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About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 30 June 2023, on NHSScotland 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

As at 30 June 2023:

- There were a total of 1610.1 WTE (1917 headcount) clinical staff in post. This is 8.9% (132 WTE) higher than reported 12 months previously. Since the last quarterly census, the WTE of staff in post has increased by 4.7% (71.9 WTE).
- There were a total of 968.7 WTE (1203 headcount) Applied Psychologists in post: an increase of 3.9% (36.8 WTE) from 30 June 2022 and 1.6% (15.5 WTE) from 31 March 2023. There was a large increase in Clinical Associate in Applied Psychology (CAAP) roles. As at 30 June 2023, 243.3 WTE (271 headcount) Clinical Associates were in post in NHSScotland. This is an increase of 14.4% (30.6 WTE) from 30 June 2022 and 15.2% (32.1 WTE) from 31 March 2023.
- The greatest increase in WTE was seen in the adult target age category. As at 30 June 2023, 60.6% (975.9 WTE) of clinical staff worked with adults: an increase of 12.8% (110.9 WTE) since 30 June 2022, and 5.6% (52.1 WTE) since 31 March 2023. 25.3% (407.2 WTE) of clinical staff worked with children and adolescents: an increase of 2.5% (9.9 WTE) since 30 June 2022, and 2.9% (11.3 WTE) since 31 March 2023. 5.5% (88.2 WTE) of clinical staff worked with older adults: an increase of 11.2% (8.8 WTE) since 30 June 2022, and 1.2% (1 WTE) since 31 March 2023. 8.6% (138.7 WTE) of clinical staff worked with more than one target age: an increase of 1.7% (2.3 WTE) since 30 June 2022, and 5.6% (7.4 WTE) since 31 March 2023.
- There were 173.6 WTE advertised vacancies, which is -20.2% (-43.9 WTE) lower than 30 June 2022 and 10.4% (16.3 WTE) higher than 31 March 2023. Of these vacancies, 62.7% (108.9 WTE) had been advertised for less than three months, 21.1% (36.7 WTE) for three to six months and 16.1% (28 WTE) for longer than six months. The vacancy rate was 9.7%, compared to 9.3% at 31 March 2023 and 12.8% at 30 June 2022.

Psychology Workforce census data - 30 June 2023



CLINICAL STAFF IN POST

1,610.1 Staff in post
Whole Time Equivalent

+ 8.9%
WTE Increase

over previous 12 months
(+132 WTE)

+ 4.7%
WTE Increase

since last quarterly census
(+71.9 WTE)



PROFESSIONAL GROUPS

968.7
Whole Time Equivalent
APPLIED
PSYCHOLOGISTS

+ 3.9%
Increase

since 30 June 2022
(+36.8 WTE)

+ 1.6%
Increase

since 31 March 2023
(+15.5 WTE)

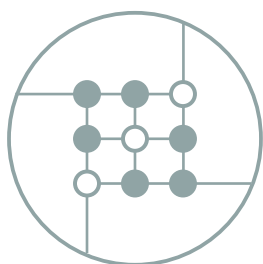
243.3
Whole Time Equivalent
CLINICAL ASSOCIATE IN
APPLIED PSYCHOLOGY

+ 14.4%
Increase

since 30 June 2022
(+30.6 WTE)

+ 15.2%
Increase

since 31 March 2023
(+32.1 WTE)



VACANCIES

173.6 Advertised vacancies
as at 30 June 2023

62.7%

(108.9 WTE)

Were advertised for
less than 3 months

21.1%

(36.7 WTE)

Were advertised
for 3-6 months

16.1%

(28 WTE)

Were advertised for
longer than 6 months

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.

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Further Information

As of 1st 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 23rd 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 2023.

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](#).