

An Official statistics publication. Publication date: 5 March 2024

About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 2023, on the Child and Adolescent Mental Health Services (CAMHS) workforce staff in post and vacancies.

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 2023:

- There were 1,502.9 WTE (1719 Headcount) staff in post within NHSScotland CAMHS, an increase of 129.9% since 2006, 51.3% since 31 March 2016, 16.2% since December 2022 and 9.5% since last quarterly census. This is an increase of 26.1% within the Nursing professional group and decrease of 0.1% within the Psychology professional group and 5% within the Medical professional group since December 2022 census. Of the total staff in post, 43.7 WTE (2.9%) were on maternity leave and 15.1 WTE (1%) were on long term sick leave.
- There were 68.2% (1025 WTE) CAMHS staff working in whole-time posts and 26.6% (399.2 WTE) working in part-time posts, an increase of 11.8% in whole-time posts and 6 % in part-time posts since last year's census. Within the Medical professional group, approximately half (55.5%) of the workforce worked part-time, compared to 42.6% in the Psychology professional group and 13.7% in the Nursing professional group.
- There were 97 WTE vacancies advertised which is a decrease of 48.9% vacancies since December 2022 census. 54.2% of vacancies were in the Psychology professional group, 22.2% of vacancies were in the Nursing professional group and 7.2% were in the Other professional group.
- Of the total vacancies advertised, 45.8% were advertised for less than 3 months, 27.5% were advertised for 3-6 months and 26.7% were advertised for more than 6 months. A further 41.2 WTE were approved for recruitment but not yet advertised.
- Of the total 97 WTE vacancies advertised, 20.4% (19.8 WTE) were advertised as new posts, 78% (75.7 WTE) were advertised as replacement posts, 0.5 % (0.5 WTE) were advertised as Maternity/ Paternity cover and 1% (1WTE) were advertised as Other category. The total vacancy rate of 6.1% has increased compared to 5.8% for the last quarterly census and decreased from 12.8% for December 2022 census.

CAMHS Workforce census data - 30 December 2023



**TOTAL STAFF
IN POST**

1,502.9 Whole Time Equivalent Staff

+129.9%
Increase

since
2006

+51.3%
Increase

since
31 March 2016

+16.2%
Increase

since
December 2022



2.9%
Maternity/
Paternity Leave



1.0%
Long Term Sick
Leave



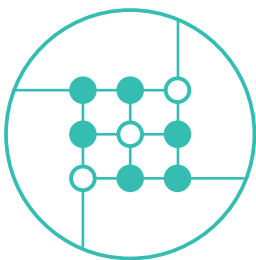
WORK PATTERN

1025.0 (68.2%)
Whole Time Posts (WTE)

+11.8% | Increase since
last year census

399.2 (26.6%)
Part Time Posts (WTE)

+6.0% | Increase since
last year census



VACANCIES

97.0 Whole Time Equivalent Vacancies

20.4%
were advertised
as new posts

78.0%
were advertised as
replacement posts

0.5%
were advertised as
Maternity/Paternity
cover

6.1%
Vacancy Rate

→ Compared to **5.8%** at last
quarterly census

→ Compared to **12.8%** for
December 2022 census

Background

Child and Adolescent Mental Health Services (CAMHS) provide essential assessment, care and treatment of children and young people (and their parents/carers) who are experiencing serious mental health problems. They also have an important role in supporting the mental health capability of the wider network of children's services. The delivery of good quality CAMHS services depends upon adequate numbers of staff being recruited and retained across NHSScotland.

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Further Information

As of 1 October 2019, ownership and responsibility for collecting and reporting workforce data transferred from Information Services Division (ISD) to NES.

The data from this publication are available to [download](#) from our web page and available as [dashboards](#). Publications prior to 3 December 2019 can be accessed via the [ISD CAMHS page](#).

CAMHS Psychology Workforce information is also included in the [main Psychology Workforce publication](#). For related topics, please see the [ISD Mental Health](#) pages.

The next release of this publication will be in June 2024.

NES and Official Statistics

NHS Education for Scotland (NES) is NHSScotland's education and training body. It is the authoritative source of information on the people who work for NHSScotland. NES became an accredited provider of Official Statistics in December 2019 and as such this release is produced in accordance with UK Statistics Authority's [Code of Practice for Statistics](#).