HEAT target and have experienced unplanned reductions in staffing. A review is currently underway identifying service gaps and factors influencing variation in recruitment practice across GG&C. This will produce recommendations for GG&C Applied Psychologist workforce planning.  Over the quarter ending in 30th June, the workforce plan for tier 3 CAMHS has been implemented, there has also been the usual level of resignations from the service. A number of the more senior posts have been recruited to from internal candidates. Band 7 Clinical Psychology vacancies have been filled but most candidates will not take up posts until October when they graduate from clinical psychology training courses. Overall wte numbers for this quarter are slightly down (0.1 wte); we expect this to increase again after October. There may be some variation in gradings of posts, but no psychology posts have been lost.
Highland	Workforce numbers remain the same. WE have another maternity leave but no additional cover. Gaps remain in Substance abuse, & Forensic. No additional staff in Learning Disability or Older Adults.

Lanarkshire	The 30% increase in workforce in 2011/12 can largely be attributed to integration of contracted therapeutic counselling staff into MH services , although the number of psychologists also increased by 10.5wte over the past year. Restructuring of Psychological Services will continue into 2013, with DCAQ processes being used to ensure effective skill-mix across localities and services. Waiting times have continued to reduce, with the longest wait as at 31 <sup>st</sup> July 2012 being 22 weeks.
Lothian	NHS Lothian is undertaking a single system review of applied psychology. There are a number of drivers for this review including : <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>
Tayside	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. Appointments have been made to 3.0 wte Clinical Health Psychologists and 2.0 wte Clinical Neuropsychologists. 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. Appointment has been made to 1.0 wte Consultant Clinical Forensic post.
HOOPS (Heads of Older People's Psychology Services)	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. 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. 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.
State Hospital	The drop in figures reflects a change in the configuration of the hospital rather than a workforce drop. The state hospital is now at our full complement according to our workforce plan.
NHS Education for Scotland	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.

## Vacancy Information

As at 30th June 2012 vacant posts within NHSScotland Psychology Services were:

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

**Table 7: wte of vacancy posts within NHSScotland psychology services which at the 30th June 2012 were between being advertised and being filled.**

Job Title	Scotland wte
All Applied Psychologists;	54.6
Clinical Psychologist	52.6
Counselling Psychologist	1.0
Forensic Psychologist	1.0
Other Clinical Staff;	12.9
Clinical Associate in Applied Psychology	2.6
Child & Adolescent Therapist	3.0
CBT Therapist	2.0
Psychology Assistant	2.9
Counsellor	2.4
<b>Total</b>	<b>67.5</b>

## Services to the Island Boards as at 30th June 2012

NHS Board	Description of Staff in post and services received from mainland nhs boards.
NHS Orkney	Employs a 0.8 wte 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 can visit 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 0.5 wte 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. 4/Adult Learning Disabilities in Orkney - 2 days every 4 months; 1 staff member.
NHS Shetland	NHS Shetland obtains CAMHS psychology input from a self-employed clinical psychologist. Grampian Health Board Clinical Psychology staff have contractual obligations Shetland in the following areas; 1/Adult Neuropsychology in Shetland - a clinical neuropsychologist can visit 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 0.5 wte 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. There is also a telemedicine clinic from the Southern general Hospital to the Western Isles.

## Staff in training as at 30th June 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 30th June 2012.**

Training Course	Headcount
Doctorate in Clinical Psychology <sup>1</sup>	208
MSc Psychological Therapy in Primary Care	18
MSc Applied Psychology of Children & Young People	18
BPS Stage 2 Qualification in Health Psychology	4
<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 30th June 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.



## 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="#">2012-08-28-Psychology-Workforce-Tables</a> The report contains the following tables:	30th June 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.	"	-
1d	Table 1d: Trend table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (wte).	"	"
2	Table 2: Age profile of Psychology Staff employed in NHSScotland by Professional Group.	"	-
3a	Table 3a: Ratio of per capita population to 1 wte of All Applied Psychologists in NHSScotland by NHS Board.	"	-
3b	Table 3b: Ratio of per capita population to 1 wte 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 30th June 2012.	"	-
12b	Table 12b: All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment as at 30th June 2012.	"	-
13	Headcount in training in Applied Psychology in NHSScotland as at 30th June 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.

Educational Level	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>	Psychological Therapy in Primary Care (MSc PTPC)  Applied Psychology for Children and Young People (MSc APCYP)	Specific theoretical model(s) for specific client group with pre-defined range and severity of problems. Supervised research.  MSc Psychological Therapy in Primary Care: Cognitive Behavioural approaches for moderate anxiety and depression in primary care.  MSc Applied Psychology of Children and Young People: Early intervention approaches for children and young people and families with moderate emotional and behavioural concerns.

## Links to Policy Information

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)

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 <http://www.scotland.gov.uk/Resource/0039/00392673.pdf>

The Mental Health Strategy: 2012-2015 (2012) sets the policy direction for the next four years and includes a commitment to enhancing the delivery of psychological therapies in NHS Scotland in NHS Scotland.

<http://www.scotland.gov.uk/Resource/Doc/357051/0120639.pdf>

“The Matrix -2011”, A Guide to delivering evidence-based Psychological Therapies in Scotland [http://www.nes.scot.nhs.uk/media/566488/workingdoc\\_v14 - sections 1-6 matrix 2011.pdf](http://www.nes.scot.nhs.uk/media/566488/workingdoc_v14_-_sections_1-6_matrix_2011.pdf)

## Links to Related Publications

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 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).

## 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 2012.
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 30th June 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	28 <sup>th</sup> August 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 30th June 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>
Last published	29 <sup>th</sup> May 2012.
Next published	27 <sup>th</sup> November 2012.
Date of first publication	2001
Help email	<a href="mailto:nss.isdwfinfo@nhs.net">nss.isdwfinfo@nhs.net</a>
Date form completed	08/08/2012

## **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)

## A4 – ISD and Official Statistics

### 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.