

**An Official statistics publication. Publication date: 5 March 2024**

## About this release

### Planned Revision to data as at 30th September 2023.

These statistics contain new data; the first release of data for quarter September 2023 has been revised. This revision does not affect the overall interpretation or conclusions to be drawn from the previously published data, but due to a more complete submission of data for quarter September 2023, the WTE for NHSScotland staff in post is 1607.8 (1923 headcount), and not 1580.0 (1891 headcount) as previously reported.

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 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 31 December 2023:

- There were a total of 1641.3 WTE (1965 headcount)\* clinical staff in post. This is 55.0% (582.6 WTE) higher than in September 2016, 8.6% (130 WTE) higher than reported 12 months previously, and 2.1% (33.5 WTE) higher than the previous quarter.
- There were a total of 969.5 WTE (1201 headcount) Applied Psychologists in post. This is an increase of 2% (18.6 WTE) from 31 December 2022 and an increase of 0.2% (2 WTE) from 30 September 2023.
- Over the past 12 months, the number of female staff has increased by 84 headcount (5.4%). Female staff currently contribute 1341.1 WTE (83.8%) of the total 1600.3 WTE within NHSScotland Psychology Services.
- Overall, 52.2% of posts were part-time at the latest census (by headcount). However, patterns of whole-time and part-time working vary according to gender: 55.9% of contracts for female staff were part-time, compared to 31.6% of contracts for male staff.
- There were 161.9 WTE advertised vacancies, which is -20.9% (-42.7 WTE) lower than 31 December 2022 and 5.4% (8.3 WTE) higher than 30 September 2023. Of these vacancies, 50.3% (81.4 WTE) had been advertised for less than three months, 32.4% (52.5 WTE) for three to six months and 17.3% (28 WTE) for longer than six months. The vacancy rate was 9.2%, compared to 8.7% at 30 September 2023 and 11.9% at 31 December 2022.

\* Due to an administrative error in NHS Grampian, 41.0 WTE, 43 headcount, were not included in the data returns. The overall total is 1600.3 WTE (1922 headcount) excluding the non-returned data.

# Psychology Workforce census data - 31 December 2023



## CLINICAL STAFF IN POST

**1,641.3** Staff in post  
Whole Time Equivalent

**+ 8.6%**  
WTE Increase

over previous 12 months  
(+130.0 WTE)

**+ 2.1%**  
WTE Increase

since last quarterly census  
(+33.5 WTE)



## PROFESSIONAL GROUPS

**969.5** Whole Time Equivalent  
APPLIED PSYCHOLOGISTS

**+ 2.0%**  
Increase

since 31 December 2022  
(+18.6 WTE)

**+0.2%**  
Increase

since 30 September 2023  
(+2.0 WTE)

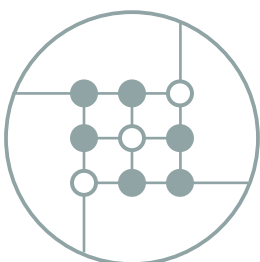
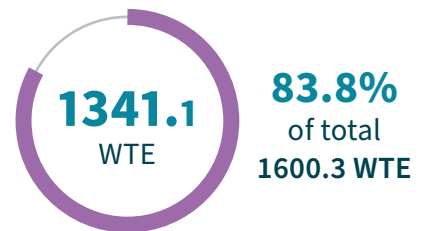


## FEMALE STAFF

**+84** Headcount  
since 31 December 2022

**+ 5.4%**  
Increase

over previous 12 months



## VACANCIES

**161.9** WTE Advertised vacancies  
as at 31 December 2023

**50.3%**  
(81.4 WTE)

Were advertised for  
less than 3 months

**32.4%**  
(52.5 WTE)

Were advertised  
for 3-6 months

**17.3%**  
(28.0 WTE)

Were advertised for  
longer than 6 months

## Background

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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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### 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 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](#).

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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 March 2024.

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### 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](#).