

Publication Report



Psychology Services Workforce in NHSScotland

Workforce Information as at 31st March 2015

26th May 2015



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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 31st March 2015.

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 31st March 2015:

- The total number of clinical staff employed in NHSScotland Psychology Services continues to rise, with 1263 staff (1067.4 WTE) including 916 (766.3 WTE) Clinical and Other Applied Psychologists in post as at 31st March 2015.
- 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 916 (766.3 WTE) as at 31st March 2015.
- This total of 916 (766.3 WTE) equates to 850 (711.3 WTE) Clinical Psychologists plus 66 (55.0 WTE) Other Applied Psychologists. This represents a national staffing level of 14.3 WTE Applied Psychologists per 100,000 of the general population of Scotland.
- The total of 1263 staff also includes Graduates of the MSc in Psychological Therapies in Primary Care (66.1 WTE), Graduates of the MSc in the Applied Psychology of Children and Young People (38.1 WTE), Cognitive Behavioural Therapists (46.2 WTE), Counsellors (25.5 WTE), other therapists (15.4 WTE), and other clinical staff (21.3 WTE).
- As at 31st March 2015, an additional 49.3 WTE posts throughout NHSScotland Psychology Services were between being advertised and being filled with start dates commencing in April 2015. A further 18.5 WTE posts were approved for recruitment but not yet advertised.

Results and Commentary

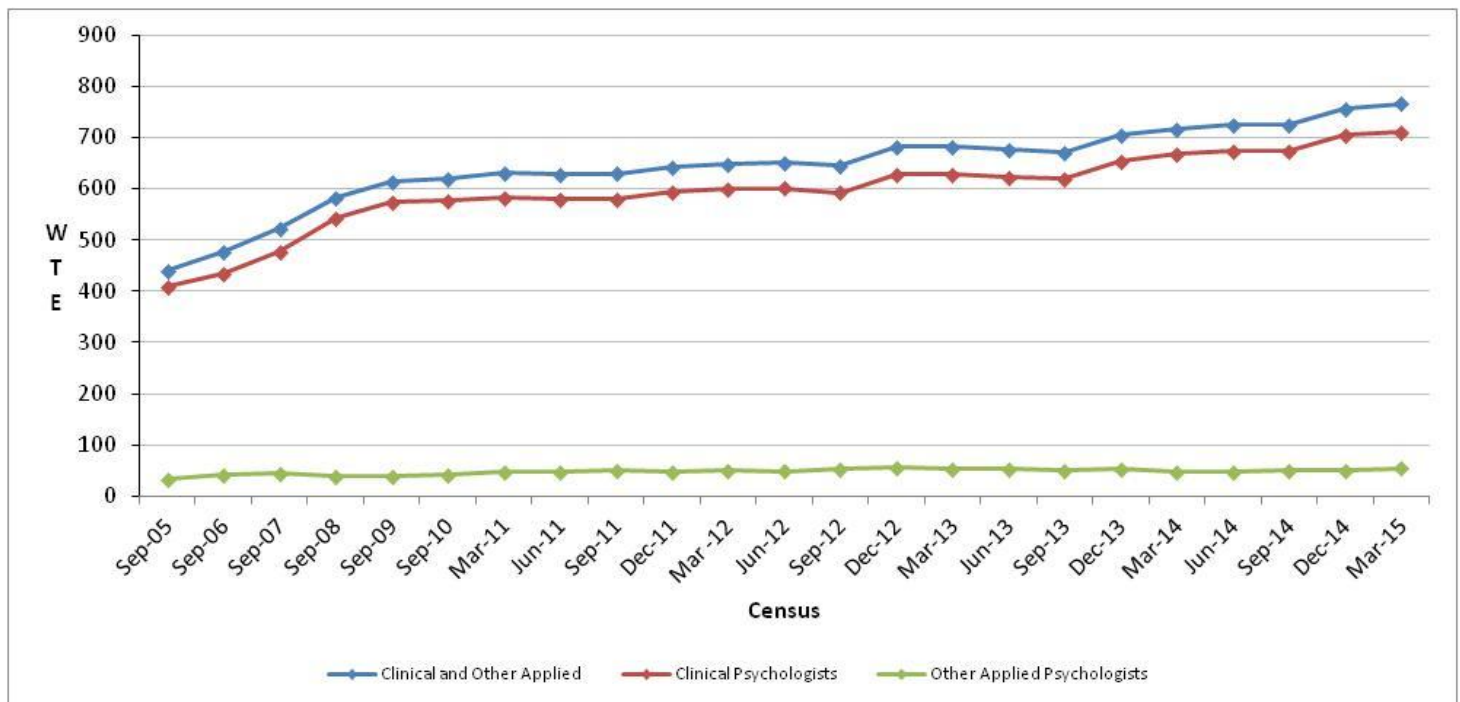
The information in this report is taken from the NES-ISD National Psychology Workforce database.

Staff Groups

The total number of clinical staff employed in NHSScotland Psychology Services continues to rise, with 1263 staff (1067.4 WTE) including 916 (766.3 WTE) Clinical and Other Applied Psychologists in post as at 31st March 2015. This total of 916 (766.3 WTE) equates to 850 (711.3 WTE) Clinical Psychologists plus 66 (55.0 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 916 (766.3 WTE) as at 31st March 2015 (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 – 31st March 2015.



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 (66.1 WTE), Graduates of the MSc in the Applied Psychology of Children and Young People (38.1 WTE), Assistant Psychologists (88.5 WTE), Cognitive Behavioural Therapists (46.2 WTE), Counsellors (25.5 WTE), other therapists (15.4 WTE), and other clinical staff (21.3 WTE), were employed in NHSScotland psychology services as at 31st March 2015.

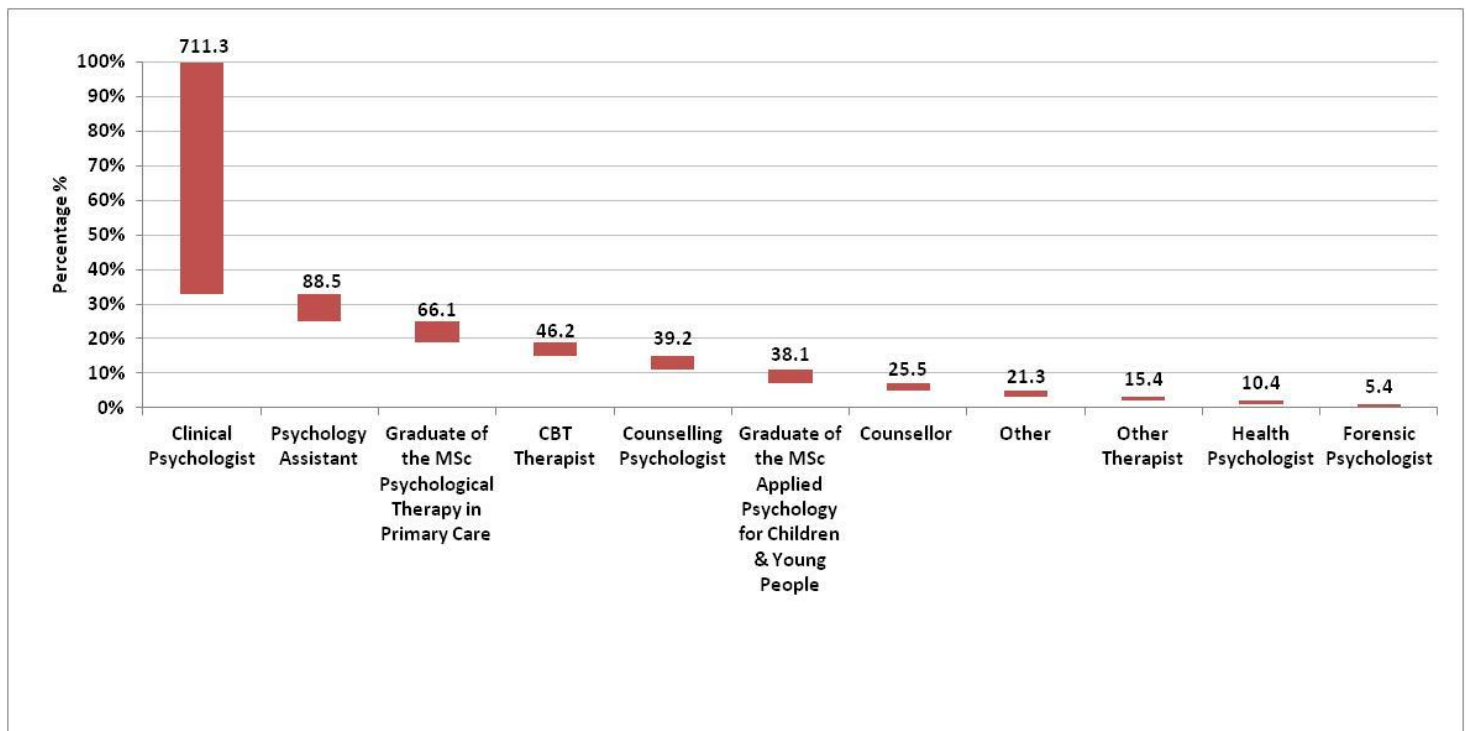
Table 1: NHS Scotland Psychology workforce by Professional Group as at 31st March 2015 (WTE).

Professional Group	Whole Time Equivalent (WTE)	Headcount	WTE per 100,000 population
Clinical Psychologist	711.3	850	13.3
Counselling Psychologist	39.2	47	0.7
Health Psychologist	10.4	13	0.2
Forensic Psychologist	5.4	6	0.1
Graduate of the MSc Psychological Therapy in Primary Care	66.1	75	1.2
Graduate of the MSc Applied Psychology for Children & Young People	38.1	41	0.7
CBT Therapist	46.2	51	0.9
Other Therapist	15.4	18	0.3
Counsellor	25.5	37	0.5
Psychology Assistant	88.5	96	1.7
Other	21.3	30	0.4
Total: All Groups	1067.4	1263	20.0

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

1. Please note that there is 1 person working as an assistant psychologist and a Graduate of the MSc Psychological Therapy Care within the same NHS Board hence the sum is 1 more than the true headcount as at 31st March 2015

Figure 2: NHS Scotland Psychology workforce as at 31st March 2015 by Professional Group. Expressed as a percentage of total 1067.4 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	31st Mar 2014	31st Mar 2015	WTE Difference from 31st Mar 2014 to 31st Mar 2015	% Difference from 31st Mar 2014 to 31st Mar 2015
NHS Ayrshire & Arran	77.6	79.3	1.7	2.2%
NHS Borders	17.4	16.6	-0.8	-4.6%
NHS Dumfries & Galloway	36.0	41.6	5.6	15.6%
NHS Fife	78.1	81.3	3.2	4.1%
NHS Forth Valley	28.6	35.8	7.2	25.2%
NHS Grampian	65.3	72.9	7.6	11.6%
NHS Greater Glasgow & Clyde	236.7	250.9	14.2	6.0%
NHS Highland	35.5	39.8	4.3	12.1%
NHS Lanarkshire	122.7	134.7	12.0	9.8%
NHS Lothian	146.2	177.8	31.6	21.6%
NHS Orkney	0.8	0.8	0.0	0.0%
NHS Shetland	0.7	0.7	0.0	0.0%
NHS State Hospital	20.6	18.9	-1.7	-8.3%
NHS Tayside	99.1	97.1	-2.0	-2.0%
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	13.8	18.2	4.4	31.9%
Total	980.3	1067.4	87.1	8.9%

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.

As illustrated in Table 2, the NHS Boards with the largest growth in Psychology Services staff between 31st March 2014 and 31st March 2015 were NHS Education for Scotland, NHS Forth Valley and NHS Lothian. The largest WTE increases in staff groups for these Boards were Health Psychologists in NHS Education for Scotland, Clinical Psychologists in NHS Forth Valley and Psychology Assistants in NHS Lothian.

Figure 3: WTE all Clinical Staff by NHS board as at census dates 31st March 2014 and 31st March 2015.

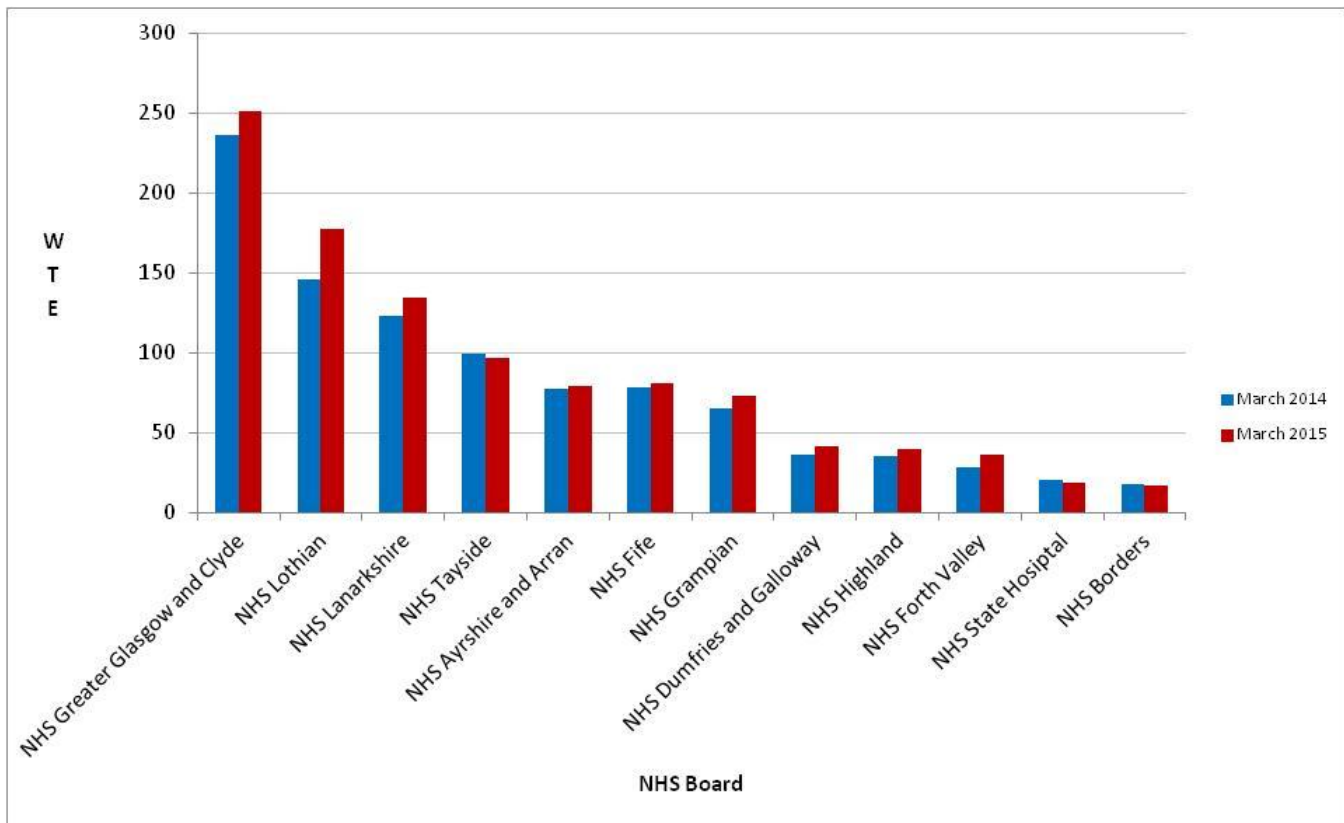


Figure 4: WTE of All Clinical Staff per 100,000 population by NHS Board as at 31st March 2015.

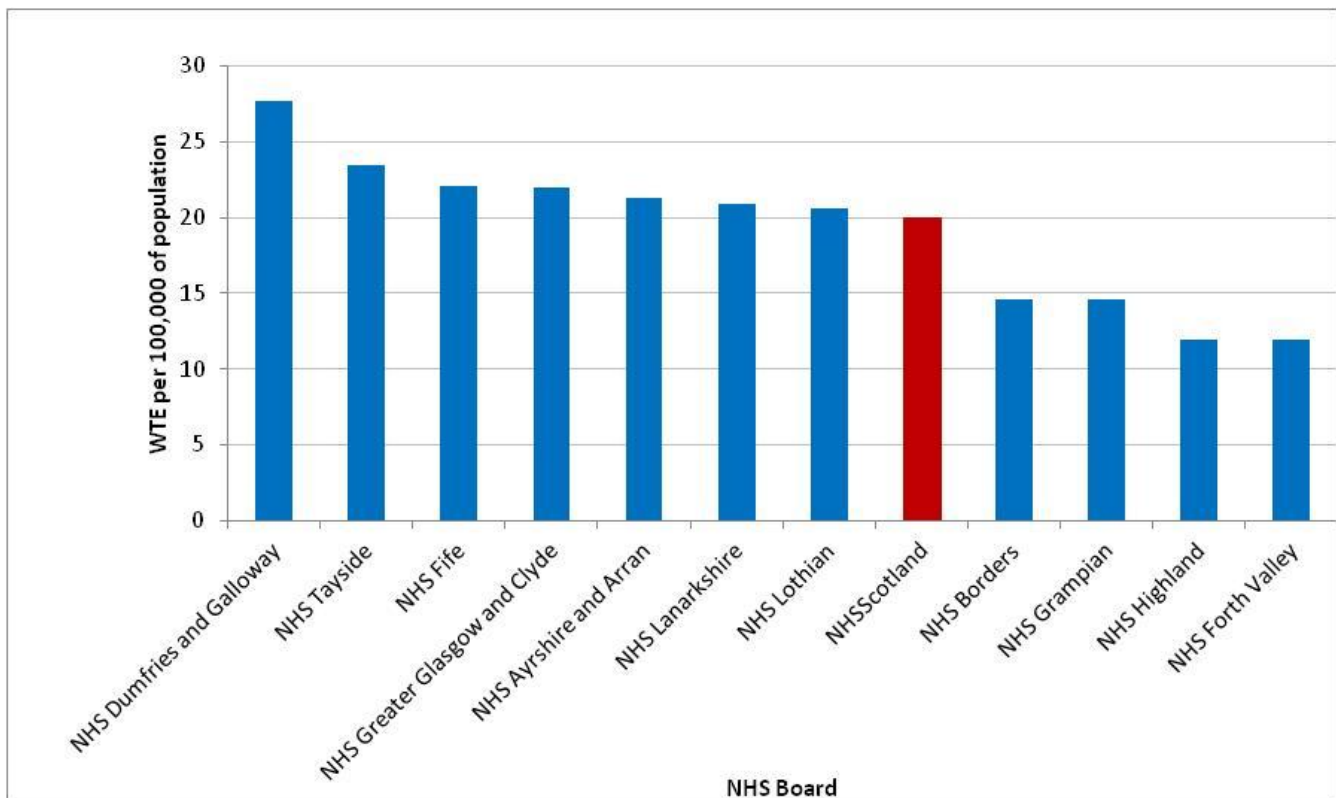
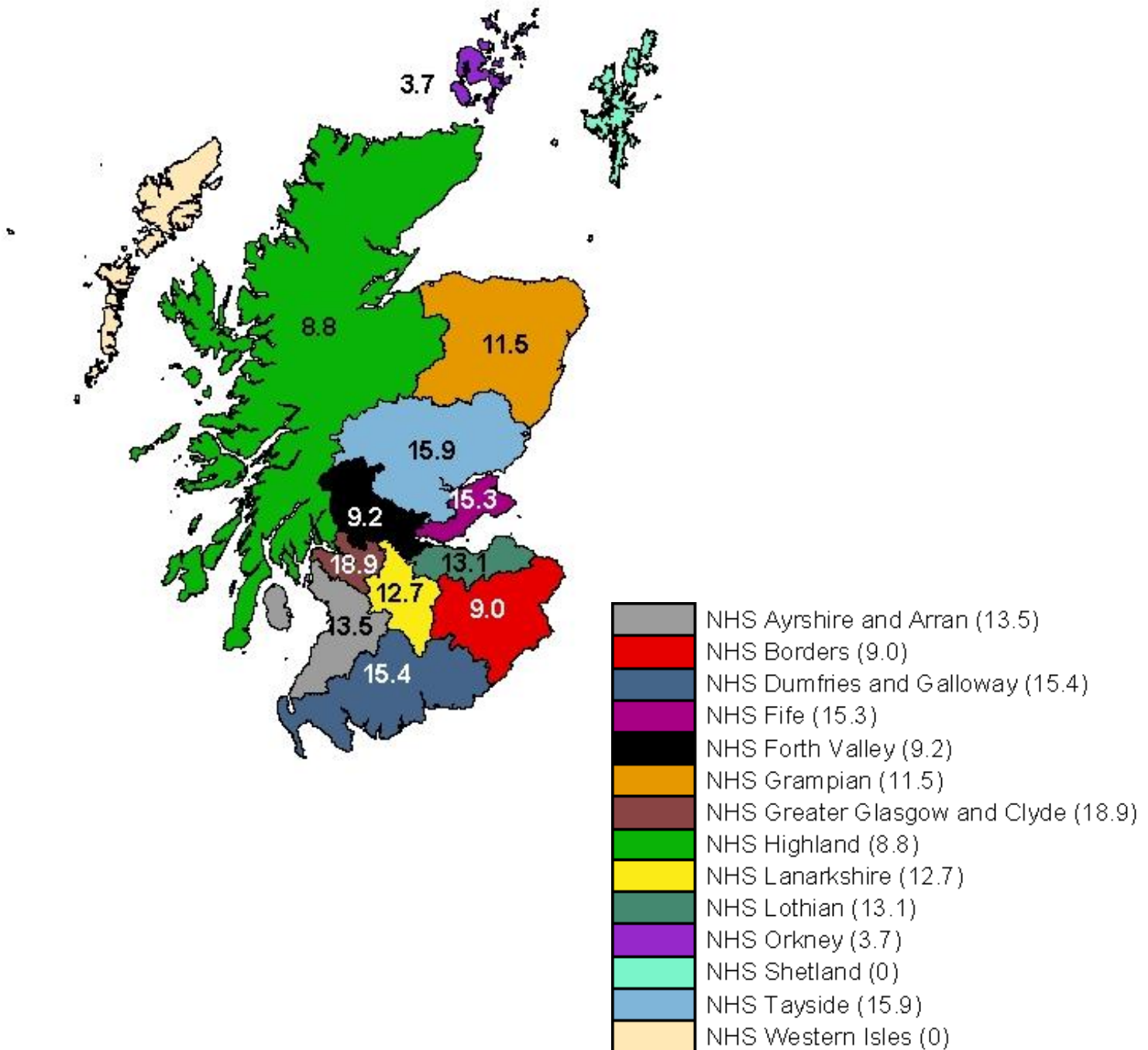


Figure 5: WTE per 100,000 of the population for All Clinical & Other Applied Psychologists in NHSScotland as at 31st March 2015, by NHS Board.



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 31st March 2014 and 31st March 2015, the following changes can be seen in the data:

- In total there were 916 (766.3 WTE) Clinical & Other Applied Psychologists employed in NHSScotland as at 31st March 2015. This is an increase of 7.5% headcount (+64hc), and an increase of 7.0% WTE (+49.9 WTE) from 31st March 2014.

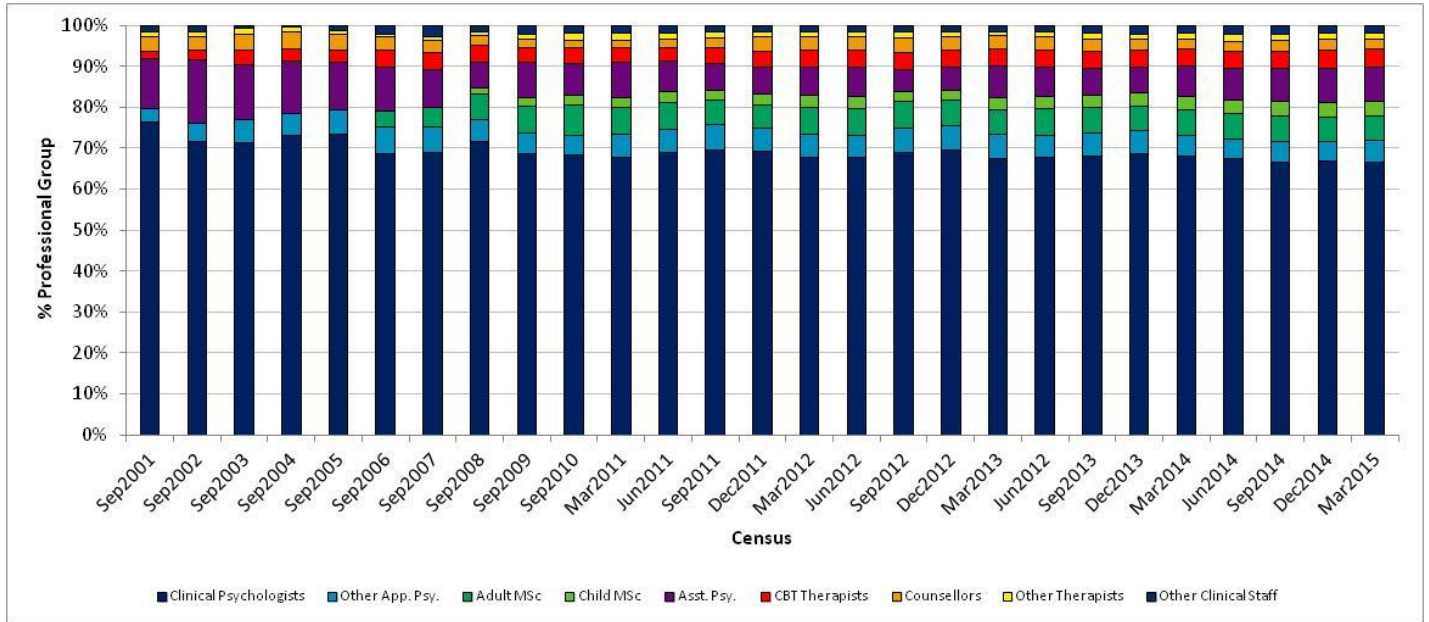
Table 3: NHS Scotland Psychology workforce Trends by Professional Group from March 2014 to March 2015 (WTE).

Professional Group	Mar-14	Jun -14	Sep -14	Dec -14	Mar-15	Annual Difference	%Annual Change
All Applied Psychologists;	716.4	724.2	726.1	756.8	766.3	49.9	7.0%
Clinical Psychologist	667.9	675.2	674.1	705.3	711.3	43.4	6.5%
Counselling Psychologist	33.6	34.2	37.2	36.3	39.2	5.6	16.7%
Health Psychologist	8.9	8.8	8.8	8.8	10.4	1.5	16.9%
Forensic Psychologist	6.0	6.0	6.0	6.4	5.4	-0.6	-10.0%
Neuropsychologist ¹	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
Other Clinical Staff;	263.9	277.0	287.0	300.4	301.0	37.1	14.1%
Graduate of the MSc Psychological Therapy in Primary Care ²	60.1	62.4	62.6	64.2	66.1	6.0	10.0%
Graduate of the MSc Applied Psychology for Children & Young People ²	32.1	31.5	35.0	37.1	38.1	6.0	18.7%
CBT Therapist	40.5	41.7	41.1	47.8	46.2	5.7	14.1%
Other Therapist	13.8	18.7	17.0	17.2	15.4	1.6	11.6%
Counsellor	25.7	25.2	25.9	26.8	25.5	-0.2	-0.8%
Psychology Assistant	73.4	76.9	83.7	87.2	88.5	15.1	20.6%
Other ³	13.8	20.7	21.7	20.1	21.3	2.9	15.8%
Total: All Professional Groups	980.3	1001.2	1013.1	1057.2	1067.4	87.1	8.9%

1. 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 2015 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=26 as at 31st March 2015. 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=2; NHS Lothian n=7; NHS State Hospital n=1; NHS Tayside n=2.
2. For more employment detail of the Graduates of the MSc courses, please refer to the psychology workforce publication [2015-05-26-Psychology-Workforce-Tables](#) (Psychology Service in NHSScotland), tab 12 in the workbook.
3. Please note that self help workers, nurses and allied health professionals are included within the 'Other' professional group within this table.

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

Figure 6: Percentage staff by professional group as at census date (September 2001-March 2015).



Vacancy Information

As at 31st March 2015 within NHSScotland Psychology Services:

- 49.3 WTE posts were between being advertised and being filled, with start dates commencing in April 2015.
- A further 18.5 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 31st March 2015 were between being advertised and being filled.

Job Title	NHSScotland WTE
All Applied Psychologists;	36.2
Clinical Psychologist	34.2
Counselling Psychologist	2.0
Other Clinical Staff;	13.1
Clinical Associate in Applied Psychology	2.8
CBT Therapist	1.0
Other Therapist	4.0
Psychology Assistant	5.3
Total	49.3

Area of Work

- Mental Health is the principal area of work, employing 400.2 WTE Clinical and Other Applied Psychologists. This is an increase of 8.6% compared to the WTE Mental Health figure as at 31st March 2014.
- 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 5 and 6 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	30 th Sept 2013	31 st Dec 2013	31 st Mar 2014	30 th Jun 2014	30 th Sep 2014	31 st Dec 2014	31 st Mar 2015	WTE Difference from 31 st Mar 2014 to 31 st Mar 2015	% Difference from 31 st Mar 2014 to 31 st Mar 2015
Mental Health	349.1	369.0	368.5	379.0	381.0	400.4	400.2	31.7	8.6%
Learning Disabilities	67.1	66.0	64.8	64.9	63.9	63.0	62.7	-2.1	-3.2%
Physical Health	81.6	86.0	93.7	90.6	92.9	101.2	102.3	8.6	9.2%
Forensic	39.6	40.3	40.9	42.8	40.3	43.2	43.2	2.3	5.6%
Neuro-psychology	38.8	40.8	42.0	43.1	44.5	43.1	45.9	3.9	9.3%
Alcohol & Substance Misuse	24.1	28.6	27.6	26.5	26.5	26.9	27.9	0.3	1.1%
Other	70.1	75.6	78.9	77.5	77.1	79.0	84.2	5.3	6.7%
Total	670.3	706.3	716.4	724.2	726.1	756.8	766.3	49.9	7.0%

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	31 st Mar 2014	31 st Mar 2015	WTE Difference from 31 st Mar 2014 to 31 st Mar 2015	% Difference from 31 st Mar 2014 to 31 st Mar 2015
Mental Health	554.1	610.2	56.1	10.1%
Learning Disabilities	84.7	85.7	1.0	1.2%
Physical Health	105.7	114.6	8.9	8.4%
Forensic	59.0	63.5	4.5	7.6%
Neuropsychology	47.3	52.9	5.6	11.8%
Alcohol and Substance Misuse	29.4	31.7	2.3	7.8%
Other	100.1	108.8	8.7	8.7%
Total	980.3	1067.4	87.1	8.9%

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.

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	30 th Sept 2013	31 st Dec 2013	31 st Mar 2014	30 th Jun 2014	30 th Sep 2014	31 st Dec 2014	31 st Mar 2015	WTE Difference from 31 st Mar 2014 to 31 st Mar 2015	% Difference from 31 st Mar 2014 to 31 st Mar 2015
	Children 0-19 yrs	184.2	200.9	198.4	197.0	197.5	203.3	198.8	0.4
Adults 20-64 yrs	402.8	414.7	422.1	432.7	434.1	451.4	460.7	38.6	9.1%
Older People 65+ yrs	36.0	37.4	34.6	33.9	34.3	38.1	36.9	2.3	6.6%
Age Non specific	47.2	53.2	61.3	60.7	60.2	64.1	70.0	8.7	14.2%
Total	670.3	706.3	716.4	724.2	726.1	756.8	766.3	49.9	7.0%

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	31 st Mar 2014	31 st Mar 2015	WTE Difference from 31 st Mar 2014 to 31 st Mar 2015	% Difference from 31 st Mar 2014 to 31 st Mar 2015
Children 0-19 years	266.1	274.8	8.7	3.3%
Adults 20-64 years	602.9	664.1	61.2	10.2%
Older People 65+ years	40.2	45.7	5.5	13.7%
Age Non specific	71.1	82.9	11.8	16.6%
Total	980.3	1067.4	87.1	8.9%

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

Workforce Age, Band and Contract Type

Figure 7: Age Profile of All Clinical Staff within NHS Scotland Psychology Services as at 31st March 2015. (Headcount)

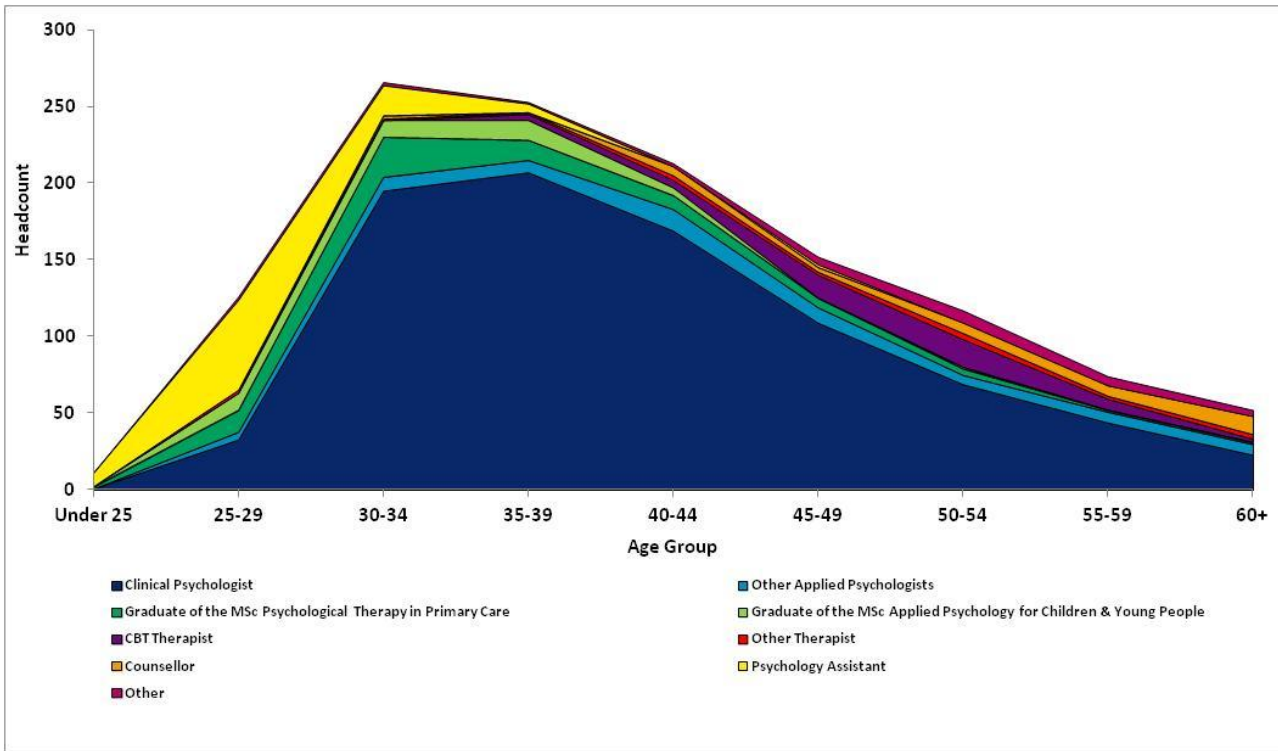


Figure 8: Age Profile of All Clinical Staff within NHS Scotland Psychology Services as at 31st March 2015. (Headcount)

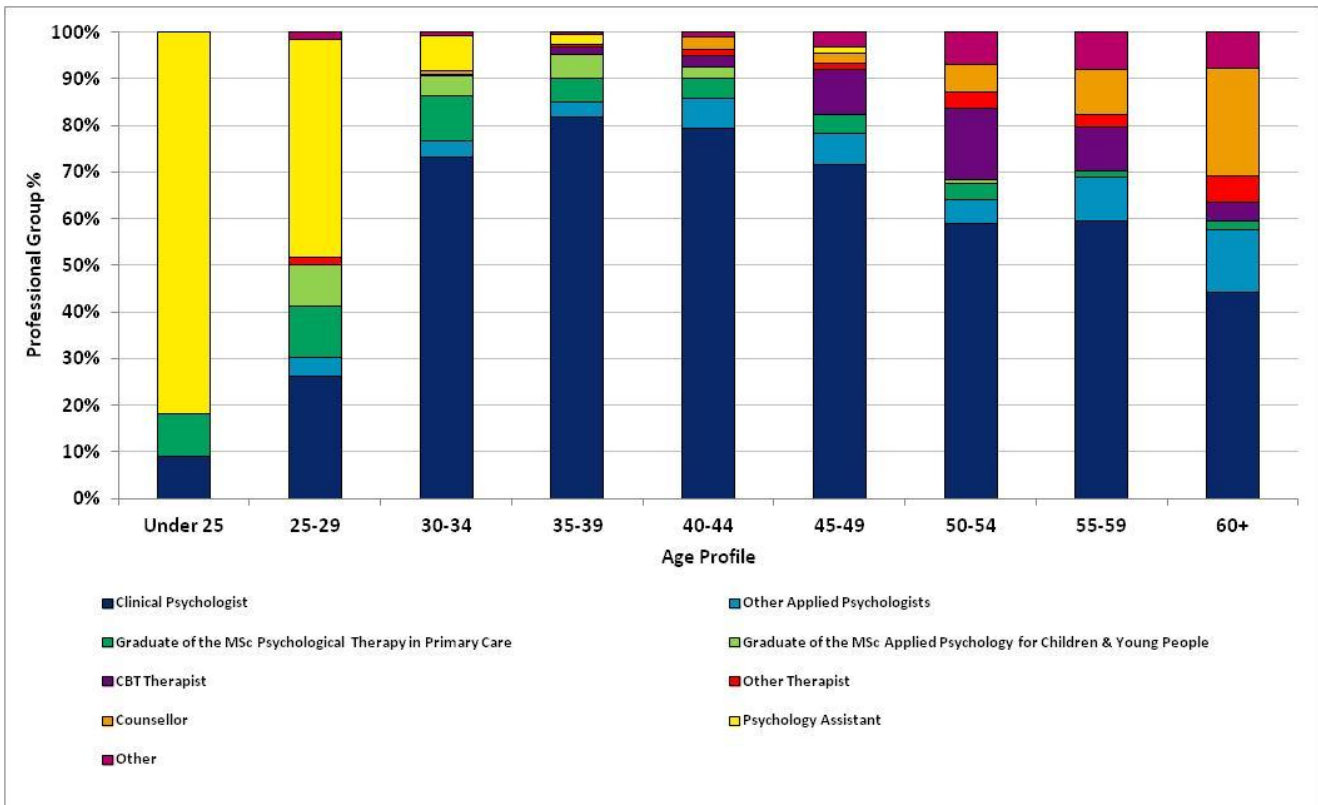


Figure 9: Workforce Tree Plot of All Clinical Staff within NHS Scotland Psychology Services by pay band & professional group, as a percentage of total 1067.4 WTE.

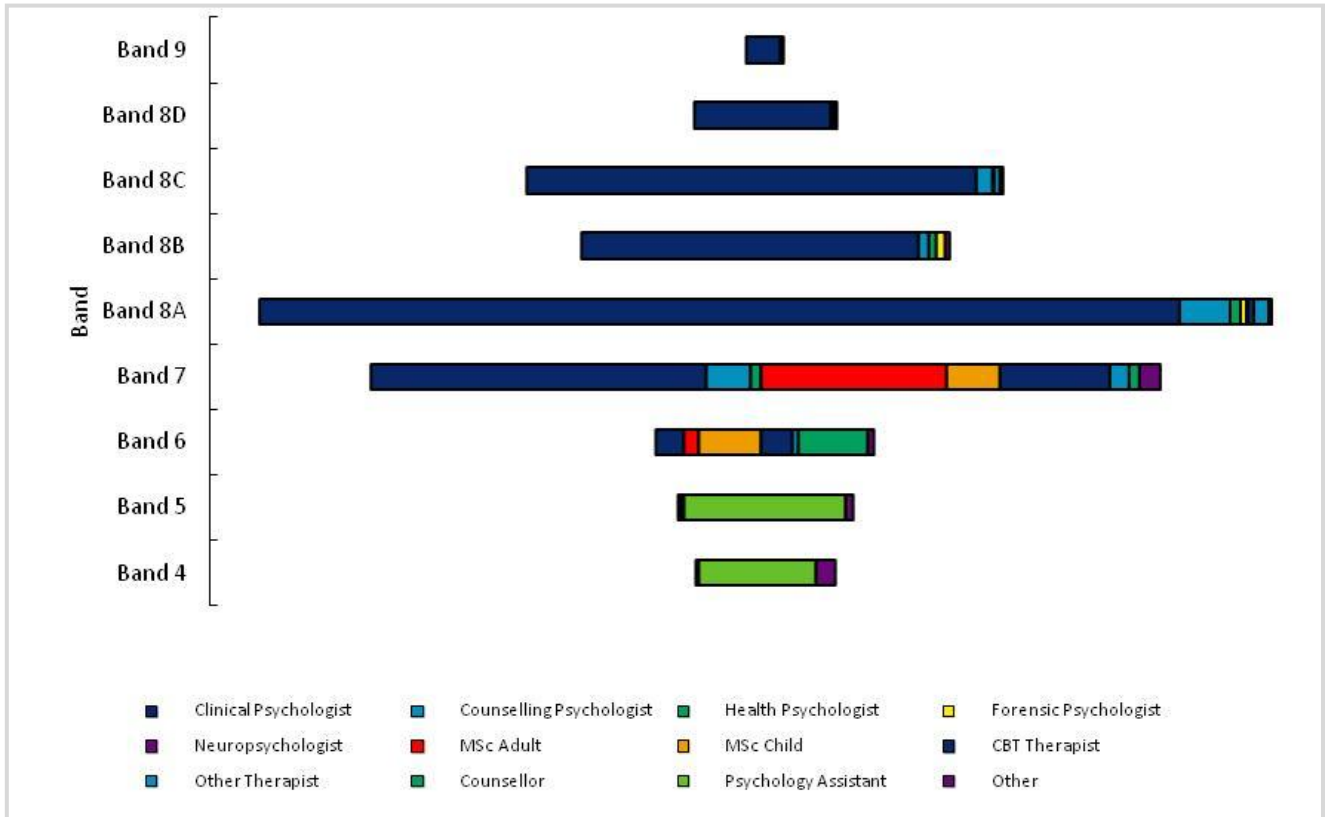


Figure 10: Contract Type of All Clinical Staff Staff within NHS Scotland Psychology Services, as a percentage of total 1067.4 WTE, by professional group.

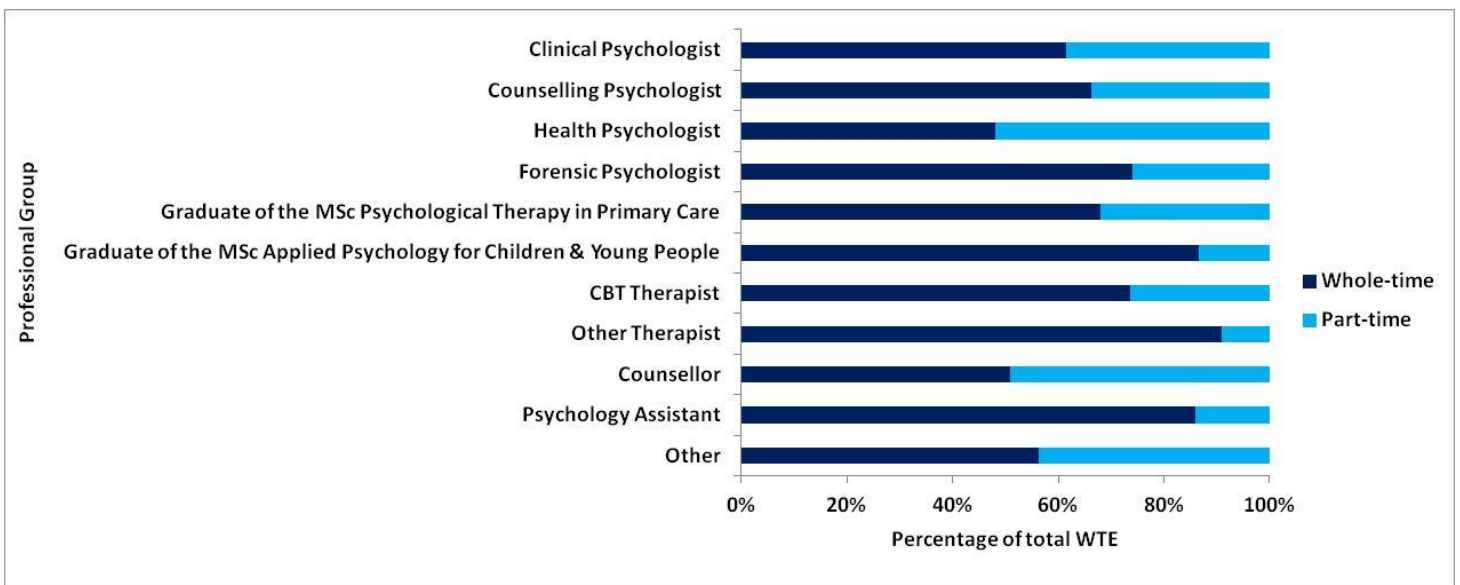
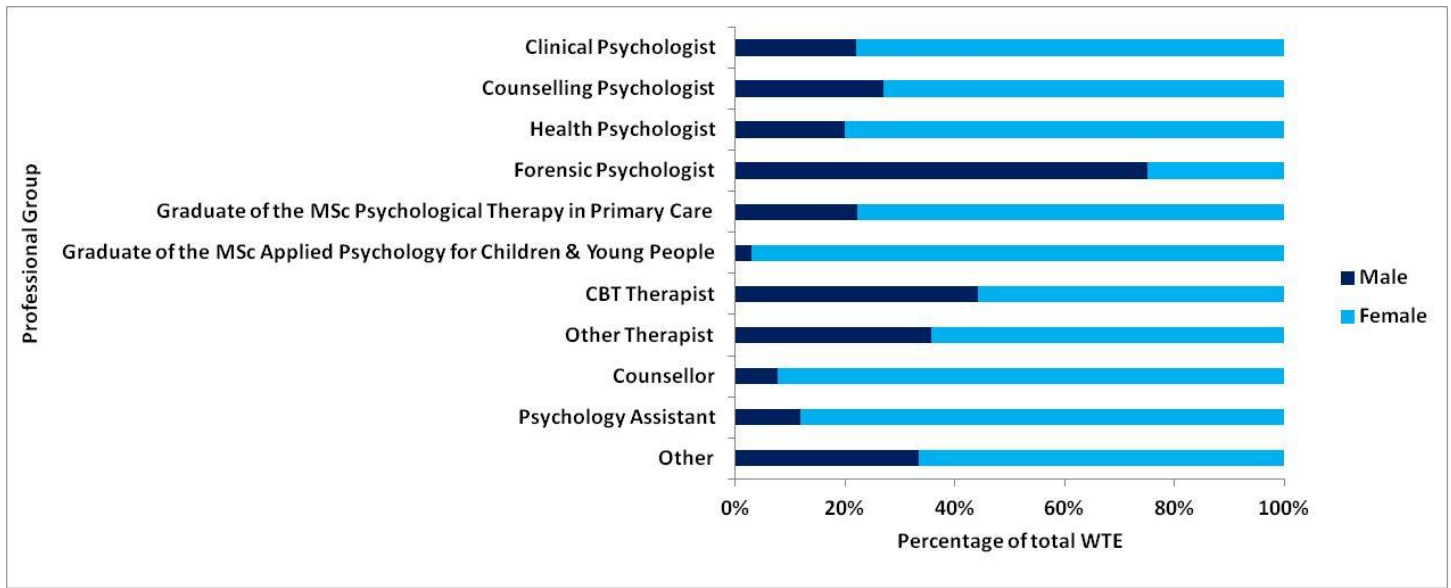


Figure 11: Gender Profile of All Clinical Staff within NHS Scotland Psychology Services, as a percentage of total 1067.4 WTE, by professional group.



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 31st March 2015.

Training Course	Headcount
Doctorate in Clinical Psychology ¹	189
MSc Psychological Therapy in Primary Care	25
MSc Applied Psychology of Children & Young People	15
BPS Stage 2 Qualification in Health Psychology	9
Total Number in Training	238

1. In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 189, as at 31st March 2015, 23 were Forensic aligned posts, 24 were aligned to Older People's services and 37 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 31st March 2015 none of the staff involved were within NHSS Psychology Services with the exception of NHS Grampian 1.5 WTE is currently being delivered with 0.5 WTE currently being recruited.

Maternity Leave

As at 31st March 2015, 63.7 WTE (5.9%) of the 1067.4 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 31st March 2015 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 31 st March 2015
NHS Ayrshire & Arran	The staffing levels have slightly increased in 2015 following some returns from Maternity Leave. Changes in "other" category due to further mat leave. Change in Forensic due to assistant vacancy. Other apparent increases due to reductions in hours and reconfiguration of staff as a result.
NHS Borders	We have returned to full staffing following returns from Maternity Leave and successful recruitment, and the increase in Physical Health reflects this. The drop in 'Other' is the result of Doing Well staff leaving posts – now filled. We do have .9 wte in addictions – but as not within the psychology service this is not currently reported.
NHS Dumfries & Galloway	All posts now filled, including a new F/T permanent Consultant Clinical Psychologist post for looked after Children. New posts emerging in child services (temporary F/T Clinical Psychologist – SG Central Mental Health innovation funding) and in Dementia care (Permanent F/T consultant Clinical Psychologist arising from internal service redesign).
NHS Fife	Mental Health reduction is due to vacancies which will soon be filled. Learning Disabilities & Physical Health have filled vacancies & LD has a temporary project assistant in post. Forensic has an additional clinical psychologist & consultant in post for new in patient unit & also have a fixed term Assistant. Other Local Area Tutor & PTTC roles have additional fixed term staff in post to cover for maternity leave
NHS Forth Valley	4.0 WTE of the 5.0 WTE increase in staffing across Forensic and Alcohol/Substance Misuse services is due to recruitment to fixed term posts in these services. 0.8 WTE of the increase in staffing in Physical Health is also due to fixed term waiting list initiative sessions. However there has also been a small increase to permanent staffing in Physical Health services. The decrease in Learning Disability services is due to a vacant post within LD CAMHS. A further staffing increase of 5.0 WTE in adult services and 2.0 WTE in child & family services has been funded by NHS FV. The adult posts have all been recruited to (although none of the new staff were in post as of 31/03/15) and the child & family posts are at an advanced stage of the recruitment process.
NHS Grampian	The overall increase in wte for the workforce over the past year is primarily attributable to replacement of part-time staff leavers with full-time joiners as well as a modest increase in temporary assistant psychologist posts. Appointments have been made to new full-time and part-time posts funded for HMP & YOI Grampian which has also contributed to the expansion of our workforce. Recruitment to Band 8B posts in the general AMH service remains a problem apparently partly due to the perceived high cost of living in Aberdeen. A number of senior members of the profession are also approaching retirement which will inevitably result in some temporary instability in professional leadership in the specialties affected but will also create opportunities for new leaders for our future services to be appointed.

<p>NHS Greater Glasgow & Clyde</p>	<p>Our progress in relation to the HEAT target remains a focus for all staff and services. The introduction of our flexible Band 7 posts has been one of the essential elements to progress to date. We remain vulnerable to areas and services that have a critical mass challenge when any vacancies arise due to maternity, sickness and/or career progression. This will become more critical when we move to HSCPs which will test our commitment to a whole system approach in a challenging financial future. Further, our recent Learning Disabilities re-design has led to workforce challenges and recruitment issues which may continue to cause concern.</p>
<p>NHS Highland</p>	<p>The CAMHS departments have 1.0wte vacancy. Previous vacancies in Adult Mental Health have now been filled, in both North Highland and Argyll and Bute.</p>
<p>NHS Lanarkshire</p>	<p>Staffing continues to be relatively stable, with change in overall service funding. A number of senior staff have taken up promoted posts / retired over the past year, and these have been replaced from within the Service. Having met the HEAT PT target, the focus for 2015/16 is on improving clinical outcome recording and reporting. As previously noted, there continue to be difficulties in covering staff on maternity leave/long term sickness, due to financial limitations.</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 non-recurring funding ends in December 2015. 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 18.2 WTE clinical staff included in the psychology workforce figures. There are also 4.7 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 31st March 2015

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>	31 st March 2015	Excel [14 MB]
1b	Trend Table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).	31 st March 2015	Excel [14 MB]
1c	Clinical and Other Applied Psychologists (WTE) employed in Psychology Services in NHSScotland as at census date specified.	31 st March 2015	Excel [14 MB]
1d	Trend table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).	31 st March 2015	Excel [14 MB]
2	Age profile of Psychology Staff employed in NHSScotland by Professional Group.	31 st March 2015	Excel [14 MB]
3a	Ratio of per capita population to 1 WTE of All Applied Psychologists in NHSScotland by NHS Board.	31 st March 2015	Excel [14 MB]
3b	Ratio of per capita population to 1 WTE of All Clinical Staff in NHSScotland by NHS Board.	31 st March 2015	Excel [14 MB]
4	All Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of patients seen and Professional Group.	31 st March 2015	Excel [14 MB]
4b	Trend table showing all Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of patients seen and Professional Group.	31 st March 2015	Excel [14 MB]
5	Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group, Contract Type & Gender.	31 st March 2015	Excel [14 MB]
6	Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group & Agenda for Change Band.	31 st March 2015	Excel [14 MB]
7	Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group, Term of Contract & Gender.	31 st March 2015	Excel [14 MB]
8	Clinical Staff Employed in NHSScotland Psychology Services by Professional Group & NHS Region & Board.	31 st March 2015	Excel [14 MB]
9	Number of vacancy posts within NHSScotland Psychology Services which were between	31 st March 2015	Excel [14 MB]

	being advertised and being filled.		
10	Headcount and WTE of All Clinical staff employed in NHSScotland psy services as 30th September 2014, by Declared Ethnic Group.	31 st March 2015	Excel [14 MB]
11	Headcount and WTE of All Clinical staff employed in NHSScotland psy services as 30th September 2014, by Declared Disability.	31 st March 2015	Excel [14 MB]
Services to the Boards	Description of Staff in post and services received from mainland NHS Boards.	31 st March 2015	Excel [14 MB]
12a	All graduates of the MSc in Applied Psychology for Children & Young People (2007-2014) by Employment as at 31 st March 2015.	31 st March 2015	Excel [14 MB]
12b	All graduates of the MSc Psychological Therapy in Primary Care (2005-2014) by Employment as at 31st March 2015.	31 st March 2015	Excel [14 MB]
13	Headcount in training in Applied Psychology in NHSScotland as at 31st March 2015.	31 st March 2015	Excel [14 MB]
14a	Headcount of D Clin Psych Graduates employed in NHSScotland Psychology Services.	31 st March 2015	Excel [14 MB]
14b	Percentage of D Clin Psych Graduates employed in NHSScotland Psychology Services.	31 st March 2015	Excel [14 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.

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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 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.gov.scot/Resource/0039/00398762.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.gov.scot/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/2015-05-26/2015-05-26-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 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 31 st March 2015.
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services as at 31 st March 2015.
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 May 2015
Frequency	From 2001-2010 publications were annual, data as at 30th September, from March 2011 the publications have been quarterly.
Timeframe of data and timeliness	Data up to 31 st March 2015, 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	24 th February 2015.
Next published	25 th August 2015.
Date of first publication	2001
Help email	nss.isdwfdinfo@nhs.net
Date form completed	30/04/2015

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

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.