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About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 2021, on the 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

- Within Psychology Services in NHSScotland as at 31 December 2021, there were a total of 1359.3 WTE (1637 headcount) clinical staff in post. This is 114.8% (726.4 WTE) higher than in September 2006, 6.0% (77.2 WTE) higher than reported 12 months previously and 1.9% (25.9 WTE) higher than the September 2021 census.
- The WTE of Clinical Psychologists has increased from 817.9 in September 2021 to 835.0 (+ 2.1%, 17.1 WTE) and the WTE of Counselling Psychologists has increased from 69.3 in September 2021 to 75.1 (+8.4%, 5.8 WTE). These increases are likely due to graduates from the doctoral training programme joining the workforce.
- The majority of staff in NHSScotland Psychology Services work in Mental Health (827.7 WTE, 60.9% of total). However, the largest percentage increase this quarter was seen in the Physical Health area of work (144.2 WTE, 10.6% of total, which is a 9.8 WTE, 7.3% increase since the previous quarter).
- There were a total of 191.0 WTE vacancies as at 31 December 2021, which is 33.0% (47.4 WTE) higher than in December 2020 but a slight decrease from September 2021 (-2.9%, 5.7 WTE). Of these vacancies, 68.1% (130.0 WTE) had been advertised for less than three months, 22.7% (43.4 WTE) for three to six months and 9.2% (17.6 WTE) for longer than six months. 54.9% (104.8WTE) were new posts, 42.3% (80.8 WTE) were replacement posts, and 2.8% (5.4 WTE) were maternity leave cover/ unknown/other. The vacancy rate was 12.3%, compared to 12.9% in September 2021 and 10.1% in December 2020. A further 100.4 WTE vacancies were approved but not yet advertised.

Psychology Workforce census data - 31 December 2021



**CLINICAL STAFF
IN POST**

1,637
Headcount

1,359.3
Whole Time Equivalent

+114.8%
Increase

since
Sept 2006
(+726.4 WTE)

+6.0%
Increase

over
previous 12 months
(+77.2 WTE)

+1.9%
Increase

since Sept 2021
(+25.9 WTE)



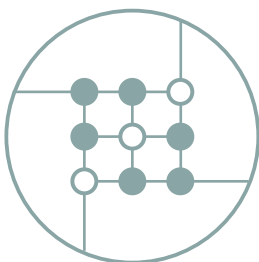
▲17.1 WTE
(+ 2.1%)

WTE of Clinical Psychologists has increased from 817.9 WTE (Sept 2021) to 835 WTE (Dec 2021)*

▲5.8 WTE
(+ 8.4%)

WTE of Counselling Psychologists has increased from 69.3 WTE (Sept 2021) to 75.1 WTE (Dec 2021)*

*These increases are likely due to graduates from the doctoral training programme joining the workforce.



VACANCIES

191.0 WTE Advertised Vacancies

68.1%

Were advertised for less than 3 months

22.7%

Were advertised for 3-6 months

9.2%

Were advertised for more than 6 months

12.3% Vacancy Rate



Compared to 12.9% in September 2021

100.4 WTE vacancies



Approved but not yet advertised

Background

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.

Contact

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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](#) 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](#).

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 June 2022.

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](#).