

An Official statistics publication. Publication date: 5 December 2023

About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 30 September 2023, on the Child and Adolescent Mental Health Services (CAMHS) workforce staff in post, vacancies and staff in training.

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 1,372.2 WTE (1566 Headcount) staff in post within NHSScotland CAMHS, an increase of 109.9% since 2006, 38.1% since 31 March 2016, 9% since September 2022 and 0.9% since last quarterly census. This is an increase of 17.4% within the Nursing professional group and decrease of 4.5% within the Psychology professional group and 6% within the Medical professional group since September 2022 census. Of the total staff in post, 45 WTE (3.3%) were on maternity leave and 14.6 WTE (1.1%) were on long term sick leave.
- There were 71.5% (981.7 WTE) CAMHS staff working in whole-time posts and 28.5% (390.5 WTE) working in part-time posts, an increase of 10.1% in whole-time posts and 6.3% in part-time posts since last year census. Within the Medical professional group, more than half (59.2%) of the workforce worked part-time, compared to 42.9% in the Psychology professional group and 15% in the Nursing professional group.
- Of the 1372.2 WTE staff in post, 90.8% (1246.4WTE) worked in permanent posts and 9.2% (125.8 WTE) worked in fixed-term posts. This is an increase of 12.3% in fixed-term posts and 8.6% in permanent posts since last year census.
- There were 85 WTE vacancies advertised which is a decrease of 37.5% vacancies since September 2022 census. 51.4% of vacancies were in the Psychology professional group, 27.9% of vacancies were in the Nursing professional group and 7.6% were in the Occupational Therapy professional group.
- Of the total vacancies advertised, 68.4% were advertised for less than 3 months, 25.2% were advertised for 3-6 months and 6.5% were advertised for more than 6 months. A further 28.3 WTE were approved for recruitment but not yet advertised.
- Of the total 85 WTE vacancies advertised, 19.4% (16.5 WTE) were advertised as new posts and 86.5% (73.5 WTE) were advertised as replacement posts and 0.7 % (0.6 WTE) were advertised as Maternity/Paternity cover. The total vacancy rate of 5.9% has decreased compared to 9.7% for the last quarterly census and September 2022 census.

CAMHS Workforce census data - 30 September 2023



TOTAL STAFF IN POST

1,372.2 Whole Time Equivalent Staff

+109.9%
Increase

since
2006

+38.1%
Increase

since
31 March 2016

+9.0%
Increase

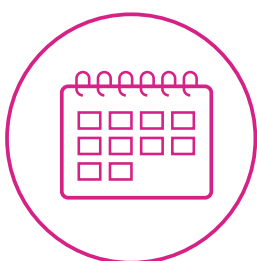
since
September 2022



3.3%
Maternity/
Paternity Leave



1.1%
Long Term Sick
Leave



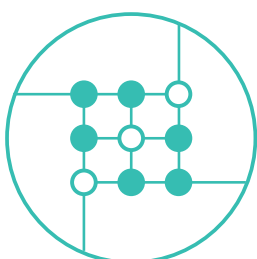
WORK PATTERN

981.7 (71.5%)
Whole Time Posts (WTE)

+10.1% | Increase since
last year census

390.5 (28.5%)
Part Time Posts (WTE)

+6.3% | Increase since
last year census



VACANCIES

85.0 Whole Time Equivalent Vacancies

19.4%
were advertised
as new posts

86.5%
were advertised as
replacement posts

0.7%
were advertised as
Maternity/Paternity
cover

5.9%
Vacancy Rate

→ Compared to **9.7%** at last
quarterly census

→ Compared to **9.7%** for
September 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 March 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](#).