

Publication Report



Psychology Services Workforce in NHSScotland

Workforce Information as at 30th September 2013

26th November 2013



Contents

| | |
|---|----|
| Contents..... | 1 |
| 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 | 13 |
| Services to the Island Boards as at 30 th September 2013 | 14 |
| Staff in training as at 30 th September 2013..... | 15 |
| Glossary..... | 15 |
| List of Tables..... | 16 |
| Contact..... | 18 |
| Further Information..... | 18 |
| Rate this publication..... | 18 |
| A1 – Background Information | 19 |
| Mental Health Policy and Targets | 21 |
| Links to Related Publications..... | 21 |
| A2 – Publication Metadata (including revisions details)..... | 22 |
| A3 – Early Access details (including Pre-Release Access) | 24 |
| A4 – ISD and Official Statistics..... | 25 |

Introduction

This publication is a collaborative piece of work between the Information Services Division (ISD) of NHS National Services Scotland (NSS) and NHS Education for Scotland (NES).

The publication presents information on NHSScotland Psychology Services workforce as at 30th September 2013.

The data are sourced from the NES-ISD National Psychology Services Workforce Information Database.

Information presented are:

- Data on clinical 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 on vacancies.
- Data on trainees.
- Data are available by target age of clients seen, area of work, NHS Board, and gender, age and contract type.

The information collected and presented are used by NES, the Scottish Government and NHS Boards to support local, regional and national workforce planning, and to support educational training and planning.

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.

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 has arisen due to the ever increasing evidence base for psychological interventions.

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.

Further data tables are available on the [Psychology Services Workforce](#) pages of the ISD website.

Key points

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.

As at 30th September 2013:

- In total there were 800 (670.3wte) Clinical and Other Applied Psychologists employed in NHSScotland as at 30th September 2013. This is an increase in headcount of 3.9% (+30 hc) which equates to 3.9% wte (+25.3wte) since 30th September 2012. This staff group includes Clinical Psychologists, Forensic Psychologists, Counselling Psychologists and Health Psychologists.
- This represents a national staffing level of 12.6 wte Applied Psychologists per 100,000 of the population of Scotland.
- Mental Health is the principal area of work for staff in post, employing 349.1 wte Clinical and Other Applied Psychologists.
- There were 71.0 wte vacancy posts advertised and filled, with the majority of staff due to be in post from October 2013.
- Psychology services employ a skill-mix of other clinical staff including masters level graduates in Psychological Therapies in Primary Care (56wte), masters level graduates in Applied Psychology of Children & Young People (30wte), Assistant Psychologists (59wte), and Cognitive Behavioural Therapists (38wte), and Counsellors (27wte).

Results and Commentary

Data in this report are NHSScotland Psychology Services Workforce information.

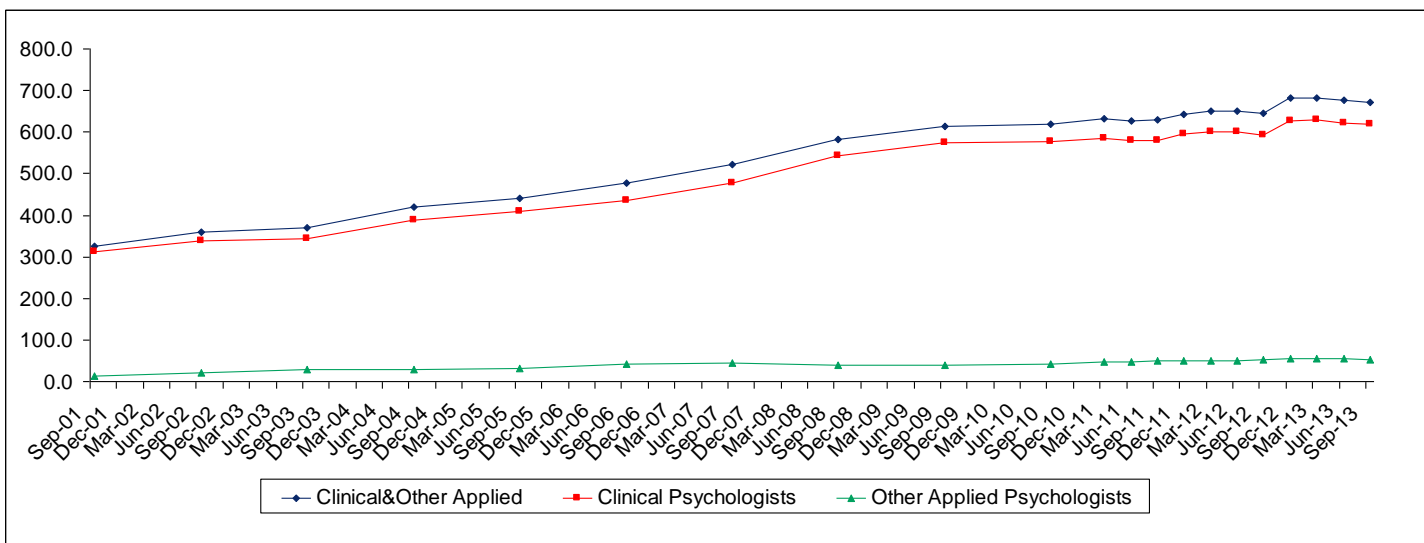
Source: NES-ISD National Psychology Services Workforce database.

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 2013. 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 2013.



Between 30th September 2012 and 30th September 2013, the following changes can be seen in the data:

- In total there were 800 (670.3 wte) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th September 2013. This is an increase of 3.9% headcount (+30hc), and an increase of 3.9% wte (+25.3 wte) from 30th September 2012.
- This total of 800 (670.3 wte) equates to 741 (619 wte) Clinical Psychologists plus 59 (51.3 wte) Other Applied Psychologists.

This represents a national staffing level for :

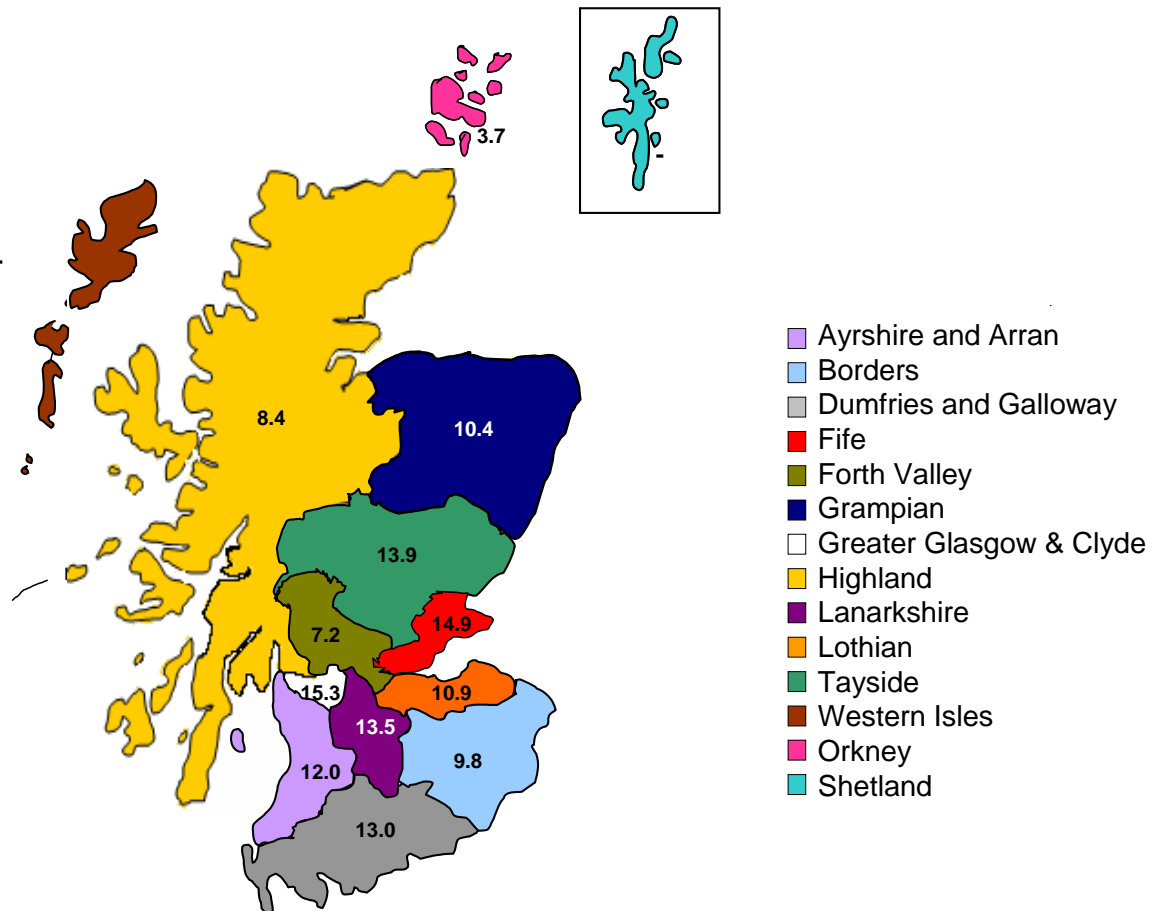
A/ 1 wte Clinical Psychologist per 8584 of the general population of Scotland, or 11.6 wte Clinical Psychologist per 100,000 of the population.

B/ 1 wte Clinical and Other Applied Psychologist per 7927 of the population or 12.6 wte Clinical and Other Applied Psychologist per 100,000 of the population.

- As at 30th September 2013, 57 posts (49.2 wte) All Applied Psychologists were between being advertised and being filled, with start dates of between the start of October 2013 and November 2014.

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 2013, 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 349.1 wte Clinical and Other Applied Psychologists. This is an increase of 3.5% compared to the wte Mental Health figure as at 30th September 2012.

- 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 June 2011 | 30 th Sept 2011 | 31 st Dec 2011 | 31 st Mar 2012 | 30 th June 2012 | 30 th Sept 2012 | 31 st Dec 2012 | 31 st Mar 2013 | 30 th June 2013 | 30 th Sept 2013 | wte Difference from 30 th Sept 2012 to 30 th Sept 2013 | % Difference from 30 th Sept 2012 to 30 th Sept 2013 |
|----------------------------|----------------------------|----------------------------|---------------------------|---------------------------|----------------------------|----------------------------|---------------------------|---------------------------|----------------------------|----------------------------|--|--|
| Mental Health | 337.0 | 335.8 | 342.7 | 342.4 | 342.6 | 337.2 | 361.9 | 360.7 | 352.2 | 349.1 | 11.9 | 3.5% |
| Learning Disabilities | 64.2 | 63.8 | 67.7 | 66.1 | 66.3 | 63.7 | 67.0 | 68.8 | 66.7 | 67.1 | 3.4 | 5.3% |
| Physical Health | 75.3 | 72.9 | 76.2 | 76.5 | 74.8 | 77.5 | 84.1 | 84.9 | 83.2 | 81.6 | 4.1 | 5.3% |
| Forensic | 30.8 | 32.5 | 37.3 | 35.5 | 39.6 | 41.1 | 40.9 | 40.1 | 40.9 | 39.6 | -1.5 | -3.6% |
| Neuro-psychology | 32.2 | 36.1 | 35.2 | 38.7 | 37.8 | 36.6 | 36.8 | 38.7 | 38.4 | 38.8 | 2.2 | 6.0% |
| Alcohol & Substance Misuse | 21.6 | 22.6 | 21.6 | 22.1 | 21.0 | 21.9 | 23.5 | 23.8 | 24.8 | 24.1 | 2.2 | 10.0% |
| Other | 66.5 | 66.3 | 62.5 | 68.1 | 68.5 | 67.0 | 68.4 | 66.1 | 69.7 | 70.1 | 3.1 | 4.6% |
| Total | 627.5 | 629.8 | 643.1 | 649.4 | 650.6 | 645.0 | 682.5 | 683.1 | 676.0 | 670.3 | 25.3 | 3.9% |

Please note that ongoing collaborative data quality exercises are being carried out with staff working in physical health, and with staff working in neuropsychology with the aim of ensuring more robust and accurate data are captured and reported. This enhancement in data quality may be reflected in the trends.

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 June 2011 | 30 th Sept 2011 | 31 st Dec 2011 | 31 st Mar 2012 | 30 th June 2012 | 30 th Sept 2012 | 31 st Dec 2012 | 31 st Mar 2013 | 30 th June 2013 | 30 th Sept 2013 | wte Difference from 30 th Sept 2012 to 30 th Sept 2013 | % Difference from 30 th Sept 2012 to 30 th Sept 2013 |
|-----------------------------|----------------------------|----------------------------|---------------------------|---------------------------|----------------------------|----------------------------|---------------------------|---------------------------|----------------------------|----------------------------|--|--|
| Children 0-19 yrs | 160.4 | 159.7 | 167.3 | 168.5 | 169.8 | 168.5 | 186.7 | 185.3 | 183.3 | 184.2 | 15.7 | 9.3% |
| Adults 20-64 yrs | 393.3 | 398.1 | 406.6 | 409.9 | 405.0 | 404.3 | 422.2 | 423.3 | 420.2 | 402.8 | -1.5 | -0.4% |
| Older People 65+ yrs | 32.3 | 32.0 | 31.8 | 33.3 | 33.5 | 31.9 | 36.9 | 37.0 | 37.8 | 36.0 | 4.1 | 12.9% |
| Age Non specific | 41.5 | 40.0 | 37.5 | 37.8 | 42.4 | 40.3 | 36.8 | 37.5 | 34.7 | 47.2 | 6.9 | 17.1% |
| Total | 627.5 | 629.8 | 643.1 | 649.4 | 650.6 | 645.0 | 682.5 | 683.1 | 676.0 | 670.3 | 25.3 | 3.9% |

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 (55.8 wte), Graduates of the MSc in the Applied Psychology of Children and Young People (29.5 wte), assistant psychologists (58.7wte), cognitive behavioural therapists (37.6 wte), counsellors (27.4 wte), other therapists (12.1 wte), and other clinical staff (18.5 wte), were employed in NHSScotland psychology services as at 30th September 2013.

Table 3: All Clinical & Other Applied Psychologists in NHSScotland as at 30th September 2013, by Professional Group.

| Professional Group | Headcount | wte |
|---|-------------|--------------|
| All Applied Psychologists; | 800 | 670.3 |
| Clinical Psychologist | 741 | 619.0 |
| Counselling Psychologist | 39 | 34.7 |
| Health Psychologist | 9 | 7.4 |
| Forensic Psychologist | 7 | 6.0 |
| Neuropsychologist ¹ | 4 | 3.1 |
| Other Clinical Staff; | 282 | 239.5 |
| Graduate of the MSc Psychological Therapy in Primary Care ² | 62 | 55.8 |
| Graduate of the MSc Applied Psychology for Children & Young People ² | 33 | 29.5 |
| CBT Therapist | 42 | 37.6 |
| Other Therapist | 14 | 12.1 |
| Counsellor | 40 | 27.4 |
| Psychology Assistant | 63 | 58.7 |
| Other | 28 | 18.5 |
| Total: All Professional Groups | 1082 | 909.8 |

- 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 [2013-11-26-Psychology-Workforce-Tables](#) (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 | 30 th September 2012 | 30 th September 2013 | wte Difference from 30 th September 2012 to 30 th September 2013 | % Difference from 30 th September 2012 to 30 th September 2013 |
|---------------------------------|---------------------------------------|---------------------------------------|---|---|
| Mental Health | 488.4 | 525.6 | 37.2 | 7.6% |
| Learning Disabilities | 77.4 | 83.6 | 6.2 | 8.0% |
| Physical Health | 85.8 | 87.6 | 1.8 | 2.1% |
| Forensic | 58.3 | 53.5 | -4.8 | -8.2% |
| Neuropsychology | 40.0 | 42.4 | 2.4 | 6.0% |
| Alcohol and Substance Misuse | 23.5 | 25.1 | 1.6 | 6.8% |
| Other | 87.2 | 92.0 | 4.8 | 5.5% |
| Total | 860.5 | 909.8 | 49.3 | 5.7% |

Please note that ongoing collaborative data quality exercises are being carried out with staff working in physical health, and with staff working in neuropsychology with the aim of ensuring more robust and accurate data are captured and reported. This enhancement in data quality may be reflected in the trends.

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 | 30 th September 2012 | 30 th September 2013 | wte. Difference from 30 th September 2012 to 30 th September 2013 | % Difference from 30 th September 2012 to 30 th September 2013 |
|--------------------------------|---------------------------------------|---------------------------------------|---|---|
| Children 0-19 years | 215.2 | 245.9 | 30.7 | 14.3% |
| Adults 20-64 years | 566.5 | 570.0 | 3.5 | 0.6% |
| Older People 65+ years | 34.9 | 39.6 | 4.7 | 13.5% |
| Age Non specific | 44.0 | 54.3 | 10.3 | 23.4% |
| Total | 860.5 | 909.8 | 49.3 | 5.7% |

Please note the discrepancies in Area of Work and Professional Group totals are due to the conversion of hours worked to sessions.

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

| NHS Board | 30 th September 2012 | 30 th September 2013 | wte. Difference from 30 th September 2012 to 30 th September 2013 | % Difference from 30 th September 2012 to 30 th September 2013 |
|-------------------------------|---------------------------------------|---------------------------------------|---|---|
| Ayrshire & Arran | 60.6 | 71.1 | 10.4 | 17.2% |
| Borders | 16.7 | 19.3 | 2.6 | 15.6% |
| Dumfries & Galloway | 35.6 | 35.5 | -0.1 | -0.3% |
| Fife | 76.3 | 79.1 | 2.8 | 3.7% |
| Forth Valley | 29.0 | 29.4 | 0.4 | 1.4% |
| Grampian | 57.9 | 63.3 | 5.5 | 9.5% |
| Greater Glasgow & Clyde | 199.3 | 215.1 | 15.8 | 7.9% |
| Highland | 34.8 | 34.8 | 0.0 | 0.0% |
| Lanarkshire | 115.9 | 121.8 | 5.9 | 5.1% |
| Lothian | 114.4 | 125.3 | 10.9 | 9.5% |
| Orkney | 0.8 | 0.8 | 0.0 | 0.0% |
| Shetland | 0.7 | 0.7 | 0.0 | 0.0% |
| State Hospital | 22.6 | 19.6 | -3.0 | -13.3% |
| Tayside | 86.2 | 83.6 | -2.6 | -3.0% |
| Western Isles | 0.2 | 0.2 | 0.0 | 0.0% |
| National Waiting Times Centre | 1.0 | 1.0 | 0.0 | 0.0% |
| NHS Education for Scotland | 8.7 | 9.2 | 0.5 | 5.7% |
| Total | 860.5 | 909.8 | 49.2 | 5.7% |

Figure 3: wte all Clinical Staff by NHS board as at census dates 30th September 2012 and 30th September 2013.

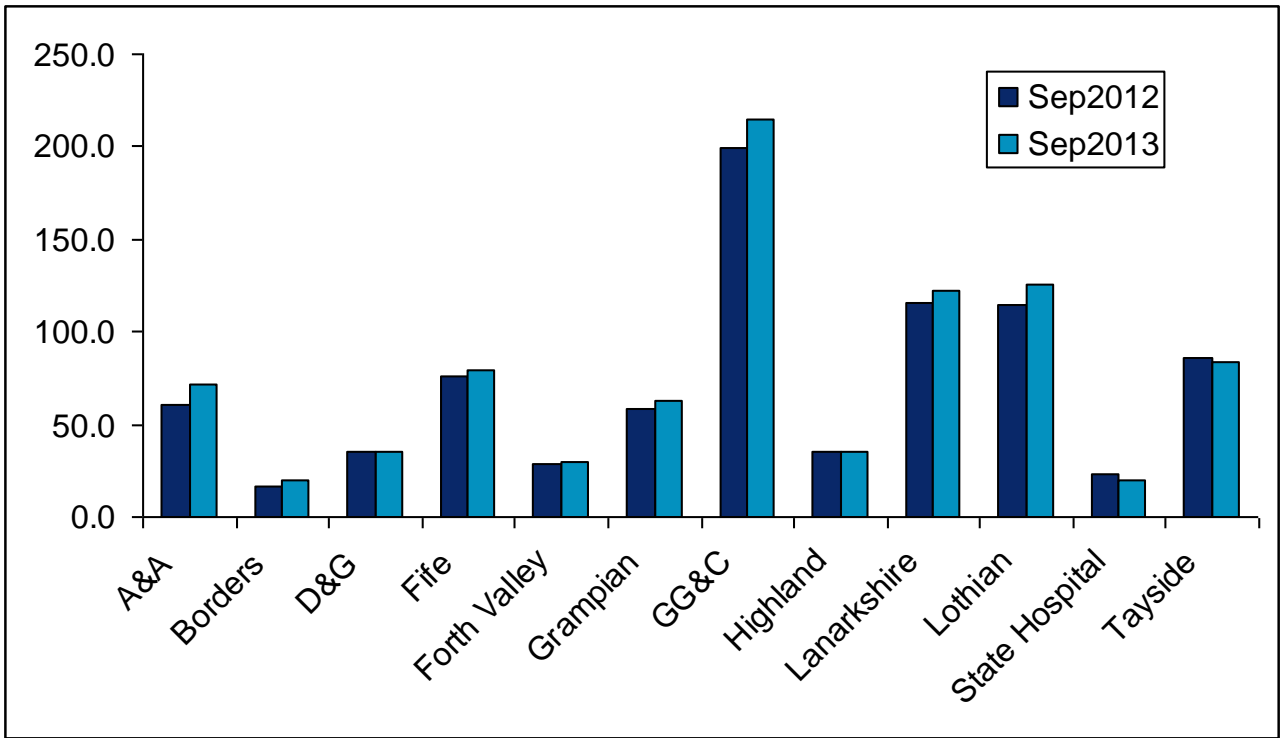


Figure 4: wte of All Clinical Staff per 100,000 population by NHS Board as at 30th September 2013.

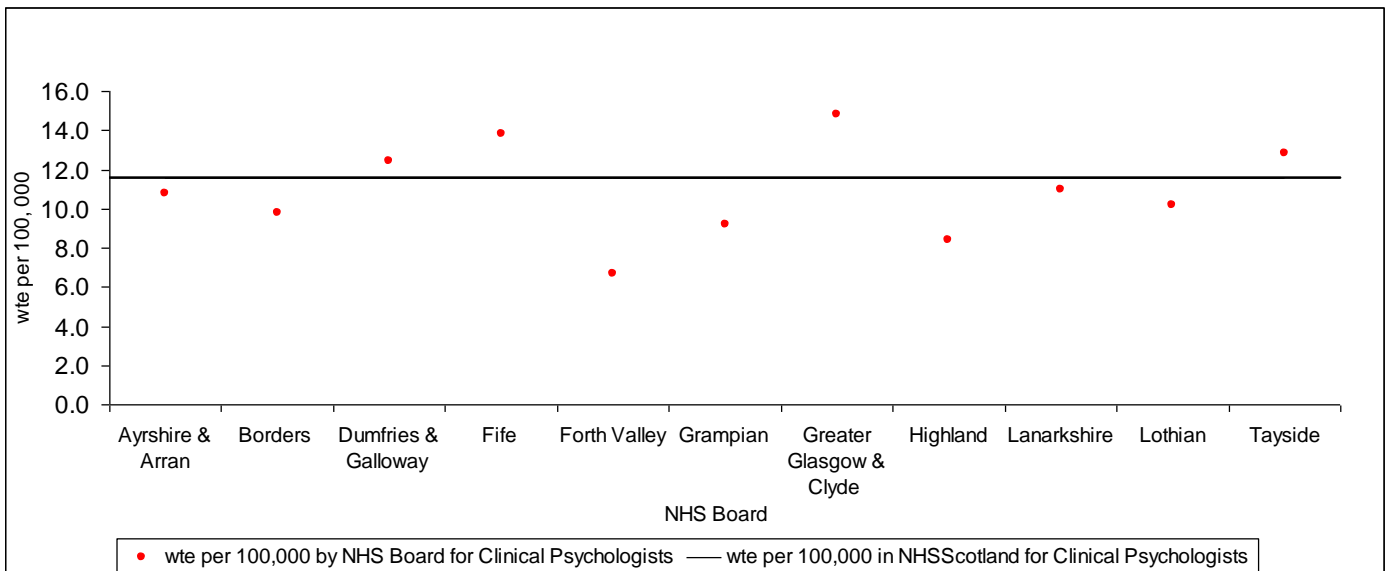
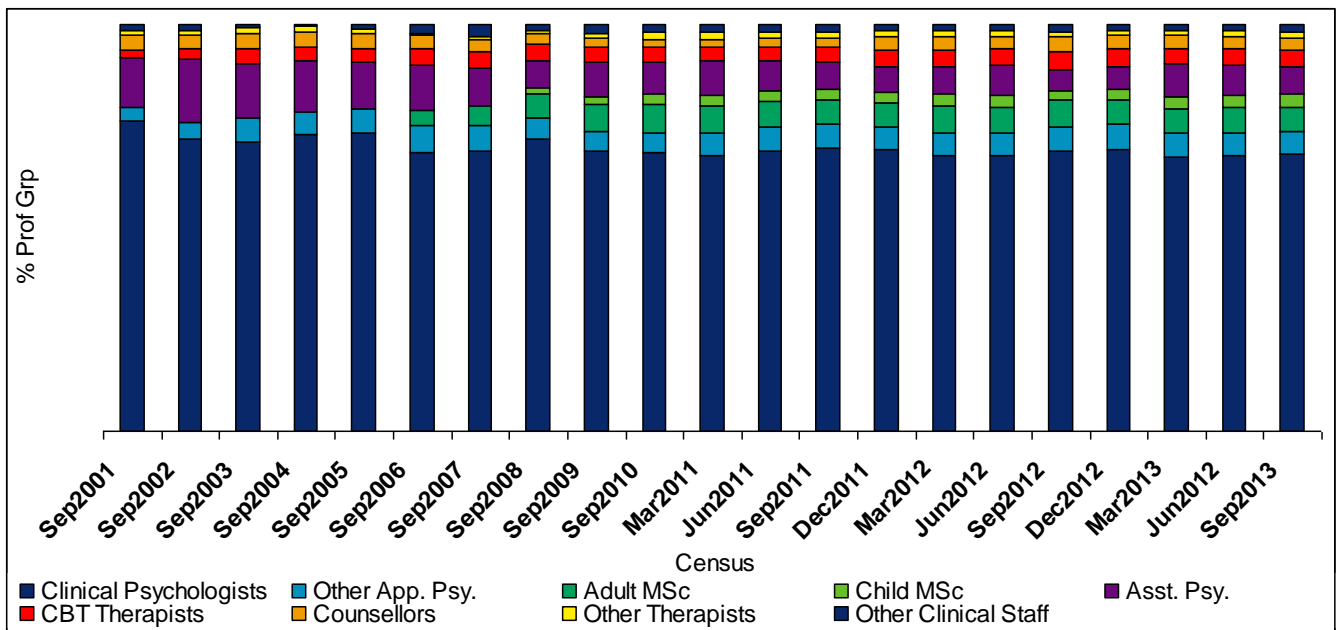


Figure 5: Percentage staff by professional group as at census date (September 2001-September 2013).



Additional Information

Scottish Prison Service Transfer

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 2013 none of the staff involved were within NHSS Psychology Services.

Maternity Leave

As at 30th September 2013, 53.7 wte (5.9%) of the 909.8 wte total staff in post were on maternity leave. The majority of these posts are not backfilled.

NHS Highland

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 2013 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 at 30 th June 2013 |
|--|--|
| NHS Ayrshire & Arran | Staffing increased in 2012-2013 due to release of posts previously held pending efficiency savings decisions. This position hasn't changed since December 2012. |
| NHS Borders | Budgeted establishment remains the same, Some locum cover now employed and we still have a temporary QUEST funded assistant psychologist. Maternity leave and high staff turnover continue to significantly impact on capacity and is a notable risk factor in relation to meeting Psychological therapies Target. Increase in 'Other' category reflects more accurate coding of staff activity. Physical Health (Pain) post now recruited to. |
| NHS Dumfries & Galloway | Reduction in wte posts in Physical Health and Forensic Specialties result from temporary contracts for Assistant Psychologists and CBT therapist coming to an end. Neuropsychology wte reduction results from reclassification of post and links to increase in Mental Health wte. Service gaps now primarily relate to Clinical Health Psychology with uneven provision between medical specialties and very limited service to primary care. New post planned for work in Acute Hospital with some specialism in Accident and Emergency and in Pain management |
| NHS Fife | No significant change in staffing levels since last report: recorded fluctuations reflect incomplete recruitment processes. |
| NHS Forth Valley | The changes shown in staffing in this quarter are from within in the Child and Adolescent Service. They represent a vacancy (Physical Health) which we expect to fill soon and an increase in funding enabling an additional post (Learning Disabilities). |
| NHS Grampian | Although the overall figures indicate a 9.3% increase in staff employed in Psychology Services in NHS Grampian, this reflects a range of underlying changes within the workforce. In the year to end September 2013 we were sorry to lose 8 (6.3wte) members of staff of whom 6 were experienced practitioners who left to take up posts elsewhere or retired. In the same period 14 (11.7wte) new staff joined NHS Grampian with nearly all of these staff being appointed to either assistant posts or to first posts as recently qualified applied psychologists. The apparent increase in neuropsychology resource is largely attributable to re-classification of roles for existing staff rather than to an increase in workforce but there have been encouraging developments in physical health, particularly in adult diabetes services and public health. NHS Grampian also now has the distinction of having two applied psychologists who have concurrently been awarded NRS Career Research Fellowships with 0.4wte backfill for their substantive posts. |
| NHS Greater Glasgow & Clyde | There is organisational agreement that all psychology posts are to be prioritised and filled with a view to workforce being a key part of our strategy to deliver on the HEAT target. Staff are involved in clinical prioritising, teaching, training, and supervision as key elements of delivering on the HEAT target. Clinical areas that continue to have low critical mass of staff (E.g. Addictions and Older Adults) remain the most vulnerable to the impact of gaps in service caused by vacancies, leave etc. |
| NHS Greater Glasgow & Clyde Specialist Children's Services | NHS GG&C Specialist Children's Services management continue to be committed to maintaining staffing levels to achieve both CAMHS and Psychological Therapies HEAT targets and this is reflected in the staffing over this period. |
| NHS Highland | Once again no significant changes. We have filled the vacancy with a trainee starting in October and have just got a new Older adult post 8a which will be advertised in due course. |
| NHS Lanarkshire | There are no significant changes over the past 12 months. Staff turnover continues to reduce, whilst maternity leave continues to increase. We have had a concomitant increase in requests for flexible working/reduced hours. From April 2014, NHS Lanarkshire will take over responsibility from GG&C for 79,000 people. Depending on resource transfer arrangements, this may impact existing psychological services. |
| NHS Lothian | The four Heads of Psychology Services are in the process of reviewing service provision to improve the effectiveness of delivery across NHS Lothian. Overall there is no significant difference in psychology workforce although specific factors account for changes in some areas (e.g. the increase in forensic posts is due to external funding for projects from the Scottish Government and the Risk Management |

| | |
|---|---|
| | Authority). |
| NHS Tayside | During the period in question it appears that there has been a loss of 2.6wte posts. However, as at 4 November 2013, 15.4 wte vacant posts have been advertised and/or in the process of appointment to post, plus 2.0 wte posts await permission to be advertised. |
| NHS State Hospital | The discrepancies shown are due to delays in filling posts. |
| NHS Education for Scotland | NHS Education for Scotland directly employs 9.2wte clinical staff included in the psychology workforce figures. There are also 4.0wte staff on secondment from NHSScotland boards, mostly on short-term contracts in supporting research roles, these staff are not included in the overall figures. |
| HOOPS (Heads of Older People's Psychology Services) | 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. |

Vacancy Information

As at 30th September 2013 vacant posts within NHSScotland Psychology Services were:

- 71.0 wte posts were between being advertised and being filled, with the majority of staff due to be in post from October 2013.
- 8.0 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 2013 were between being advertised and being filled.

| Job Title | Scotland wte |
|--|--------------|
| All Applied Psychologists; | 49.2 |
| Clinical Psychologist | 48.9 |
| Counselling Psychologist | 0.3 |
| Other Clinical Staff; | 21.8 |
| Clinical Associate in Applied Psychology | 3.2 |
| Child & Adolescent Therapist | 0.0 |
| Other Therapist | 0.0 |
| Psychology Assistant | 17.0 |
| Counsellor | 0.0 |
| Total | 71.0 |

Services to the Island Boards as at 30th September 2013

| NHS Board | Description of Staff in post and services received from mainland NHS Boards. |
|-------------------|--|
| NHS Orkney | <p>Employs a 0.8wte 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 0.5wte 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. 4/Adult Learning Disabilities in Orkney - Currently there is no SLA in place to provide a service to Orkney.</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 0.5wte 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 2013.

NHS Education for Scotland (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 2013.

| Training Course | Headcount |
|---|------------|
| Doctorate in Clinical Psychology ¹ | 206 |
| MSc Psychological Therapy in Primary Care | 17 |
| MSc Applied Psychology of Children & Young People | 21 |
| BPS Stage 2 Qualification in Health Psychology | 10 |
| Total Number in Training | 254 |

In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 206, as at 30th September 2013, 24 were Forensic aligned posts, 21 were aligned to Older People's services and 34 were CAMHS aligned posts, funded by the Scottish Government.

Glossary

- A4C Agenda for Change
- 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 | 2013-11-26-Psychology-Workforce-Tables The report contains the following tables: | 30 th September 2013 | 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 2013, by Declared Ethnic Group. | " | - |
| 11 | Headcount and wte of All Clinical staff employed in NHSScotland psy services as 30 th September 2013, 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 30 th September 2013. | " | - |
| 12b | Table 12b: All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment as at 30 th September 2013. | " | - |
| 13 | Headcount in training in Applied Psychology in NHSScotland as at 30 th September 2013. | " | - |
| 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.

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.

NHS Education for Scotland has two major areas of responsibility for psychology in NHS Scotland:

- Training of psychologists for NHS Scotland.
- Upskilling the existing multi-professional workforce in psychological care.

Training of Psychologists for NHS Scotland: 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 on page 20.

| 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>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> |

Mental Health Policy and Targets

Developments in mental health care have been driven by a series of reports and policy recommendations:

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>

A HEAT target was set in April 2011 to provide faster access to mental health services by delivering 18 weeks referral to treatment for Psychological Therapies from December 2014.

The Psychological Therapies 'Matrix' is a guide to planning and delivering evidence-based Psychological Therapies within NHS Boards in Scotland. It provides a summary of the information on the current evidence base for various therapeutic approaches, a template to aid in the identification of key gaps in service, and advice on important governance issues.

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/matrix/the-psychological-therapies-matrix.aspx>

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), a report of Older People's Psychological Therapies Working Group

<http://www.scotland.gov.uk/Resource/0039/00392673.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 in NHS Scotland.

For more information on psychology services in NHS Scotland 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

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/>

Data on Psychological Therapies waiting times in NHS Scotland are available at:

<http://www.isdscotland.org/Health-Topics/Waiting-Times/Publications/2013-08-27/2013-11-26-WT-PsychTherapies-Report.pdf>

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

For further information on training programmes within applied psychology in NHS Scotland please see:

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology.aspx>

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 30 th September 2013. |
| Description | Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 30 th September 2013. |
| 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 | 26 th November 2013 |
| Frequency | From 2001-2010 publications were annual, data as at 30 th September, from March 2011 the publications have been quarterly. |
| Timeframe of data and timeliness | Data up to 30 th September 2013, 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 |
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| Date of first publication | 2001 |
| Help email | nss.isdwfdinfo@nhs.net |
| Date form completed | 06-11-2013. |

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 Quality Assurance

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

Head of NES Psychology Directorate
Workforce Steering Groups
Lead Clinicians Groups

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 (i.e. assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (i.e. legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (i.e. still to be assessed by the UK Statistics Authority)
- other (not Official Statistics)

Further information on ISD's statistics, including compliance with the Code of Practice for Official Statistics, and on the UK Statistics Authority, is available on the [ISD website](#).

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and

signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods, and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.