

Publication Report



Psychology Services Workforce in NHSScotland

Workforce Information as at 30th September 2014

25th November 2014



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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 2014.

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 Equivalents (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 2014:

- The total number of clinical staff employed in NHSScotland Psychology Services continues to rise, with 1202 staff (1013.1 WTE) including 868 (726.1 WTE) Clinical and Other Applied Psychologists in post as at 30th September 2014.
- There has been a significant increase over time in the number of Clinical and Other Applied Psychologists employed in NHSScotland from 426 (371.0 WTE) in 2003 to the current level of 868 (726.1 WTE) as at 30th September 2014.
- This total of 868 (726.1 WTE) equates to 808 (674.1 WTE) Clinical Psychologists plus 60 (52.0 WTE) Other Applied Psychologists. This represents a national staffing level of 13.6 WTE Applied Psychologist per 100,000 of the general population of Scotland.
- The total of 1202 staff represents a staffing level of Graduates of the MSc in Psychological Therapies in Primary Care (62.6 WTE), Graduates of the MSc in the Applied Psychology of Children and Young People (35.0 WTE), cognitive behavioural therapists (41.1 WTE), counsellors (25.9 WTE), other therapists (17.0 WTE), and other clinical staff (21.7 WTE).
- As at 30th September 2014, an additional 78.3 WTE posts throughout NHSScotland Psychology Services were between being advertised and being filled with start dates commencing in October 2014. A further 12.3 WTE posts were approved for recruitment but not yet advertised.

Results and Commentary

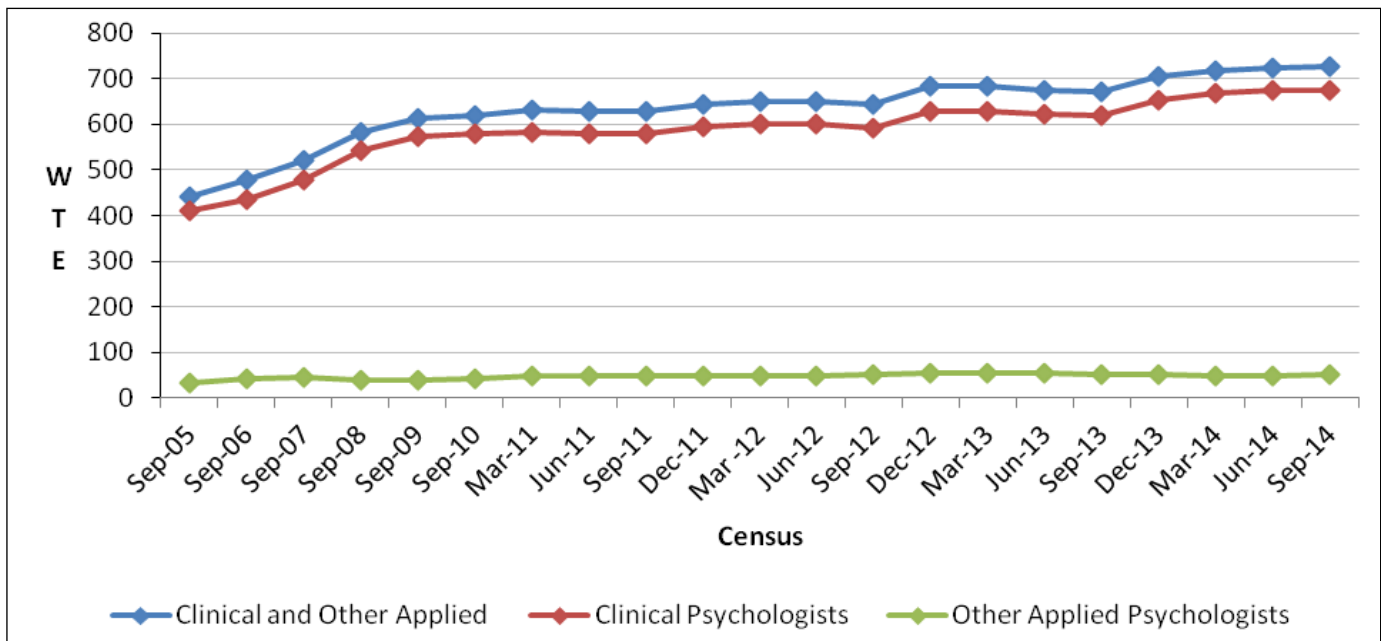
The information in this report is taken from the NES-ISD National Psychology Workforce database.

Staff Groups

The total number of clinical staff employed in NHSScotland Psychology Services continues to rise, with 1202 staff (1013.1 WTE) including 868 (726.1 WTE) Clinical and Other Applied Psychologists in post as at 30th September 2014. This total of 868 (726.1 WTE) equates to 808 (674.1 WTE) Clinical Psychologists plus 60 (52.0 WTE) Other Applied Psychologists (see Table 1).

There has been a significant increase over time in the number of Clinical and Other Applied Psychologists employed in NHSScotland from 426 (371.0 WTE) in 2003 to the current level of 868 (726.1 WTE) as at 30th September 2014 (Figure 1). This reflects 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 2005 – 30th September 2014.



Please note that the WTE for clinical and other applied psychologists was 325.1 in Sep 2001, 359.3 in Sep 2002, 371.0 in Sep 2003 and 418.6 in Sep 2004.

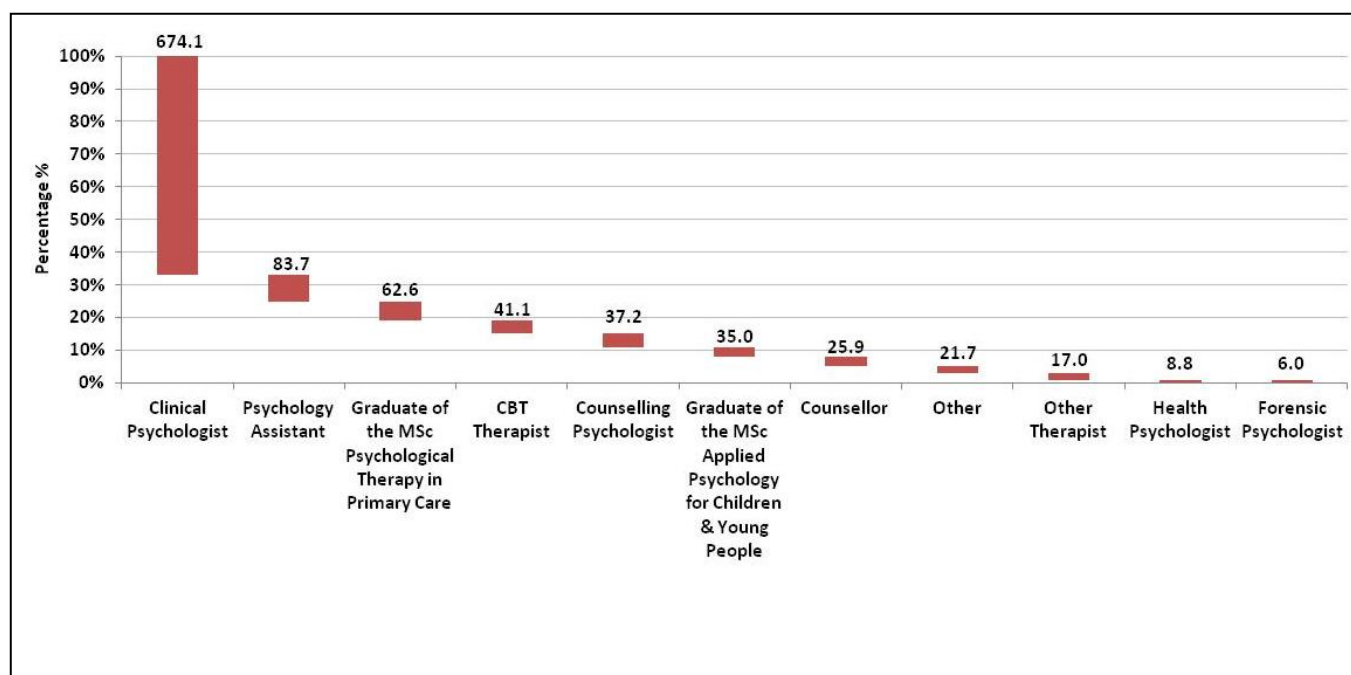
Psychology services increasingly employ a skill-mix of staff as illustrated in Table 1. Graduates of the MSc in Psychological Therapies in Primary Care (62.6 WTE), Graduates of the MSc in the Applied Psychology of Children and Young People (35.0 WTE), assistant psychologists (83.7 WTE), cognitive behavioural therapists (41.1 WTE), counsellors (25.9 WTE), other therapists (17.0 WTE), and other clinical staff (21.7 WTE), were employed in NHSScotland psychology services as at 30th September 2014.

Table 1: NHS Scotland Psychology workforce by Professional Group as at 30th September 2014 (WTE).

Professional Group	Whole Time Equivalent (WTE)	Headcount	WTE per 100,000 population
Clinical Psychologist	674.1	808	12.7
Counselling Psychologist	37.2	42	0.7
Health Psychologist	8.8	11	0.2
Forensic Psychologist	6.0	7	0.1
Graduate of the MSc Psychological Therapy in Primary Care	62.6	71	1.2
Graduate of the MSc Applied Psychology for Children & Young People	35.0	38	0.7
CBT Therapist	41.1	46	0.8
Other Therapist	17.0	20	0.3
Counsellor	25.9	37	0.5
Psychology Assistant	83.7	90	1.6
Other	21.7	32	0.4
Total: All Groups	1013.1	1202	19.0

* Other Staff include Nurses, Self-Help Workers, Allied Health Professionals, Nursery Workers.

Figure 2: NHS Scotland Psychology workforce as at 30th September 2014 by Professional Group. Expressed as a percentage of total 1013.1 WTE.



Staff in NHS Boards

Table 2: All Clinical Staff (WTE) employed in NHSScotland Psychology Services as at each census date, by NHS Board.

NHS Board	30 th Sep 2013	30 th Sep 2014	WTE Difference from 30 th Sep 2013 to 30 th Sep 2014	% Difference from 30 th Sep 2013 to 30 th Sep 2014
NHS Ayrshire & Arran	71.1	81.0	9.9	14.0%
NHS Borders	19.3	18.6	-0.6	-3.1%
NHS Dumfries & Galloway	35.5	37.5	2.1	5.9%
NHS Fife	79.1	77.0	-2.1	-2.7%
NHS Forth Valley	29.4	31.1	1.7	5.8%
NHS Grampian	63.3	65.7	2.4	3.8%
NHS Greater Glasgow & Clyde	215.1	239.3	24.2	11.3%
NHS Highland	34.8	34.8	0.0	0.0%
NHS Lanarkshire	121.8	128.5	6.7	5.5%
NHS Lothian	125.3	162.5	37.2	39.7%
NHS Orkney	0.8	0.8	0.0	0.0%
NHS Shetland	0.7	0.7	0.0	0.0%
NHS State Hospital	19.6	18.7	-0.9	-4.6%
NHS Tayside	83.6	101.3	17.7	21.2%
NHS Western Isles	0.2	0.2	0.0	0.0%
NHS National Waiting Times Centre	1.0	1.0	0.0	0.0%
NHS Education for Scotland	9.2	14.3	5.1	55.4%
Total	909.8	1013.1	103.3	11.4%

Increases in all clinical staff during this time period include recruitment of graduates from the Doctorate in Clinical Psychology, MSc Applied Psychology of Children & Young People and MSc Psychological Therapies in Primary Care.

Figure 3: WTE all Clinical Staff by NHS board as at census dates 30th September 2013 and 30th September 2014.

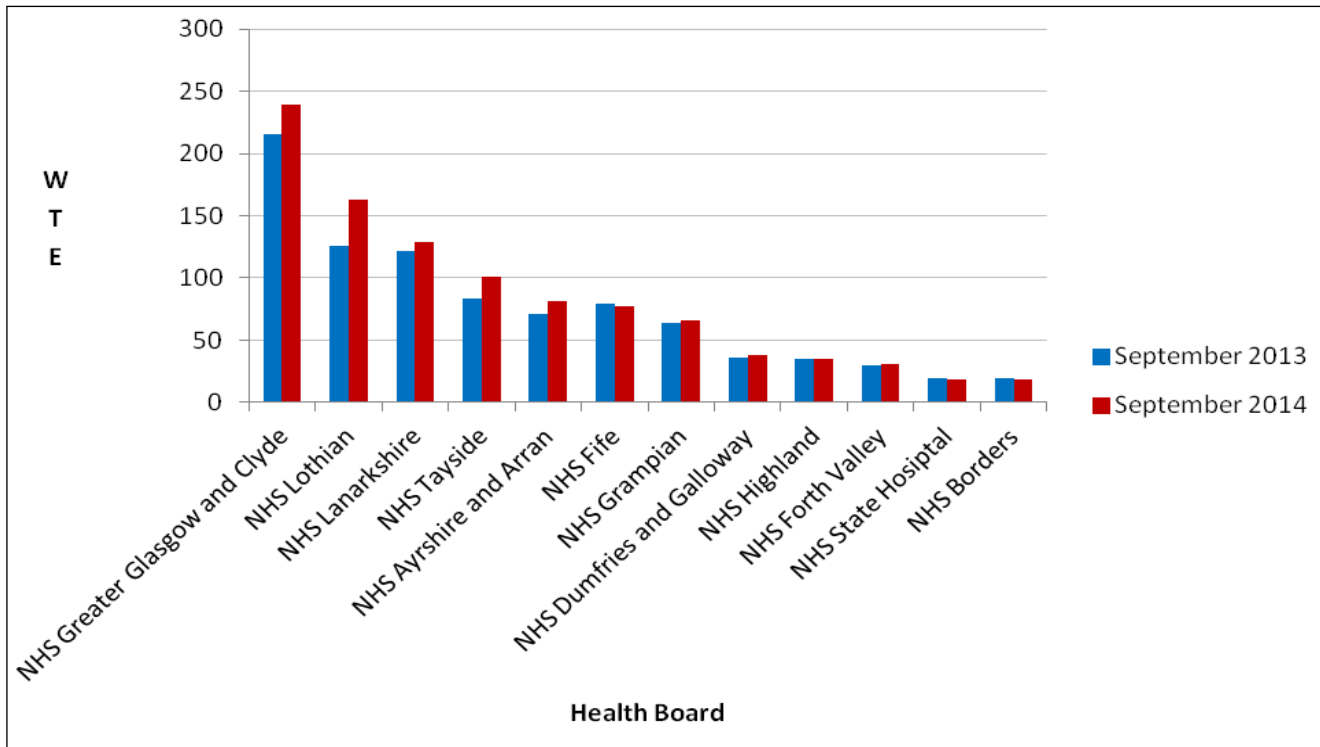
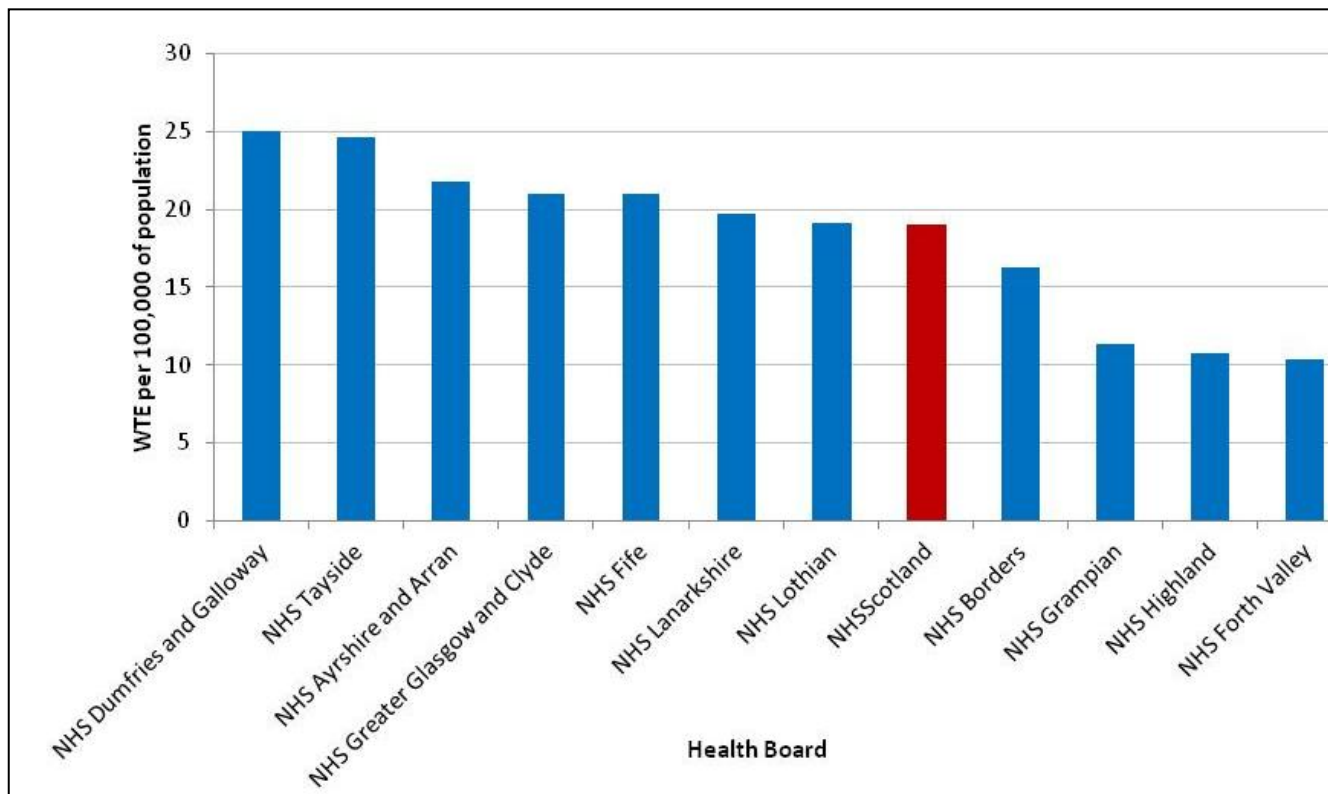
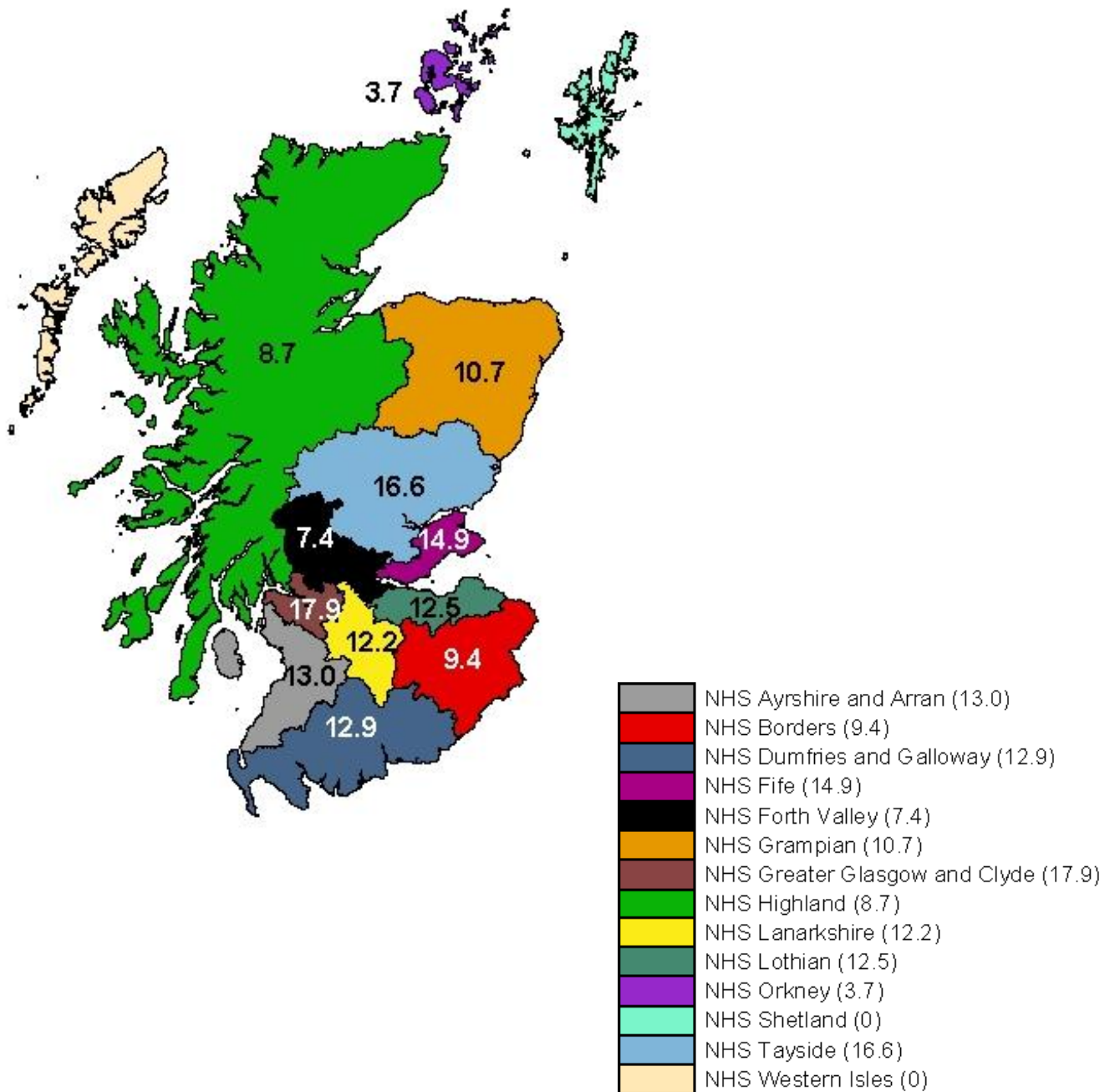


Figure 4: WTE of All Clinical Staff per 100,000 population by NHS Board as at 30th September 2014.



The level of service provision varies significantly across NHSScotland as shown in Figure 6 below.

Figure 5: WTE per 100,000 of the population for All Clinical & Other Applied Psychologists in NHSScotland as at 30th September 2014, 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

Trends

Between 30th September 2013 and 30th September 2014, the following changes can be seen in the data:

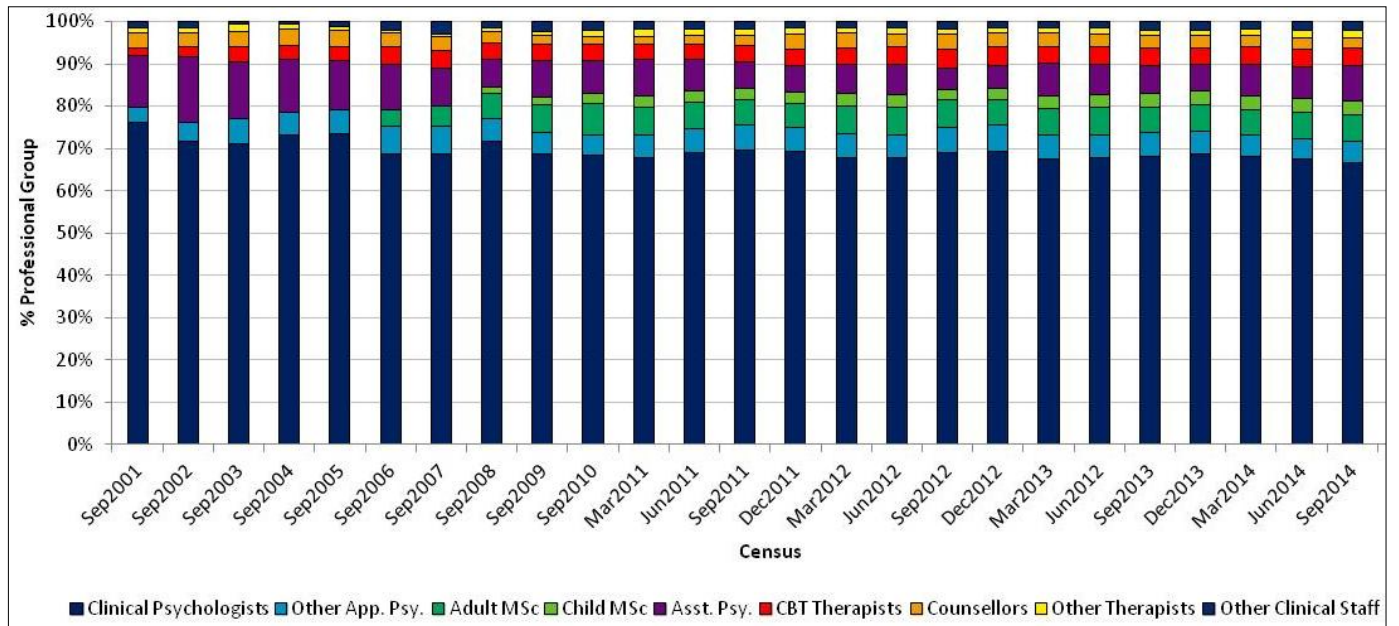
- In total there were 868 (726.1 WTE) Clinical & Other Applied Psychologists employed in NHSScotland as at 30th September 2014. This is an increase of 8.5% headcount (+68hc), and an increase of 8.3% WTE (+55.8 WTE) from 30th September 2013.

Table 3: NHS Scotland Psychology workforce Trends by Professional Group from June 2013 to September 2014 (WTE).

Professional Group	Jun-13	Sep-13	Dec-13	Mar-14	Jun -14	Sep -14	Annual Difference	%Annual Change
All Applied Psychologists;	676.0	670.3	706.3	716.4	724.2	726.1	55.81	8.3%
Clinical Psychologist	621.8	619.0	653.5	667.9	675.2	674.1	55.0	8.9%
Counselling Psychologist	32.8	34.7	34.7	33.6	34.2	37.2	2.5	7.2%
Health Psychologist	8.6	7.4	8.9	8.9	8.8	8.8	1.4	18.9%
Forensic Psychologist	6.0	6.0	6.0	6.0	6.0	6.0	0.0	0.0%
Neuropsychologist ¹	6.8	3.1	3.1	0.0	0.0	0.0	-3.1	-100.0%
Other Clinical Staff;	261.2	239.5	245.5	263.9	277.0	287.0	47.5	19.8%
Graduate of the MSc Psychological Therapy in Primary Care ²	59.9	55.8	57.0	60.1	62.4	62.6	6.9	12.3%
Graduate of the MSc Applied Psychology for Children & Young People ²	33.5	29.5	31.1	32.1	31.5	35.0	5.5	18.7%
CBT Therapist	37.7	37.6	38.4	40.5	41.7	41.1	3.5	9.4%
Other Therapist	10.2	12.1	11.9	13.8	18.7	17.0	4.9	40.5%
Counsellor	29.3	27.4	27.1	25.7	25.2	25.9	-1.5	-5.5%
Psychology Assistant	76.7	58.7	60.5	73.4	76.9	83.7	25.0	42.6%
Other ³	14.0	18.5	15.1	13.8	20.7	21.7	3.2	17.2%
Total: All Professional Groups	937.2	909.8	951.8	980.3	1001.2	1013.1	103.3	11.4%

- During 2014, those individuals previously recorded as Neuropsychologists (n= 4 headcount as at 31st December 2013) have been aligned with those professional groups regulated by the HCPC (Health and Care Professionals Council), and are thus now recorded as Clinical Psychologists (ie a headcount of n= 4 Neuropsychologists as at 31st December 2013 appear in the data as at 31st March 2014 as Clinical Psychologists). Those Clinical Psychologists, who in addition to their D Clin Psych qualification hold a Stage II BPS Neuropsychology qualification total a headcount of n=24 as at 31st March 2014. The breakdown by NHS Board is: NHS Ayrshire&Arran n= 1; NHS Dumfries&Galloway n=2; NHS Fife n=2; NHS Grampian n=4; NHS Greater Glasgow&Clyde n=5; NHS Highland n=1; NHS Lothian n=7; NHS State Hospital n=1; NHS Tayside n=1.
- For more employment detail of the Graduates of the MSc courses, please refer to the psychology workforce publication [2014-11-25-Psychology-Workforce-Tables](#) (Psychology Service in NHSScotland), tab 12 in the workbook.
- Please note that self help workers, nurses and allied health professionals are included within the 'Other' professional group within this table.

Figure 6: Percentage staff by professional group as at census date (September 2001-September 2014).



Vacancy Information

As at 30th September 2014 vacant posts within NHSScotland Psychology Services were:

- 78.3 WTE posts were between being advertised and being filled, with start dates commencing in October 2014.
- 12.3 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 4: WTE of vacancy posts within NHSScotland psychology services which at the 30th September 2014 were between being advertised and being filled.

Job Title	NHSScotland WTE
All Applied Psychologists;	54.3
Clinical Psychologist	53.7
Counselling Psychologist	0.6
Other Clinical Staff;	24.0
Clinical Associate in Applied Psychology	4.4
CBT Therapist	3.6
Other Therapist	1.6
Counsellor	0.6
Psychology Assistant	13.8
Total	78.3

The following Boards failed to submit a response: NHS Forth Valley Child and State Hospital.

Area of Work

- Mental Health is the principal area of work, employing 381.0 WTE Clinical and Other Applied Psychologists. This is an increase of 9.1% compared to the WTE Mental Health figure as at 30th September 2013.
- The rest of the workforce is distributed across services for people with learning disabilities, physical health, neuropsychology, forensic, alcohol & substance misuse and other specialty services. Please see tables 4 and 5 for details.

Table 5: All Applied Psychologists (WTE) employed in NHSScotland Psychology Services as at each census date, by Area of Work.

Area of Work	31 st Mar 2013	30 th Jun 2013	30 th Sept 2013	31 st Dec 2013	31 st Mar 2014	30 th Jun 2014	30 th Sep 2014	WTE Difference from 30 th Sep 2013 to 30 th Sep 2014	% Difference from 30 th Sep 2013 to 30 th Sep 2014
Mental Health	360.7	352.2	349.1	369.0	368.5	379.0	381.0	31.9	9.1%
Learning Disabilities	68.8	66.7	67.1	66.0	64.8	64.9	63.9	-3.2	-4.8%
Physical Health	84.9	83.2	81.6	86.0	93.7	90.6	92.9	11.3	13.8%
Forensic	40.1	40.9	39.6	40.3	40.9	42.8	40.3	0.7	1.8%
Neuro- psychology	38.7	38.4	38.8	40.8	42.0	43.1	44.5	5.7	14.7%
Alcohol & Substance Misuse	23.8	24.8	24.1	28.6	27.6	26.5	26.5	2.4	10.0%
Other	66.1	69.7	70.1	75.6	78.9	77.5	77.1	7.0	10.0%
Total	683.1	676.0	670.3	706.3	716.4	724.2	726.1	55.8	8.3%

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 6: All Clinical Staff (WTE) employed in NHSScotland Psychology Services as at each census date, by Area of Work.

Area of Work	30 th Sep 2013	30 th Sep 2014	WTE Difference from 30 th Sep 2013 to 30 th Sep 2014	% Difference from 30 th Sep 2013 to 30 th Sep 2014
Mental Health	525.6	587.4	61.8	11.8%
Learning Disabilities	83.6	84.1	0.5	0.6%
Physical Health	87.6	104.3	16.7	19.1%
Forensic	53.5	60.4	6.9	12.9%
Neuropsychology	42.4	49.6	7.2	17.0%
Alcohol and Substance Misuse	25.1	28.3	3.2	12.7%
Other	92.0	99.0	7.0	7.6%
Total	909.8	1013.1	103.3	11.4%

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.

Target Age

Table 7: 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	31 st Mar 2013	30 th Jun 2013	30 th Sept 2013	31 st Dec 2013	31 st Mar 2014	30 th Jun 2014	30 th Sep 2014	WTE Difference from 30 th Sep 2013 to 30 th Sep 2014	% Difference from 30 th Sep 2013 to 30 th Sep 2014
	Children 0-19 yrs	185.3	183.3	184.2	200.9	198.4	197.0	197.5	13.3
Adults 20-64 yrs	423.3	420.2	402.8	414.7	422.1	432.7	434.1	31.3	7.8%
Older People 65+ yrs	37.0	37.8	36.0	37.4	34.6	33.9	34.3	-1.7	-4.7%
Age Non specific	37.5	34.7	47.2	53.2	61.3	60.7	60.2	13.0	27.5%
Total	683.1	676.0	670.3	706.3	716.4	724.2	726.1	55.8	8.3%

Table 8: 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 Sep 2013	30 th Sep 2014	WTE Difference from 30 th Sep 2013 to 30 th Sep 2014	% Difference from 30 th Sep 2013 to 30 th Sep 2014
Children 0-19 years	245.9	267.9	22.0	8.9%
Adults 20-64 years	570.0	632.4	62.4	10.9%
Older People 65+ years	39.6	44.2	4.6	11.6%
Age Non specific	54.3	68.6	14.3	26.3%
Total	909.8	1013.1	103.3	11.4%

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

Age, Band and Contract

Figure 7: Age Profile of All Clinical Staff within NHS Scotland Psychology Services as at 30th September 2014. (Headcount)

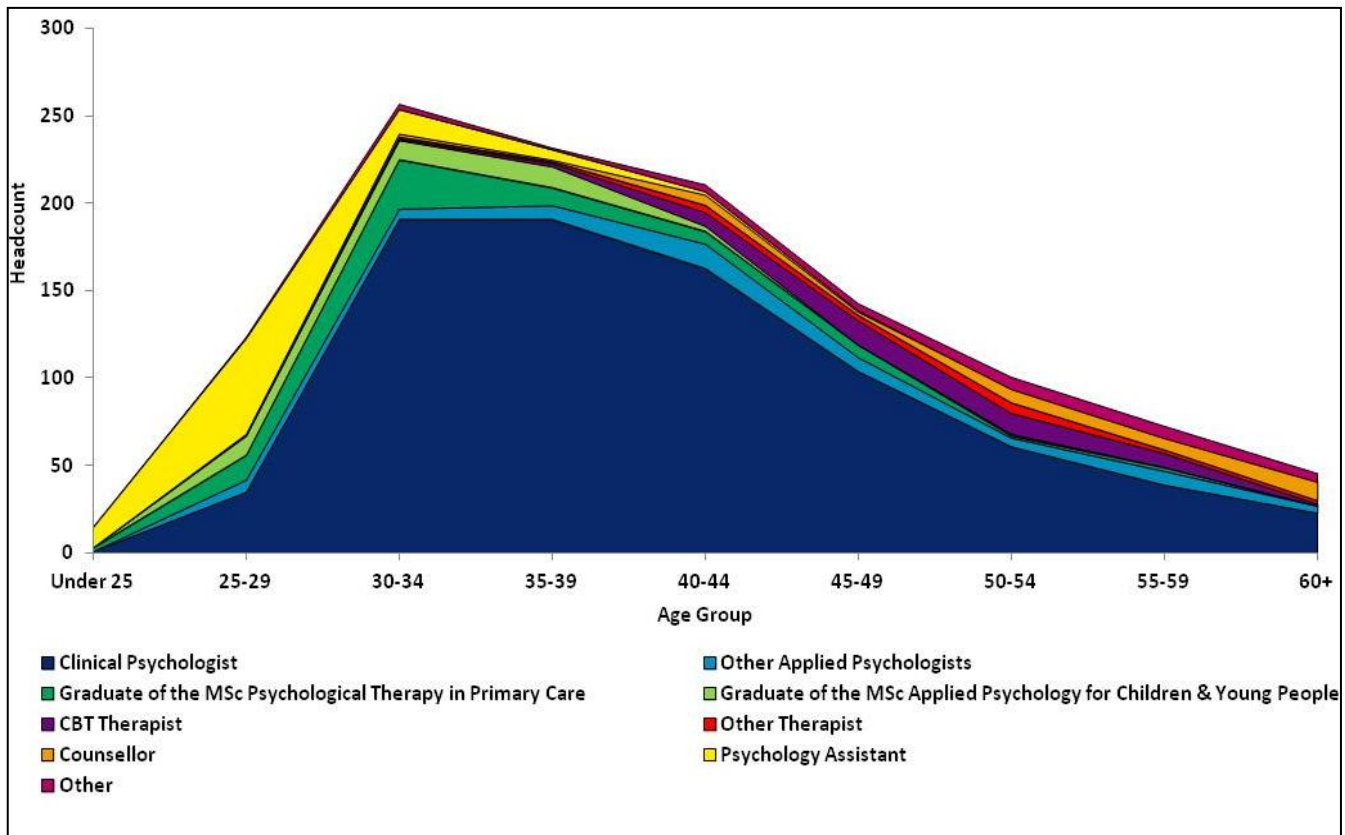


Figure 8: Age Profile of All Clinical Staff within NHS Scotland Psychology Services as at 30th September 2014. (Headcount)

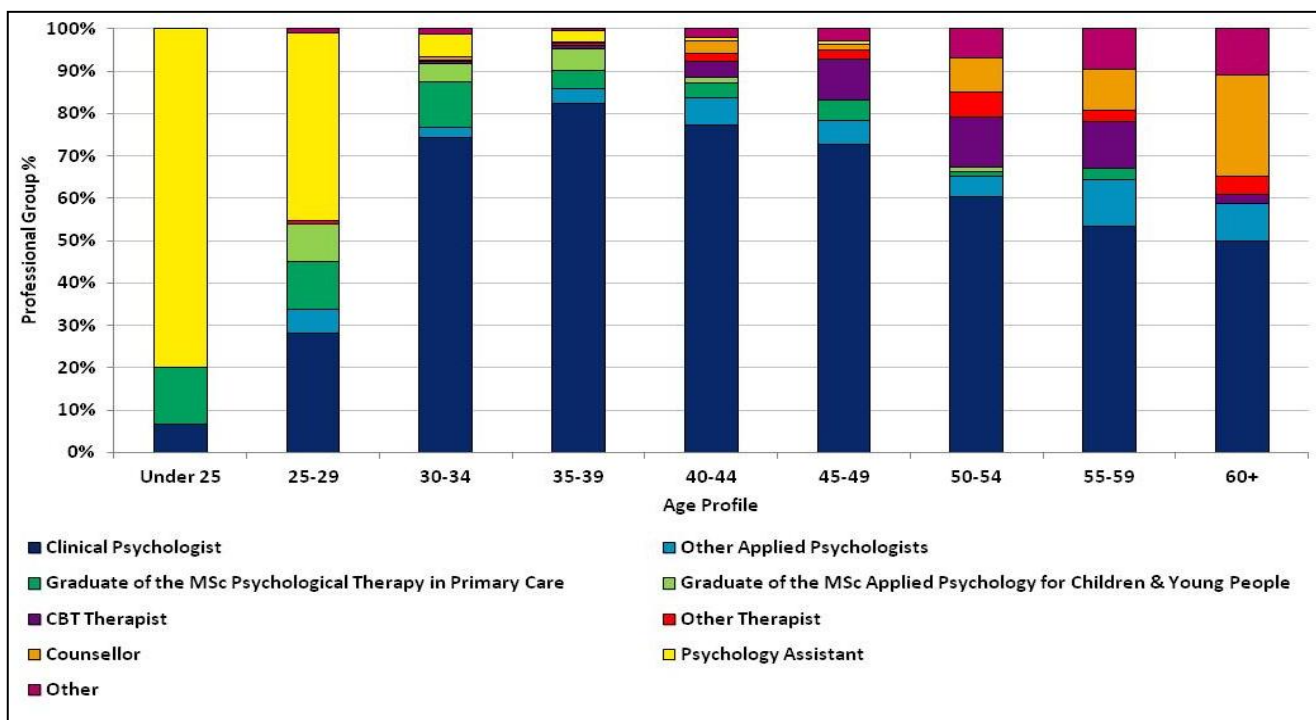


Figure 9: Workforce Tree Plot of All Clinical Staff within NHS Scotland Psychology Services by pay band & professional group, as a percentage of total 1013.1WTE.

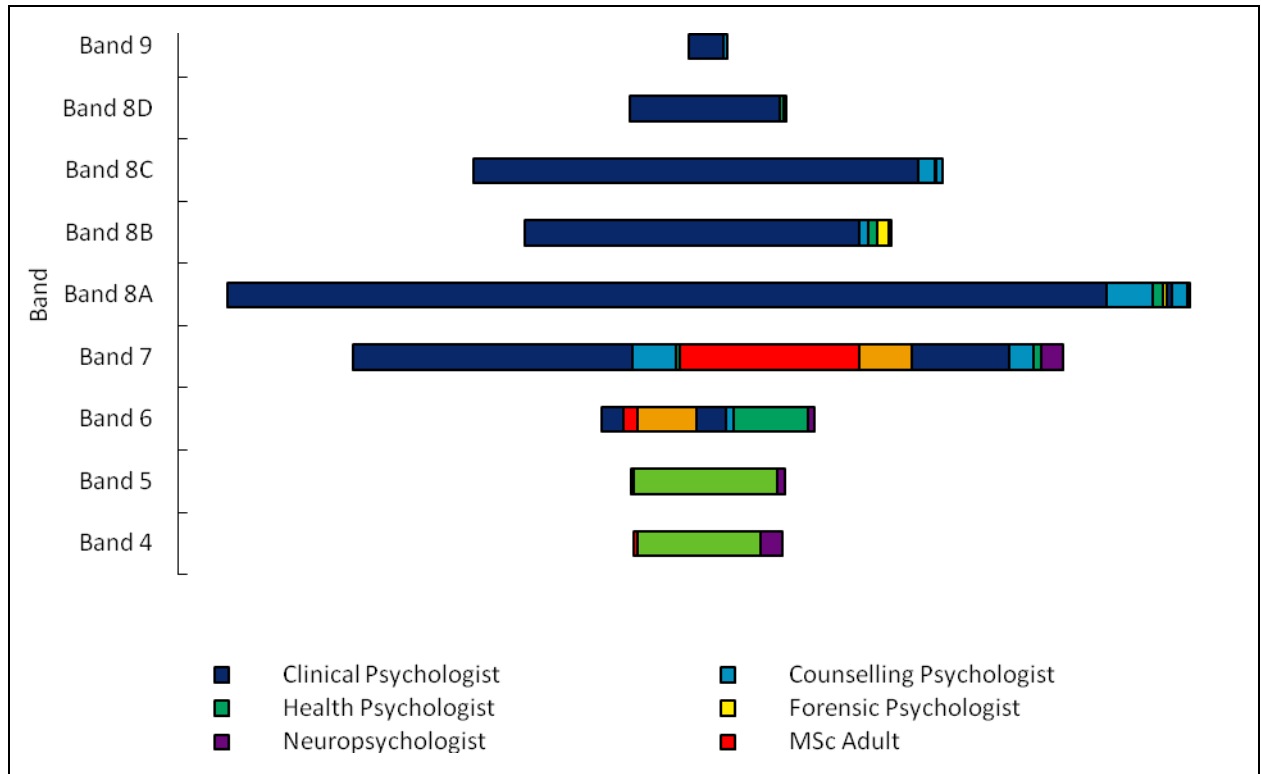


Figure 10: Contract Type of All Clinical Staff Staff within NHS Scotland Psychology Services, as a percentage of total 1013.1WTE, by professional group.

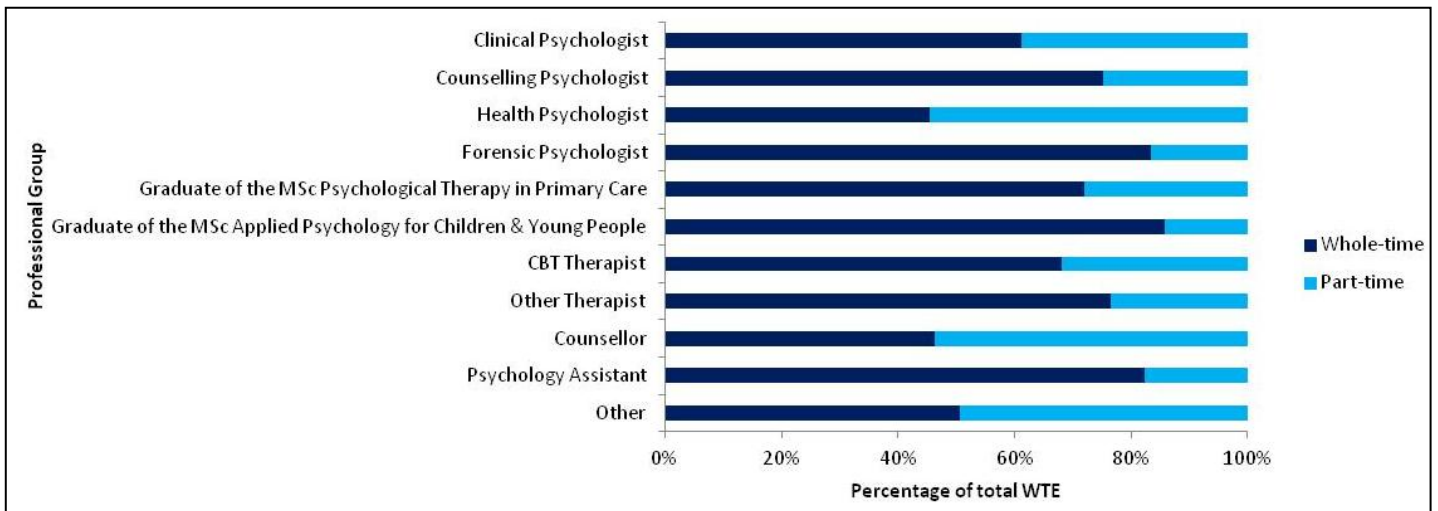
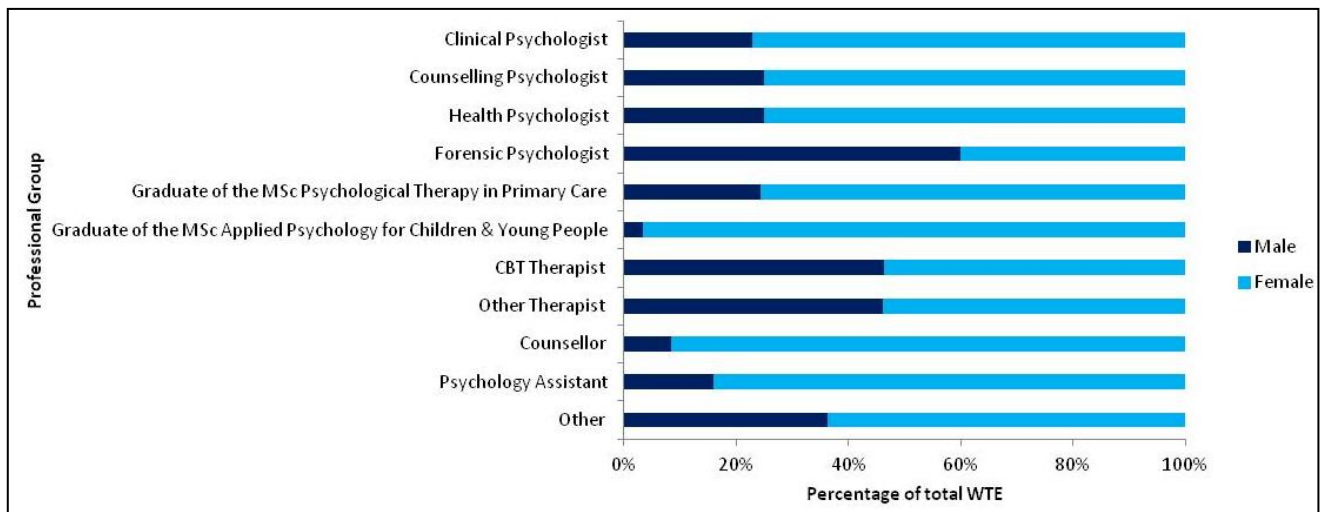


Figure 11: Gender Profile of All Clinical Staff within NHS Scotland Psychology Services, as a percentage of total 1013.1 WTE, by professional group.



Trainees

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 9 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 9: NHS Scotland Psychology Services Headcount of Trainees in Applied Psychology as at 30th September 2014.

Training Course	Headcount
Doctorate in Clinical Psychology ¹	190
MSc Psychological Therapy in Primary Care	24
MSc Applied Psychology of Children & Young People	17
BPS Stage 2 Qualification in Health Psychology	9
Total Number in Training	240

1. In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 190, as at 30th September 2014, 24 were Forensic aligned posts, 22 were aligned to Older People's services and 34 were CAMHS aligned posts, funded by the Scottish Government.

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 2014 none of the staff involved were within NHSS Psychology Services with the exception of NHS Grampian 0.5 WTE is currently being delivered via backfill with 1.5 WTE currently being recruited.

Maternity Leave

As at 30th September 2014, 60.8 WTE (6.0%) of the 1013.1 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 2014 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 September 2014
NHS Ayrshire & Arran	The staffing levels increased in 2014 following recruitment to five additional posts across the AMH Community, Community Paediatric and Older Adult/Physical Health/Neuropsychology Specialties/ Learning Disabilities. There has also been an unprecedented level of Maternity Leave during 2013-2014 (currently 15 posts across the Service. Two permanent posts have been approved to meet local needs related to Maternity Leave. Apparent reductions in "other" category due to leaving of temporary staff covering dual specialties or vacancies. Other apparent increases due to reductions in hours and reconfiguration of staff as a result. Thus, overall actual increase in establishment is 2.0 wte but there have been other increases over establishment which have inflated figures this year and will reduce as temporary staff leave.
NHS Borders	The apparent loss of Learning Disability staffing reflects the moving of the post to the LD service, thus it is no longer in the main psychology service. This highlights a potential problem with the current rules for data reporting rather than a loss of staff. Core establishment remains the same; we still have a temporary QUEST funded assistant psychologist.
NHS Dumfries & Galloway	Temporary service gap in Learning Disability services as a result of difficulties in recruiting. Reorganisation of Clinical Health Psychology services has now addressed previous uneven provision of services and has enhanced availability of services in primary care.
NHS Fife	The differences are due to several factors: An LD maternity leave cover Assistant who inflated LD wte by 1.0 in 2013 & also a project Assistant in a project which has now come to an end. Vacancies which have not yet been advertised in AMH & Physical Health.
NHS Forth Valley	The slight increase in staffing in Forth Valley is due to the creation of new posts in clinical health services and adult mental health services. These were made possible by additional investment. There has also been recent investment in new temporary posts which were not recruited to at the point of data collection, in both adult mental health and substance misuse/prison services.
NHS Grampian	Although the summary data reflect an apparent stability in the workforce, some of our services have faced considerable challenges due to significant changes in staffing over the past year. CAMHS and general AMH services in particular have experienced an unprecedented number of staff leaving post or going on maternity leave which has resulted in gaps in service and adversely affected our ability to achieve the HEAT targets for access to psychological therapies. Recruitment to some vacant posts has also proved difficult with the relatively high cost of housing in the Aberdeen area proving to be a factor in deterring some interested candidates.

<p>NHS Greater Glasgow & Clyde</p>	<p>The HEAT target continues to be a focus for services. The swift replacement of vacancies has assisted in our performance to date. We have also introduced 6 peripatetic posts from psychology underspend across GGC to enable us to maintain the gains we have achieved. We continue to have areas which can be difficult to recruit to and we are vulnerable to recruitment challenges for Band 7 and to losing our Band 7 staff to other Boards due to the absence of a preceptorship style arrangement.</p>
<p>NHS Highland</p>	<p>Still maternity leave continues in both Argyll and north Highland, with problems recruiting locums. One full time person will be leaving Adult services in Highland with no replacement.</p>
<p>NHS Lanarkshire</p>	<p>The transfer of psychology services from Rutherglen/Cambuslang (GG&C) to NHS Lanarkshire took place on 1st October 2014, with additional resources being deployed into this locality. As previously noted, there continue to be difficulties in covering staff on maternity leave, due to financial limitations. Otherwise, clinical staffing remains relatively stable.</p>
<p>NHS Lothian</p>	<p>It should be noted that the substantial increase in workforce in mental health settings, to both Applied Psychology and Psychological Therapist posts, has been established to meet the HEAT increasing access to Psychological Therapies treatment target. This funding is non-recurring in the next financial year. The decrease in learning disability psychology staffing is a temporary workforce fluctuation. (It results mainly from staff leaving the service and new staff not being recruited by date of audit). The increase in forensic posts is also a temporary fluctuation resulting from the appointment of staff on non-reoccurring research and development funding.</p>
<p>NHS Tayside</p>	<p>The uplift in posts is due to new monies being made available for Neuropsychology, Health Psychology and Forensic Psychology plus the appointment to vacant posts in other specialties.</p>
<p>NHS State Hospital</p>	<p>The discrepancies shown are due to delays in filling posts.</p>
<p>NHS Education for Scotland</p>	<p>NHS Education for Scotland directly employs 14.3 WTE clinical staff included in the psychology workforce figures. There are also 4.6 WTE 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>
<p>HOOPS (Heads of Older People's Psychology Services)</p>	<p>Despite changing demographics, overall staff numbers have remained much the same. Reductions in some areas have been due to "incremental drift" and a secondment opportunity - from an already limited resource: this highlights the need to consider banding structure and career development issues within older people's services. Staff increase in one area relates to Change Fund initiatives; on-going funding of which requires to be addressed for continuation of these posts.</p>

Services to the Islands Boards as at 30th September 2014

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 - 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 0.5 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 0.1 WTE clinical psychologists in CAMHS. There is also a telemedicine clinic from the Southern general Hospital to the Western Isles.</p>

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

Table No.	Name	Time period	File & size
1	<u>Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group.</u>	30 th September 2014	Excel [4 MB]
1b	<u>Trend Table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).</u>	30 th September 2014	Excel [4 MB]
1c	<u>Clinical and Other Applied Psychologists (WTE) employed in Psychology Services in NHSScotland as at census date specified.</u>	30 th September 2014	Excel [4 MB]
1d	<u>Trend table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).</u>	30 th September 2014	Excel [4 MB]
2	<u>Age profile of Psychology Staff employed in NHSScotland by Professional Group.</u>	30 th September 2014	Excel [4 MB]
3a	<u>Ratio of per capita population to 1 WTE of All Applied Psychologists in NHSScotland by NHS Board.</u>	30 th September 2014	Excel [4 MB]
3b	<u>Ratio of per capita population to 1 WTE of All Clinical Staff in NHSScotland by NHS Board.</u>	30 th September 2014	Excel [4 MB]
4	<u>All Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of patients seen and Professional Group.</u>	30 th September 2014	Excel [4 MB]
4b	<u>Trend table showing all Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of patients seen and Professional Group.</u>	30 th September 2014	Excel [4 MB]
5	<u>Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group, Contract Type & Gender.</u>	30 th September 2014	Excel [4 MB]
6	<u>Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group & Agenda for Change Band.</u>	30 th September 2014	Excel [4 MB]
7	<u>Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group, Term of Contract & Gender.</u>	30 th September 2014	Excel [4 MB]
8	<u>Clinical Staff Employed in NHSScotland Psychology Services by Professional Group & NHS Region & Board.</u>	30 th September 2014	Excel [4 MB]
9	<u>Number of vacancy posts within NHSScotland Psychology Services which were between</u>	30 th September 2014	Excel [4 MB]

	<u>being advertised and being filled.</u>		
10	<u>Headcount and WTE of All Clinical staff employed in NHSScotland psy services as 30th September 2014, by Declared Ethnic Group.</u>	30 th September 2014	Excel [4 MB]
11	<u>Headcount and WTE of All Clinical staff employed in NHSScotland psy services as 30th September 2014, by Declared Disability.</u>	30 th September 2014	Excel [4 MB]
Services to the Boards	<u>Description of Staff in post and services received from mainland NHS Boards.</u>	30 th September 2014	Excel [4 MB]
12a	<u>All graduates of the MSc in Applied Psychology for Children & Young People (2007-2011) by Employment as at 30th September 2014.</u>	30 th September 2014	Excel [4 MB]
12b	<u>All graduates of the MSc Psychological Therapy in Primary Care (2005-2011) by Employment as at 30th September 2014.</u>	30 th September 2014	Excel [4 MB]
13	<u>Headcount in training in Applied Psychology in NHSScotland as at 30th September 2014.</u>	30 th September 2014	Excel [4 MB]
14a	<u>Headcount of D Clin Psych Graduates employed in NHSScotland Psychology Services.</u>	30 th September 2014	Excel [4 MB]
14b	<u>Percentage of D Clin Psych Graduates employed in NHSScotland Psychology Services.</u>	30 th September 2014	Excel [4 MB]

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

Heather Graveson

Information Analyst

heather.graveson@nhs.net

0131 275 7626

Claire Howitt

Information Analyst

claire.howitt@nhs.net

0131 275 6203

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 NHSScotland:

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

Training of Psychologists for NHSScotland: 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 28.

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 NHSScotland in NHSScotland. <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 NHSScotland.

For more information on psychology services in NHSScotland please see the 'Applied Psychologists and Psychology in NHSScotland: 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 NHSScotland are available at: <http://www.isdscotland.org/Health-Topics/Waiting-Times/Publications/2014-11-25/2014-11-25-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 NHSScotland 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 31st March 2014.
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 31st March 2014.
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	25 th November 2014
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 30 th September 2014, 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	Headcount and whole time equivalent (WTE). Numeric
Disclosure	The ISD protocol on Statistical Disclosure Protocol is followed.
Official Statistics designation	National Statistics
UK Statistics Authority Assessment	Assessed by UK Statistics Authority assessment-report-39---statistics-on-nhs-scotland-workforce.pdf
Last published	26 th August 2014.
Next published	24 th February 2015.
Date of first publication	2001
Help email	nss.isdwfdinfo@nhs.net
Date form completed	31/10/2014

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.

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.