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## About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 March 2021, on the Psychology Services workforce staff in post, vacant posts and trainees.

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 March 2021, there were a total of 1310.6 WTE (1571 headcount) clinical staff in post. This is 106.6% (676.2 WTE) higher than in September 2006, 7.9% (96.5 WTE) higher than reported 12 months previously and 2.2% (28.5 WTE) higher than the December 2020 census.
- Female staff comprise 85.5% of the Psychology Services workforce. The headcount of female staff working part-time decreased from 766 in December 2020 to 756 in March 2021 (-1.3%, 10 headcount), while the headcount of female staff working whole-time increased from 553 in December 2020 to 587 in March 2021 (6.1%, 34 headcount).
- Out of the total of 157.4 WTE advertised vacancies, 60.3% (94.9 WTE) had been advertised for less than three months, 28.7% (45.2 WTE) for three to six months and 11.0% (17.3 WTE) for longer than six months. The vacancy rate was 10.7%, compared to 10.1% in December 2020 and 8.0% in March 2019 (vacancy data are unavailable for March 2020). A further 35.3 WTE vacancies were approved but not yet advertised.
- 40 students began training for the MSc in Psychological Therapy in Primary Care in 2021, compared to 35 in 2020 and an average yearly intake of 25 since 2005. Of the 232 graduates from this course between 2006 and 2020 for whom National Insurance numbers are available, 145 (62.5%) were employed in NHSScotland as at 31 March 2021. 28 students began training on the MSc in Applied Psychology for Children and Young People, compared to 29 in 2020 and an average yearly intake of 19 since 2007. Of the 186 graduates from this course between 2007 and 2020 for whom National Insurance numbers are available, 104 (55.9%) were employed in NHSScotland as at 31 March 2021.

## Psychology Workforce census data - 31 March 2021



### CLINICAL STAFF IN POST

**1,571**  
Headcount

**1,310.6**  
Whole Time Equivalent

**+106.6%**  
Increase

since  
September 2006  
(+676.2 WTE)

**+7.9%**  
Increase

from 12  
months previously  
(+96.5 WTE)

**+2.2%**  
Increase

from  
December 2020  
(+28.5 WTE)



### CLINICAL PSYCHOLOGY

**40** Students

began training for the MSc in Psychological  
Therapy in Primary Care in 2021



Compared to  
35 students in 2020



and an average yearly intake  
of 25 students since 2005

**28** Students

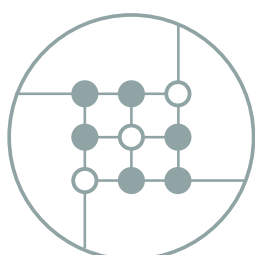
began training for the MSc in Applied  
Psychology for Children & Young People in 2021



Compared to  
29 students in 2020



and an average yearly intake  
of 19 students since 2007



### VACANCIES

**157.4** WTE Advertised Vacancies

**60.3%**

Were advertised for  
less than 3 months

**28.7%**

Were advertised  
for 3-6 months

**11%**

Were advertised for  
longer than 6 months

**10.7% vacancy rate**



Compared to  
10.1% in December 2020

**35.3** 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.

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## 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

As of 1<sup>st</sup> October 2019, NHS Education for Scotland (NES) has taken responsibility for some national workforce data, statistical & intelligence functions.

A joint [letter](#) [346Kb] by the Chief Executives of NSS and NES, dated 23<sup>rd</sup> August 2019, details the rationale for the changes and arrangements for the transfer of these functions.

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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 September 2021.

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## 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](#).