

An Official statistics publication. Publication date: 4 March 2025

About this release

This release by NHS Education for Scotland (NES) provides a quarterly update, as at 31 December 2024, on the Child and Adolescent Mental Health Services (CAMHS) workforce staff in post, vacancies and staff in training.

Figures are presented as headcount (actual numbers of staff) and whole time equivalent (WTE), which adjusts the figures to take account of part time working.

Main Points

At 31 December 2024:

- There were 1,542.8 WTE (1770 Headcount) staff in post within NHSScotland CAMHS, an increase of 136% since 2006, 55.3% since 31 March 2016, 2.7% since last year and 3.5% since last quarterly census. This is an increase of 8.3% within the Psychology professional group, 1.3% in the Nursing professional group and 0.2% in the Medical professional group since last year. Of the total staff in post, 62.7 WTE (4.1%) were on maternity/paternity leave and 21.8 WTE (1.4%) were on long term sick leave.
- There were 69.4% members of staff working in whole-time posts and 30.6% working in part-time posts, an increase of 4.5% in whole-time posts and 18.3% in part-time posts since last year census. Within the Medical professional group, more than half (55%) of the workforce worked part-time, compared to 43.7% in the Psychology professional group and 17.6% in the Nursing professional group.
- There were 58.6 WTE vacancies advertised which is a decrease of 39.6% vacancies since last year. 43.2% of vacancies were in the Psychology professional group, 34.6% of vacancies were in the Nursing professional group and 8.7% were in the Occupational Therapy professional group.
- Of the total vacancies advertised, 44.4% were advertised for less than 3 months, 32.8% were advertised for 3-6 months and 22.9% were advertised for more than 6 months.
- There were 25 WTE vacancies approved for recruitment but not yet advertised and 17 WTE vacancies were sent for approval but not yet approved.
- Of the total 58.6 WTE vacancies advertised, 83.4% were advertised as replacement posts, 14.8% were advertised as new posts and 1.7% were advertised as maternity/paternity cover. The total vacancy rate of 3.7% has decreased compared to 5.5% for the last quarterly census and 6.1% for last year census.

CAMHS Workforce census data - 31 December 2024



TOTAL STAFF IN POST

1,542.8 Whole Time Equivalent Staff

+136%
Increase

since
2006

+55.3%
Increase

since
31 March 2016

+2.7%
Increase

since
December 2023



4.1%
Maternity/
Paternity Leave



1.4%
Long Term Sick
Leave



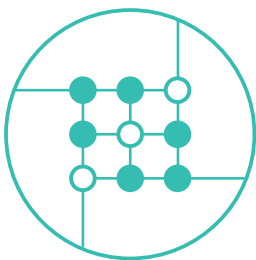
WORK PATTERN

69.4%
Whole Time Posts (WTE)

+4.5% | Increase since
last year census

30.6%
Part Time Posts (WTE)

+18.3% | Increase since
last year census



VACANCIES

58.6 Whole Time
Equivalent
Vacancies

-39.6%
Decrease
since
December
2023

14.8%
were advertised
as new posts

83.4%
were advertised as
replacement posts

1.7%
were advertised as
Maternity/Paternity
cover

3.7%
Vacancy Rate

→ Compared to **5.5%** at last
quarterly census

→ Compared to **6.1%** for last
year's census

Background

Child and Adolescent Mental Health Services (CAMHS) provide essential assessment, care and treatment of children and young people (and their parents/carers) who are experiencing serious mental health problems. They also have an important role in supporting the mental health capability of the wider network of children's services. The delivery of good quality CAMHS services depends upon adequate numbers of staff being recruited and retained across NHSScotland.

Information on members of staff employed are sourced from each NHS Health board and verified by CAMHS lead clinicians using the National CAMHS Workforce Information Database held centrally at NSS. NHS Education for Scotland work closely with these clinicians to ensure a high level of accuracy. Continuous work is undertaken to improve the data quality and consistency of the information provided. Previously published information may change to reflect any improvements. Further information is available on [Turas Data Intelligence](#).

NES CAMHS Workforce data are part of the UK CAMHS and Mental Health Services Benchmarking network and are included in the work published in:

- [NHS Benchmarking Network](#)
- [Children and Young People's Mental Health – Workforce Benchmarking](#)

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Further Information

As of 1 October 2019, ownership and responsibility for collecting and reporting workforce data transferred from Information Services Division (ISD) to NES.

The data from this publication are available to [download](#) from our web page and available as [dashboards](#). Publications prior to 3 December 2019 can be accessed via the [ISD CAMHS page](#).

CAMHS Psychology Workforce information is also included in the main [Psychology Workforce publication](#).

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

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](#).