

Psychology Services Workforce in NHSScotland



Workforce Information as at 30 September 2016

Publication date – 06 December 2016

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Introduction

This publication is a collaboration between Information Services Division (ISD) and NHS Education for Scotland (NES) and presents Psychology Services workforce information at 30 September 2016.

The data are sourced from the NES-ISD National Psychology Workforce Information Database. The data are collected and verified by Psychology Heads of Service. ISD work closely with these Heads of Service to ensure a high level of data accuracy.

This release provides an update of the following NHSScotland Psychology Workforce information at 30 September 2016:

- All clinical staff in post – data is available by target age of individuals seen, area of work and NHS Board.
- Vacancy numbers for clinical psychology services.

The information collected and presented is used by NES, the Scottish Government and NHS Boards to support local, regional and national workforce planning, and to support educational training and planning. Within NHSScotland, recent years have seen a steadily increasing demand for increased access to Applied Psychologists and Psychological Therapies due to the increasing evidence base for psychological interventions.

The term 'Psychological Therapies' refers to a range of interventions based on psychological concepts and theory, which are designed to help people understand and make changes to their thinking, behaviour and relationships in order to relieve distress and to improve functioning. The skills and competences required to deliver these interventions effectively are acquired through training, and maintained through clinical supervision and practice.

Contemporary Healthcare Policy recognises the importance of Psychological and Psychosocial factors for physical and mental health and wellbeing 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. 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.

The NHS Education for Scotland- Scottish Government Report ['The Matrix: A Guide to Delivering Evidence-Based Psychological Therapies in Scotland'](#) summarises and describes the most up-to-date evidence-based psychological therapies. The Matrix report also provides information and advice for NHS Boards on delivery of efficient and effective Psychological Therapies and the levels of training and supervision necessary for staff to deliver Psychological Therapies safely and effectively.

Figures are presented as headcount (actual numbers of staff) and whole time equivalent (WTE) which adjusts the figures to take account of part-time working.

Main points

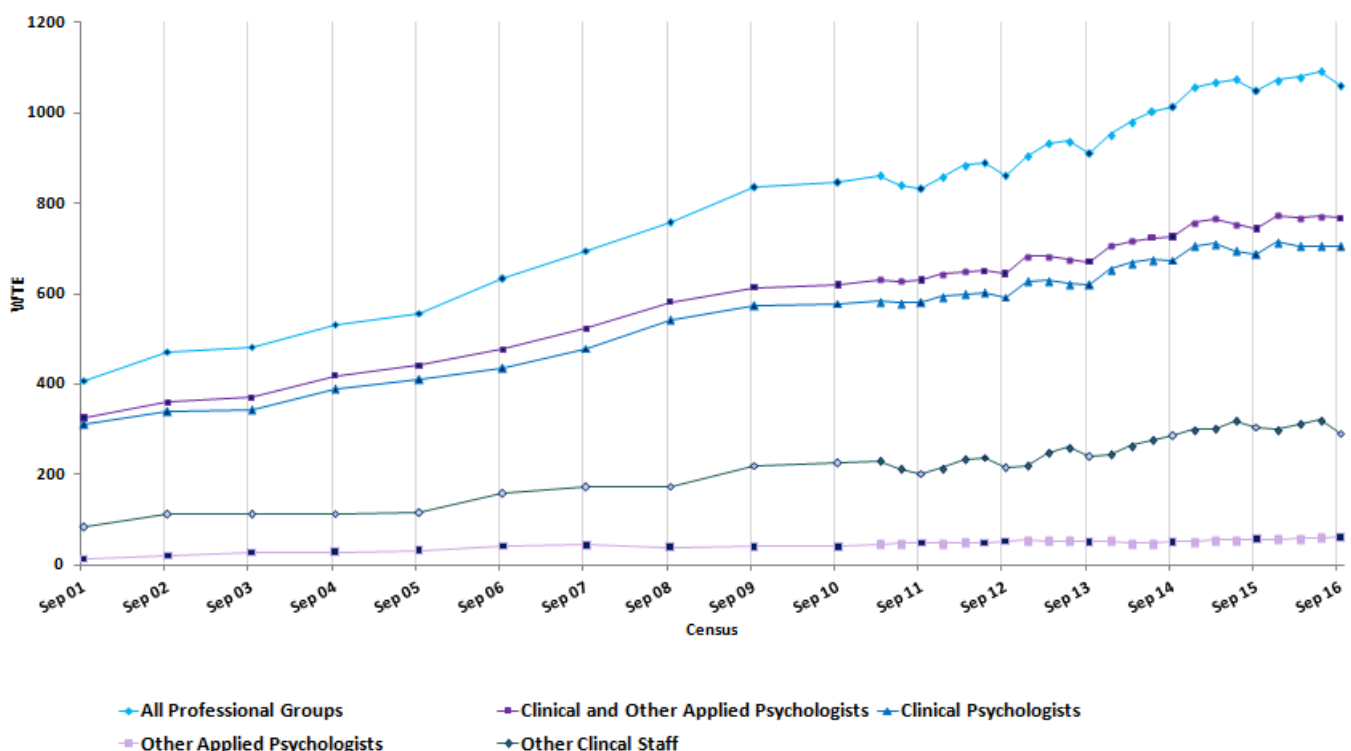
- At 30 September 2016, 1,058.7 WTE (1,279 headcount) clinical staff were working across psychology services in NHSScotland. This is an increase of around 160% since data collection began in 2001.
- Clinical psychologists still remains the largest staff group, however this majority has decreased in proportion from 76.2% in 2001 of all clinical staff to 66.6% in 2016. This is predominantly due to the introduction of NES commissioned training programmes such as the Psychological Therapy in Primary Care and the Applied Psychology for Children and Young people courses, which have increased the number of other types of clinical staff that are supporting these services.
- Since data collection began in September 2011, the WTE of vacancies at each census point has remained relatively stable although within-year variation does occur. At 30 September 2016, 62.4 WTE (74 headcount) posts were in the process of being advertised and this is close to average number over recent years. This equates to a 5.6% vacancy rate of all clinical posts in psychology services.

Results and Commentary

Staff in Post

At 30 September 2016, there was a total of 1,058.7 WTE (1,279 headcount) clinical staff working in psychology services across NHSScotland. As illustrated in Figure 1 this is an overall increase of 159.5% WTE since 2001 and 0.9% WTE increase since 2015. The successful expansion of the NES commissioned training in Doctoral Clinical Psychology has had a direct impact on the size of the Clinical Psychology workforce which has continued to increase over this period. While the number of all applied Psychologists has increased by 135.9% over the last 15 years from 325.1 WTE (373 headcount) in 2001 to the current level of 767 WTE (932 headcount), the proportion of all applied psychologists has decreased from 80% to 72% of all clinical staff. This can be attributed in part to the introduction of two NES commissioned training programmes: MSc in Psychological Therapy in Primary Care in 2006 and MSc Applied Psychology for Children and Young People in 2007, which have increased the number of other types of clinical staff that are supporting these services.

Figure 1: WTE of all Clinical Staff in NHSScotland Psychology Services 2001-2016



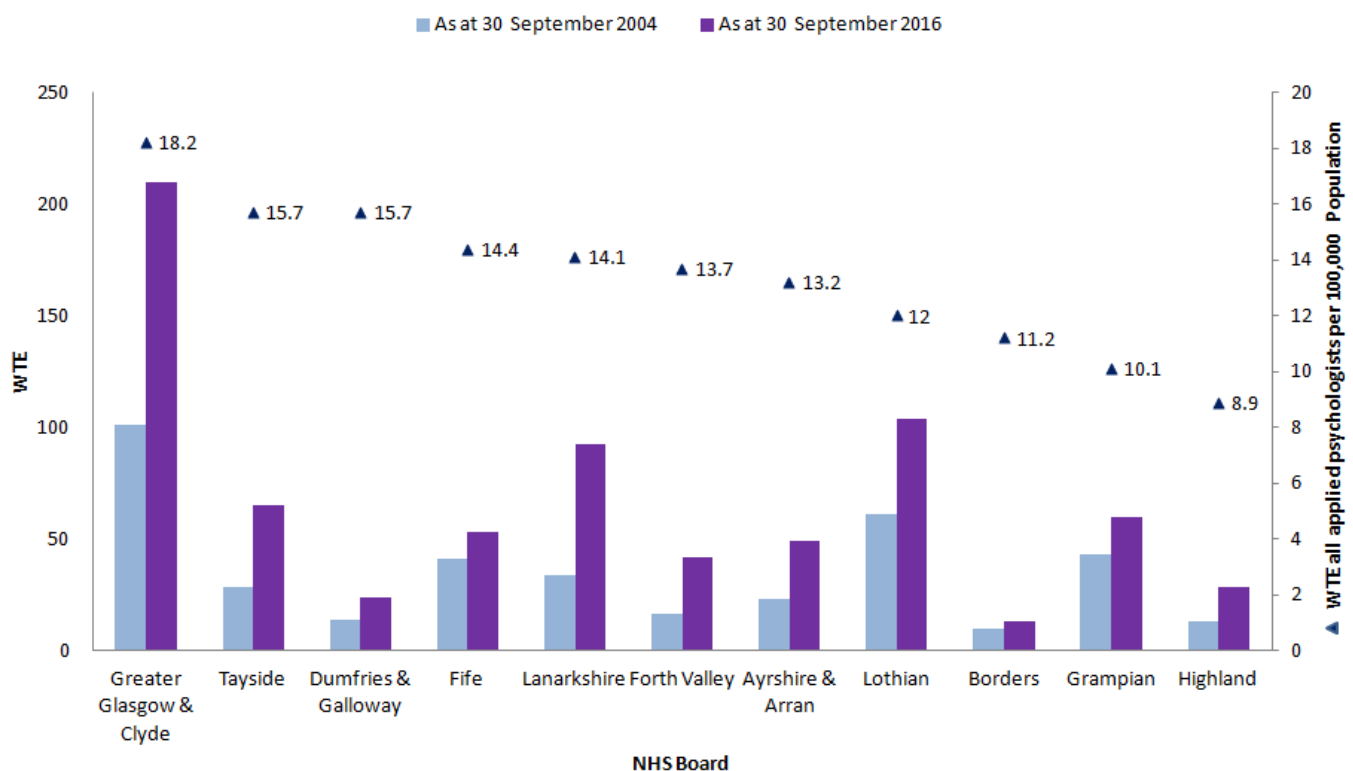
Please note that quarterly publication information can only be provided from March 2011 onwards as prior to this data were produced on an annual basis.

Staff in NHS Boards

Since 2004, the data has been robust enough to break down by NHS Board. Figure 2 compares the total WTE of all applied psychologists in each mainland NHS Board between

September 2004 and September 2016, and also shows the staffing level by WTE applied psychologists per 100,000 population for each board at the current census date. From 2004 to 2016 all mainland boards have increased the WTE of applied psychologists, with NHS Lanarkshire showing the largest percentage increase (172.5%) from 33.8 WTE to 92.1 WTE. Currently there is still significant variation in the rates of WTE per 100,000 population. NHS Greater Glasgow and Clyde still has the largest WTE of all applied psychology staff per 100,000 population (18.2) as well as the largest absolute staffing level with 209.8 WTE. This is above the current NHSScotland average level of 14.3 WTE all applied psychologists per 100,000 population. However, it should be noted that NHS Greater Glasgow and Clyde provide regional services including referrals from Island Boards and have several inpatient units where staffing requirements are higher.

Figure 2: Comparison of WTE for all applied psychologists in mainland NHS Boards between 30 September 2004 and 30 September 2016, and the WTE of applied psychologists per 100,000 total population for 30 September 2016.

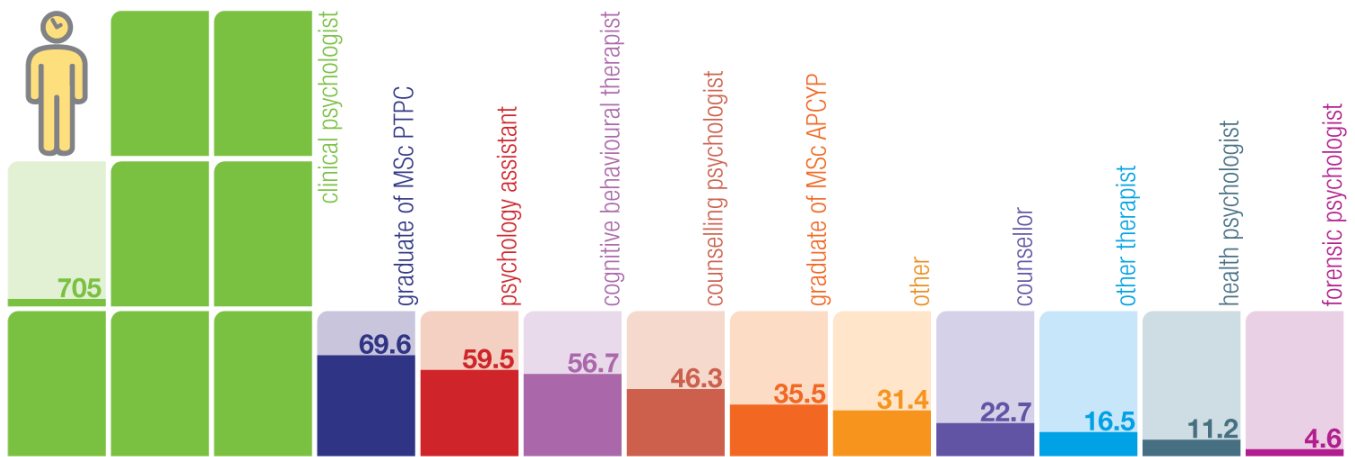


Please note that NHS Orkney, NHS Shetland and NHS Western Isles all currently have less than 1 WTE so are not included within the chart. Further information on services to the islands board can be found in the [background notes](#).

Professional Group

Across NHSScotland, psychology services are delivered by a mix of professional groups as outlined in Figure 3. Clinical Psychologists make up the largest staff group in psychology services, accounting for 66.6% of all clinical staff at 30 September 2016. Historically, clinical psychologists were the only staff group in psychology services. However since 2001, NES in collaboration with the Scottish Government have provided training and expanded the skill mix in order for psychological therapies to be delivered by a range of staff. This is reflected in the workforce data where a range of staff groups can be seen despite clinical psychologists remaining as the largest staff group.

Figure 3: WTE of Professional Groups in Psychology Services across NHSScotland at 30 September 2016

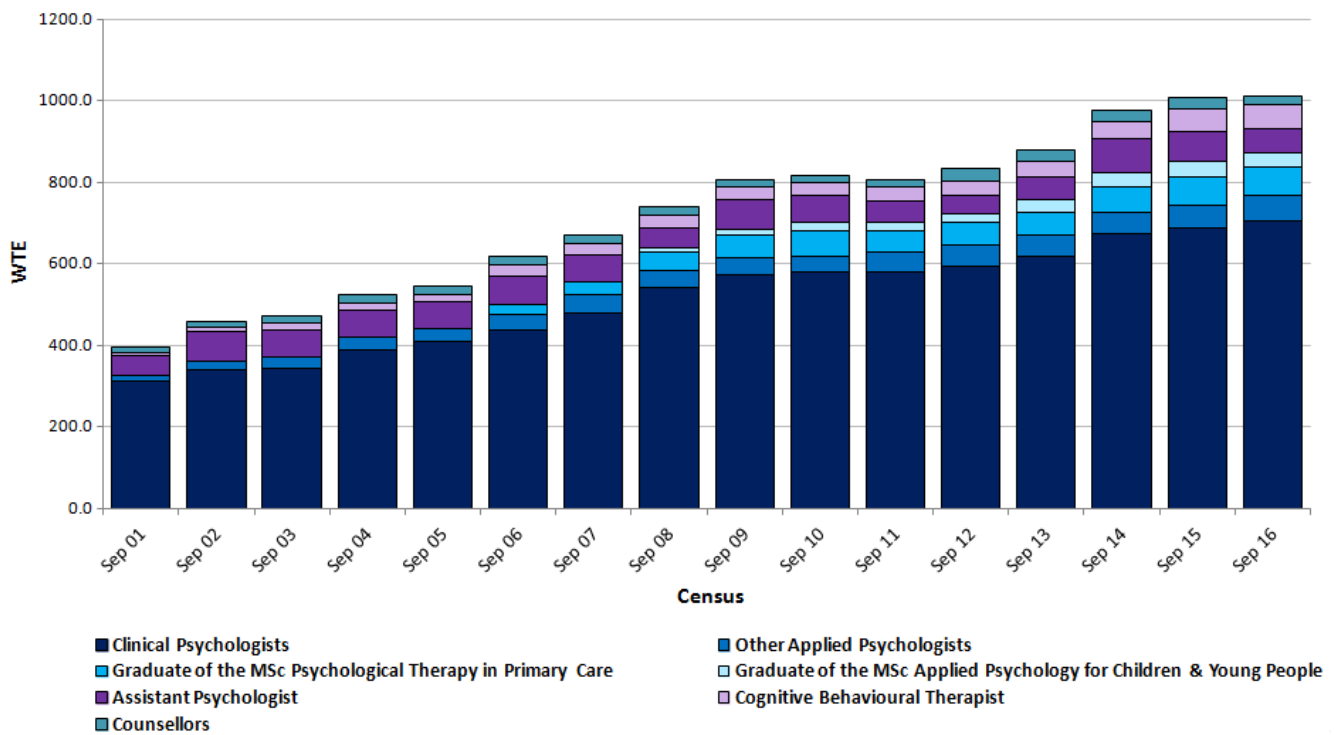


PTPC – Psychology Therapy in Primary Care
 APCYP – Applied Psychology for Children and Young People

A longer trend for the distribution of professional groups within Psychology Services annually since 2001 is illustrated in Figure 4.

- Since 2001 the professional mix of staff has expanded to include more professional groups.
- The additional professional groups in September 2006 and 2008 are due to outputs from the NES commissioned 1 year Master’s level programme in Psychological Therapy in Primary Care (PTPC) which commenced in 2005 and the Applied Psychology for Children and Young People (APCYP) course which commenced in 2007.
- The increase in Counsellors in 2012 was due to an expansion of this professional group in response to the Scottish Government setting a target for NHSScotland to deliver an 18 week wait from referral to treatment for Psychological therapies from December 2014.

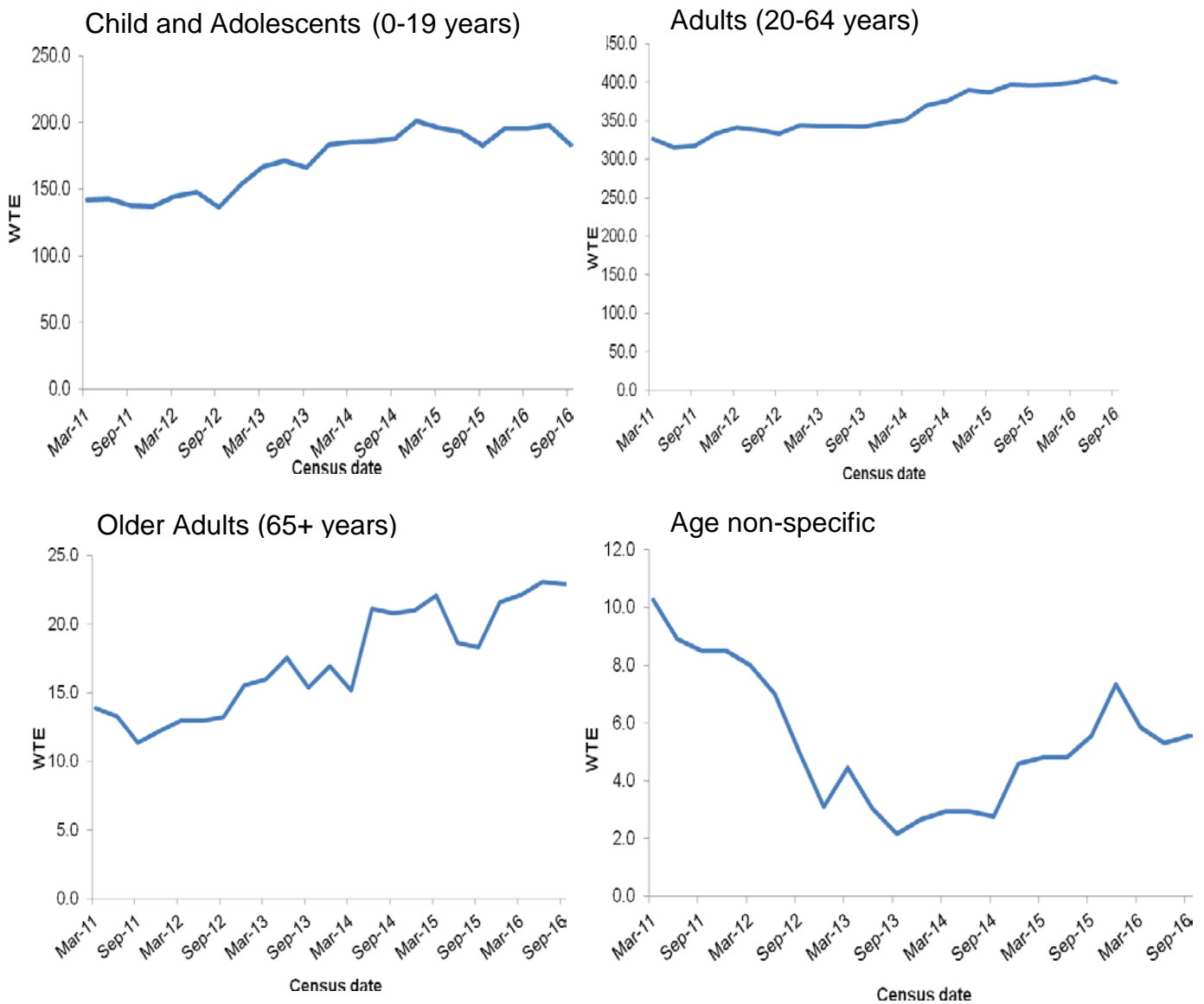
Figure 4: Trend of Professional Groups by WTE annually from September 2001 to September 2016



Area of Work and Target Age

Within each professional group, staff members work across several different client/clinical groups and target ages. The largest area of work has consistently been mental health, with an average of 57.4% WTE staff working in mental health since data collection began in March 2011. While the total WTE of staff working in mental health has increased by 24% over this period, the most significant increase (64.7%) has been within the older adult (65 years+) target age. The trend for all clinical staff working in mental health across each target age is shown in Figure 5.

Figure 5: Trend in WTE numbers of clinical psychology services staff working in mental health by target age, March 2011-September 2016



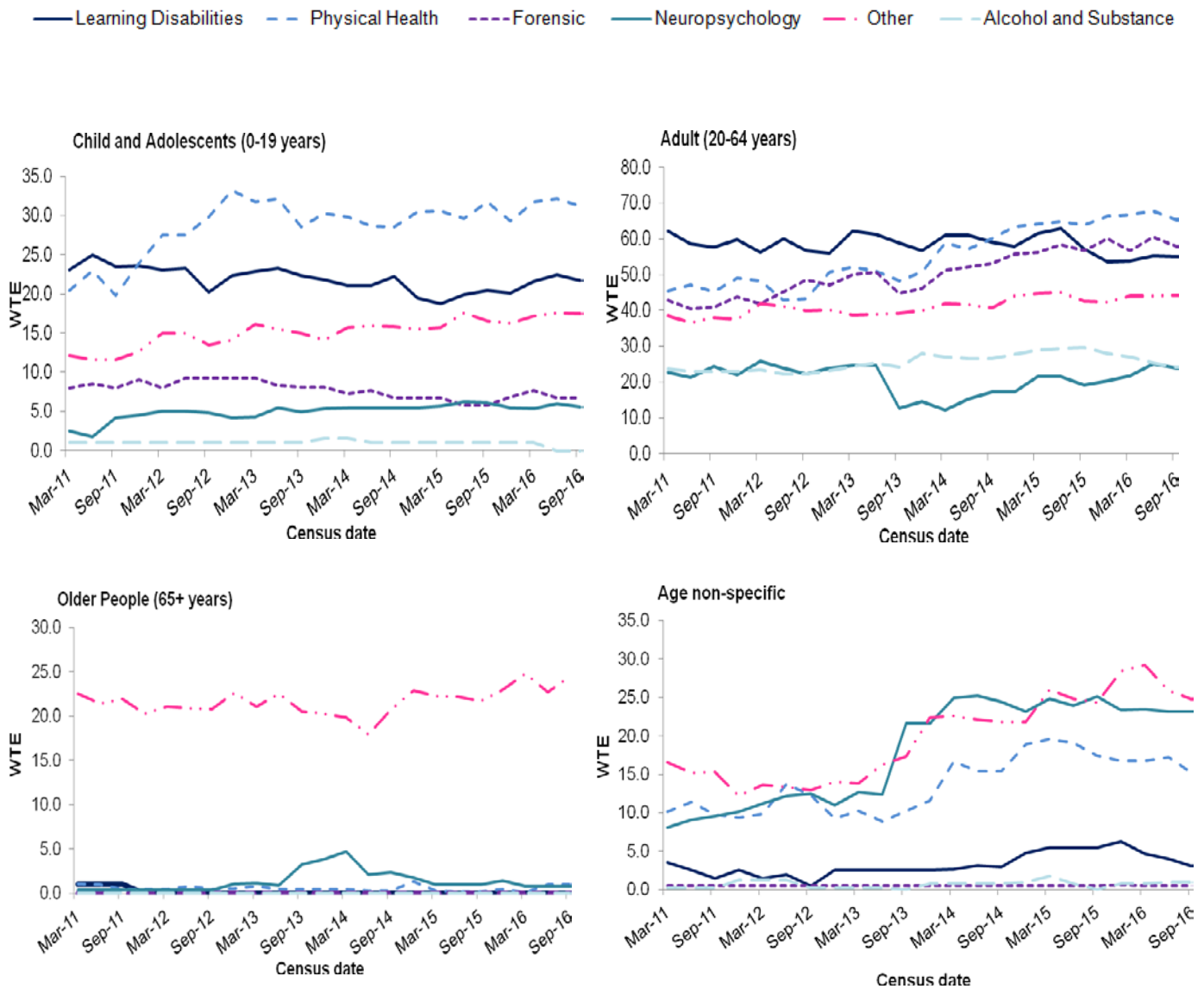
Please note that target age data is only available from March 2011 onwards.

In addition to mental health, the remaining workforce is distributed across learning disabilities, physical health, neuropsychology, forensic, alcohol & substance misuse and other specialty services. The WTE of staff within each of these areas has increased overall since 2011 with the exception of learning disabilities, which has decreased in WTE overall and across all target ages as shown in Figure 6. Physical health has increased by 46.1% in the same period to replace learning disabilities as the second largest area of work behind mental health.

The largest increase in the target age 'age non-specific' has been in area of work alcohol and substance misuse. Age non-specific are services where clinical staff treat clients across the life span. Alcohol and substance misuse has been a Scottish Government clinical priority over recent years, and services have thus been expanded to increase access.

The area of work 'Other' includes long term conditions such as diabetes, and the rise in area of work 'Other' in target age non-specific could reflect an increase in referrals to psychological support for those suffering from long term conditions. Further information on target age can be found within the [background tables](#).

Figure 6: Trend in WTE numbers clinical psychology services staff by target age for areas of work outwith mental health, March 2011-September 2016



Vacancies

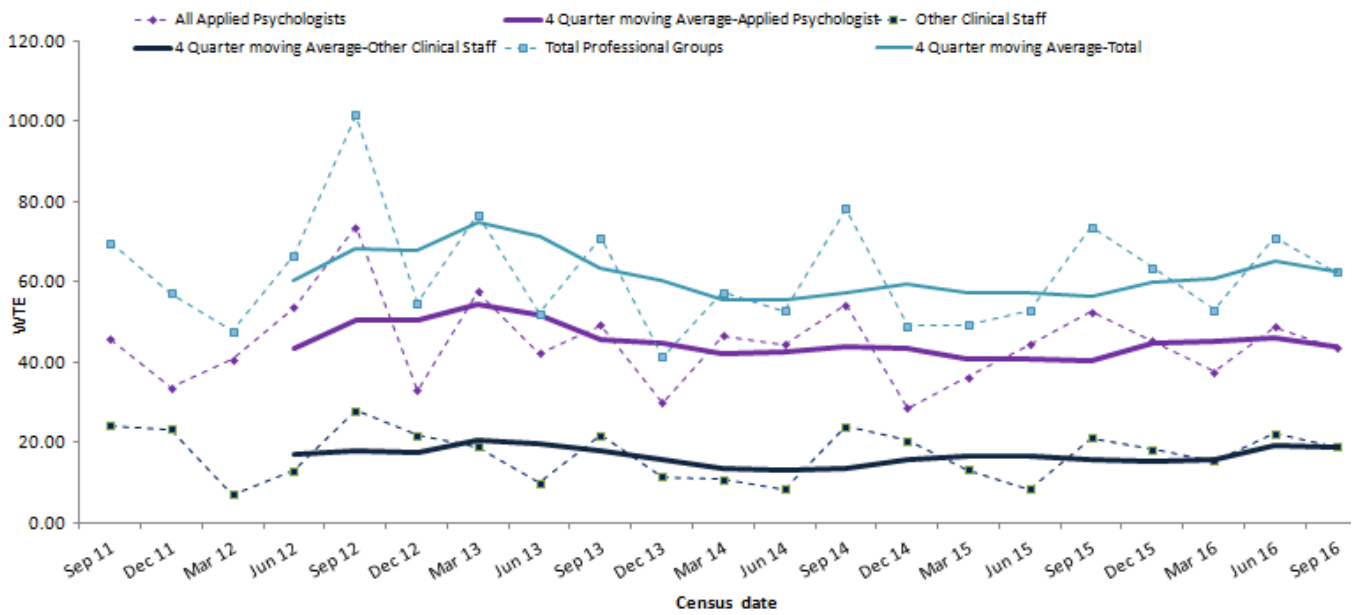
At 30 September 2016, 62.4 WTE (74 headcount) posts were in the process of being advertised for recruitment. These are shown by professional group in Table 1. There were a further 16.3 WTE (21 headcount) posts approved for recruitment but not yet advertised. Please note that in practice many vacancies 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 1: NHSScotland Psychology Services vacancies being advertised by professional group, as at 30 September 2016.

Job Title	NHSScotland WTE
All Applied Psychologists;	43.6
Clinical Psychologist	43.6
Other Clinical Staff;	18.8
Graduate of MSc PTPC	2
Graduate of MSc APCYP	3.8
Psychology Assistant	9.2
Other Therapist	3.8
Total	62.4

Figure 7 shows trends in the number of vacancies since September 2011. Despite quarter on quarter variation the total number of vacancies for all Applied Psychologists and Other Clinical Staff has remained relatively stable. 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. This means that those in positions such as Assistant Psychologists will leave their current post to take on further education. Trainees from the Doctorate in Clinical Psychology course graduate in September; these graduates subsequently fill vacant Applied Psychologist posts which is reflected in the drop in vacancies at each December census.

Figure 7: Trend in the vacancies for all clinical staff between 30 September 2011 and 30 September 2016



Trainees

NHS Education for Scotland (NES) has responsibility for the pre-registration training of Clinical Psychologists for NHSScotland ie 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 2 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. In addition, NES works in partnership with health boards to provide British Psychological Society’s Stage 2 Training in Health Psychology to Health Psychologists in training while they are simultaneously employed.

Table 2: Number of Trainees in Applied Psychology at 30 September 2016.

Training Course	Headcount
Doctorate in Clinical Psychology ¹	178
MSc Psychological Therapy in Primary Care	22
MSc Applied Psychology of Children & Young People	17
BPS Stage 2 Qualification in Health Psychology	8
Total Number in Training	225

1. In order to meet strategic objectives, training is aligned to strategic priorities. Of this total of 178, at 30 September 2016, 28 were forensic aligned posts, 21 were aligned to Older People’s services and 38 were CAMHS aligned posts, funded by the Scottish Government.

Glossary

Agenda for Change (AfC): The national pay system for NHS Workforce.

Applied psychologists: Includes clinical, counselling, forensic, health and neuropsychologists.

Clinical Psychologists: Psychology staff with a Doctorate in Clinical Psychology and registered with the Health and Care Professions Council.

Clinical Staff: All staff working in psychology services within NHSScotland.

Establishment: Term used in calculating NHSScotland workforce information to describe total filled and vacant posts. Establishment is calculated by adding the number of staff in post to the number of vacant posts.

Headcount: The actual number of individuals working within NHSScotland. The Scotland figures eliminate any double counting that may exist as a result of an employee holding more than one post.

NES: NHS Education for Scotland

Other Applied Psychologists: Includes all applied psychologists with the exception of clinical.

Other Clinical Staff: Includes graduates of the MSc in Psychological Therapy in Primary Care and the MSc Applied psychology for Children and Young People, counsellors, assistant psychologists, cognitive behavioural therapists, other therapists and other.

Whole time equivalent (WTE): The WTE is calculated by dividing the number of contracted hours by the number of hours working. WTE is sometimes more useful measurement than headcount because it adjusts headcount figures to take account of part-time working.

List of Tables

Table No.	Name	Time period	File & size
1-10	2016-12-06-Psychology-Workforce-Tables	2001-2016	Excel [750kb]

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Further Information

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

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Appendices

A1 - Statements Provided by Heads of Psychology Services

Statement provided by:	Statement on Psychology Workforce Figures at 30 September 2016
NHS Ayrshire & Arran	The staffing levels have slightly increased overall due to a couple of returners from maternity leave which also accounts for some of the decrease in services. As always this 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 overall establishment though vacancies are now being held longer by the organisation before release. It is expected that there will be an increase in temporary posts following recruitment to the new SG and NES four year funding for older adult clinical psychology , CAMHS and adult psychological therapies.
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	Maternity leave continues to provide challenges to service delivery in older adult psychology and adult mental health despite recruitment to a peripatetic post in adult mental health to manage this. A Band 8a Clinical Psychologist post, fixed term, funded to develop a service for children with neurodevelopmental difficulties started in October. Reductions in staffing are due to retirements, requests for part-time working and posts either not replaced or whose jobs have been recruited into by existing staff. Scottish Government funding has been used to advertise a psychological therapist and assistant psychologist to work in Primary Care Liaison, an administrator post for computerised CBT and a fixed term band 6 to work on increasing identification of functional difficulties in older adults and to support development of projects to reduce loneliness. Fixed term resource until March 2017 is being used to support outcome measurement for these projects.
NHS Fife	Reduction in wte is due to: reduction in waiting list initiative staff in AMH specialty from last year and also end of fixed term funding for staff in child specialty. We have also had new service staff in AMH - Veterans service funded on a fixed term basis. There are permanent vacancies at 30/09/16, which will be filled, in AMH, Adult Forensic and child specialities. In Alcohol and Substance Misuse service ,our one post holder has left the service and there is no funding at the present time. Skill mix has been enhanced in that veterans and bipolar, pole to pole projects have had peer support workers roles in place on a fixed term basis. There are also additional fixed term Assistants in AMH and LD specialties.

NHS Forth Valley	There has been significant investment in both child and adult psychology services over 2015/16 within NHS Forth Valley. In addition, further investment in posts has come from the Scottish Government and NHS Education for Scotland. As several of these posts are currently being actively recruited to, it is anticipated that the NHS Forth Valley psychology workforce will show some growth over the next two quarters.
NHS Grampian	The slight reduction in workforce from this time last year is largely accounted for through the termination of temporary contracts, especially Assistant psychology posts. Recruitment continues to prove challenging in some specialities, exacerbated by the decline in the oil industry. In Physical Health and Neuropsychology there has been an increase in workforce, again predominantly as a consequence of fixed term contracts.
NHS Greater Glasgow & Clyde	Our staffing largely remains unchanged over this period. As a Board across our 6 HSCPs we have continued to meet the HEAT target which remains the main focus for psychology staff. The financial pressures on all HSCPs and the need to find significant savings will be a major challenge moving forward.
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	Psychological Services within Lanarkshire continue to focus upon meeting the LDP Standards as regards to waiting times for Psychological Therapies. As with other Boards, we face difficulties in retaining band 7 psychologists, given the number of posts funded at this level. That said, turnover continues to reduce. As previously noted, staff numbers have not increased significantly, but greater rigour around recording on the CPS database has resulted in improved accuracy.
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	The 3.2 wte Learning Disability posts and 0.5 wte Neuropsychology post whilst vacant on 30 June 2016 have as at 27 July 2016 been appointed to and we await new staff to take up post.
NHS State Hospital	The discrepancies shown are due to delays in filling posts.
NHS Education for Scotland	NHS Education for Scotland directly employs 20.8 WTE clinical staff included in the psychology workforce figures. There are also 4.4 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>The Heads of Older People's Psychology Services in Scotland welcome the investment in provision for Older People over the last 12 months. The increase, equating to 7.8 w.t.e. additional Clinical Psychologists working with Older People, represents a significant step towards meeting the psychological needs of our ageing population. We also welcome the announcement from the Scottish Government regarding additional funded posts to increase capacity and begin to address the longstanding discrepancy in provision for older people compared with younger adults and children/young people. 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. This investment in Psychological Therapies provision for older people will assist in beginning to address this inequality of access.</p>
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A2 – Background Information

Services to the Islands Boards

NHS Board	Further information on services to the NHS Board
<p>NHS Orkney</p>	<p>NHS Orkney employs a 0.8WTE counselling psychologist as part of the community mental health team, offering a psychology service for individuals aged 18 and upwards. NHS Grampian Clinical Psychology staff have contractual obligations to Orkney in the following areas; 1/Adult Neuropsychology in Orkney - a clinical neuropsychologist can visit on a needs basis when travel to Aberdeen is difficult for clients however all other clients are seen in Aberdeen, 2/Adult Eating Disorders in Orkney - Currently a vacancy in Eating Disorders, therefore a 0.5WTE psychologist provides approximately 1-2 appointments per month, 3/CAMHS Psychology - NHS Grampian are contracted to provide 3 days psychology service 4 times per year to Orkney. 4/Adult Learning Disabilities in Orkney - Currently there is no SLA in place to provide a service to Orkney.</p>
<p>NHS Shetland</p>	<p>NHS Shetland obtains CAMHS psychology input from a self-employed clinical psychologist. Grampian Health Board Clinical Psychology staff have contractual obligations Shetland in the following areas; 1/Adult Neuropsychology in Shetland - a clinical neuropsychologist can visit on a needs basis when travel to Aberdeen is difficult for clients however all other clients are seen in Aberdeen, 2/Adult Eating Disorders in Shetland - Currently a vacancy in Eating Disorders, therefore a 0.5WTE psychologist provides approximately 1-2 appointments per month, 3/Adult Learning Disabilities in Shetland - 2 days every 4 months; 1 staff member.</p>
<p>NHS Western Isles</p>	<p>There is an agreement between NHS GG&C and the Western Isles of 0.1wte clinical psychologists in CAMHS. There is also a telemedicine clinic from the Southern general Hospital to the Western Isles.</p>

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> . The Mental Health Strategy 2016-2026 is currently under consultation.

The Scottish Government has set a standard for the NHS in Scotland to deliver a maximum wait of 18 weeks from a patient's 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/2016-09-06/2016-09-06-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>

A3 – Publication Metadata (including revisions details)

Metadata Indicator	Description
Publication title	Psychology Services Workforce in NHSScotland.
Description	Describes the characteristics of clinical staff employed in Psychology services in NHSScotland as at 30 September 2016.
Theme	Health and Social Care
Topic	Health Care Personnel, Finance and Performance.
Format	Excel format.
Data source(s)	CPS Workforce Database.
Date that data are acquired	Approximately two weeks after the census date.
Release date	06 December 2016
Frequency	From 2001-2010 publications were annual, data at 30 th September, from March 2011 the publications have been quarterly.
Timeframe of data and timeliness	Data up to 30 September 2016.
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 the glossary.
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 Specialities.
Completeness	100% 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
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Help email	nss.isdwfdinfo@nhs.net
Date form completed	08/11/2016

A4 – 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.

Standard Pre-Release Access:

Scottish Government Health Department

NHS Board Chief Executives

NHS Board Communication leads

A5 – 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 (ie assessed by the UK Statistics Authority as complying with the Code of Practice)
- National Statistics (ie legacy, still to be assessed by the UK Statistics Authority)
- Official Statistics (ie still to be assessed by the UK Statistics Authority)
- other (not Official Statistics)

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

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. Designation can be broadly interpreted to mean that the statistics:

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

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