

An Official statistics publication. Publication date: 2 December 2025.

About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 30 September 2025, on the Child and Adolescent Mental Health Services (CAMHS) workforce staff in post and vacancies.

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 2025:

- ▶ There were 1,493.8 WTE (1721 Headcount) staff in post within NHS Scotland CAMHS, an increase of 52.6% since last decade, an increase of 0.2% since last year and a decrease of 1.1% since last quarterly census. This is an increase of 5.4% within the Psychology professional group, an increase of 1.5% in the Nursing professional group and an increase of 0.6% in the Medical professional group since last year. Of the total staff in post, 62.6 WTE (4.2%) were on maternity / paternity leave and 25.5 WTE (1.7%) were on long term sick leave.
- ▶ There were 68.2% members of staff working in whole-time posts and 31.8% working in part-time posts, a decrease of 0.7% in whole-time posts and an increase of 2.2% in part-time posts since last year census. Within the Medical professional group, more than half (57.5%) of the workforce worked part-time, compared to 44.8% in the Psychology professional group and 18.9% in the Nursing professional group.
- ▶ There were 91 WTE vacancies advertised which is an increase of 5% vacancies since last year. 52.1% of vacancies were in the Psychology professional group, 17.8% of vacancies were in the Nursing professional group and 9.3% were in the Medical professional group.
- ▶ Of the total vacancies advertised, 60% were advertised for less than 3 months, 23.2% were advertised for 3–6 months and 16.8% were advertised for more than 6 months.
- ▶ There were 14.2 WTE vacancies approved for recruitment, but not yet advertised and 28.5 WTE vacancies were sent for approval, but were not yet approved.
- ▶ Of the total 91 WTE vacancies advertised, 65.6% were advertised as replacement posts, 19.3% were advertised as new posts and 8.7 % were advertised as maternity / paternity cover. The total vacancy rate of 5.7% has increased compared to 3.9% for the last quarterly census and decreased compared to 5.5% for last year census.

CAMHS Workforce census data – 30 September 2025



Total staff in post

1,493.8 Whole-time equivalent staff (WTE)
(1,721 headcount)

+52.6%
Increase

since
last decade

-1.1%
Decrease

since last
quarterly census

+0.2%
Increase

since
last year



4.2%
Maternity /
paternity leave



1.7%
Long term
sick leave



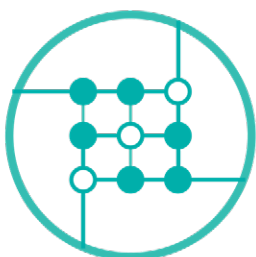
Work pattern

68.2 %
Whole-time posts (WTE)

-0.7% | Decrease since
last year census

31.8 %
Part-time Posts (WTE)

+2.2% | Increase since
last year census



Vacancies

91 Whole-time
equivalent
vacancies

+5.0%
Increase since
last year

19.3%
were advertised
as new posts

65.6%
were advertised as
replacement posts

8.7%
were advertised
as Maternity /
Paternity cover

5.7%
Vacancy rate



Compared to **3.9%** at last
quarterly census



Compared to **5.5%** for last
year's 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.

Information on members of staff employed are sourced from each NHS Health board and verified by CAMHS lead clinicians using the National CAMHS Workforce Information Database held centrally at NSS. NHS Education for Scotland work closely with these clinicians to ensure a high level of accuracy. Continuous work is undertaken to improve the data quality and consistency of the information provided. Previously published information may change to reflect any improvements. Further information is available online at [Turas Data Intelligence](https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics) (turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics).

NES CAMHS Workforce data are part of the UK CAMHS and Mental Health Services Benchmarking network and are included in the work published in:

[NHS Benchmarking Network](https://www.nhsbenchmarking.nhs.uk)

www.nhsbenchmarking.nhs.uk

[Children and Young People's Mental Health – Workforce Benchmarking](https://www.wfbenchmarking.nhs.uk/children-and-young-peoples-mental-health)

www.wfbenchmarking.nhs.uk/children-and-young-peoples-mental-health

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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 is:

Available to [download from our web page](https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-camhs/data-tables) (turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-camhs/data-tables).

Available to [read as dashboards](https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-camhs/dashboards) (turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-camhs/dashboards).

Publications prior to 3 December 2019 can be accessed through the [ISD CAMHS](https://webarchive.nrsotland.gov.uk/20200214114630/https://www.isdscotland.org/Health-Topics/Workforce/Publications/index.asp) page (webarchive.nrsotland.gov.uk/20200214114630/https://www.isdscotland.org/Health-Topics/Workforce/Publications/index.asp).

CAMHS Psychology Workforce information is also included in the main [Psychology Workforce publication](https://turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-psychology/dashboards) (turasdata.nes.nhs.scot/data-and-reports/official-workforce-statistics/all-official-statistics-publications/02-december-2025-psychology/dashboards).

The next release of this publication will be in March 2026.

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](https://code.statisticsauthority.gov.uk) (code.statisticsauthority.gov.uk).