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About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, at 30 June 2024, on 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 2024:

- There were a total of 1743.1 WTE (2079 headcount) clinical staff in post. This is an increase of 1.5% (25.9 WTE) over the last quarter, an increase of 8.3% (133 WTE) over the last year, and an increase of 74.1% (741.9 WTE) over the last decade. Of the total staff in post, 3.3% were on maternity/paternity leave and 0.6% were on long term sick leave.
- Applied Psychologists were the largest staff group in this workforce, accounting for 59.7% (1041.4 WTE) of clinical staff in post. Since last year, this staff group has grown by 72.7 WTE (7.5%). Other Clinical Staff, comprising Clinical Associates in Applied Psychology, Psychology Assistants and other therapists, accounted for 40.3% (701.6 WTE) of clinical staff in post. Since last year, this staff group has grown by 60.3 WTE (9.4%).
- The vacancy rate was 5.2% (95.3 WTE), a decrease of -78.3 WTE over the last year and of -43.6 over the last quarter. A further 24.2 WTE vacancies were approved for recruitment but not yet advertised. In addition, several boards reported vacant posts that had not yet been approved for recruitment.
- The majority of vacancies, 48.7%, had been advertised for longer than six months, 36.4% for less than three months and 14.9% for three to six months.

Psychology Workforce census data - 30 June 2024



CLINICAL STAFF IN POST

1,743.1 Staff in post
Whole Time Equivalent

+ 8.3%
WTE Increase

over previous 12 months
(+133.0 WTE)

+ 1.5%
WTE Increase

since last quarterly census
(+25.9 WTE)



PROFESSIONAL GROUPS

1041.4 Whole Time Equivalent
APPLIED PSYCHOLOGISTS

+ 7.5%
Increase

since 30 June 2023
(+72.7 WTE)

59.7%

of clinical
staff in post

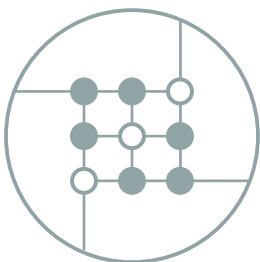
701.6 Whole Time Equivalent
OTHER CLINICAL STAFF

+ 9.4%
Increase

since 30 June 2023
(+60.3 WTE)

40.3%

of clinical
staff in post



VACANCIES

5.2%
Vacancy rate
(95.3 WTE)

- 78.3

WTE Decrease

since 30 June 2023

36.4%

(34.7 WTE)

Were advertised for
less than 3 months

14.9%

(14.2 WTE)

Were advertised for
3-6 months

48.7%

(46.4 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](#).

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Further Information

The next release of this publication will be in December 2024.

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](#).