

**An Official statistics publication. Publication date: 7 September 2021**

## About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 30 June 2021, on the Psychology Services workforce staff in post and vacant posts.

Figures are presented as headcount (actual number 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 as at 30 June 2021, there were a total of 1336.2 WTE (1604 headcount) clinical staff in post. This is 110.6% (701.8 WTE) higher than in September 2006, 3.3% (43.1 WTE) higher than reported 12 months previously and 2.0% (25.6 WTE) higher than the March 2021 census.
- The WTE of All Applied Psychologists decreased by 0.8% (-7.6 WTE), from 902.2 in March 2021 to 894.6 in June 2021. Conversely, the WTE of Other Clinical Staff increased by 8.1% (33.2 WTE), from 408.4 in March 2021 to 441.6 in June 2021.
- Female staff comprise 85.7% of the Psychology Services workforce. The headcount of female staff working part-time increased from 756 in March 2021 to 766 in June 2021 (1.3%, 10 headcount), while the headcount of female staff working whole-time increased from 587 in March 2021 to 608 in June 2021 (3.6%, 21 headcount).
- There were a total of 186.8 WTE vacancies as at 30 June 2021, which is 18.7% (29.4 WTE) higher than in March 2021. Of these vacancies, 78.2% (146.1 WTE) had been advertised for less than three months, 17.6% (32.8 WTE) for three to six months and 4.2% (7.9 WTE) for longer than six months. 57.2% (106.8 WTE) were replacement posts, 35.6% (66.6 WTE) were new posts, and 7.2% (13.4 WTE) were maternity leave cover/unknown/other. The vacancy rate was 12.3%, compared to 10.7% in March 2021 and 6.8% in June 2020. A further 71.5 WTE vacancies were approved but not yet advertised.

## Psychology Workforce census data - 30 June 2021



CLINICAL STAFF  
IN POST

**1,604**  
Headcount

**1,336.2**  
Whole Time Equivalent

**+110.6%**  
Increase

since  
Sept 2006  
(+701.8 WTE)

**+3.3%**  
Increase

over  
previous 12 months  
(+43.1 WTE)

**+2%**  
Increase

since  
March 2021  
(+25.6 WTE)



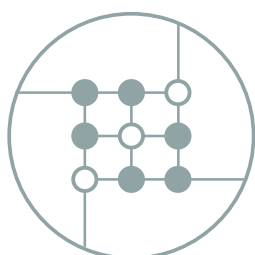
OF CLINICAL  
STAFF

**▼ 7.6 WTE** The WTE of All Applied Psychologists decreased by 7.6 WTE from the previous quarter

**894.6** WTE in June 2021 compared with **902.2** in March 2021

**▲ 33.2 WTE** The WTE of Other Clinical Staff increased by 33.2 WTE from the previous quarter

**441.6** WTE in June 2021 compared with **408.4** in March 2021



VACANCIES

**186.8** WTE Advertised Vacancies

**78.2%**  
Were advertised for  
less than 3 months

**17.6%**  
Were advertised for  
3-6 months

**4.2%**  
Were advertised for  
more than 6 months

**12.3% Vacancy Rate**  Compared to 10.7% in March 2021

**71.5 WTE vacancies**  Approved but not yet advertised

## Background

The Scottish Government 10 year Mental Health Strategy 2017-2027 was published in March 2017 [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.

---

## Contact

**LIZ JAMIESON,**  
**Workforce Information Manager,**  
NHS Education for Scotland (NES)

**ANITA GEORGE,**  
**Information Analyst Business Partner,**  
NHS Education for Scotland (NES)

**E-MAIL: [datagroup@nes.scot.nhs.uk](mailto:datagroup@nes.scot.nhs.uk)**

## Further Information

As of 1<sup>st</sup> October 2019, NHS Education for Scotland (NES) has taken responsibility for some national workforce data, statistical & intelligence functions.

A joint [letter](#) [346Kb] by the Chief Executives of NSS and NES, dated 23<sup>rd</sup> August 2019, details the rationale for the changes and arrangements for the transfer of these functions.

---

Full data are available to download as [Excel Tables](#) or to view in the [Psychology Dashboard](#). Publications prior to 3 December 2019 can be accessed via the [ISD Workforce publications page](#).

For related topics, please see the [ISD Mental Health](#) pages.

The next release of this publication will be in December 2021.

---

## 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](#).