Psychology Services Workforce in NHSScotland
Quarter ending 31 December 2018
A National Statistics publication for Scotland

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About this release
This release by Information Services Division, in collaboration with NHS Education for Scotland, presents Psychology Services workforce information at 31 December 2018.

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 2018:

- There were a total of 1160.7 WTE (1416 headcount) clinical staff in post. This is 1.9% (22.2 WTE) higher than reported 12 months previously. Since the last quarterly census the WTE has increased by 0.9% (10.9 WTE).

WTE of all Clinical Staff in NHSScotland Psychology Services from 30 September 2002 to 31 December 2018

1. As at 31 December 2018 there were 56.8 WTE (4.9%) staff on maternity leave and 7.9 WTE (0.7%) 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.
• Clinical psychologists remain the largest staff group in this workforce, accounting for 67.5% (783.0 WTE) of clinical staff in post. Since December 2017, this staff group has grown by 14.5 WTE (1.9%). This growth accounts for the majority of the growth seen across Psychology Services in the past 12 months.

• There are currently 88.7 WTE vacancies being advertised for recruitment, of which 51.3 WTE (57.8%) are for Clinical Psychology positions. New posts account for 20.4% (18.1 WTE) of the total vacancies. Compared with previous census years, the current rate of 7.1% of posts vacant across Psychology Services, is the highest vacancy rate observed in the month of December since 2011.

• There are 247 individuals training for various post-graduate qualifications in applied psychology, including 186 on the Doctorate in Clinical Psychology, who will be fully qualified to become Clinical Psychologists upon course completion. On average ten years after graduating, seven out of ten (70.8%) of the 2001-2008 graduates are still employed in NHSScotland Psychology Services.

**Background**

The Scottish Government 10 year Mental Health Strategy 2017-2027 was published in March 2017 ([http://www.gov.scot/Publications/2017/03/1750](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.

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**Further Information**

Find out more in the [full report](http://www.gov.scot/Publications/2017/03/1750). The data from this publication is available to download from our [web page](http://www.gov.scot/Publications/2017/03/1750). For more information on Psychology Workforce see the Psychology Workforce [section of our website](http://www.gov.scot/Publications/2017/03/1750). For related topics, please see the Mental Health pages.

The next release of this publication will be on 4 June 2019.

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