

Publication Report



Psychology Services Workforce in NHSScotland

Workforce Information as at 30th September 2012

27th November 2012



Contents

Introduction	2
Key points	3
Results and Commentary	4
Staff in post	4
Overall trends	4
Skill Mix.....	7
Additional Information	11
Statements provided by Heads of Psychology Service.....	12
Vacancy Information	14
Services to the Island Boards as at 30th September 2012	15
Staff in training as at 30th September 2012.....	16
Glossary	16
List of Tables.....	17
Contact.....	19
Further Information.....	19
Rate this publication.....	19
A1 – Background Information	20
Links to Policy Information	21
Links to Related Publications.....	22
A2 – Publication Metadata (including revisions details).....	23
A3 – Early Access details (including Pre-Release Access)	25
A4 – ISD and Official Statistics.....	26

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 September 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 770 (645.0 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th September 2012. This is an increase of 3.5% headcount (+26hc), and an increase of 2.4% wte (+15.1 wte) from 30th September 2011.
- This total of 770 (645.0 wte) equates to 711 (592.7 wte) Clinical Psychologists plus 59 (52.3 wte) Other Applied Psychologists. This represents a national staffing level of 1 wte Applied Psychologist per 8,147 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 (56.0 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (20.6 wte), assistant psychologists (44.9 wte), cognitive behavioural therapists (37.1 wte), counsellors (31.4 wte), other therapists (10.8 wte), and other clinical staff (14.8 wte), were employed in NHSScotland psychology services as at 30th September 2012.

Results and Commentary

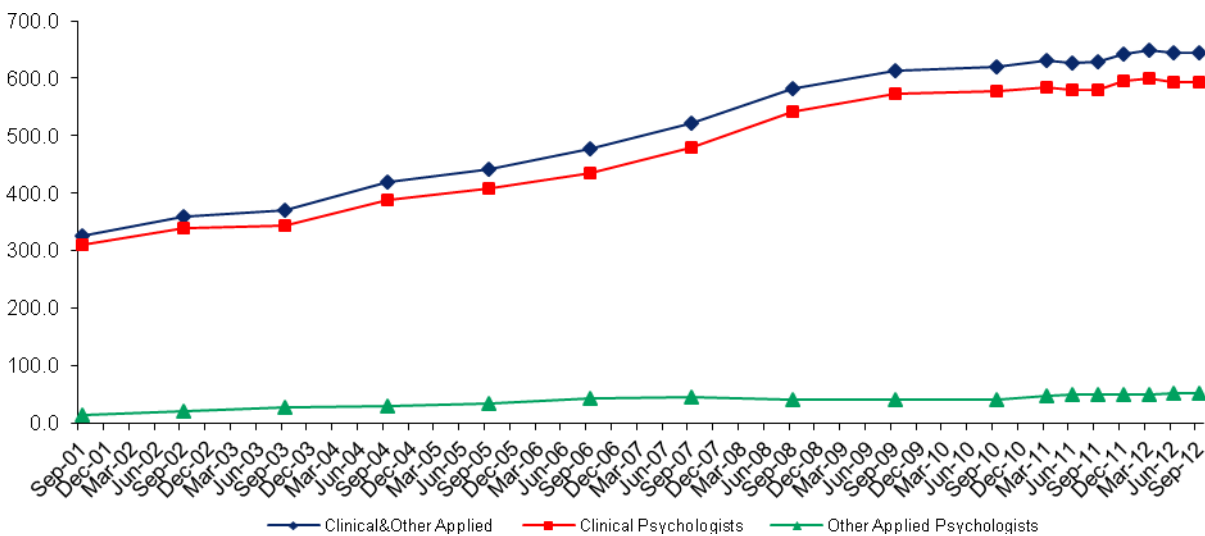
Data in this report are NHSScotland Psychology Services Workforce information.

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 September 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 30th September 2001 – 30th September 2012.



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

- In total there were 770 (645.0 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th September 2012. This is an increase of 3.5% headcount (+26hc), and an increase of 2.4% wte (+15.1 wte) from 30th September 2011.

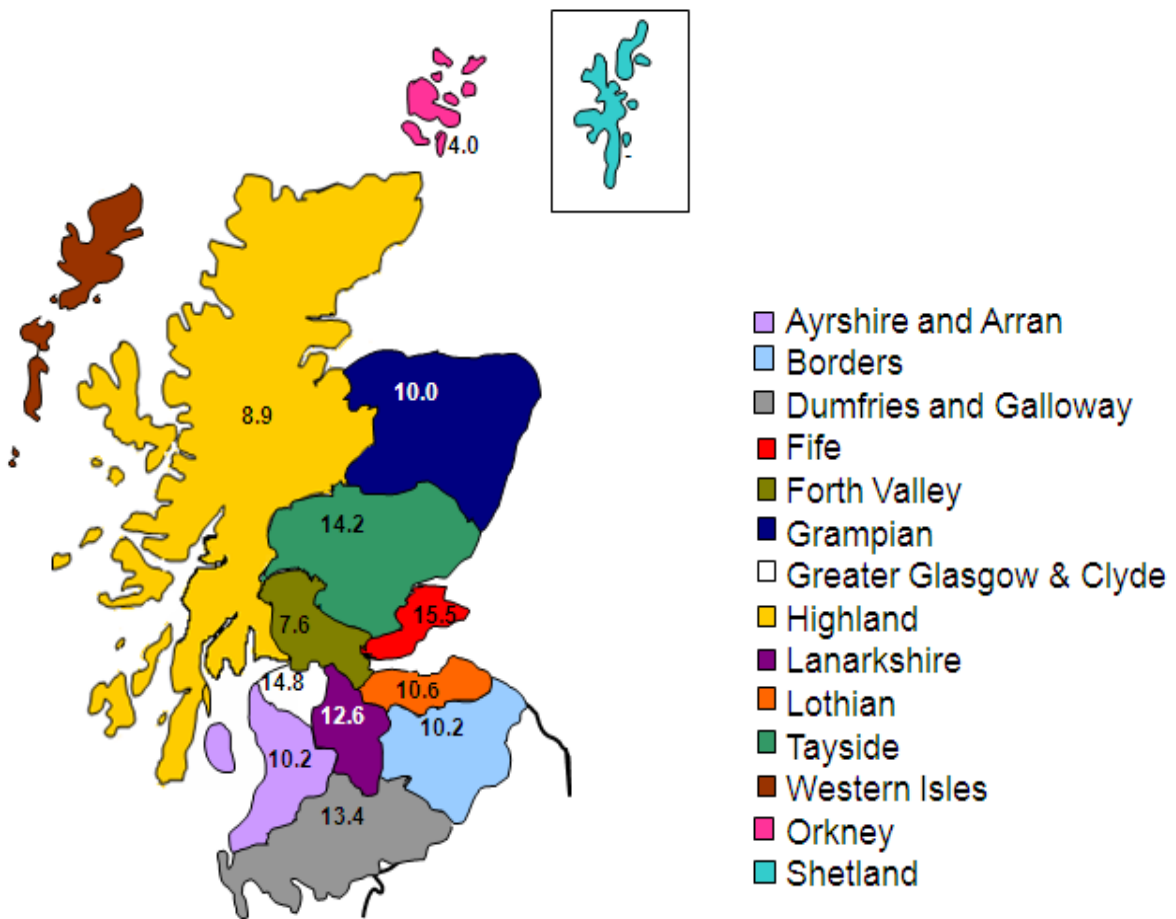
This total of 770 (645.0 wte) equates to 711 (592.7 wte) Clinical Psychologists plus 59 (52.3 wte) Other Applied Psychologists.

- This represents a national staffing level for :
- a/ 1 wte Clinical Psychologist per 8866 of the general population of Scotland, or 11.3 wte Clinical Psychologist per 100,000 of the population.

- b/ 1 wte Clinical and Other Applied Psychologist per 8147 of the population or 12.3 wte Clinical and Other Applied Psychologist per 100,000 of the population.
- As at 30th September 2012, 100 posts (86.1 wte) All Applied Psychologists were between being advertised and being filled, with start dates of between the start of October 2012 and February 2013.

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 September 2012, by NHS Board.



Please note no Applied Psychologists are currently employed in Western Isles or Shetland; please refer to 'Services to the Island Boards' section for more information

- Mental Health is the principal area of work, employing 337.2 wte Clinical and Other Applied Psychologists. This is an increase of 0.4% compared to the wte Mental Health figure as at 30th September 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 th Sept. 2010	31 st March 2011	30 th June 2011	30 th Sept. 2011	31 st Dec. 2011	31 st March 2012	30 th June 2012	30 th Sept. 2012	wte Difference from 30th September 2011 to 30th September 2012	% Difference from 30th September 2011 to 30th September 2012
Mental Health	336.1	341.3	337.0	335.8	342.7	342.4	342.6	337.2	1.5	0.4%
Learning Disabilities	64.6	66.3	64.2	63.8	67.7	66.1	66.3	63.7	-0.1	-0.1%
Physical Health	74.3	70.1	75.3	72.9	76.2	76.5	74.8	77.5	4.6	6.3%
Forensic	32.3	31.3	30.8	32.5	37.3	35.5	39.6	41.1	8.6	26.5%
Neuro-psychology	27.3	31.5	32.2	36.1	35.2	38.7	37.8	36.6	0.5	1.4%
Alcohol & Substance Misuse	23.3	23.4	21.6	22.6	21.6	22.1	21.0	21.9	-0.7	-3.1%
Other	61.6	67.2	66.5	66.3	62.5	68.1	68.5	67.0	0.7	1.1%
Total	619.5	631.0	627.5	629.8	643.1	649.4	650.6	645.0	15.1	2.4%

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 th Sept. 2010 ¹	31 st March 2011	30 th June 2011	30 th Sept. 2011	31 st Dec. 2011	31 st March 2012	30 th June 2012	30 th Sept. 2012	wte Difference from 30th September 2011 to 30th September 2012	% Difference from 30th September 2011 to 30th September 2012
Children 0-19 yrs	146.0	157.3	160.4	159.7	167.3	168.5	169.8	168.5	8.8	5.5%
Adults 20-64 yrs	397.4	397.7	393.3	398.1	406.6	409.9	405.0	404.3	6.2	1.5%
Older People 65+ yrs	30.6	33.9	32.3	32.0	31.8	33.3	33.5	31.9	0.0	-0.1%
Age Non specific	43.5	41.4	41.5	40.0	37.5	37.8	42.4	40.3	0.3	0.6%
Total	619.5	631.0	627.5	629.8	643.1	649.4	650.6	645.0	15.1	2.4%

1. As at 30th September 2010 there were 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, and staff have been recorded under the category 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 (56.0 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (20.6 wte), assistant psychologists (44.9 wte), cognitive behavioural therapists (37.1 wte), counsellors (31.4 wte), other therapists (10.8 wte), and other clinical staff (14.8 wte), were employed in NHSScotland psychology services as at 30th September 2012.

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

Professional Group	Headcount	wte
All Applied Psychologists;	770	645.0
Clinical Psychologist	711	592.7
Counselling Psychologist	34	30.1
Health Psychologist	11	10.0
Forensic Psychologist	7	6.0
Neuropsychologist ¹	7	6.2
Other Clinical Staff;	258	215.6
Graduate of the MSc Psychological Therapy in Primary Care ²	63	56.0
Graduate of the MSc Applied Psychology for Children & Young People ²	23	20.6
CBT Therapist	41	37.1
Other Therapist	13	10.8
Counsellor	47	31.4
Psychology Assistant	47	44.9
Other	24	14.8
Total: All Professional Groups	1028	860.5

- 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 September 2011	30th September 2012	wte Difference from 30th September 2011 to 30th September 2012	% Difference from 30th September 2011 to 30th September 2012
Mental Health	474.6	488.4	13.8	2.9%
Learning Disabilities ¹	83.7	77.4	-6.3	-7.6%
Physical Health	75.2	85.8	10.6	14.1%
Forensic	49.4	58.3	8.9	18.0%
Neuropsychology	38.7	40.0	1.3	3.4%
Alcohol and Substance Misuse	24.2	23.5	-0.7	-2.9%
Other	87.0	87.2	0.2	0.3%
Total	832.7	860.5	27.8	3.3%

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 September 2011	30th September 2012	wte. Difference from 30th September 2011 to 30th September 2012	% Difference from 30th September 2011 to 30th September 2012
Children 0-19 years	205.5	215.2	9.7	4.7%
Adults 20-64 years	546.6	566.5	19.9	3.6%
Older People 65+ years	35.2	34.8	-0.3	-1.0%
Age Non specific	45.4	44.0	-1.5	-3.2%
Total	832.7	860.5	27.8	3.3%

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

NHS Board	30th September 2011	30th September 2012	wte. Difference from 30th September 2011 to 30th September 2012	% Difference from 30th September 2011 to 30th September 2012
Ayrshire & Arran	60.6	60.6	0.0	0.1%
Borders	14.5	16.7	2.2	15.2%
Dumfries & Galloway	31.4	35.6	4.2	13.4%
Fife	84.0	76.3	-7.7	-9.2%
Forth Valley	25.2	29.0	3.8	15.1%
Grampian	54.2	57.9	3.7	6.8%
Greater Glasgow & Clyde	206.0	199.3	-6.8	-3.3%
Highland	33.3	34.8	1.5	4.5%
Lanarkshire	89.7	115.9	26.2	29.2%
Lothian	120.3	114.4	-5.9	-4.9%
Orkney	0.8	0.8	0.0	0.0%
Shetland	0.7	0.7	0.0	0.0%
State Hospital	23.2	22.6	-0.6	-2.6%
Tayside	81.3	86.2	4.9	6.0%
Western Isles	0.2	0.2	0.0	0.0%
National Waiting Times Centre	-	1.0	-	-
NHS Education for Scotland	7.4	8.7	1.3	17.6%
Total	832.7	860.5	27.8	3.3%

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 September 2011 and 30th September 2012.

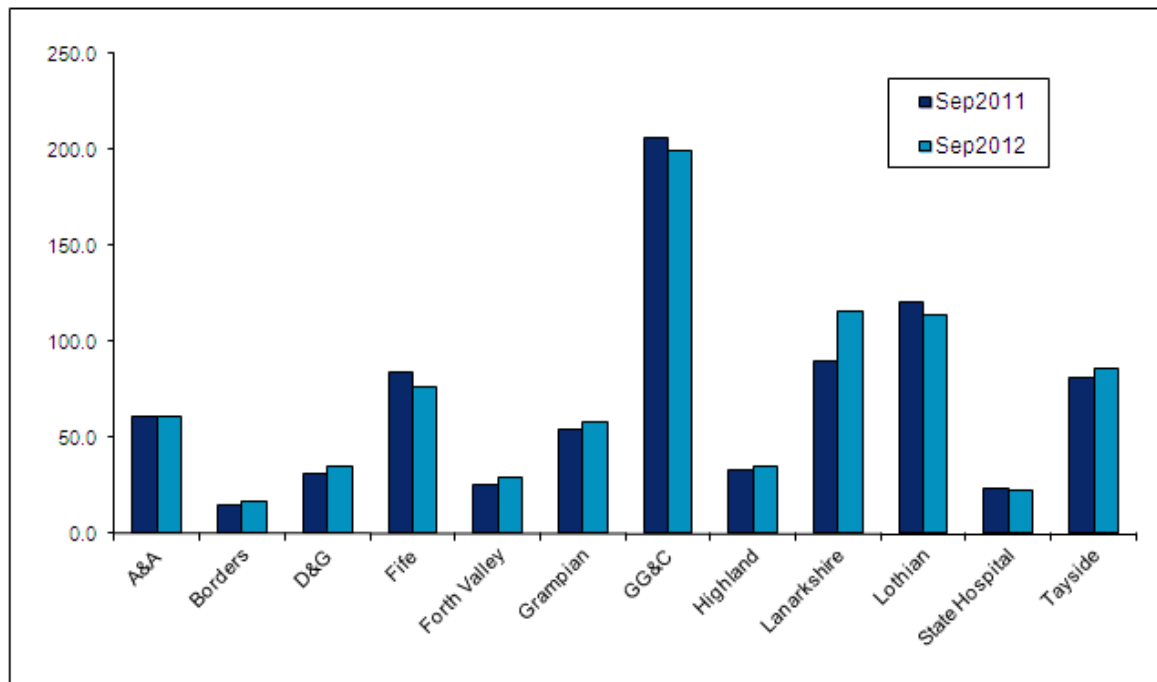


Figure 4: wte of All Clinical staff per 100,000 population by NHS Board as at 30th September 2012.

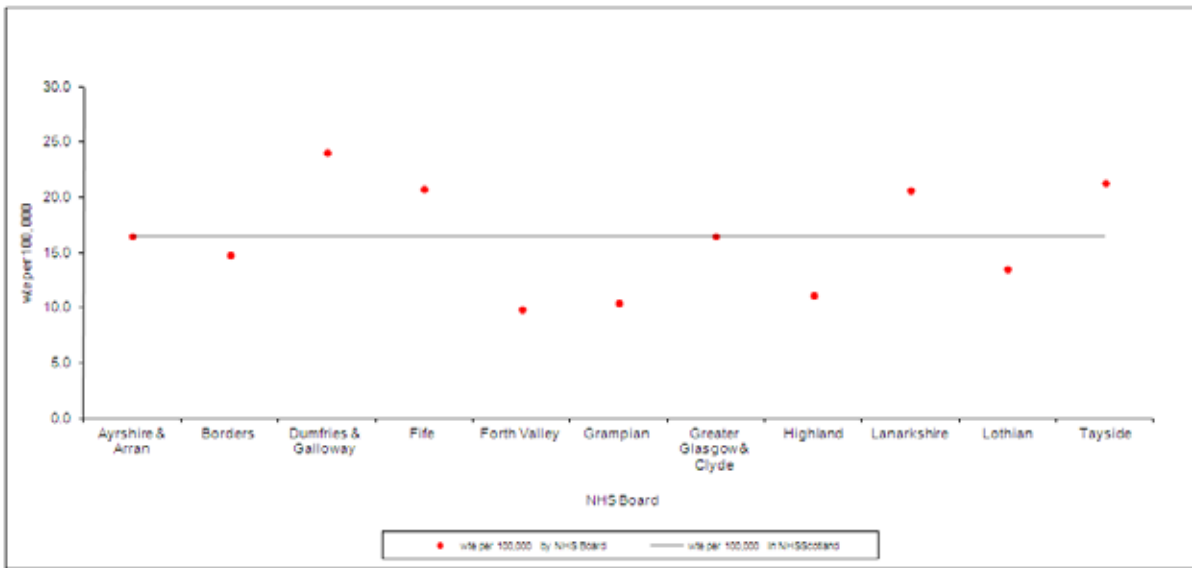
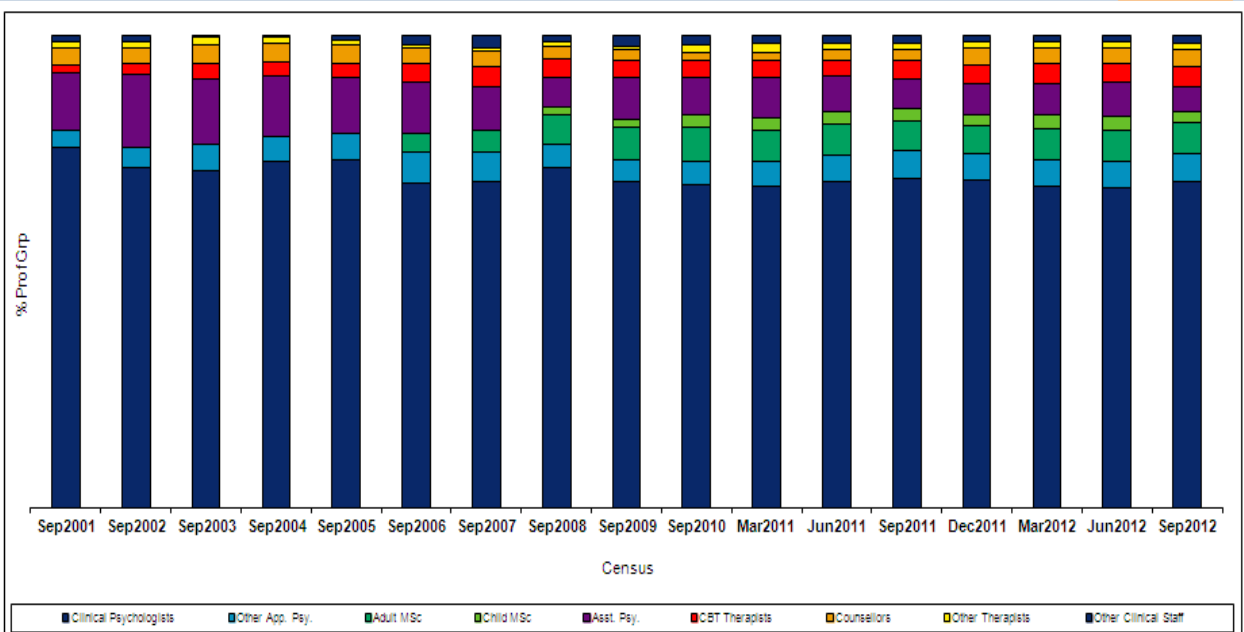


Figure 5: Percentage staff by professional group as at census date (September 2001-September 2012).



Additional Information

As of the 1st 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 September 2012 none of the staff involved were within NHSS Psychology Services.

As at 30th September 2012, 45.1 wte (5.2%) of the 860.5 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 September 2012 none of the staff involved were within NHSS Psychology Services.

Statements provided by Heads of Psychology Service

Statement provided by:	Statement on Psychology Workforce Figures as 30th September 2012
Ayrshire & Arran	Our figures are lower than our actual establishment due to a vacancy which we anticipate will be filled in October this year.
Borders	The increase in WTE reflects returns from maternity leave, establishment overall has not changed. New maternity leave will reduce staffing for the next 12 months. Locum posts are proving difficult to recruit to. The reduction in Physical Health follows a retiral, the post will be filled.
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 Children's' 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	Mental Health - Successful recruitment to existing posts. Physical Health - Paediatric Psychologist (1.0wte) and Clinical Psychologist providing one session to paediatric neuropsychology (based at the new Forth Valley Royal Hospital) were recruited from NDP funding. Other - Psychology staff have taken on extra sessions (time-limited) relating to CAMHS service development. The tasks include taking forward Patient Experience, review of CAPA, development of LAC post in conjunction with a local authority, representing clinical issues in a planned move of CAMHS base.
Grampian	Increase in staffing within the Forensic service is attributable to the appointment to a Band 8A post that was created in the context of service re-organisation and conversion of a 1.0wte consultant post to part-time. Change in the Clinical Neuropsychology workforce reflects maternity leave (with no cover funded) and vacant posts which are still being recruited to.
Greater Glasgow & Clyde	Figures illustrate that Applied Psychology staffing has shown a decrease in GG&C staffing group especially in Adult Mental Health. However the figures also mask some other challenges. Older Adult and Addiction Care Groups in particular are not currently well placed to meet the Psychological Therapies HEAT target. A recent review of psychology within Addictions has led to an action around recruiting to vacant posts. This still does not take us to staffing levels previously present nor to levels where we can be confident of achieving the HEAT target. While there is ongoing work on service improvement and training of others the clinical psychology workforce is likely to require to be increased to achieve the relevant targets.
Greater Glasgow & Clyde Specialist Children's Services	As in the last quarter, the majority of vacancies are Band 7 Clinical Psychology posts. These have been filled but candidates will not take up post until October when they graduate from clinical psychology training courses.
Highland	No changes and no developments in posts. No cover for 2 maternity leaves. Although Learning Disabilities looks like an increase but as October 1 retired so this has now reduced.
Lanarkshire	As at 30th September 2012, NHS Lanarkshire Psychological Services had 117.5wte clinical staff. This represents an increase of approximately 29% since September 2010, including 19 new psychologist posts. A DCAQ process has begun in the Adult Psychological Therapies Teams, to review demand, capacity, activity, and queues across the referral pathways. This will afford us the opportunity to review existing structures and staffing, to ensure that these are the most efficient and effective ways to support service delivery, and reduce waiting times variability. It is recognised that improved public awareness, screening, and significant socio-economic challenges will result in increased demand for mental health services. NHS Lanarkshire's Psychological Services matrix aims to increase access at both high- and

	<p>low-intensity levels, with a range of social-prescribing, and stepped-care models of service delivery. Effective implementation of a revised clinical and service model has seen waiting times fall from a high of 62 weeks in September 2011, to a longest wait of 21 weeks at the end of September 2012. A target of 20 weeks has been set for the end of November 2012, and it is anticipated that this figure will reduce further with a target trajectory of 18 weeks by Spring 2013.</p> <p>Further development themes for Psychological Services in 2013 include implementation of Trakcare and MiDIS, development of a comprehensive clinical governance framework, a review of continuing professional development to ensure that both professional and service needs are met, and development of a research committee to facilitate research undertaken by qualified and trainee staff.</p>
Lothian	<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"> • Improving access to psychological therapies • Retaining multi-professional working • Meeting efficiency targets • Ensuring professional governance • Ensuring training structures and supervision structures to support delivery of evidence based therapies • Strengthening management structures • Maximising psychology contribution to delivering on corporate targets • Improving the health of the population and the quality of prevention, treatment and care provided by increasing the psychological competence of the organisation
Tayside	<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. 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 plus a further 1.0 wte Clinical Forensic post.</p>
State Hospital	<p>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.</p>
NHS Education for Scotland	<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>
HOOPS (Heads of Older People's Psychology Services)	<p>The recent report to Government from the Psychological Therapies Older People's Working Group 'The Challenge of Delivering Psychological Therapies to Older People in Scotland' 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>

Vacancy Information

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

- 101.5 wte posts were between being advertised and being filled, with the majority of start dates between October 2012 and February 2013.
- 8.9 wte posts were approved for recruitment, but not yet advertised.

In practice many vacancies may arise as a result of the internal movement of staff within a service. This may result in there being no immediate net gain to the workforce in terms of numbers.

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

Job Title	Scotland wte
All Applied Psychologists;	73.7
Clinical Psychologist	73.4
Counselling Psychologist	0.3
Other Clinical Staff;	27.8
Clinical Associate in Applied Psychology	2.1
Child & Adolescent Therapist	3.0
Other Therapist	2.0
Psychology Assistant	18.7
Counsellor	2.0
Total	101.5

Services to the Island Boards as at 30th September 2012

NHS Board	Description of Staff in post and services received from mainland nhs boards.
NHS Orkney	<p>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.</p> <p>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.</p>
NHS Shetland	<p>NHS Shetland obtains CAMHS psychology input from a self-employed clinical psychologist.</p> <p>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.</p>
NHS Western Isles	<p>There is an agreement between NHS GG&C and the Western Isles of 0.1wte clinical psychologists in CAMHS.</p> <p>There is also a telemedicine clinic from the Southern general Hospital to the Western Isles.</p>

Staff in training as at 30th September 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 courses 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 September 2012.

Training Course	Headcount
Doctorate in Clinical Psychology ¹	224
MSc Psychological Therapy in Primary Care	18
MSc Applied Psychology of Children & Young People	18
BPS Stage 2 Qualification in Health Psychology	3
Total Number in Training	263

In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 208, as at 30th September 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	2012-11-27-Psychology-Workforce-Tables The report contains the following tables:	30th September 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 th September 2011, by Declared Ethnic Group.	"	-
11	Headcount and wte of All Clinical staff employed in NHSScotland psy services as 30 th September 2011, by Declared Disability.	"	-
Services to the Island Boards	Description of Staff in post and services received from mainland NHS Boards.	"	-
12a	Table 12a: All graduates of the MSc in Applied Psychology for Children & Young People (2007-2011) by Employment as at 30th September 2012.	"	-
12b	Table 12b: All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment as at 30th September 2012.	"	-
13	Headcount in training in Applied Psychology in NHSScotland as at 30th September 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.

Contact

Liz Jamieson

Principal Information Analyst

lizjamieson@nhs.net

0131 275 6422

Lorraine Smyth

Information Analyst

lorraine.smyth@nhs.net

0131 275 6529

Heather Graveson

Information Analyst

heather.graveson@nhs.net

0131 275 7626

Further Information

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

Rate this publication

[Click here](#) to provide feedback and rate this publication

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
Doctoral	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.
Masters	<p style="text-align: center;">Psychological Therapy in Primary Care (MSc PTPC)</p> <p style="text-align: center;">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>

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

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 September 2012.
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 30th September 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	27 th November 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 September 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: Known Uses of the Psychology Data Previous years have seen an increase in staffing; these figures have attracted considerable media attention in the past due to modernisation of Clinical Psychology training agenda in NHSScotland.
Accuracy	100% sign off received from Heads of Psychology Services and Heads of Specialties
Completeness	100% of data returned, all used for analysis
Comparability	Psychologists can be compared to psychologists providing services to an age group of child and/or adolescent in the CAMHS Workforce Planning Project http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/
Accessibility	It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines .
Coherence and clarity	All Psychology tables are accessible via the ISD website in a pdf or excel format at http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/ Data are presented by: Professional group; NHS Board; Area of work; Target Age and A4C band. Trainee Data is not included in the main workforce tables.
Value type and unit of measurement	

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
Last published	28 th August 2012.
Next published	26 th February 2013.
Date of first publication	2001
Help email	nss.isdwfinfo@nhs.net
Date form completed	14-11-2012.

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)

Early Access for Management Information

These statistics will also have been made available to those who needed access to 'management information', ie as part of the delivery of health and care:

Early Access for Quality Assurance

These statistics will also have been made available to those who needed access to help quality assure the publication:

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.