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About this release

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

- There were 1,320.6 WTE (1515 Headcount) staff in post within NHSScotland CAMHS, an increase of 102% since 2006, 32.9% since 31 March 2016, 12.7% since March 2022 and 2.1% since last quarterly census. This is an increase of 13.5% within the Nursing professional group, 3.6% within the Medical professional group and 2.7% within the Psychology professional group since last year census. Of the total staff in post, 3.3% (43 WTE) of staff were on maternity/paternity leave and 1.2% (15.3 WTE) were on long-term sick leave.
- There were 70.6% (932.9 WTE) CAMHS staff working in whole-time posts and 29.4% (387.7 WTE) working in part-time posts, an increase of 12.3% in whole-time posts and 13.5% in part-time posts since last year census. Within the Medical professional group, more than half (58.8%) of the workforce worked part-time, compared to 43.2% in the Psychology professional group and 14.9% in the Nursing professional group.
- Of the total NHSScotland CAMHS workforce, 91.7% (1210.9 WTE) were working in permanent posts and 8.3% (109.7 WTE) were working in fixed-term posts. This is an increase of 13.3% in permanent posts and 6.2% in fixed-term posts since March 2022 census.
- There were 159.2 WTE vacancies advertised of which 40.3% of vacancies were in the Psychology professional group, 37.4% of vacancies were in the Nursing professional group and 13.3% were in the Other professional group. The WTE of vacancies decreased by 16.2% since last quarterly census. Of the total vacancies advertised, 60.2% were advertised for less than 3 months, 24.8% were advertised for 3- 6 months and 14.9% were advertised for more than 6 months. A further 54 WTE were approved for recruitment but not yet advertised.
- Of the total 159.2 WTE vacancies advertised, 62.6% (99.6 WTE) were advertised as replacement posts, 35.8% (57 WTE) were advertised as new posts and 1.6% (2.6 WTE) were for maternity/paternity posts. The total vacancy rate of 10.8% has decreased compared to 12.8% for the last quarterly census and 15.5% for March 2022 census.

CAMHS Workforce census data - 31 March 2023



**TOTAL STAFF
IN POST**

1,320.6 Whole Time Equivalent Staff

+102%
Increase

since
2006

+32.9%
Increase

since
31 March 2016

+12.7%
Increase

since
March 2022



3.3%
Maternity/
Paternity Leave



1.2%
Long Term Sick
Leave



WORK PATTERN

932.9 (70.6%)

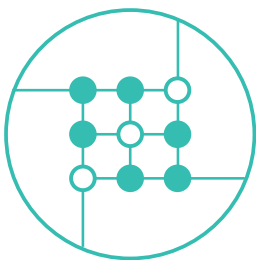
Whole Time Posts (WTE)

387.7 (29.4%)

Part Time Posts (WTE)

+12.3% | Increase since
March 2022

+13.5% | Increase since
March 2022



VACANCIES

159.2 Whole Time Equivalent Vacancies

35.8%

were advertised
as new posts

62.6%

were advertised as
replacement posts

1.6%

were for maternity/
paternity posts.

10.8%
Vacancy Rate



Compared to **12.8%** at last
quarterly census



Compared to **15.5%** for
March 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 September 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](#).