

**An Official statistics publication. Publication date: 2 September 2025**

## About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, at 30 June 2025, on the NHS Scotland 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 headcount to take account of part time working.

---

## Main Points

### As at 30 June 2025:

- There were a total of 1740.7 WTE (2092 headcount) clinical staff in post. This is an increase of 0.8% (13.2 WTE) since the previous quarter, a decrease of 0.1% (2.4 WTE) since the previous year, and an increase of 62.2% (667.4 WTE) since the previous decade. Of the total staff in post, 3.8% were on maternity/paternity leave and 0.9% were on long-term sick leave.
- Applied Psychologists were the largest staff group in this workforce, accounting for 61.7% (1073.5 WTE) of clinical staff in post. Since last year, this staff group has grown by 32 WTE (3.1%). Other Clinical Staff, comprising Clinical Associates in Applied Psychology, Psychology Assistants and other therapists, accounted for 38.3% (667.2 WTE) of clinical staff in post. Since last year, this staff group has decreased by -34.4 WTE (-4.9%).
- The vacancy rate was 2.9% (52.8 WTE), a decrease of -42.5 WTE over the last year and an increase of 10.8 WTE over the last quarter. A further 16.2 WTE vacancies were approved for recruitment but not yet advertised and 43.2 WTE had not yet been approved for recruitment. The majority of advertised vacancies, 71%, had been advertised for less than three months, 26.9% for three to six months, and 2.1% for longer than six months.

## Psychology Workforce census data - 30 June 2025



### CLINICAL STAFF IN POST

**1,740.7** Staff in post  
Whole Time Equivalent

**- 0.1%**  
WTE Decrease

over previous 12 months  
( -2.4 WTE)

**+ 0.8%**  
WTE Increase

since last quarterly census  
( +13.2 WTE)



### PROFESSIONAL GROUPS

**1073.5** Whole Time Equivalent  
APPLIED PSYCHOLOGISTS

**+ 3.1%**  
Increase

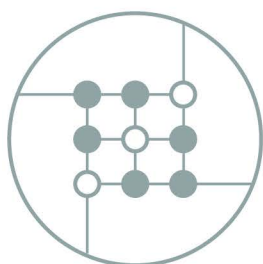
since last year  
( +32.0 WTE)



**667.2** Whole Time Equivalent  
OTHER CLINICAL STAFF

**-4.9%**  
Decrease

since last year  
( -34.4 WTE)



### VACANCIES

**2.9%**  
Vacancy rate  
(52.8 WTE)

**- 42.5**  
WTE Decrease

since last year

**71.0%**  
(37.5 WTE)

Were advertised for  
less than 3 months

**26.9%**  
(14.2 WTE)

Were advertised for  
3-6 months

**2.1%**  
(1.1 WTE)

Were advertised for  
longer than 6 months

## Background

---

Information on members of staff is collected directly from Psychology Services in each health board and held within the National Services Scotland (NSS) Psychology Workforce Information Database. The data are verified by Psychology Heads of Service, who work closely with NES to ensure a high level of accuracy and improve quality. Previously published data may change from one publication to the next to reflect these improvements. Further information is available on [Turas Data Intelligence](#).

---

## 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

The next release of this publication will be in December 2025.

Full data are available to download as [Excel Tables](#) or to view in the [Psychology Dashboard](#).

Publications prior to 5 June 2018 can be accessed via the [National Records of Scotland Archive](#).

---

### 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](#).