

Psychology Services Workforce in NHSScotland



Workforce Information at 31 March 2016

Publication date – 07 June 2016

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Introduction

This publication is collaboration between Information Services Division and NHS Education for Scotland (NES) and presents Psychology Services workforce information at 31 March 2016.

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 and 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.

This report presents information on headcount, which is the number of staff employed, and Whole Time Equivalents (WTEs). WTEs is a calculation that takes account of part-time staff, for example, two part time staff each working 'half time' are working hours equivalent to one full time member of staff ie 1.0 WTE.

Clinical Psychologists make up the largest staff group in Psychology Services. 'Other Applied Psychologists' comprises staff from Counselling Psychology, Health Psychology, Forensic Psychology and Neuropsychology. 'All Applied Psychologists' refers to the total of Clinical Psychologists plus Other Applied Psychologists. In addition, the Psychology Services workforce contains other staff groups such as counsellors and Psychology Assistants.

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

- Since 31 March 2015 the number of Clinical Psychologists has increased from 850 headcount to the current level of 862 headcount at 31 March 2016, however the WTE has decreased in this time period from 711.3 WTE to the current level of 705.0 WTE.
- The number of Clinical and Other Applied Psychologists, has increased by 25% over the last 7 years, from 614.2 WTE (692 headcount) in 2009 to the current level of 767.6 WTE (935 headcount).
- This represents a staffing level of 14.3 WTE Applied Psychologists per 100,000 of the population of Scotland. This rate varies across NHS Health Board areas. For instance, in respect of mainland boards, the rate for NHS Greater Glasgow and Clyde (17.7 WTE per 100,000) is over double the rate for NHS Highland (8.7 WTE per 100,000).
- At 31 March 2016 52.9 WTE posts were vacant and in the process of being advertised with a further 5.6 WTE posts being approved for recruitment but not yet advertised.

Results and Commentary

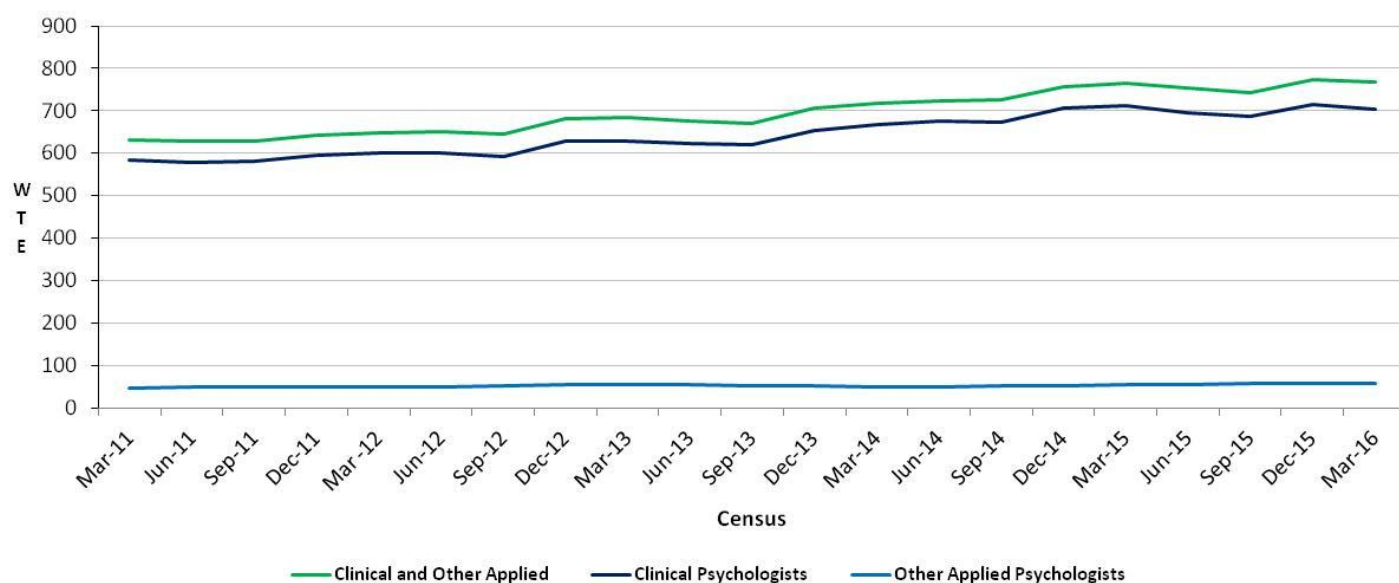
The information in this report is taken from the NES-ISD National Psychology Workforce database.

Staff Groups

The total number of clinical staff employed in NHSScotland Psychology Services continues to rise annually, with 1079.2 WTE (1304 headcount) including 767.6 WTE (935 headcount) Clinical and Other Applied Psychologists in post at 31 March 2016. This total of 767.6 WTE (935 headcount) equates to 705.0 WTE (862 headcount) Clinical Psychologists plus 62.6 WTE (73 headcount) Other Applied Psychologists (see Table 1).

The number of Clinical and Other Applied Psychologists, has increased by 25% over the last 7 years, from 614.2 WTE (692 headcount) in 2009 to the current level of 767.6 WTE (935 headcount). The recent seasonal variation in the trend relates largely to the expansion and intakes to the NES commissioned 3 year Doctorate in Clinical Psychology course running from September and the regular output and high retention cohorts completing this course.

Figure 1: WTE of all Clinical and Other Applied Psychologists in NHSScotland 2011-2016



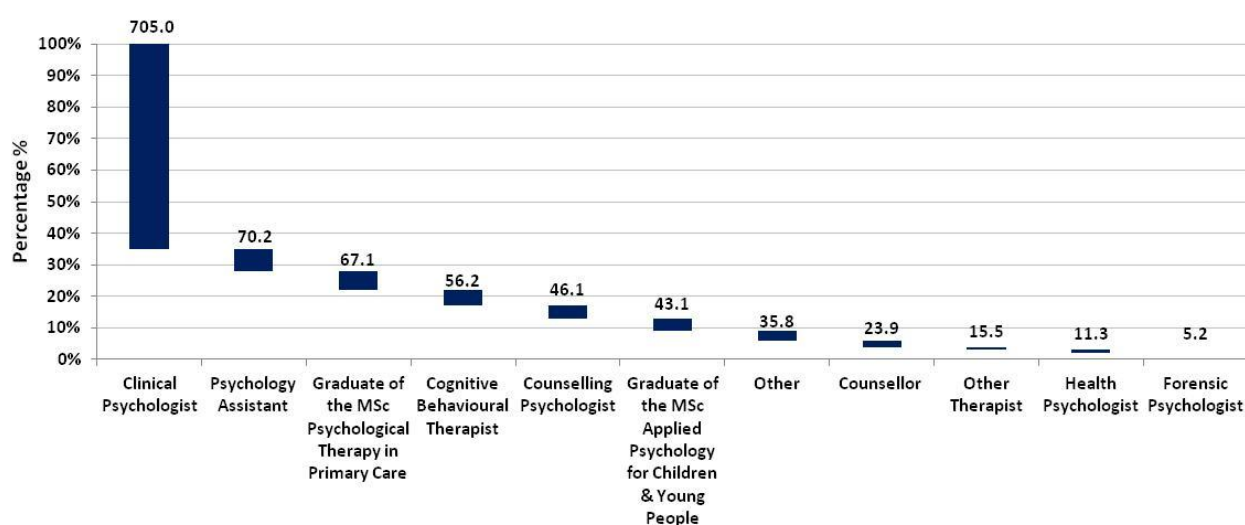
Psychology Services increasingly employ a greater skill-mix of staff as illustrated in Table 1. Graduates of the MSc in Psychological Therapies in Primary Care (67.1 WTE), Graduates of the MSc in the Applied Psychology of Children and Young People (43.1 WTE), Assistant Psychologists (70.2 WTE), Cognitive Behavioural Therapists (56.2 WTE), Counsellors (23.9 WTE), other therapists (15.5 WTE), and other clinical staff (35.8 WTE), were employed in Psychology Services at 31 March 2016.

Table1: NHSScotland Psychology workforce by Professional Group at 31 March 2016 (WTE).

Professional Group	Whole Time Equivalent (WTE)	Headcount	WTE per 100,000 population
All Applied Psychologists;	767.6	935	14.3
Clinical Psychologist	705.0	862	13.1
Counselling Psychologist	46.1	53	0.9
Health Psychologist	11.3	14	0.2
Forensic Psychologist	5.2	6	0.1
Other Clinical Staff;	311.6	369	5.8
Graduate of the MSc Psychological Therapy in Primary Care	67.1	80	1.2
Graduate of the MSc Applied Psychology for Children & Young People	43.1	48	0.8
Cognitive Behavioural Therapist	56.2	62	1.0
Other Therapist	15.5	19	0.3
Counsellor	23.9	35	0.4
Psychology Assistant	70.2	76	1.3
Other	35.8	49	0.7
Total: All Groups	1079.2	1304	20.1

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

Figure 2: NHSScotland Psychology workforce at 31 March 2016 by Professional Group. Expressed as a percentage of 1079.2 WTE total.



Staff in NHS Boards

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

NHS Board	31 Mar 2015	31 Mar 2016	Annual Difference	%Annual Change
NHS Ayrshire & Arran	79.3	76.6	-2.7	-3.4%
NHS Borders	16.6	19.6	3.0	18.1%
NHS Dumfries & Galloway	41.6	41.6	0.0	0.0%
NHS Fife	81.3	83.9	2.6	3.2%
NHS Forth Valley	35.8	46.8	11.0	30.7%
NHS Grampian	72.9	67.4	-5.5	-7.5%
NHS Greater Glasgow & Clyde	250.9	232.1	-18.8	-7.5%
NHS Highland	39.8	53.7	13.9	34.9%
NHS Lanarkshire	134.7	152.3	17.6	13.1%
NHS Lothian	177.8	158.6	-19.2	-10.8%
NHS Orkney	0.8	0.8	0.0	0.0%
NHS Shetland	0.7	0.7	0.0	0.0%
NHS Tayside	97.1	100.6	3.5	3.6%
NHS Western Isles	0.2	0.2	0.0	0.0%
National Waiting Times Centre	1.0	1.0	0.0	0.0%
NHS Education for Scotland	18.2	21.9	3.7	20.3%
State Hospital	18.9	21.7	2.8	14.8%
Total	1067.4	1079.2	11.8	1.1%

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

Figure 3: WTE all Clinical Staff by NHS Board at census dates 31 March 2015 and 31 March 2016.

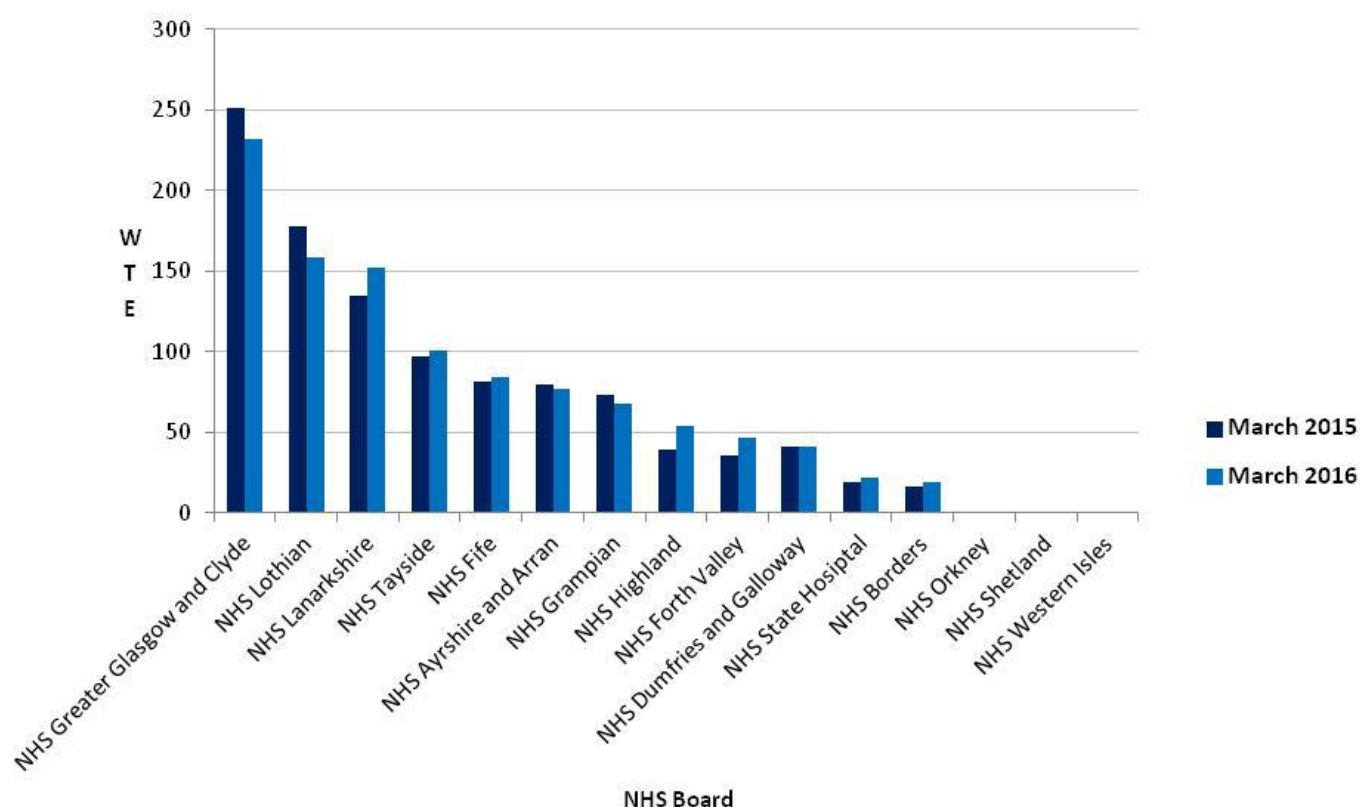


Figure 4: WTE all Clinical Staff per 100,000 population by NHS Board at 31 March 2016.

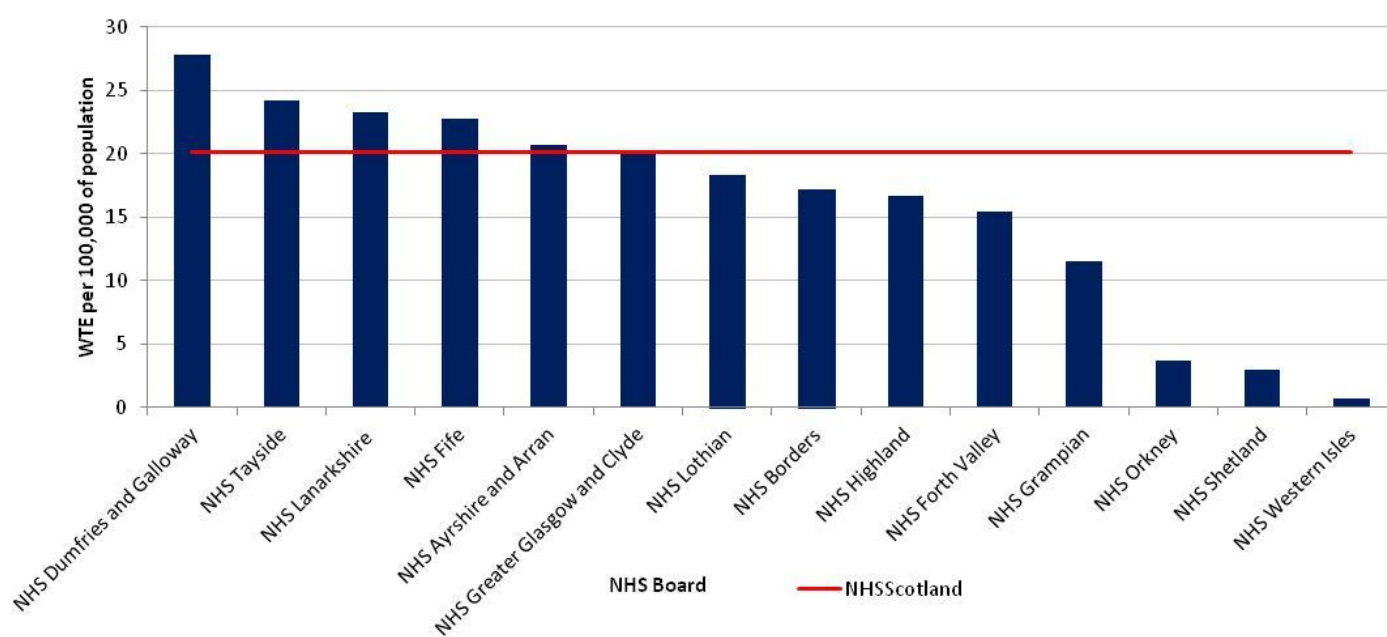
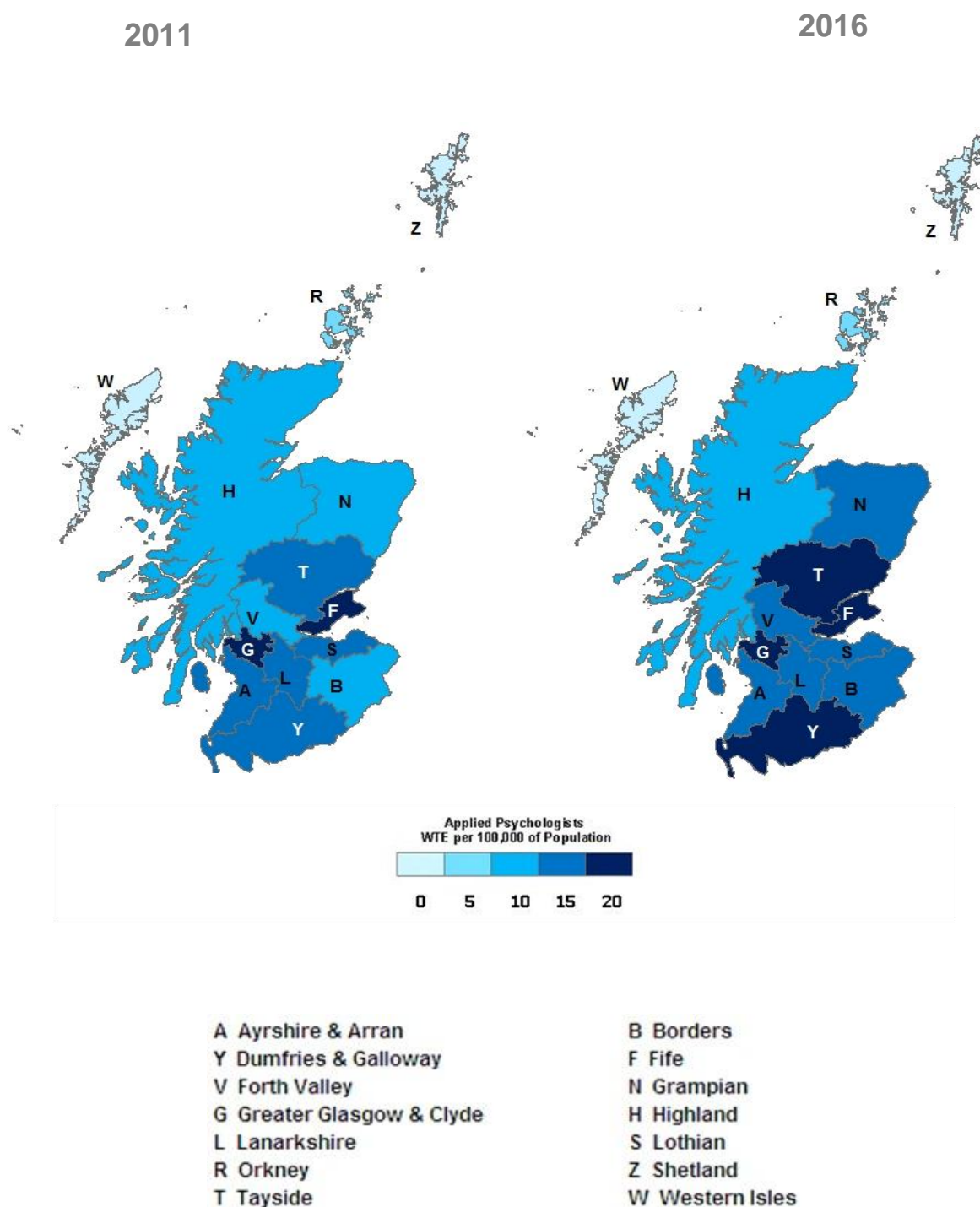


Figure 5: WTE All Applied Psychologists per 100,000 population by NHS Board at 31 March 2011 and 31 March 2016.



* Please note that 2011 is used as a comparative due to quarterly publications being provided from this time point.

Figure 5 shows there is significant variation in the WTE per 100,000 across boards. For instance NHS Greater Glasgow and Clyde is over double the rate for NHS Highland. The variations in staffing numbers in multidisciplinary non psychology staff reflect the differing service structures and configurations across NHSScotland.

Recent Trends

Between 31 March 2015 and 31 March 2016, the following changes can be seen in the data:

- In total there were 767.6 WTE (935 headcount) Clinical & Other Applied Psychologists employed in NHSScotland at 31 March 2016. This is an increase of 1.3 WTE (0.2%), and an increase of 19 headcount (2.1%) from 31 March 2015.
- Please note that the Doctorate in Clinical Psychology course commences in September which has an impact on the Other Clinical Staff levels. The high retention rate of course graduates within NHSScotland Psychology Services contributes to a rise of Clinical Psychologists within the December time point.

Table 3: NHSScotland Psychology workforce Trends by Professional Group from 31 March 2015 and 31 March 2016 (WTE).

Professional Group	31 Mar 2015	30 Jun 2015	30 Sep 2015	31 Dec 2015	31 Mar 2016	Annual Difference	% Annual Change
All Applied Psychologists;	766.3	753.6	743.7	772.6	767.6	1.3	0.2%
Clinical Psychologist ¹	711.3	695.1	686.0	714.5	705.0	-6.3	-0.9%
Counselling Psychologist	39.2	43.7	43.5	43.4	46.1	6.9	17.6%
Health Psychologist	10.4	9.4	8.9	9.3	11.3	0.9	8.7%
Forensic Psychologist	5.4	5.4	5.4	5.4	5.2	-0.2	-3.7%
Other Clinical Staff;	301.1	319.7	305.1	299.3	311.6	10.6	3.5%
Graduate of the MSc Psychological Therapy in Primary Care ²	66.1	66.4	67.2	64.6	67.1	1.0	1.5%
Graduate of the MSc Applied Psychology for Children & Young People ²	38.1	43.5	40.4	41.4	43.1	5.0	13.1%
Cognitive Behavioural Therapist	46.2	54.5	56.3	56.5	56.2	10.0	21.6%
Other Therapist	15.4	15.2	15.2	16.4	15.5	0.1	0.6%
Counsellor	25.5	25.3	24.8	24.6	23.9	-1.6	-6.3%
Psychology Assistant	88.5	87.5	73.4	67.2	70.2	-18.3	-20.7%
Other ³	21.3	27.4	27.9	28.8	35.8	14.5	68.1%
Total: All Professional Groups	1067.4	1073.4	1048.9	1071.9	1079.2	11.8	1.1%

1. During 2014, those individuals previously recorded as Neuropsychologists (n=4 headcount at 31 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 (i.e. a headcount of n=4 Neuropsychologists at 31 December 2013 appear in the data at 31 March 2016 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=27 at 31 March 2016. 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=2; State Hospital n=1; NHS Tayside n=4.

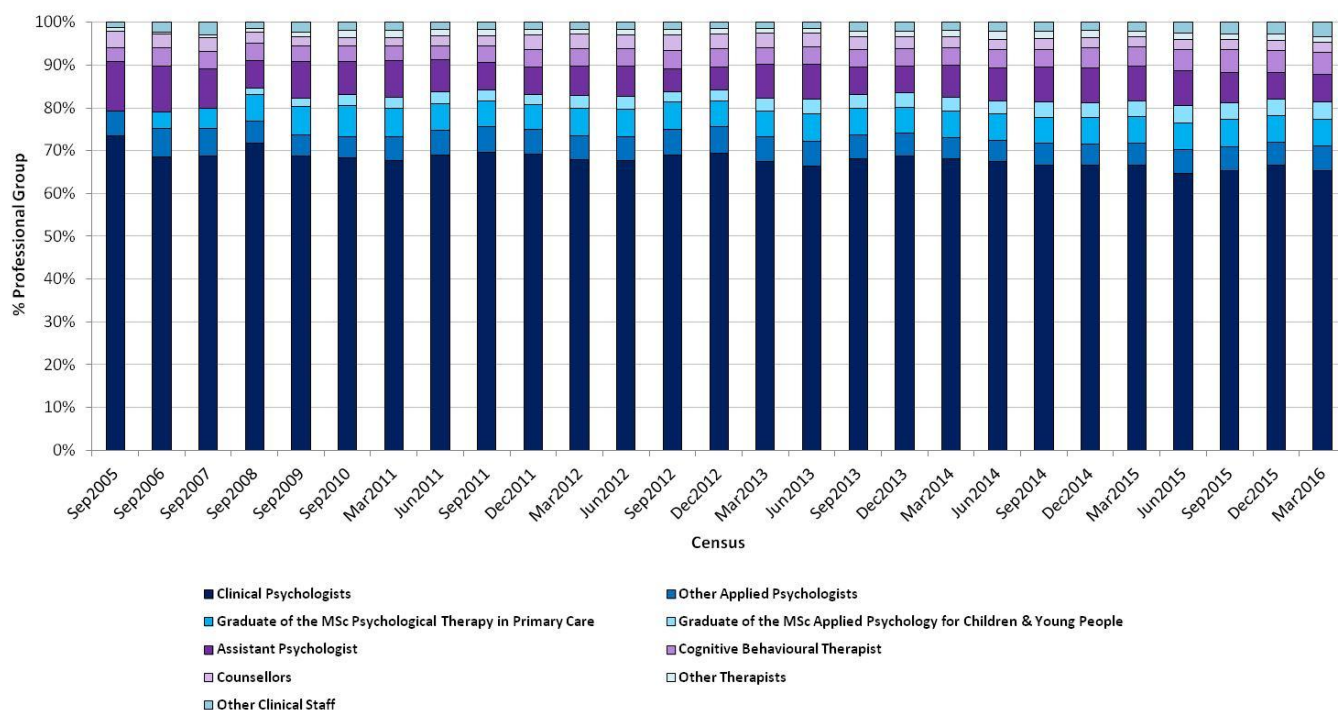
2. For more employment detail of the Graduates of the MSc courses please refer to the psychology workforce [publication tables](#) (Psychology Service in NHSScotland) tab 12 in the workbook.

3. Please note that self help workers, nurses, allied health professionals are included within the 'Other' professional group within this table.

4. Please note that any discrepancies in WTE are due to rounding.

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

Figure 6: Professional group by percentage at census date September 2005 – March 2016.



Vacancy Information

At 31 March 2016 within NHSScotland Psychology Services:

- 52.9 WTE posts were in the process of being advertised at 31 March 2016
- A further 5.6 WTE posts were approved for recruitment, but not yet advertised.

In practice many vacancies 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 31 March 2016 were between being advertised and being filled.

Job Title	NHSScotland WTE
All Applied Psychologists;	37.6
Clinical Psychologist	37.6
Other Clinical Staff;	15.3
Clinical Associate in Applied Psychology	3.3
Cognitive Behavioural Therapist	2.8
Psychology Assistant	7.2
Other Therapist	2.0
Total	52.9

Figure 7: Vacancy trend of All Applied Psychologists and Other Clinical staff at census date September 2011 – March 2016.

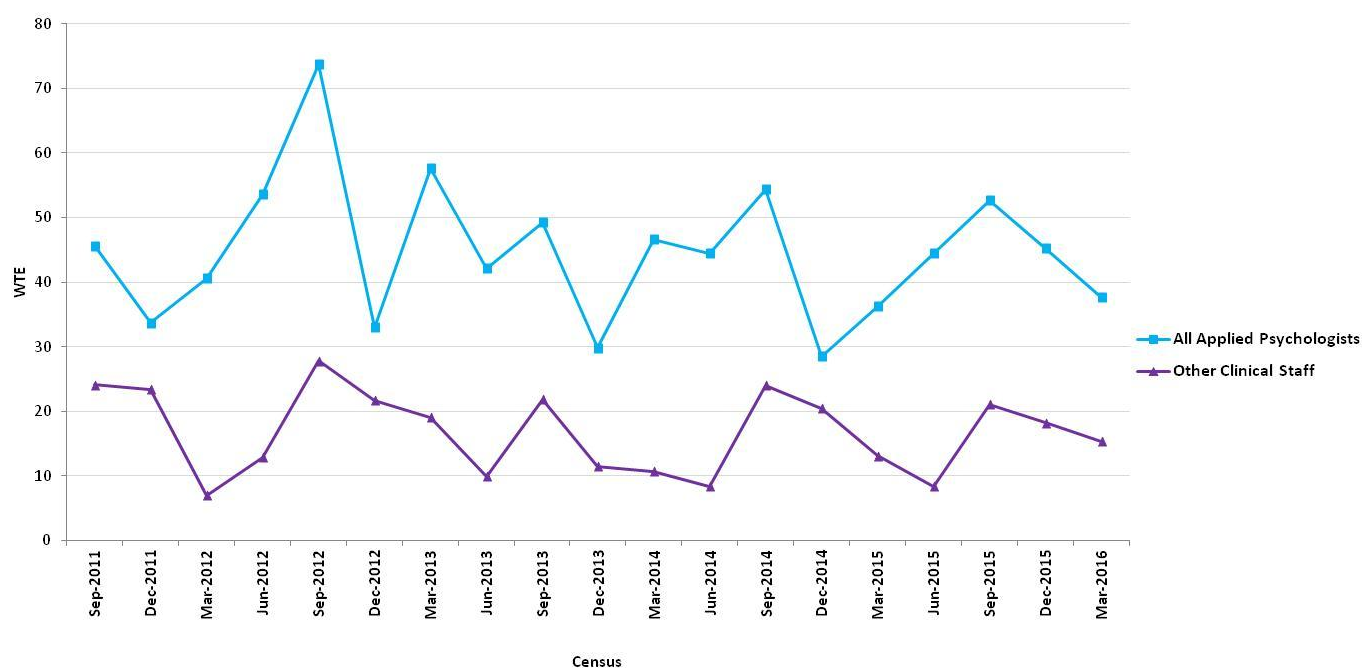


Figure 7 highlights the fluctuation of vacancy posts throughout the year. It is important to note that the Doctorate in Clinical Psychology course commences in October which has an impact on the Other Clinical staff vacancy levels. Between June 2015 and September 2015, 34% of staff terminated their employment citing 'Voluntary Further Education/Training Place in Clinical Psychology' as their reason for leaving.

Trainees from the Doctorate in Clinical Psychology course graduate in September and subsequently fill vacant All Applied Psychologist positions which can be attributed to the drop in vacancies at each December census.

Area of Work

Information collected on clinician's area of work is used for workforce planning. Staff often work across multiple disciplines which include Mental Health, Learning Disabilities, Physical Health, Forensic, Neuropsychology, Alcohol and Substance Misuse. Other areas of work are also recorded and include Academic, Waiting Times Initiatives, Local Area Tutor work, Service Management roles etc.

- Mental Health is the principal area of work, employing 392.0 WTE Clinical and Other Applied Psychologists. This is a decrease of - 2.0% compared to the WTE Mental Health figure at 31 March 2015.
- 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 workforce at each census date, by Area of Work.

Area of Work	31 Mar 2015	30 Jun 2015	30 Sep 2015	31 Dec 2015	31 Mar 2016	Annual Difference	%Annual Change
Mental Health	400.2	388.4	384.3	401.9	392.0	-8.2	-2.0%
Learning Disabilities	62.7	62.6	62.4	62.5	63.1	0.4	0.6%
Physical Health	102.3	102.4	99.2	100.7	103.6	1.3	1.3%
Forensic	43.2	44.1	42.9	48.2	45.8	2.6	6.0%
Neuro-psychology	45.9	46.6	47.9	48.2	47.4	1.5	3.3%
Alcohol & Substance Misuse	27.9	26.5	26.7	25.1	25.1	-2.8	-10.0%
Other	84.2	83.0	80.4	86.0	90.8	6.6	7.8%
Total	766.3	753.6	743.8	772.6	767.6	1.3	0.2%

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 workforce at each census date, by Area of Work.

Area of Work	31 Mar 2015	31 Mar 2016	Annual Difference	%Annual Change
Mental Health	610.2	622.9	12.7	2.1%
Learning Disabilities	85.7	80.1	-5.6	-6.5%
Physical Health	114.6	115.5	0.9	0.8%
Forensic	63.5	65.0	1.5	2.4%
Neuropsychology	52.9	51.5	-1.4	-2.6%
Alcohol and Substance Misuse	31.7	28.9	-2.8	-8.8%
Other	108.8	115.4	6.6	6.1%
Total	1067.4	1079.2	11.8	1.1%

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

There are differing age ranges in respect of the service users in receipt of these services. The information below provides a breakdown of WTE delivered specifically for Children and Adolescents, Adults and Older Adults. Age Non Specific relates to staff that work across all disciplines.

Information on Specialist Child and Adolescent Mental Health Services (CAMHS) is available at the following link: <http://www.isdscotland.org/Health-Topics/Workforce/CAMHS/>

Table 7: All Applied Psychologists (WTE) employed in NHSScotland Psychology workforce at each census date, Target Age of service users seen.

Target Age of of Service Users Seen	31 Mar 2015	30 Jun 2015	30 Sep 2015	31 Dec 2015	31 Mar 2016	Annual Difference	%Annual Change
Children 0-19 yrs	198.8	192.9	190.3	200.6	199.8	1.0	0.5%
Adults 20-64 yrs	460.7	457.4	450.8	459.5	454.0	-6.7	-1.5%
Older People 65+ yrs	36.9	34.7	34.3	38.9	41.2	4.3	11.7%
Age Non specific	70.0	68.6	68.4	73.6	72.5	2.5	3.6%
Total	766.3	753.6	743.8	772.6	767.6	1.3	0.2%

Table 8: All Clinical Staff (WTE) employed in NHSScotland Psychology workforce at each census date, Target Age of service users seen.

Target Age of Service Users Seen	31 Mar 2015	31 Mar 2016	Annual Difference	%Annual Change
Children 0-19 years	274.8	280.4	5.6	2.0%
Adults 20-64 years	664.1	669.7	5.6	0.8%
Older People 65+ years	45.7	47.8	2.1	4.6%
Age Non specific	82.9	81.3	-1.6	-1.9%
Total	1067.4	1079.2	11.8	1.1%

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 8: Age profile of All Clinical Staff within NHSScotland Psychology workforce at 31 March 2016 by Headcount.

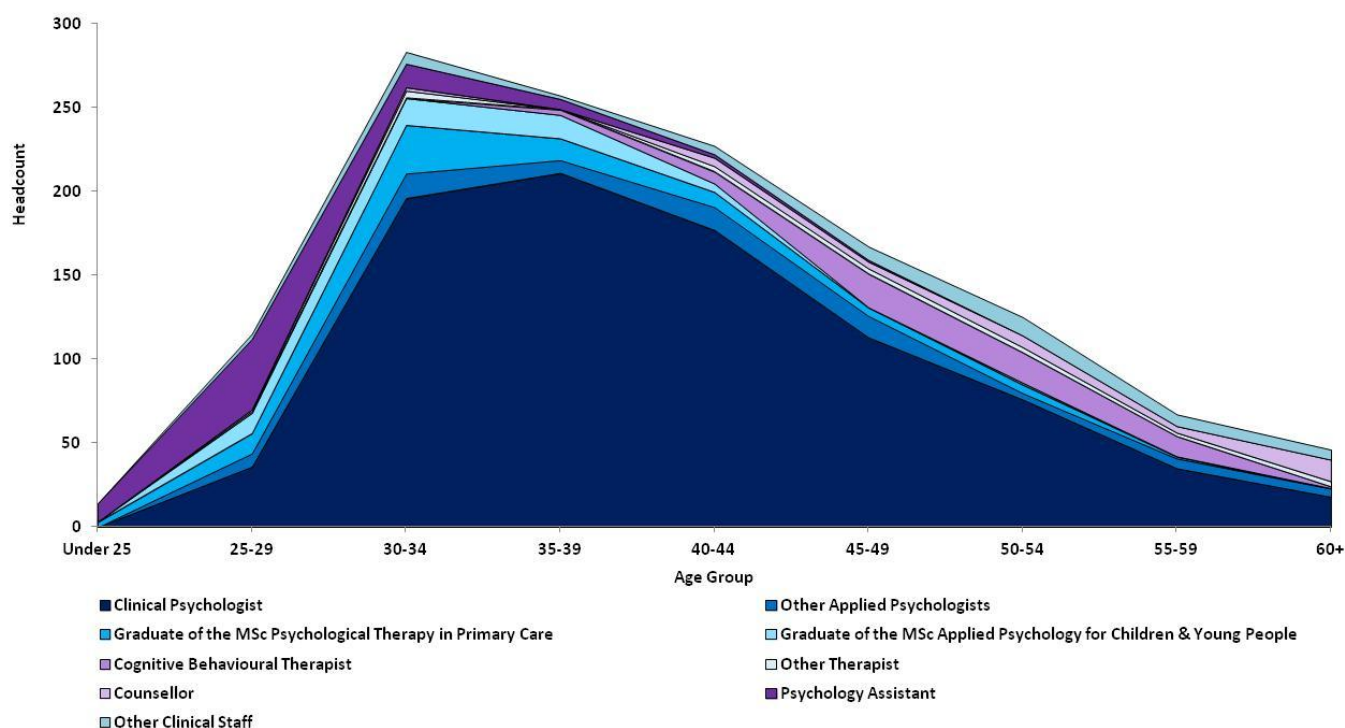


Figure 9: Age profile of All Clinical Staff within NHSScotland Psychology workforce at 31 March 2016 by Headcount.

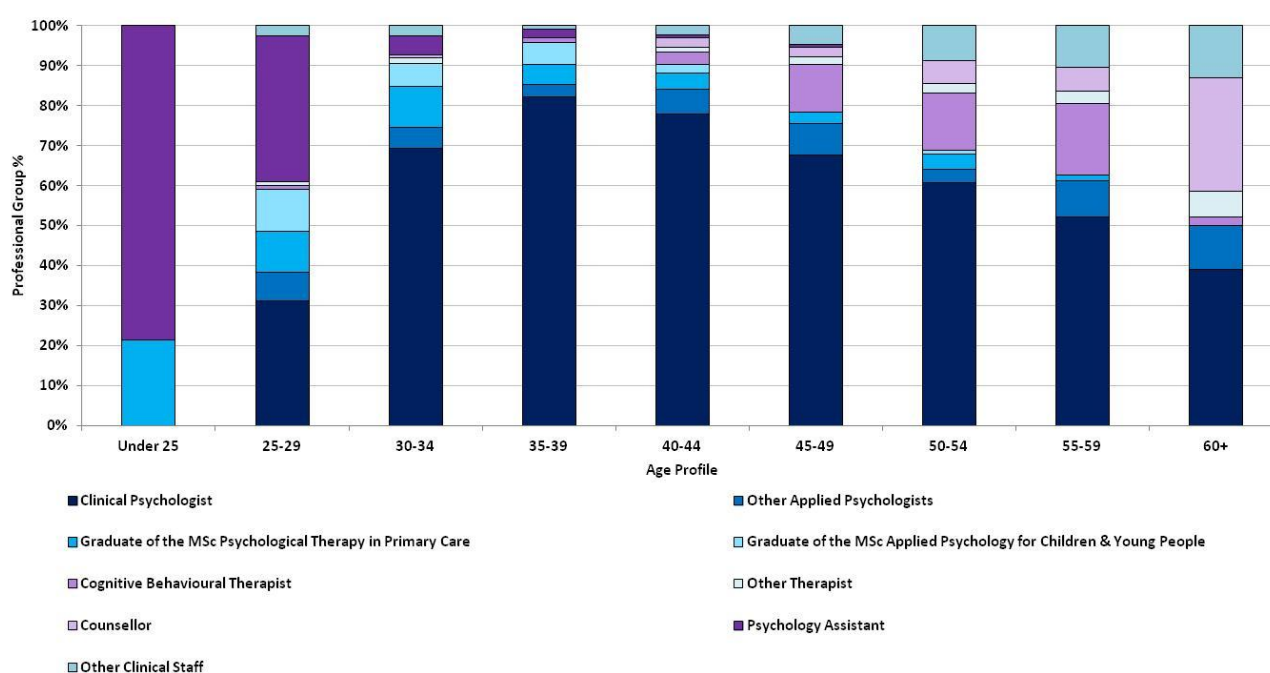


Figure 10: Workforce Tree Plot of All Clinical Staff within NHSScotland Psychology workforce by pay band and professional group, as a percentage of total 1079.2 WTE.

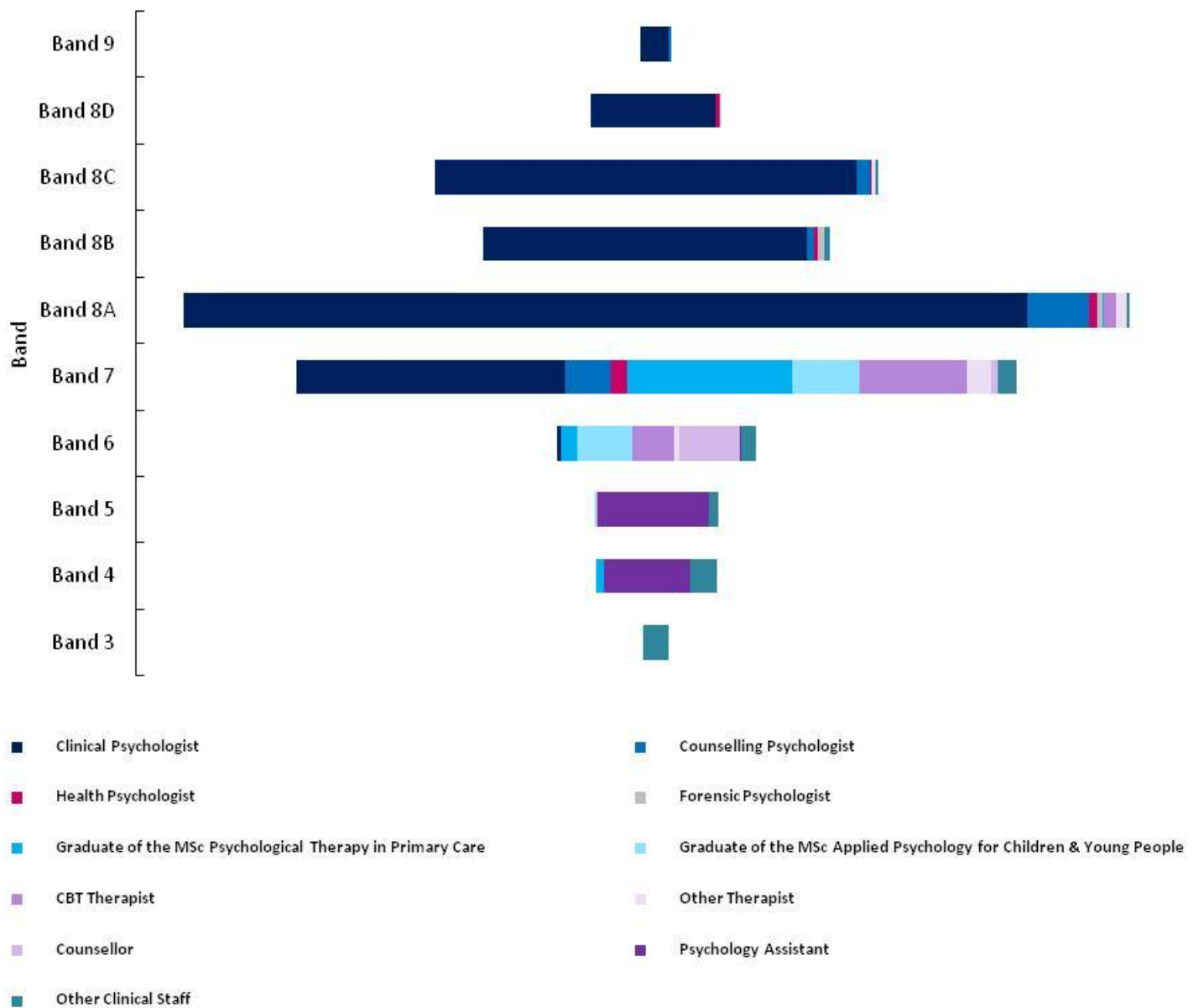


Figure 11: Contract Type of All Clinical Staff within NHSScotland Psychology workforce as a percentage of total 1079.2 WTE, by professional group.

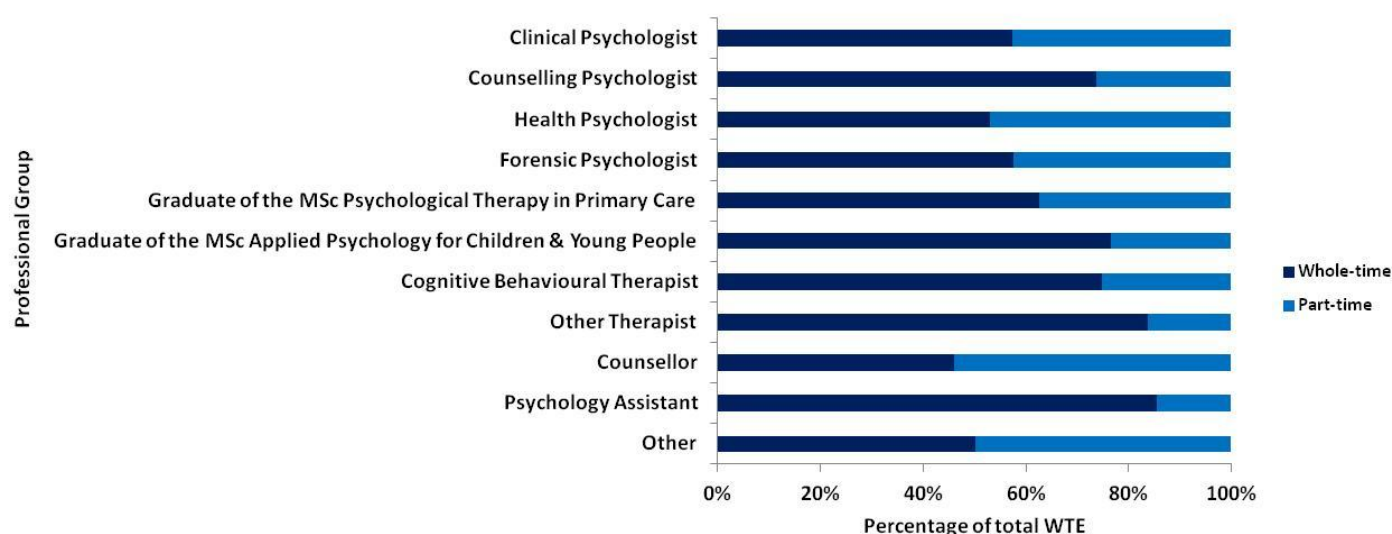


Figure 12: Contract Type of All Clinical Staff within NHSScotland Psychology workforce as a Trend at census date March 2011 – March 2016.

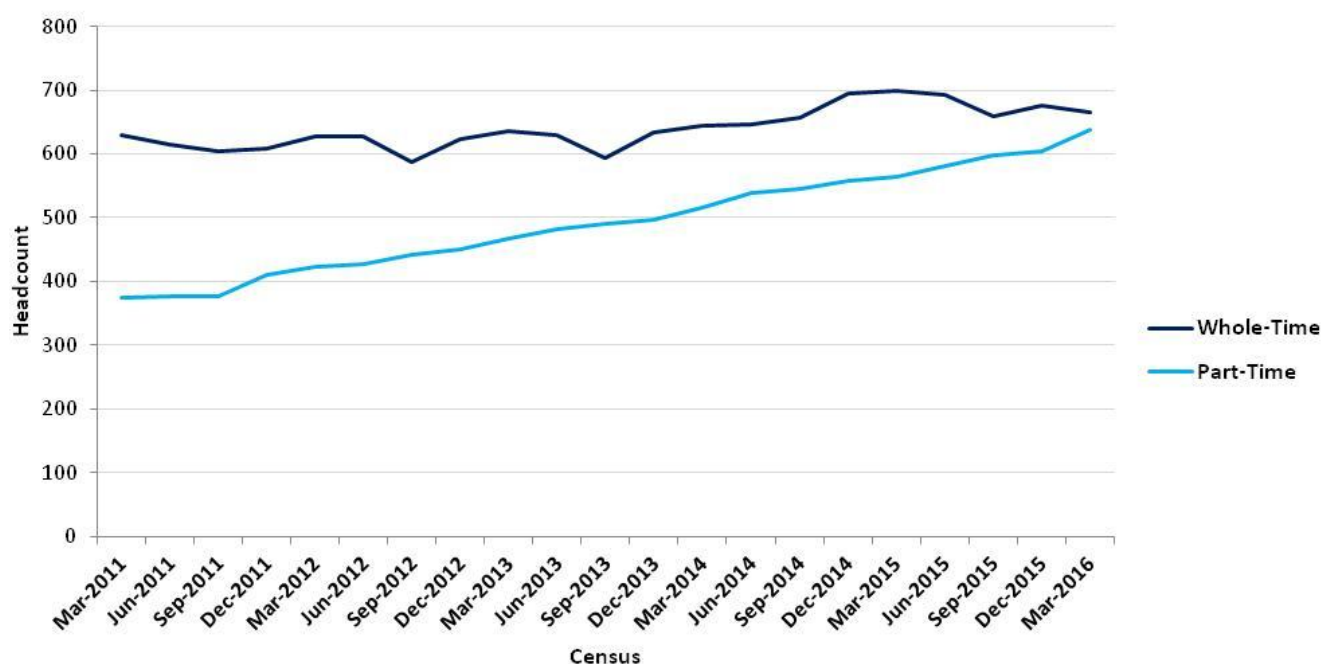
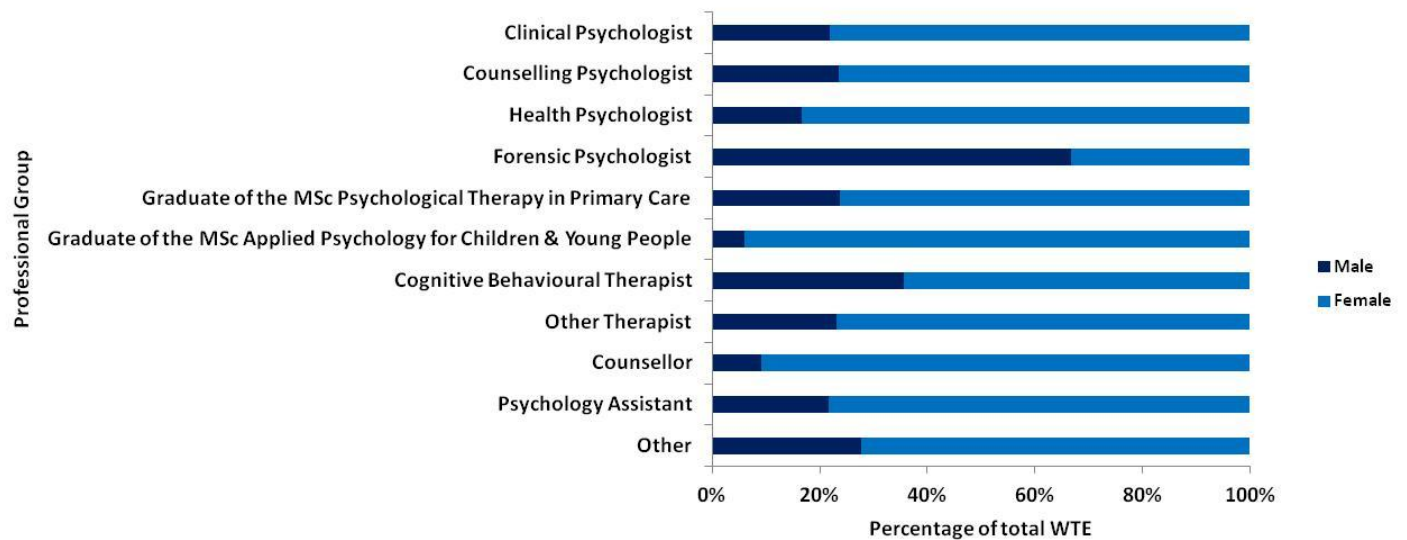


Figure 12 highlights the gradual increase in part-time working. The headcount of All Clinical Staff working part-time has increased by 71% since March 2011 to the figure of 639 headcount at 31 March 2016. It is important to note that some staff have multiple appointments or work across two NHS Boards. At 31 March 2016, 33 individuals were recorded as part-time, but were working a whole-time contract.

Figure 13: Gender profile of All Clinical Staff within NHSScotland Psychology workforce as a percentage of total 1079.2 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: NHSScotland Psychology workforce Headcount of Trainees in Applied Psychology at 31 March 2016.

Training Course	Headcount
Doctorate in Clinical Psychology ¹	182
MSc Psychological Therapy in Primary Care	22
MSc Applied Psychology of Children & Young People	17
BPS Stage 2 Qualification in Health Psychology	9
Total Number in Training	230

1. In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 182, at 31 March 2016, 26 were forensic aligned posts, 21 were aligned to Older People's services and 35 were CAMHS aligned posts, funded by the Scottish Government.

Additional Information

Scottish Prison Service Transfer

As of 1 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 NHSScotland. As at 2016 8.2 WTE was being delivered by NHSS Psychology Services Staff.

Maternity Leave

At 31 March 2016, 50.5 WTE (4.7%) of the 1079.2 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 involves 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 are transferring to The Highland Council. NHS Highland figures now include all NHS-employed staff whose main role is to provide Psychological Therapies, this excludes council staff.

Statements Provided by Heads of Psychology Services

Statement provided by:	Statement on Psychology Workforce Figures at 31 March 2016
NHS Ayrshire & Arran	The staffing levels have slightly decreased overall due to new maternity leave which is proving very difficult to cover on a temporary basis. Variations within specialties are for same reasons i.e. new maternity leave or maternity leave returners. There are also some vacancies. Other changes due to reductions in hours, secondments and reconfiguration of staff as a result. There has been no change in core funding.
NHS Borders	There has been no significant change in baseline budgets – fluctuations in staffing reflect vacancies and short-term waiting list initiatives. We have an additional .7 WTE in addictions and a further 1.5 WTE in LD (adult) – but as not within the psychology service this is not currently reported.
NHS Dumfries & Galloway	Permanent F/T Consultant Clinical Psychologist in Dementia Care now filled. Maternity leave continues to provide challenges to service delivery and two fixed term F/T Psychological Therapists have been appointed to provide backfill. The 8b post in Adult Mental Health developed as part of an attempt to meet Access target for Psychological Therapies has now been recruited to. A Band 8a Clinical Psychologist post funded for service development for children with neurodevelopmental difficulties is currently out to advert. The post of Assistant Psychologist in Learning Disabilities has not been recruited to.
NHS Fife	Mental Health additional WTE is due to: Older Adult; redesign/ Child and family service; fixed term income funded posts and new veterans' service. There are also permanent vacancies. Learning Disabilities is due to: backfill for a secondment/ a new post from funding of new unit/ redesign. Physical Health reduction is due to: project now completed. Forensic is due to: fixed term Assistant post ended 30/09/15 and a vacancy. Alcohol and Substance Misuse: Our one post holder reduced WTE and funds used by non psychologist this financial year. Other; veterans and bipolar, pole to pole projects have peer support workers roles in place on a fixed term basis.
NHS Forth Valley	There was significant investment in both adult and child psychology services in NHS Forth Valley throughout 2015 resulting in an increased number of posts, particularly within mental health and physical health services for adults. The slight decrease in Learning Disability services is a temporary one, due a retiral within adult LD services. The slight decrease in child health WTE is due to both a recent retiral and the cessation of temporary locum sessions. The apparent decrease in forensic and addiction services is not in fact a real reduction in WTE, and is instead the result of corrections having been made to previously incorrectly coded database entries.

NHS Grampian	There has been a reduction in overall employment, with fluctuation across this system over this year. The significant reduction in LD workforce is due to the termination of 2 Temporary Assistant posts, maternity leave and reduction in hours for some staff. Maternity leave has also created staff shortages in mental health, with ongoing difficulties in recruitment across several specialities including LD. In Forensic, an Assistant's post also came to an end during this term. In other areas, additional workforce has been created through Assistant's posts and fixed term contracts for qualified staff in Physical Health.
NHS Greater Glasgow & Clyde	Our progress in relation to the HEAT target remains a focus for all staff and services. We continue to find it difficult to retain our Band 7 post holders. As such 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. The challenges inherent in workforce planning and the impending budget barriers are a concern for continued success in delivering on psychological therapies.
NHS Highland	The apparent significant increase in posts is a reflection of more accurate recording of all staff who are available to provide psychological therapies, and includes those who are employed across Highland out with the Psychological Services departments. We have recently filled a significant vacancy in the Learning Disability service.
NHS Lanarkshire	The data shows a 17.6 WTE increase in staffing since 31 st March 2015. This, however, is an artefact of more rigor being exerted around updating of the database – rather than having a significant number of additional staff within Mental Health. Funding has been static. Staff turnover has reduced. Maternity leave continues to impact on service delivery. 2016/17 is likely to be a challenging year.
NHS Lothian	The reduction in staffing in AMH relates to the completion of non-recurring funding associated with this service. The other changes in staffing relate to short term variation in recruitment
NHS Tayside	Approval has been granted to fill all vacancies that existed at the end of financial year 2015/2016. Shortlisting is ongoing for the 1.0 vacancy in Alcohol & Substance Misuse. With regard to the 2.2 vacancy in Learning Disabilities, 1.0 WTE has now been appointed to and will commence in April 2016. Of the remaining 1.2 vacancy in this specialty 1.0 WTE has gone to advert and the 0.2 vacancy has arisen due to reduction in working hours following return from maternity leave.
NHS State Hospital	The discrepancies shown are due to delays in filling posts.
NHS Education for Scotland	NHS Education for Scotland directly employs 21.9 WTE clinical staff included in the psychology workforce figures. There are also 5.1 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>HOOPS (Heads of Older People's Psychology Services)</p>	<p>Despite the fact that Scotland is an ageing population it is disappointing to see that over the past year there has been no significant increase in the number of Applied Psychologists in NHS Scotland working with Older People. Additionally there has actually been an overall reduction in the overall number of all other clinical staff working with older people in Scotland. The data, once again, highlights the longstanding discrepancy in staffing numbers for older people services compared to working age adults and children/young people. Despite recent developments such as the Change Fund there has been no direct impact on staffing levels within Older People Psychological Therapy Services. Significant issues persist in the extent to which older people are able to access Psychological Therapies in Scotland. Whilst the HEAT Psychological Therapies Target applies to 'all' ages and older people make up approximately 20% of the Scottish Population, ISD Data indicates that a very small minority (5.6%) of people who started psychological therapies in the first quarter of this financial year were over 65 years. The Report of the Older People's Psychological Therapies Working Group - The Challenge of Delivering Psychological Therapies for Older People in Scotland (2011) highlighted that one of the most urgent priorities for services was to increase the capacity for highly specialist, specialist and high intensity therapies for older people. The recent workforce data evidences that once again there has been no significant evidence that this priority has been met between 2015-2016.</p>
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Services to the Islands Boards at 31 March 2016

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

APCYP	Applied Psychology for Children and Young People
A4C	Agenda for Change
CAMHS	Child & Adolescent Mental Health Services
HCPC	Health and Care Professionals Council
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
PTPC	Psychological Therapy in Primary Care
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	Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group.	31 March 2016	Excel [18 KB]
1b	Trend Table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).	31 March 2016	Excel [18 KB]
1c	Clinical and Other Applied Psychologists (WTE) employed in Psychology Services in NHSScotland at census date specified.	31 March 2016	Excel [18 KB]
1d	Trend table showing Clinical Staff Employed in NHSScotland Psychology Services by Professional Group and Year (WTE).	31 March 2016	Excel [18 KB]
2	Age profile of Psychology Staff employed in NHSScotland by Professional Group.	31 March 2016	Excel [18 KB]
3a	Ratio of per capita population to 1 WTE of All Applied Psychologists in NHSScotland by NHS Board.	31 March 2016	Excel [18 KB]
3b	Ratio of per capita population to 1 WTE of All Clinical Staff in NHSScotland by NHS Board.	31 March 2016	Excel [18 KB]
4	All Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of service users seen and Professional Group.	31 March 2016	Excel [18 KB]
4b	Trend table showing all Clinical Staff Employed in NHSScotland Psychology Services, by area of work, target age of service users seen and Professional Group.	31 March 2016	Excel [18 KB]
5	Clinical Staff Employed in Psychology Services in NHSScotland by Professional Group, Contract Type & Gender.	31 March 2016	Excel [18 KB]
6	Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group & Agenda for Change Band.	31 March 2016	Excel [18 KB]
7	Clinical Staff Employed in Psychology Services in NHSScotland, by Professional Group, Term of Contract & Gender.	31 March 2016	Excel [18 KB]
8	Clinical Staff Employed in NHSScotland Psychology Services by Professional Group & NHS Region & Board.	31 March 2016	Excel [18 KB]
9	Number of vacancy posts within NHSScotland Psychology Services which were between being advertised and being filled.	31 March 2016	Excel [18 KB]

10	Headcount and WTE of All Clinical staff employed in NHSScotland Psychology Services as 30 September 2015, by Declared Ethnic Group.	31 March 2016	Excel [18 KB]
11	Headcount and WTE of All Clinical staff employed in NHSScotland Psychology Services as 30 September 2015, by Declared Disability.	31 March 2016	Excel [18 KB]
Services to the Islands	Description of Staff in post and services received from mainland NHS Boards.	31 March 2016	Excel [18 KB]
12a	All graduates of the MSc in Applied Psychology for Children & Young People (2007-2015) by Employment at 31 March 2016.	31 March 2016	Excel [18 KB]
12b	All graduates of the MSc Psychological Therapy in Primary Care (2005-2015) by Employment at 31 March 2016.	31 March 2016	Excel [18 KB]
13	Headcount in training in Applied Psychology in NHSScotland at 31 March 2016.	31 March 2016	Excel [18 KB]
14a	Headcount of D Clin Psych Graduates employed in NHSScotland Psychology Services.	31 March 2016	Excel [18 KB]
14b	Percentage of D Clin Psych Graduates employed in NHSScotland Psychology Services.	31 March 2016	Excel [18 KB]

Note: in order to view these documents, your macro security settings will need to be set to medium. To change macro security settings use 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:

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

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/the-matrix-\(2015\)-a-guide-to-delivering-evidence-based-psychological-therapies-in-scotland.aspx](http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/the-matrix-(2015)-a-guide-to-delivering-evidence-based-psychological-therapies-in-scotland.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/2016-06-07/2016-06-07-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	Psychology Services Workforce in NHSScotland
Description	Describes the characteristics of clinical staff employed in NHSScotland Psychology Services at 31 March 2016.
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	07 June 2016
Frequency	From 2001-2010 publications were annual, data at 30th September, from March 2011 the publications have been quarterly.
Timeframe of data and timeliness	Data up to 31 March 2016, 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 February 2016
Next published	06 September 2016
Date of first publication	2001
Help email	nss.isdwfdinfo@nhs.net
Date form completed	04/05/2016

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.