Psychology Services Workforce in NHSScotland
Quarter ending 31 December 2017

A National Statistics publication for Scotland
Publication date: 6 March 2018

About this release
This publication is produced by the Information Services Division in collaboration with NHS Education for Scotland. It presents Psychology Services workforce information at 31 December 2017.

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
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.

- 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.
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.

Background

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 the needs of the population.

NHS Education for Scotland has two major areas of responsibility for psychology in NHSScotland: training of psychologists and up-skilling the existing multi-professional workforce. The Psychological Therapies 'Matrix' is a guide to planning and delivering evidence-based Psychological Therapies within NHS Boards in Scotland.

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Further Information

Find out more in the full report. The data from this publication is available to download from our web page. For more information on Psychology Workforce see the Psychology Workforce section of our website. For related topics, please see the Mental Health pages.

The next release of this publication will be 5 June 2018.