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About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 2022, on NHSScotland Psychology Services workforce staff in post and vacancies.

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

As at 31 December 2022:

- There were a total of 1511.5 WTE (1813 headcount) clinical staff in post. This is 11.2% (152.2 WTE) higher than reported 12 months previously. Since the last quarterly census, the WTE of staff in post has increased by 2.3% (33.5) WTE.
- There were a total of 950.9 WTE (1182 headcount) Applied Psychologists in post: an increase of 3.1% (28.4 WTE) from 31 December 2021 and 2.0% (19.0 WTE) from 30 September 2022. The biggest increase was in Psychology Assistant roles. As at 31 December 2022, 165.8 WTE (172 headcount) Psychology Assistants were in post in NHSScotland. This is an increase of 73.2% (70.1 WTE) from 31 December 2021 and 6.1% (9.5 WTE) from 30 September 2022.
- The majority of staff held a permanent contract: 81.9% (1238.0 WTE) as at 31 December 2022, compared to 83.1% (1129.0 WTE) at 31 December 2021 and 81.6% (1205.7 WTE) at 30 September 2022. However, this does vary by role. As at 31 December 2022, 89.8% (853.9 WTE) of Applied Psychologists were on a permanent contract, compared to 80.8% (159.1 WTE) of Clinical Associates and 34.3% (56.9 WTE) of Psychology Assistants.
- There were 204.5 WTE advertised vacancies, which is 7.1% (13.5 WTE) higher than 31 December 2021 and -2.9% (-6.1 WTE) lower than 30 September 2022. Of these vacancies, 52.9% (108.2 WTE) had been advertised for less than three months, 25.0% (51.1 WTE) for three to six months and 22.1% (45.2 WTE) for longer than six months. The vacancy rate was 11.9%, compared to 12.5% at 30 September 2022 and 12.3% at 31 December 2021.

Psychology Workforce census data - 31 December 2022



CLINICAL STAFF IN POST

1,813.0
Headcount

1,511.5
Whole Time Equivalent

+ 11.2%
Increase

over previous 12 months
(+152.2 WTE)

+ 2.3%
Increase

since last
quarterly census



CONTRACTS

Number of psychology staff with a permanent contract

81.9%

as at 31 December 2022

83.1%

as at 31 December 2021

81.6%

as at 30 September 2022

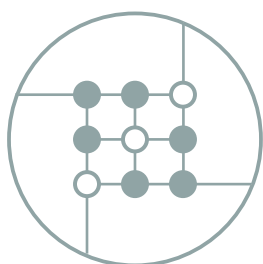
Staff on a permanent contract (by role)

as at 31 December 2022

APPLIED PSYCHOLOGISTS ► **89.8%**

CLINICAL ASSOCIATES ► **80.8%**

PSYCHOLOGY ASSISTANTS ► **34.3%**



VACANCIES

204.5 Advertised vacancies
as at 31 December 2022

52.9%

(108.2 WTE)

Were advertised for
less than 3 months

25.0%

(51.1 WTE)

Were advertised
for 3-6 months

22.1%

(45.2 WTE)

Were advertised for
longer than 6 months

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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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](#) [346Kb] 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 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](#).