Psychology Services Workforce in Scotland:
Workforce information as at 31 December 2017

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Introduction

This publication summarises national data on the workforce providing Psychology Services in NHSScotland, following the latest census at 31 December 2017. This National Statistics release is accompanied by a number of tables in Excel – see background tables.

This report summarises key aspects of the data released including:

- The number and characteristics of clinical staff in post
- The number of vacant posts
- The number of staff in training
- Graduate tracking for Doctorate in Clinical Psychology courses

Note that figures are presented either as headcount (actual numbers of staff) or, where applicable, by whole time equivalent (WTE) which adjusts to take account of part-time working.

The data are gathered and analysed collaboratively by the Information Services Division (ISD) within National Services Scotland (NSS) and NHS Education for Scotland (NES). Data are collected directly from Psychology services and held within the National Psychology Workforce Information Database held at NSS. The data collected are verified by Psychology Heads of Service, who ISD and NES work closely with to ensure a high level of data accuracy. The information collected and presented is used routinely by NES, the Scottish Government and NHS Boards to support local, regional and national workforce planning, and to support educational training and planning.

In recent years NHSScotland has seen a steadily increasing demand for access to Applied Psychologists and Psychological Therapies due to the growing 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 people with 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 the delivery of effective and efficient therapies and the levels of training and supervision necessary for staff to deliver these safely and effectively.
Main Points

Within Psychology Services in NHSScotland at 31 December 2017:

- Clinical psychologists remained the largest staff group within this workforce with 768.5 WTE in post at this census compared to 311.0 WTE at 30 September 2001 – an increase of 147.1%. There was an increase of 7.3% over the last year from 716.5 WTE in December 2016 to 768.5 WTE in December 2017 (see Figure 1).

- In respect of all clinical staff within this workforce, there were 1,138.5 WTE (1,374 headcount) in post – 179.0% higher than reported at the first data collection in 2001. The rate of growth has slowed since 2014, with an average annual increase of 7.4% between 2001 and September 2014 and an average annual increase of 2.8% from September 2015 to September 2017 (see Figure 1).

- 63.9 WTE posts were vacant and in the process of being advertised, equating to a 5.3% vacancy rate. The majority (55.9%) of the vacancies advertised at this date were to replace staff that had left or were leaving existing posts and 40.1% related to new posts.

- Since the 2001 intake there have been a total of 783 graduates from the Doctorate in Clinical Psychology courses in Scotland. Ten years after graduating, approximately 70.9% of graduates are still employed in NHSScotland Psychology Services. Initial retention one year after graduation has increased in later cohorts, from an average of 61.5% for those qualifying between 2001 and 2007 to 78.1% for the cohorts between 2008 and 2016.
Results and Commentary

1. Staff in Post
At 31 December 2017, there were a total of 1,138.5 WTE (1,374 headcount) clinical staff in posts within Psychology Services across NHSScotland. Figure 1 shows the growth in this workforce over time, distinguishing between the major professional groups. Overall, the latest WTE is 179.0% higher than reported at the first data collection in 2001. The rate of growth has slowed since 2014, with an average annual increase of 7.4% between September 2001 and September 2014 compared with an average annual increase of 2.8% from September 2015 to September 2017 (see Figure 1).

Figure 1: WTE of all Clinical Staff in NHSScotland Psychology Services 30 September 2001 to 31 December 2017

1. At 31st December 2017 there were 66.5 WTE (5.8%) staff on maternity leave and 5.7 WTE (0.5%) on long term sick leave.
2. Quarterly data collection began from March 2011. Prior to this there was only an annual census at 30 September.
3. Clinical and Other Applied Psychologists are also referred to as all Applied Psychologists. Further information can be found in the Glossary and Summary of Professional Groups.

Clinical psychologists still remain the largest staff group within this workforce with 768.5 WTE in post at this census compared to 311.0 WTE at 30 September 2001 – an increase of
147.1%. During 2017 the clinical psychologist workforce grew by 52.0 WTE (7.3%). The long term growth in this workforce is partly due to the expansion of the NES-commissioned training in Doctoral Clinical Psychology.

The percentage of other types of clinical staff within psychology services has also increased and is now 27.1% compared to 20.0% when data collection began. This group includes all other staff (excluding applied psychologists) such as Cognitive Behavioural Therapists, Counsellors and Assistant Psychologists (shown in Figure 1 as ‘Other Clinical Staff’). Growth has remained steady within this group over recent years, however there was a period of rapid growth between September 2013 and 2014, when this group increased by 20%. This growth can be attributed in part to the introduction of two NES-commissioned training programmes: MSc in Psychological Therapy in Primary Care in 2005 and MSc in Applied Psychology for Children and Young People in 2007, which increased the number of other types of clinical staff supporting these services.
1.1 Staff by Profession

Historically, clinical psychologists were the main staff group within psychology services – they still account for 67.5% of all clinical staff. However since 2005, the availability of wider training (for example MSc courses in Applied Psychology) has expanded the skill mix in order for psychological therapies to be delivered by a range of staff. Figure 2 shows the range of staff groups in NHSScotland Psychology Services.

Figure 2: WTE of Profession in Psychology Services across NHSScotland at 31 December 2017.

4. Other includes: Self Help Workers, Peer Support Workers, Mental Health Nurses and Advanced Psychology Practitioners.
5. The professional group Clinical Associate in Applied Psychology (CAAP) is a new group being recorded from the current 31 December 2017 census onwards. Previously, these staff would have been included in either the Graduate of the MSc Psychological Therapy in Primary Care or Graduate of the MSc Applied Psychology for Children and Young People professional groups, which have now been removed. While data quality checks are ongoing, some CAAPs may be recorded in the Other professional group.

1.2 Staff in NHS Boards

Figure 3 compares the WTE of all applied psychologists employed per 100,000 population in each mainland NHS Board at the latest census with that at 31 March 2011, when quarterly data collection first began. NHS Greater Glasgow and Clyde still has the largest rate with 17.9 WTE All Applied Psychologists per 100,000 population compared to the national average of 15.3. However, it should be noted that the higher rates in some Boards will be partly due to the provision of regional services including referrals from other Boards. In some instances this may also involve specialist inpatient care where staffing requirements are higher.
Figure 3: Applied Psychologists in mainland NHS Boards – Change in WTE rates per 100,000 population between 31 March 2011 and 31 December 2017.

6. Please note that NHS Orkney, NHS Shetland and NHS Western Isles all currently have less than 1.5 WTE Applied Psychologists so are not included in this chart. Further information on services to the islands board can be found in the background notes.

2. Characteristics of the workforce
This section provides further information on the characteristics of the workforce. For more detailed information please refer to the background tables.

2.1 Target Age and Area of Work
Within each professional group, individual staff members may work across several different Areas of Work and Target Ages. Target Age refers to the age group of patients. For Psychology Services the distinct age groups are generally Child & Adolescent (0-18/19 years), Adult (20-64 years), or Older Adult (65+ years). Examining the Target Age is required for accurate workforce planning in these services to take account of demographic change and the need for services within these age groups.
Figure 4 displays a trend of the WTE staff working across each Target Age back to March 2011 when this type of data first became available. The WTE within each Target Age has increased over this time period.

The Adult target age category has seen the largest growth in terms of WTE since March 2011, an increase of 124 WTE (22.1%) and this remains the largest category at the current census date. However the largest percentage increases were seen in the Older Adult and Age non-specific categories in this period, with increases of 97.7% (38 WTE) and 73.0% (36 WTE) respectively since March 2011. This has also changed the distribution of staff across Target Age categories. At March 2011 65.2% of the roles within Psychology Services were for Adult focused services, but at latest census date this had reduced to 60.2%. This shift has occurred as a result of the expansion of Older Adult and Age non-specific roles in the same time frame. The proportion of staff within the Child and Adolescent Target Age category has remained similar during this time frame, accounting for 24.3% of staff at March 2011 and 25.5% of staff at December 2017.

The increase within the older adult target age may partly be due to the introduction of trainees on the Doctorate in Clinical Psychology course having specific alignment to Older People’s Services. The MSc Psychological Therapy in Primary Care course covers both adults and older adults. This has enabled graduates to work in the older adults Target Age on completion, an age group for which historically there has been less staff assigned.

**Figure 4: Trend of all clinical staff in Psychology Services by Target Age between 31 March 2011 and 31 December 2017.**

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7. Age non-specific refers to services where clinical staff treat clients across the life span.
Area of Work refers to the broad specialty area that a clinician works in – the areas being Mental Health, Learning Disabilities, Physical Health, Neuropsychology, Forensic, Alcohol & Substance Misuse and other specialty services. Figure 5 shows the largest Area of Work has consistently been Mental Health, with an average of 57.6% WTE staff working in Mental Health since data collection began in March 2011. This area has increased by 189.0 WTE (38.3%) through this period, whereas all other areas have increased by 88.1 WTE (24.0%) in total.

**Figure 5: Trend of all clinical staff in Psychology Services by Area of Work between 31 March 2011 and 31 December 2017.**

Figure 6 displays a breakdown of the Areas of Work and Target Age. Each of the Area of Work categories can be broken down further into more specific specialty areas. Figure 6 shows a breakdown of the workforce at the last census by Area of Work and Target Age and uses these sub-categories to provide more detail within the Mental Health category.

Figure 6 shows that General Mental Health is the largest area of work for all Target Age categories at the current census date, (Adult: 42.8%, Older Adult: 49.9%, and Child and Adolescent Target Age: 54.9%). The next largest area of work categories for Child and Adolescent focused staff are Physical Health (30.5 WTE, 10.5%), Learning Disabilities (26.8 WTE, 9.2%), and Early Intervention (23.7 WTE, 8.2%).

In contrast the most prominent categories for Adult focused staff aside from General Mental Health are Mild to Moderate (63.9 WTE, 9.2%), Forensic (60.1 WTE, 8.8%) and Physical Health (59.5 WTE, 8.7%).
The distribution for Older Adults is less varied, after General Mental Health, the second largest category is Other (32.7 WTE, 42.5%), and the remaining 8 WTE (7.6%) of this workforce is split over a number of smaller categories each of which accounts for less than 1.5 WTE.

Age non-specific is the only group where General Mental Health is not the largest category; conversely the largest three categories for these staff are Other, 25.0 WTE (29.3%), Neuropsychology, 24.9 WTE (29.1%), and Physical Health, 18.0 WTE (21.1%).

Understanding the workforce operating in specialty areas is essential for accurate workforce planning, each having different staffing requirements. For example, within Mental Health, the sub category Severe and Enduring Mental Health treatment requires a more intensive level of workforce resourcing than Mild to Moderate services. See table 3.2 in the background tables for a complete breakdown of categories and sub-categories by Target Age or table 3.3 for area of work categories and sub-categories by professional group, going back to March 2011.

**Figure 6: WTE Clinical Staff by Area of Work and Target Age at 31 December 2017**

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8. Age non-specific refers to services where clinical staff treat clients across the life span and also includes non-clinical work such as Academic and Teaching roles. The sub-categories for Mental Health area of work have been separated out in Figure 6 these are: General Mental Health, Severe and Enduring (MH), Mild to Moderate (MH), Early Intervention (MH) and Eating Disorders (MH).

9. The Other group includes sub-categories such as Healthcare for the Elderly and Dementia, Academic, Teaching and Management roles, along with other specialty areas such as Trauma Services, Autistic Spectrum Disorder, Self-help workers, Prison Services and Gender based violence.

10. Please refer to tabs 3.2 and 3.3 in the background tables for a full breakdown of the specialty areas of work.
3. Vacancies

3.1 Current Vacancies
At 31 December 2017, 63.9 WTE vacancies were being advertised for recruitment. Table 1 shows a breakdown of these by professional group. A further 15.3 WTE posts (not shown in Table 1) were approved for recruitment but not yet advertised.

Of the vacancies advertised, 47 WTE were for whole-time positions while the remaining 16.9 WTE were for part-time posts. Of the 76 advertised posts, 46 were permanent positions, 23 were fixed-term for less than two years and 7 were fixed-term for two years or more.

Vacant posts may be a consequence of either staff leaving a post or the creation of new posts. The majority (55.9%) of the vacancies advertised at this census date were to replace staff who had left or were about to leave existing posts or were taking maternity leave. However 40.1% of vacancies related to newly created posts.

Table 1: NHSScotland Psychology Services vacancies being advertised by professional group at 31 December 2017

<table>
<thead>
<tr>
<th>Professional Group</th>
<th>New Posts (WTE)</th>
<th>Replacement Posts (WTE)</th>
<th>Maternity Leave Cover (WTE)</th>
<th>Other and Unknown Posts (WTE)</th>
<th>Total NHSScotland (WTE)12</th>
<th>Establishment WTE (total vacancies plus staff in post)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Applied Psychologists;</td>
<td>15.6</td>
<td>25.3</td>
<td>0.4</td>
<td>1.6</td>
<td>42.9</td>
<td>872.4</td>
</tr>
<tr>
<td>Clinical Psychologist13</td>
<td>15.6</td>
<td>25.3</td>
<td>0.4</td>
<td>1.6</td>
<td>42.9</td>
<td>811.4</td>
</tr>
<tr>
<td>Other Clinical Staff;</td>
<td>10.0</td>
<td>9.0</td>
<td>1.0</td>
<td>1.0</td>
<td>21.0</td>
<td>330.0</td>
</tr>
<tr>
<td>Clinical Associate in Applied Psychology (CAAP)</td>
<td>3.0</td>
<td>6.2</td>
<td>-</td>
<td>-</td>
<td>9.2</td>
<td>71.3</td>
</tr>
<tr>
<td>Cognitive Behavioural Therapist</td>
<td>3.5</td>
<td>2.8</td>
<td>-</td>
<td>-</td>
<td>6.3</td>
<td>62.2</td>
</tr>
<tr>
<td>Psychology Assistant</td>
<td>1.0</td>
<td>-</td>
<td>1.0</td>
<td>-</td>
<td>2.0</td>
<td>66.2</td>
</tr>
<tr>
<td>Other Therapist14</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
<td>18.3</td>
</tr>
<tr>
<td>Other15</td>
<td>1.5</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
<td>2.5</td>
<td>88.2</td>
</tr>
<tr>
<td>Total</td>
<td><strong>25.6</strong></td>
<td><strong>34.3</strong></td>
<td><strong>1.4</strong></td>
<td><strong>2.6</strong></td>
<td><strong>63.9</strong></td>
<td><strong>1202.4</strong></td>
</tr>
</tbody>
</table>

11. Due to missing data it is unknown whether 1.0 WTE vacancy is for new or replacement posts. This group also includes 1.6 WTE vacancies for redesigned positions.
12. Please note the following NHS Boards / Services reported no posts were between advertised and being filled as at the 31 December 2017: NHS Highland neuropsychology, learning disability or older adults services, NHS Shetland and NHS Western Isles.
13. At 31 December 2017 there was 1.0 WTE vacancy for Clinical or Counselling Psychologist which has been included within the Clinical Psychologist figures.
14. Other Therapist includes psychotherapists, family and couple therapists.
15. Other includes Psychology Practitioners, Mental Health Workers and CAMHS Clinician vacancies where no additional information was provided about professional group.
3.2 Vacancy trends

Figure 7 shows the trend for the vacancy rates observed at each census since vacancy data collection began. A moving average showing the combined rate for the previous 4 census points has been added to the chart to provide an indication of the underlying trend and to adjust for any seasonal effects. More detailed trend information on vacancies for individual professional groups is shown in table 10.1 in the background tables.

Despite quarter on quarter variation, the moving average suggests that the overall vacancy rate within all professional groups has remained relatively steady since 31 March 2014. Although the vacancy rate had increased during the last three quarters, the vacancy rate has reduced this quarter to 5.3% and the moving average is currently at 7.3%.

Figure 7: Trend in the vacancy rates (the percentage of establishment that is vacant) for all clinical staff between 30 September 2011 and 31 December 2017.

It is important to note that the Doctorate in Clinical Psychology course commences in October and this has an impact on vacancy levels for other staff such as Assistant Psychologists, who will leave their current post to enter this training. This means vacancy levels at the September census are often higher. Trainees from the Doctorate in Clinical
Psychology course graduate in September and these graduates subsequently fill vacant Applied Psychologist posts, which is reflected in the drop in vacancy rates at each December census.

Figure 8 illustrates that the most recent decrease in vacancies from 112.4 WTE in September 2017 to 63.9 WTE at the current census date is largely due to the reduction in vacancies for replacement posts. Despite this, the majority of advertised vacancies each quarter since September 2016 were for replacement posts, accounting for an average of 58.1% of all posts advertised. Over the same period there has been an average of 26.8 WTE (34.5%) vacancies for new posts illustrating a continuous effort to expand the workforce.

Figure 8: Change in proportion of vacancies for new and replacement posts between 30 September 2016 and 31 December 2017.

Please note the Other and Unknown category includes Secondment roles, backfill for secondments, enhancements to change existing skill mix within a team e.g. Changing an existing Band 7 post to a Band 8a vacancy. Along with other vacancies which did not specify whether these were for new or replacement positions.

Figures 9 and 10 show trends for the vacancy rates observed for all applied psychologists and other clinical staff respectively. The moving average indicates the rate of vacancies for all applied psychologists has been fairly steady overall since 30 September 2013. Although there had been small increases in the rate of vacancies for all applied psychologists each quarter since 30 September 2016, this quarter the rate of vacancies has dropped to 4.9%.
As a result of this drop the moving average for vacancies for all applied psychologists has also reduced to 7.0% for the current quarter.

**Figure 9: Trend in the vacancy rates (the percentage of establishment that is vacant) for all applied psychologists between 30 September 2011 and 31 December 2017.**

The vacancy rate for other clinical staff working in NHS Psychology Services shows a greater level of variation from quarter to quarter, however the moving average indicates this rate remained between 5.0% and 6.7% from December 2013 to June 2017. There had been an increasing rate of vacancies for other clinical staff since December 2016; however the rate fell to 6.4% in December 2017. The moving average has increased this quarter to 8.2%, which is due to the higher proportions of vacancies in the previous three quarters.
3.3 Length of Vacancies
From December 2017, the length of time that posts have been vacant can be reported.

Table 2 shows how long vacancies at 31 December 2017 had been vacant since first being advertised. This is the first quarter for which this information is available. A majority of vacancies across all professional groups, 38.7 WTE (60.6%), had been advertised for less than 3 months, and 7.8 WTE (12.2%) had been advertised for 6 months or longer. Of those advertised for more than 3 months, 20.7 WTE were for positions above Agenda for Change Band 6 with 14.1 WTE advertised at Band 8a or Band 8b. For information broken down by NHS Board, see table 10.2 in the background tables.
Table 2: NHSScotland Psychology Services vacancies being advertised by professional group and months since first advertised at 31 December 2017.

<table>
<thead>
<tr>
<th>Professional Group</th>
<th>0-3 months (WTE)</th>
<th>3-6 months (WTE)</th>
<th>Over 6 months (WTE)</th>
<th>Unknown (WTE)</th>
<th>Total Vacancies (WTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Applied Psychologists;</td>
<td>24.8</td>
<td>11.1</td>
<td>5.0</td>
<td>2.0</td>
<td>42.9</td>
</tr>
<tr>
<td>Clinical Psychologist</td>
<td>24.8</td>
<td>11.1</td>
<td>5.0</td>
<td>2.0</td>
<td>42.9</td>
</tr>
<tr>
<td>Other Clinical Staff;</td>
<td>13.9</td>
<td>2.8</td>
<td>2.8</td>
<td>1.5</td>
<td>21.0</td>
</tr>
<tr>
<td>Clinical Associate in Applied Psychology (CAAP)</td>
<td>5.4</td>
<td>1.8</td>
<td>2.0</td>
<td>-</td>
<td>9.2</td>
</tr>
<tr>
<td>Cognitive Behavioural Therapist</td>
<td>5.0</td>
<td>-</td>
<td>0.8</td>
<td>0.5</td>
<td>6.3</td>
</tr>
<tr>
<td>Psychology Assistant</td>
<td>1.0</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>2.0</td>
</tr>
<tr>
<td>Other Therapist</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
</tr>
<tr>
<td>Other</td>
<td>1.5</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
<td>2.5</td>
</tr>
<tr>
<td>Total</td>
<td>38.7</td>
<td>13.9</td>
<td>7.8</td>
<td>3.5</td>
<td>63.9</td>
</tr>
</tbody>
</table>

18. 1.0 WTE vacancy for Clinical or Counselling Psychologist has been included within the Clinical Psychologist figures.
19. Other includes Psychology Practitioners, Mental Health Workers and CAMHS Clinician vacancies where no additional information was provided about professional group.
20. Other Therapist includes psychotherapists, family and couple therapists.

3.4 Target Age of Vacancies

Information is also routinely collected about the Target Age of Vacancies; Target Age refers to the age group of patients that staff are assigned to treat. For Psychology Services the distinct age groups are generally Child & Adolescent (0-18/19 years), Adult (20-64 years), or Older Adult (65+ years). A trend showing the distribution of vacancies across these Target Age categories is displayed in Figure 11 below.

A majority of vacancies at each census date since March 2016 have been for roles in Adult services, these have accounted for 59.7% of advertised vacancies over the past 24 months. Vacancies relating to Child and Adolescent services were the second largest category at each census date since March 2016 with 26.4% of all vacancies advertised since March 2016 relating to this age group of patients.
21. Vacancies for roles working across multiple target ages e.g. Adult and Older Adults have been included in the Age non-specific group for this chart.

22. Vacancies have been included in the unknown group if information about the target age was not provided.

Table 3 shows the distribution of vacancies by professional group and target age of patients seen. A majority of the vacancies at 31 December 2017 were within Adult services, 57.7%, and the second largest group was Child and Adolescent services accounting for 33.8% of the vacancies at the census date. Older Adult vacancies accounted for 5.6% of current vacancies across the professional groups and 2.8% were Age non-specific vacancies.

Table 3 also shows the vacancy rates (as percentage of establishment) for each Target Age category. The rate for Child and Adolescent roles is highest for the current census date at 6.9%.
### Table 3: NHSScotland Psychology Services vacancies being advertised by professional group and Target Age at 31 December 2017\(^{23, 24, 25, 26}\).

<table>
<thead>
<tr>
<th>Professional Group</th>
<th>Child and Adolescent 0-18/19 years (WTE)</th>
<th>Adults 20-64 years (WTE)</th>
<th>Older Adults 65 + years (WTE)</th>
<th>Age non-specific (WTE)</th>
<th>Total Vacancies (WTE)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Applied Psychologists;</td>
<td>15.3</td>
<td>22.6</td>
<td>3.6</td>
<td>1.4</td>
<td>42.9</td>
</tr>
<tr>
<td>Clinical Psychologist(^{23})</td>
<td>15.3</td>
<td>22.6</td>
<td>3.6</td>
<td>1.4</td>
<td>42.9</td>
</tr>
<tr>
<td>Other Clinical Staff;</td>
<td>6.3</td>
<td>14.3</td>
<td>-</td>
<td>0.4</td>
<td>21.0</td>
</tr>
<tr>
<td>Clinical Associate in Applied Psychology (CAAP)</td>
<td>-</td>
<td>8.8</td>
<td>-</td>
<td>0.4</td>
<td>9.2</td>
</tr>
<tr>
<td>Cognitive Behavioural Therapist</td>
<td>0.8</td>
<td>5.5</td>
<td>-</td>
<td>-</td>
<td>6.3</td>
</tr>
<tr>
<td>Psychology Assistant</td>
<td>2.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.0</td>
</tr>
<tr>
<td>Other Therapist(^{25})</td>
<td>1.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.0</td>
</tr>
<tr>
<td>Other(^{24})</td>
<td>2.5</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>2.5</td>
</tr>
<tr>
<td><strong>Total Vacancies</strong></td>
<td><strong>21.6</strong></td>
<td><strong>36.9</strong></td>
<td><strong>3.6</strong></td>
<td><strong>1.8</strong></td>
<td><strong>63.9</strong></td>
</tr>
<tr>
<td><strong>Staff in post</strong></td>
<td><strong>290.7</strong></td>
<td><strong>685.7</strong></td>
<td><strong>76.9</strong></td>
<td><strong>85.3</strong></td>
<td><strong>1138.5</strong></td>
</tr>
<tr>
<td><strong>% Establishment vacant</strong>(^{26})</td>
<td><strong>6.9%</strong></td>
<td><strong>5.1%</strong></td>
<td><strong>4.5%</strong></td>
<td><strong>2.1%</strong></td>
<td><strong>5.3%</strong></td>
</tr>
</tbody>
</table>

23. 1.0 WTE vacancy for a Clinical or Counselling Psychologist has been included within the Clinical Psychologist figures.

24. Other includes Psychology Practitioners, Mental Health Workers and CAMHS Clinician vacancies where no additional information was provided about professional group.

25. Other Therapist includes psychotherapists, family and couple therapists.

26. Establishment figures include the total staff in post and the total vacancies for the current census date for more detail please see the [Glossary](#).
4. Staff in training

4.1 Current Trainees
The latest reported number of individuals training towards the Applied Psychology postgraduate qualifications are shown in Table 4 below. NES has responsibility for commissioning the pre-registration training of Clinical Psychologists for NHSScotland i.e. the main source of psychology workforce supply.

In addition to the Doctorate in Clinical Psychology (DClinPsych), MSc Psychological Therapy in Primary Care (MSc PTPC) and MSc in Applied Psychology for Children and Young People (MSc APCYP), NES works in partnership with NHS boards to provide British Psychological Society’s Stage 2 Training in Health Psychology to Health Psychologists in training. Trainees on each of the courses are employed by the NHS during training (for definitions of these training courses see the Summary of Training Courses).

Table 4: Number of Trainees in Applied Psychology at 31 December 201727.

<table>
<thead>
<tr>
<th>Training Course</th>
<th>Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctorate in Clinical Psychology</td>
<td>184</td>
</tr>
<tr>
<td>Of the 184: (CAMHS Aligned)27</td>
<td>(34)</td>
</tr>
<tr>
<td>(Forensic Aligned)27</td>
<td>(26)</td>
</tr>
<tr>
<td>(Older Adult Aligned)27</td>
<td>(24)</td>
</tr>
<tr>
<td>MSc Psychological Therapy in Primary Care</td>
<td>28</td>
</tr>
<tr>
<td>MSc in Applied Psychology for Children &amp; Young People</td>
<td>18</td>
</tr>
<tr>
<td>BPS Stage 2 Qualification in Health Psychology</td>
<td>10</td>
</tr>
<tr>
<td>Total Number in Training</td>
<td>240</td>
</tr>
</tbody>
</table>

27. In order to meet strategic objectives, some of the 184 Doctorate in Clinical Psychology trainees are aligned to strategic priorities. These places are funded by the Scottish Government with an aim of increasing workforce capacity in specific clinical populations.

4.2 Course intakes and outputs
This section explores the number of trainees on each of these courses further in respect of number of students starting the course (intake) and the number completing the course. The data covers as far back in time as available.

Figure 12 displays the intake of trainees on the DClinPsych courses in Scotland from 2003 to 2017. The average intake over this period was 55 trainees per year. However there were 60 trainees in the latest intake in September 2017 (26 at the University of Glasgow and 34 at the University of Edinburgh), the largest total intake there has been since 2004.
As illustrated, the last intake of trainees on a 4 year or 5 year course at the University of Edinburgh was in 2012. Since 2013, all trainees have therefore commenced a 3 year course, unless they have previously completed either the MSc APCYP or the MSc PTPC. From the 2014 intake, graduates from these courses have now been given recognition for prior learning at the University of Edinburgh and are able to complete the DClinPsych course in 2.5 years. This is also the case for trainees starting the DClinPsych course from the 2017 intake at the University of Glasgow.

Figure 13 shows the number of graduates from the DClinPsych courses that achieved Health and Care Professions Council (HCPC) registration after completing the course. HCPC registration is required in order to undertake a post as a Clinical Psychologist within the UK.
Figure 13: Chart to display the headcount number of trainees from each of the DClinPsych courses that have achieved HCPC registration, by year of completion from 2006 to 2017\textsuperscript{30,31}.

30. Note this data is only available for 2006 graduates onwards.
31. Please note the first cohort of Edinburgh 2.5 year course graduates are included in the Edinburgh 3 year course completion figures.

Figure 14 displays the completion rates for trainees that started on the DClinPsych course from 2003 to 2014. This illustrates that the completion rate for every cohort has been above 92%. Excluding trainees who are currently on an extension, the overall completion rate for the DClinPsych courses in Scotland is 97.2\%). Further information on completion rates for each course is available in tab 12.1 of the background tables.
Figure 14: Chart to display the total completion rate for trainees on all of the DClinPsych courses by year of intake from 2003 to 2014.

Figure 15 displays the intake of trainees on the MSc Psychological Therapy in Primary Care course. Since 2005 there has been an intake of 287 trainees in total, with an average intake of 22 trainees each year. Excluding the trainees from the 2017 intake who are due to complete in 2018, there have been 245 graduates from the course. This indicates a success rate of 95.7%.
Figure 15: The intake of trainees on the MSc PTPC course, from 2005 to 2017.

Figure 16 displays the intake of trainees on the MSc Applied Psychology for Children and Young People course. Since 2007 there has been an intake of 180 trainees in total, with an average intake of 16 trainees each year. Excluding the trainees from the 2017 intake who are due to complete in 2018, there have been 158 graduates from the course. This indicates a success rate of 97.5%.

Figure 16: The intake of trainees on the MSc APCYP course, from 2007 to 2017.
The BPS Stage 2 Health Psychology course has had a total intake of 35 trainees since 2008, with an average intake of 3 or 4 trainees each year. The latest intake in 2017 was for 5 trainees which is one more than the previous year. The course has a completion rate of 92.0%.

4.3 Graduate Retention - Doctorate in Clinical Psychology (D Clin Psych)

ISD/NES has tracked whether graduates of the Doctorate in Clinical Psychology enter the NHSScotland psychology workforce. Since 2001 there have been 783 successful graduates of this course, of which 512 (65.4%) are currently employed within NHSScotland Psychology Services.

Figure 17 illustrates further the high retention rate, showing the percentage of graduates who were employed in psychology services in NHSScotland on average and from each cohort up to 16 years after their graduation. On average ten years after graduating, 70.9% of graduates are still employed in NHSScotland Psychology Services.

The proportion of Clinical Psychologists retained in NHSScotland Psychology Services follows a fairly similar pattern between cohorts: decreasing in the first year after graduation and then gradually increasing or remaining constant. However, the initial retention has increased in latter cohorts of graduates. For the 2001 – 2007 graduate cohorts retention was 61.5% on average the year after graduating. More recently, the 2008 – 2016 graduate cohorts have an average retention of 78.1% one year after graduating. An initial reduction in retention could be due to a number of factors such as graduates taking a career break before beginning permanent employment in Scotland, taking up employment in NHSScotland outwith Psychology Services, moving to NHS England or further abroad, or choosing to work in the private sector.
Figure 17: Retention of DClinPsych Graduates employed in NHSScotland Psychology Services by cohort since 2001$^{32,33}$.

32. Please note that the 2017 cohort of graduates is not included in this figure as it has not yet been a full year since their graduation.
33. Please note that retention data for the 2001 graduates is unavailable for 1 year after their graduation.
Glossary

**Agenda for Change (AfC):** The national pay system for NHS Workforce excluding doctors, dentists and very senior managers.

**Applied Psychologists:** Includes clinical, counselling, forensic, health and neuropsychologists.

**Area of Work:** The specialty area that a clinician works in. For a list of areas of work, see table 3.2 in the background tables.

**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.

**HCPC:** Health and Care Professions Council. This is a Register for Health and Care Professionals within the UK that are required to meet certain standards of practice. For many professions, including several types of Psychologists, it is a legal requirement to be registered in order to practice in their field.

**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.

**GG&C:** NHS Greater Glasgow and Clyde

**NES:** NHS Education for Scotland

**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.

**Target Age:** The age group of patients seen by a clinician. For Psychology Services this can be child & adolescent (0-18/19 years), adult (20-64 years), or older adult (65+ years). Age non specific refers to those clinicians who see patients from across the lifespan and can also include non clinical work such as teaching.

**Vacancy:** A post which was vacant and being advertised for recruitment at the census date

**Whole time equivalent (WTE):** The WTE adjusts headcount figures to take account of part-time working. For example, NHS Agenda for Change staff work 37.5 whole-time hours per week so a staff member working part-time at 30 hours per week would be calculated as 0.8 WTE.
### Summary of Professional Groups within Psychology Services

**All Applied Psychologists**  
This includes Clinical Psychologists, Counselling Psychologists, Health Psychologists, Forensic Psychologists and Neuropsychologists. These staff have completed specific postgraduate training and hold additional qualifications in their field.

**Clinical Associate in Applied Psychology (CAAP)**  
Graduates of the MSc Applied Psychology for Children and Young People or the MSc Psychological Therapy in Primary Care are qualified to work as CAAPs. They are trained in the delivery of evidence-based psychological therapies for common mental health problems in primary care, or in the delivery of tier two psychology assessments in a range of services for children and young people.

**Clinical Psychologist**  
Psychology staff with a Doctorate in Clinical Psychology and registered with the Health and Care Professions Council.

**Counselling Psychologist**  
Psychologists who hold a British Psychological Society accredited post graduate qualification in Counselling Psychology and are registered with the Health and Care Professions Council (HCPC).

**Health Psychologist**  
Psychologists who hold a British Psychological Society accredited Masters in Health Psychology and as Stage II or Doctorate in Health Psychology.

**Forensic Psychologist**  
Psychologists who hold a British Psychological Society accredited postgraduate qualification in Forensic Psychology.

**Neuropsychologist**  
Clinical Psychologists who in addition to their Doctorate in Clinical Psychology qualification hold a Stage II British Psychological Society Neuropsychology qualification.
<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cognitive Behavioural Therapist</td>
<td>Cognitive behavioural therapists use talking therapy to help patients change negative patterns of thinking or behaviour. They have completed accredited training programme in Cognitive Behavioural Therapy.</td>
</tr>
<tr>
<td>Other Therapist</td>
<td>Includes Psychotherapists, family and couple therapists</td>
</tr>
<tr>
<td>Counsellor</td>
<td>Counsellors provide talking therapies to clients and their families. They are trained to listen with empathy and can help people with a range of mental health conditions including: depression, anxiety, long term illnesses, eating disorders and drug misuse. Counsellors come from a range of backgrounds but will all have completed a recognised counselling qualification.</td>
</tr>
<tr>
<td>Psychology Assistant</td>
<td>Psychologists who have completed an undergraduate degree in Psychology and wish to gain experience in a clinical setting. Psychology Assistants often aspire to undertake further training in a specific area of Psychology e.g. Doctorate or MSc course.</td>
</tr>
</tbody>
</table>
Summary of Training Courses

Doctorate in Clinical Psychology

The Doctorate in Clinical Psychology is a 3 year full time course funded by NES which can be studied at either the University of Edinburgh or the University of Glasgow in Scotland. Entry to the course requires an Honours degree in Psychology (2:1 or above) which has the British Psychological Society (BPS) Graduate Basis for Chartered Membership, alongside relevant clinical or research experience. Specific CAMHS aligned trainee pathways on the Doctorate courses are government-funded places which give trainees greater experience working with CAMHS populations in addition to their main trainee workload. Aligned pathways have been introduced for several clinical populations with the aim of increasing workforce capacity within those areas. On completion, trainees will be fully qualified Clinical Psychologists and are still able to work in areas outwith CAMHS. Both of the Scottish courses are approved by the Health and Care Professions Council as well as the British Psychological Society and represent the highest level of training in Psychology. Further information on the Doctorate as well as links to the University Course websites for Scotland can be found at: http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/training-psychologists/training-programmes.aspx

MSc Psychological Therapy in Primary Care

The MSc in Psychological Therapy in Primary Care is a one-year course that was introduced in 2005. The MSc is funded by NHS Education for Scotland and delivered jointly by the Universities of Stirling and Dundee. Entry to the course requires an Honours degree in Psychology (2:1 or above) which has the British Psychological Society (BPS) Graduate Basis for Chartered Membership, and during training, trainees are employed in NHS Boards and provide clinical services as part of supervised practice. This course was designed to train people to deliver
evidence-based psychological therapies to adults in Primary Care by developing knowledge of prevalence, diagnostic criteria, presentation and treatment of common mental health disorders within a Cognitive Behavioural Framework. The course is designed to extend the knowledge of the theoretical foundations of human behaviour and psychological disorders, and to develop the necessary competences to deliver evidence-based psychological therapies to treat common mental health disorders in adults in a primary care setting. Graduates of this course are able to work as Clinical Associates in Applied Psychology (CAAP) in the NHS, or within other clinically related posts in the private or public sector. This allows graduates to enter the workforce quickly and respond to pressing service demands (e.g. support the NHS Boards to meet Psychological Therapies Heat Targets)

Further information can be found online at:
https://www.dundee.ac.uk/study/pg/psychological-therapy-primary-care/

Or https://www.stir.ac.uk/postgraduate/programme-information/prospectus/psychology/psychological-therapy-in-primary-care/#intro

MSc in Applied Psychology for Children and Young People

The MSc in Applied Psychology for Children and Young People is a one-year course that was introduced in 2007 and is funded by NHS Education for Scotland at the University of Edinburgh. Entry to the course requires an Honours degree in Psychology (2:1 or above) which has the British Psychological Society (BPS) Graduate Basis for Chartered Membership, and whilst training trainees are expected to complete a full year clinical placement within an NHSScotland CAMHS setting. The course was introduced to expand the professional skill mix working within CAMHs and other child services, with graduates of the course able to apply for employment as Clinical Associates in Applied Psychology, Child and Adolescent Therapists or Primary Mental Health Workers, for example. Further information can be found
BPS Stage 2 Qualification in Health Psychology

BPS Stage 2 Qualification is a doctoral level qualification in Health Psychology. NHS Education for Scotland (NES) in partnership with Health Boards in Scotland funds Trainee Health Psychologists to explore the contribution health psychology can make in supporting NHSScotland to meet its health improvement targets. This is a two-year programme designed to allow the Trainee Health Psychologists to successfully complete the British Psychological Society’s Stage 2 Training while employed by NHS to undertake a programme of approved work. Entry to the course requires an Honours degree in Psychology (2:1 or above) which has the British Psychological Society (BPS) Graduate Basis for Chartered Membership and a BPS accredited Masters Degree in Health Psychology. NHS-funded Stage 2 training places may also require applicants to have a number of years experience working in relevant areas such as working with people with physical health problems, supporting people to make lifestyle changes, population-based interventions or undertaking research and evaluation. Trainees work with the Public Health departments of their health boards on projects aimed at meeting specific HEAT targets for health improvement and Trainees should receive supervision from an appropriately experienced Health Psychologist during their training. Graduates of this course can work as Chartered Health Psychologists and are registered with the Health and Care Professions Council (HCPC).

Further information can be found at:
Figure 18: Diagram to illustrate the start and end dates of the psychology training courses.

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

Stage 2 Health Psychology course usually takes 2 years to complete, however the start dates can vary from year to year.

Please note that some individuals take maternity leave or other periods of leave during training which can impact on the timing of the course completion.
<table>
<thead>
<tr>
<th>Table No.</th>
<th>File name</th>
<th>Time Period</th>
<th>File and size</th>
</tr>
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<td>2018-03-06-Psychology-Workforce-Tables</td>
<td>2001-2017</td>
<td>Excel 750 Kb</td>
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<td>1.1</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by NHS Board</td>
<td>2010-Dec 2017</td>
<td></td>
</tr>
<tr>
<td>1.2</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by NHS Board</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>1.3</td>
<td>All Clinical Staff (WTE per 100,000 population) employed in Psychology Services by NHS Board</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>2.1</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Age Group</td>
<td>&quot;</td>
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<td>2.2</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Age Group</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>3.1</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Area of Work</td>
<td>2011-Dec 2017</td>
<td></td>
</tr>
<tr>
<td>3.2</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Area of Work and Target Age</td>
<td>Dec 2017</td>
<td></td>
</tr>
<tr>
<td>3.3</td>
<td>All Clinical Staff (WTE) Employed in NHS Scotland Psychology Services by detailed Area of Work and by Professional Group</td>
<td>2011-Dec 2017</td>
<td></td>
</tr>
<tr>
<td>4.1</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Target Age</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>4.3</td>
<td>All Clinical Staff (WTE or Headcount) employed in Psychology Services by Target Age, Area of Work and Professional group</td>
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<td>5</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Gender</td>
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<td>&quot;</td>
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<td>6.1</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Contract Type</td>
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<td>&quot;</td>
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<tr>
<td>6.2</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Contract Type and Gender</td>
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</tr>
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<td>7.1</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Band</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td>7.2</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Band</td>
<td>&quot;</td>
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</tr>
<tr>
<td>8.1</td>
<td>All Clinical Staff (Headcount) employed in Psychology Services by Contract Length</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>8.2</td>
<td>All Clinical Staff (WTE) employed in Psychology Services by Contract Length</td>
<td>&quot;</td>
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<tr>
<td>9.1</td>
<td>Ethnicity of All Psychology Services Staff</td>
<td>Sep 2011-Sep 2017</td>
<td></td>
</tr>
<tr>
<td>9.2</td>
<td>All Psychology Services Staff by Declared Disability</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td>10.1</td>
<td>All Vacancies in Psychology Services by NHS Board</td>
<td>Dec 2011-Dec 2017</td>
<td></td>
</tr>
<tr>
<td>10.2</td>
<td>Length of Vacancies for Clinical Staff in Psychology Services in by Professional Group and NHS Board</td>
<td>Dec 2017</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>All Applied Psychologists (Headcount) in Training in NHSScotland</td>
<td>Dec 2017</td>
<td></td>
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<tr>
<td>Section</td>
<td>Title</td>
<td>Date Range</td>
<td>Notes</td>
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<td>----------------------------------------------------------------------</td>
<td>------------------</td>
<td>-------</td>
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<tr>
<td>12.1</td>
<td>Course Intakes and Outputs for trainees on a Doctorate in Clinical Psychology Course in Scotland from the 2003 intake onwards</td>
<td>Sep 2003-Dec 2017</td>
<td>“</td>
</tr>
<tr>
<td>12.2</td>
<td>Graduates of Doctorate in Clinical Psychology (Headcount) in Workforce in NHSScotland Psychology Services</td>
<td>“</td>
<td>“</td>
</tr>
<tr>
<td>13</td>
<td>Course Intakes for the MSc Applied Psychology for Children and Young People and MSc Psychological Therapy in Primary Care</td>
<td>“</td>
<td>“</td>
</tr>
</tbody>
</table>
Contact

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Further Information

Further Information can be found on the ISD website.
For more information on the Child and Adolescent Mental Health Services Workforce see the CAMHS section of our website.
For related topics, please see the Psychological Therapies Waiting Times pages.
The next release of this publication will be 05 June 2018.

Rate this publication

Please provide feedback on this publication to help us improve our services.
Appendices

Appendix 1 – Background information
Statements provided by NHS Boards

Please note that these statements are now included within the background tables. Please see tab “NHS Board Statement” within the background tables. Specifically, information on services to the Islands Boards is held within a separate tab – named “Services to the Islands” within the tables.

Mental Health Policy and Targets

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

The Scottish Government 10 year Mental Health Strategy 2017-2027 was published in March 2017 (http://www.gov.scot/Publications/2017/03/1750). The strategy highlights the need to increase the supply of the workforce and to ensure the skill mix across a wide range of services meets in the needs of the population.

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.


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.'

In June 2017 the Scottish Government published Part 1 of the National Health and Social Care Workforce Plan. The plan outlines measures that are designed to strengthen and harmonise NHSScotland workforce planning practice nationally, regionally and locally to ensure that NHSScotland has the workforce it will need to address future demand for safe, high quality services. These measures include the establishment of a National Workforce Planning Group.

Part 2 of the workforce plan was published in December 2017 and part 3 is to be published later in 2018. Parts 2 and 3 will examine how to improve integrated workforce planning in social care and primary care settings. Together these will enable different health and social care systems to move together towards publication of a second full Health and Social Care Workforce Plan in 2018 and beyond.

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/


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
# Appendix 2 – Publication Metadata

<table>
<thead>
<tr>
<th>Metadata Indicator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publication title</td>
<td>Psychology Services Workforce in NHSScotland</td>
</tr>
<tr>
<td>Description</td>
<td>Describes the characteristics of clinical staff employed in psychology services in NHSScotland as at 31 December 2017.</td>
</tr>
<tr>
<td>Theme</td>
<td>Health and Social Care</td>
</tr>
<tr>
<td>Topic</td>
<td>Health Care Personnel, Finance and Performance.</td>
</tr>
<tr>
<td>Format</td>
<td>Excel format.</td>
</tr>
<tr>
<td>Data source(s)</td>
<td>Clinical Psychology Services Workforce Database.</td>
</tr>
<tr>
<td>Date that data are acquired</td>
<td>Approximately two weeks after the census date.</td>
</tr>
<tr>
<td>Release date</td>
<td>06 March 2018</td>
</tr>
<tr>
<td>Frequency</td>
<td>From 2001-2010 publications were produced annually. From March 2011 the publications have been produced quarterly.</td>
</tr>
<tr>
<td>Timeframe of data and timeliness</td>
<td>Data up to 31 December 2017</td>
</tr>
<tr>
<td>Continuity of data</td>
<td>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.</td>
</tr>
<tr>
<td>Revisions statement</td>
<td>N/A</td>
</tr>
<tr>
<td>Revisions relevant to this publication</td>
<td>N/A</td>
</tr>
<tr>
<td>Concepts and definitions</td>
<td>Please see the glossary.</td>
</tr>
<tr>
<td>Relevance and key uses of the statistics</td>
<td>See link to known uses of the Psychology Data: Known uses of the Psychology Data</td>
</tr>
<tr>
<td></td>
<td>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.</td>
</tr>
<tr>
<td>Accuracy</td>
<td>100% sign off received from Heads of Psychology Services and Heads of Specialities.</td>
</tr>
<tr>
<td>Completeness</td>
<td>100% data returned, all used for analysis.</td>
</tr>
<tr>
<td>Comparability</td>
<td>Psychologists can be compared to psychologists providing services to children and/or adolescents in the CAMHS Workforce Planning Project <a href="http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/">http://www.isdscotland.org/Health%2DTopics/Workforce/CAMHS/</a></td>
</tr>
<tr>
<td>Accessibility</td>
<td>It is the policy of ISD Scotland to make its web sites and products accessible according to published guidelines.</td>
</tr>
<tr>
<td>Coherence and clarity</td>
<td>All Psychology tables are accessible via the ISD website in a pdf or excel format at <a href="http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/">http://www.isdscotland.org/Health%2DTopics/Workforce/Psychology/</a></td>
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<tr>
<td></td>
<td>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.</td>
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<tr>
<td>Value type and unit of measurement</td>
<td>Headcount and whole time equivalent (WTE). Numeric.</td>
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<td>Disclosure</td>
<td>The ISD protocol on Statistical Disclosure Protocol is followed.</td>
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Appendix 3 – Early access details

Pre-Release Access

Under terms of the "Pre-Release Access to Official Statistics (Scotland) Order 2008", HPS is 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
Appendix 4 – 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.