



CENSUS 2023

Workforce figures for consultant psychiatrist posts, SAS psychiatrist posts and a survey of private and independent psychiatrists

Executive Summary

Introduction

The aim of this report is to provide information at a point in time (31st March 2023) about the psychiatric workforce and staffing. This comprises numbers of consultant and specialty doctor psychiatrists posts across the UK for NHS organisations. It provides evidence for future College policy as well as a dynamic historical record of the workforce over time.

It is hoped that an accurate picture of the psychiatric workforce through the quantity and quality of information obtained will assist in evidence-based decision making and improved services to our communities.

Methodology

The census is conducted by the Training and Workforce Unit of the Royal College of Psychiatrists in collaboration with the RCPsych data team and is typically conducted biennially.

The collection of the data took place between April and November 2023 and the College would like to thank all the NHS organisations who provided workforce information.

The questions forming the census are provided in the appendices of this report. A total of 36 of 50 mental health trusts (72%) returned data. We also sent the census to more acute trusts this year than any previous year, making the overall total of return 64% - our lowest return in a number of years, slightly mitigated by the fact we sent requests to more organisations. A list of NHS organisations returning census data is provided in Appendix III.

We would also like to thank the private and independent psychiatrists who took part in our first individual survey of private and independent psychiatrists. While the response rate was fairly low, it is hoped that setting a precedent for these individual surveys will help us when devising future census data collection. It is worth noting that the NHS census deals with posts rather than individuals and is collected from those organisations HR departments and Medical Directors, whereas the private and independent survey was filled in by the psychiatrists themselves.

All data was processed by the College's Data team in the Policy and Campaigns department.

Results overview

Consultants

The total number of filled consultant posts has decreased over the last two years, from 7,056 consultants in post in 2021 to 5,133 in 2023, a reduction of 27.3%. This disrupts the increasing trend that was seen in prior survey years, where the number of filled posts in 2021 was 1.2% greater and 30.8% greater than the number of consultants in post in 2019 (6,973) and 2017 (5,395), respectively.

The proportion of posts filled with substantive consultant psychiatrists is 84.8% (4,353), an increase of 9.2 percentage points on the 2021 census (75.6%). The proportions of male and female consultants are becoming more balanced over time. In 2023, 50.9% and 49.1% of consultants were male and female, respectively; this compares to the male/female split of 51.8% and 48.2% in 2021, 55.9% and 44.1% in 2019, and 57.2% and 42.8% in 2017.

Respondents reported a total of 963 vacant or unfilled consultant posts in 2023, 32.6% greater than 726 in 2021, 36.0% greater than 708 in 2019 and 79.3% greater than 537 in 2017. The percentage of vacant consultant posts in 2023 was 15.8%, an increase of 6.5 percentage points on 9.3% in 2021.

12.8% (780) of consultant posts were filled by locum psychiatrists, a reduction of 1.4 percentage points from 14.2% in 2021, however, an increase of 0.9 percentage points from 2019 (11.9%) and 1.3 percentage points from 2017 (11.5%). The true vacancy rate, including both locum and vacant consultant posts, is 28.6%.

SAS doctors

There were 1,516 filled SAS posts in 2023, a drop of 31.2% from 2,204 reported in 2021.

1,309 (86.3%) posts were filled with substantive SAS psychiatrists overall, the majority of whom are female psychiatrists (55.7% female and 44.3% male). The proportion of female psychiatrists in SAS posts is increasing over time, with a male/female gender split of 44.5% and 55.5% in 2021, 48.4% and 51.6% in 2019, and 48.1% and 51.9% in 2017.

A total of 361 SAS posts were reported vacant or unfilled in 2023, 13.9% greater than 317 in 2021 and 66.4% greater than 217 in 2017. In terms of the percentage of vacant SAS posts, the proportion grew by 6.6 percentage points over the past two years, from 12.6% in 2021 to 19.2% in 2023.

11.0% (207) SAS posts were occupied by locum psychiatrists in 2023. While this proportion has decreased by 6.3 percentage points over the past two years (17.3% in 2021), it has increased by 1.0 percentage point since 2019 (10.0%). The true vacancy rate, including both locum and vacant SAS posts, is 30.3%.

Locally employed doctors and clinical fellows

The number of locally employed doctors (LEDs) or clinical fellows (CFs) in post was collated in the 2023 census; overall, there were 260 filled LED/CF posts in 2023. 193 (93.7%) posts were filled with substantive LEDs/CFs, 56.5% of whom are female and 43.5% male.

16.1% (50) LED/CF posts were reported vacant or unfilled, while 21.6% (67) posts were occupied by locums. The true vacancy rate, including both locum and vacant SAS posts, is 37.3%.

Consultant retirements

In total, 255 (5.0%) consultants are reported to have retired in 2022 and 2023, 54.9% and 45.1% of whom were male and female consultants, respectively. In comparison with prior years, the number of consultant retirements has decreased by 15.0% since 2020/21 (300 retirements) and increased by 4.9% from 2018/19 (243 retirements), and by 40.1% from 2016/17 (182 retirements).

A message from the Royal College of Psychiatrists' Specialist Advisor for Workforce

As Specialist Advisor for Workforce at the RCPsych, I am delighted to see this report providing up-to-date information about the psychiatric workforce the UK.

Given the concerns about workforce in general in the NHS and in mental health in particular, it is important that we continue to survey our members to try and triangulate with other data sources to get the best information we can about the non-training psychiatry workforce as possible. (Training workforce is well documented and explored through the [GMC National Training Survey](#)).

I particularly welcome the work of the Training and Workforce Unit in seeking data for the first time for psychiatrists working in the private and independent sector, this is obviously more challenging, but I am grateful to those psychiatrists who have participated this year.

It is troubling to see the reduction in substantive Consultants and SAS psychiatrists in post across the UK at a time when we know that the mental health needs of the population are increasing. Given the success of the Choose Psychiatry campaign and the almost 100% training fill rates for psychiatry, we need to think about how to attract these staff into substantive roles which deliver on the needs of the population.

Dr Helen Crimlisk

Specialist Advisor for Workforce

Royal College of Psychiatrists'

Total workforce

6,909

Total number of psychiatrist posts

5,133

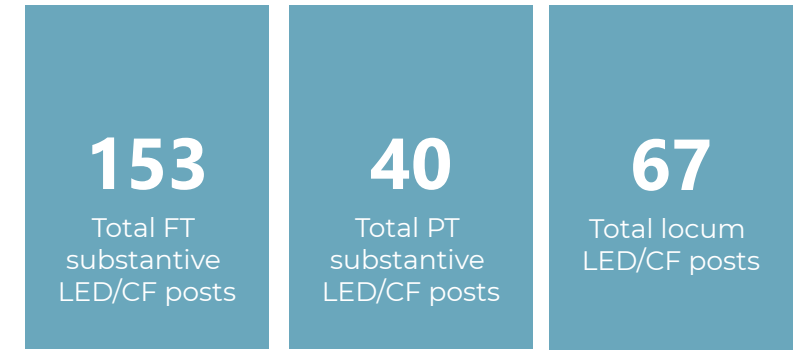
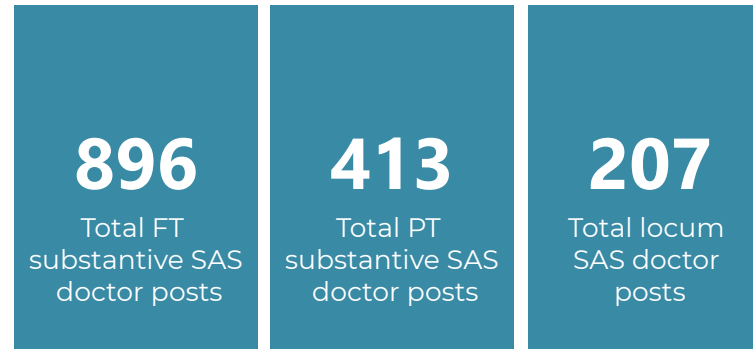
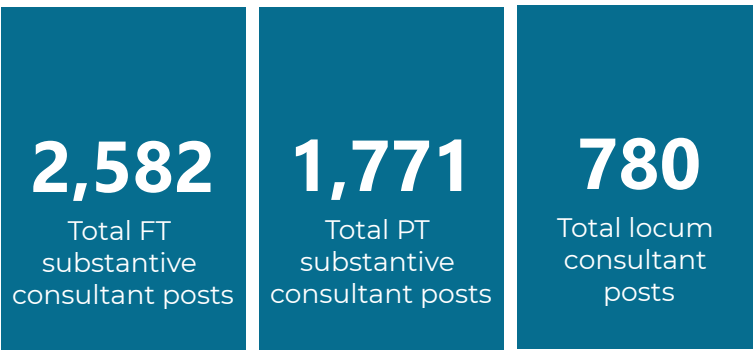
Total number of consultant posts

1,516

Total number of SAS doctor posts

260

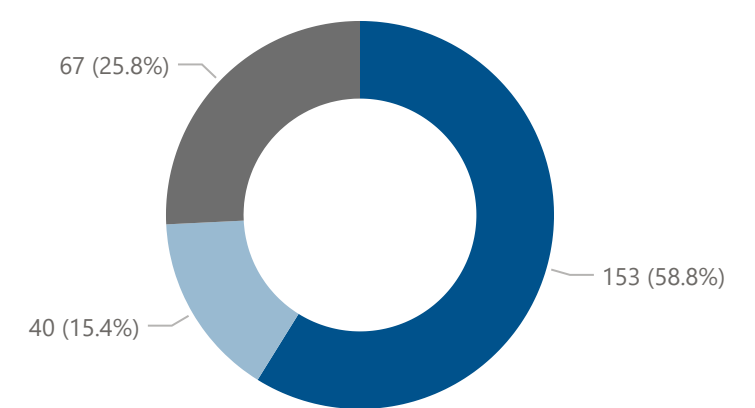
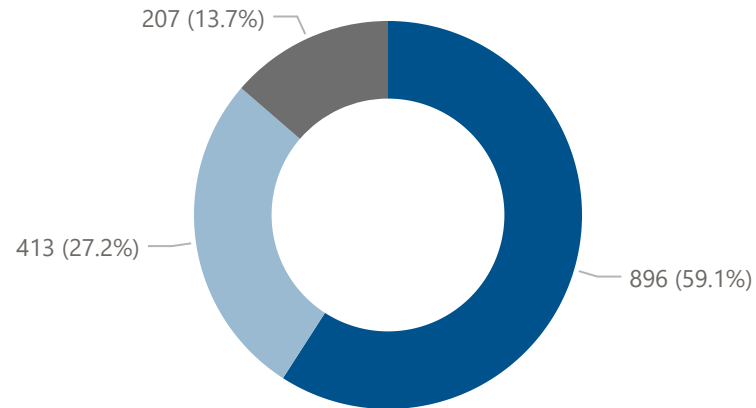
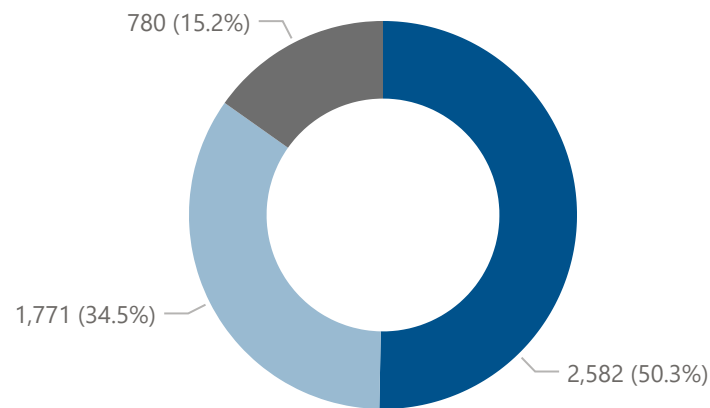
Total number of LED/CF posts



● FT sub consultants ● PT sub consultants ● Locum consultants

● FT sub SAS doctors ● PT SAS doctors ● Locum SAS doctors

● FT sub LEDs/CFs ● PT sub LEDs/CFs ● Locum LEDs/CFs



Section One: Consultant Data

Consultants

4,353

Total number of substantive consultant posts

780

Total number of locum consultant posts

963

Total number of vacant consultant posts

15.8%

% of vacant consultant posts

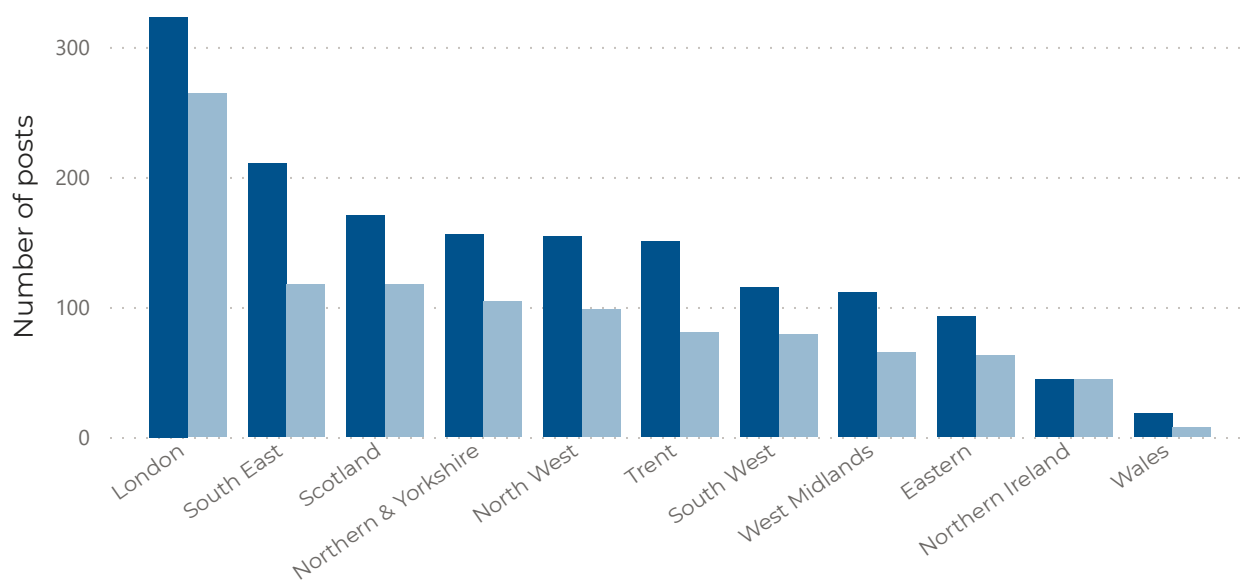
28.6%

% of locum and vacant consultant posts

Country	Male full-time substantive consultants	Female full-time substantive consultants	Total full-time substantive consultants	Male part-time substantive consultants	Female part-time substantive consultants	Total part-time substantive consultants	Male full-time locum consultants	Female full-time locum consultants	Total full-time locum consultants	Male part-time locum consultants	Female part-time locum consultants	Total part-time locum consultants	Full-time vacant consultant posts	Part-time vacant consultant posts	Total vacant consultant posts
England	1,312	870	2,182	578	890	1,468	329	135	464	125	91	216	599	222	821
Eastern	93	63	156	29	33	62	11	6	17	10	3	13	70	7	77
London	323	264	587	163	275	438	53	38	91	35	36	71	151	114	265
North West	154	98	252	35	89	124	43	9	52	13	9	22	61	22	83
Northern & Yorkshire	156	104	260	93	119	212	44	21	65	7	1	8	47	12	59
South East	210	117	327	100	166	266	89	36	125	36	21	57	132	28	160
South West	115	79	194	56	86	142	32	8	40	12	11	23	35	21	56
Trent	150	80	230	61	80	141	40	10	50	8	1	9	61	10	71
West Midlands	111	65	176	41	42	83	17	7	24	4	9	13	42	8	50
Northern Ireland	44	44	88	8	51	59	8	2	10	3	3	6	28	4	32
Scotland	170	117	287	79	153	232	30	12	42	19	10	29	65	40	105
Wales	18	7	25	5	7	12	9		9	1	3	4	4	1	5
Total	1,544	1,038	2,582	670	1,101	1,771	376	149	525	148	107	255	696	267	963

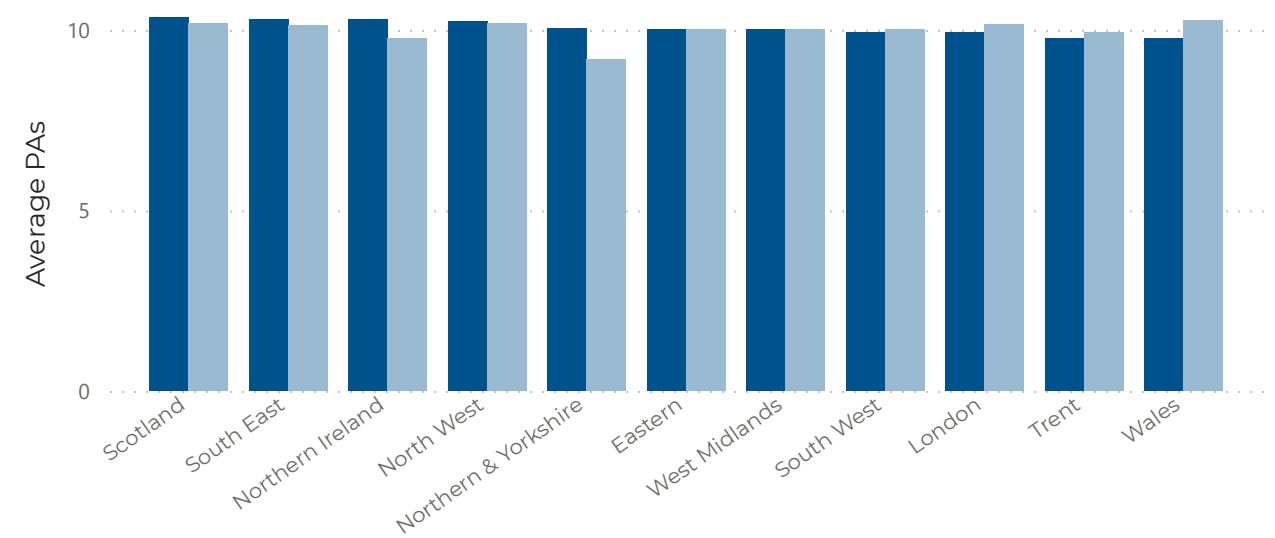
Full-time substantive consultant posts by gender and region

● Male full-time substantive consultants ● Female full-time substantive consultants



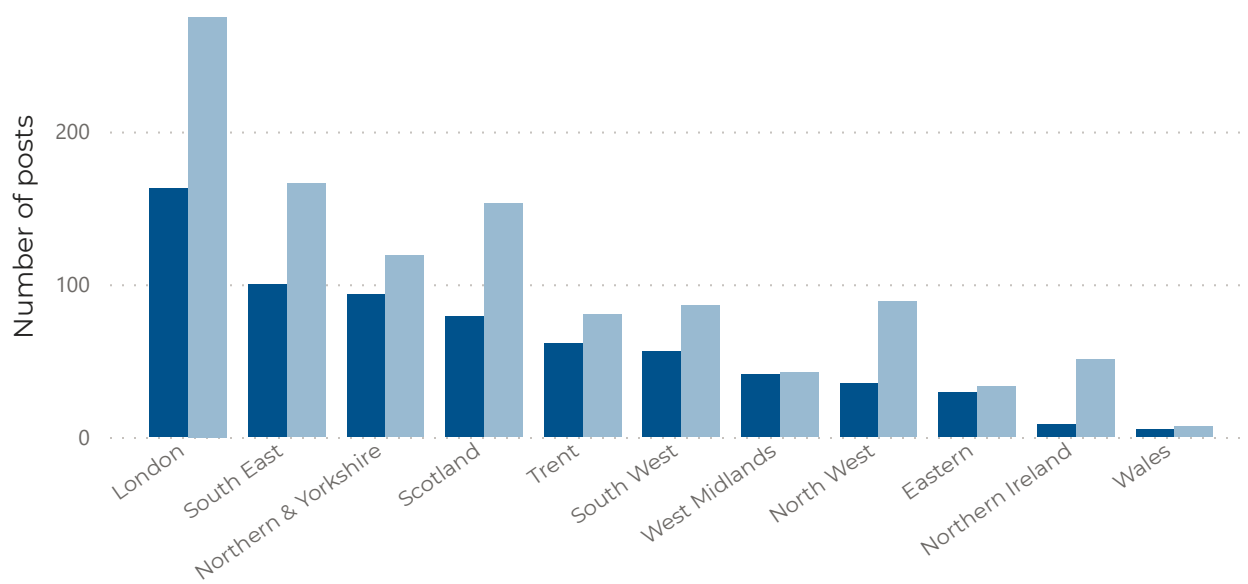
Average number of paid PAs, full-time substantive consultant posts, by gender and region

● Male full-time substantive consultants ● Female full-time substantive consultants



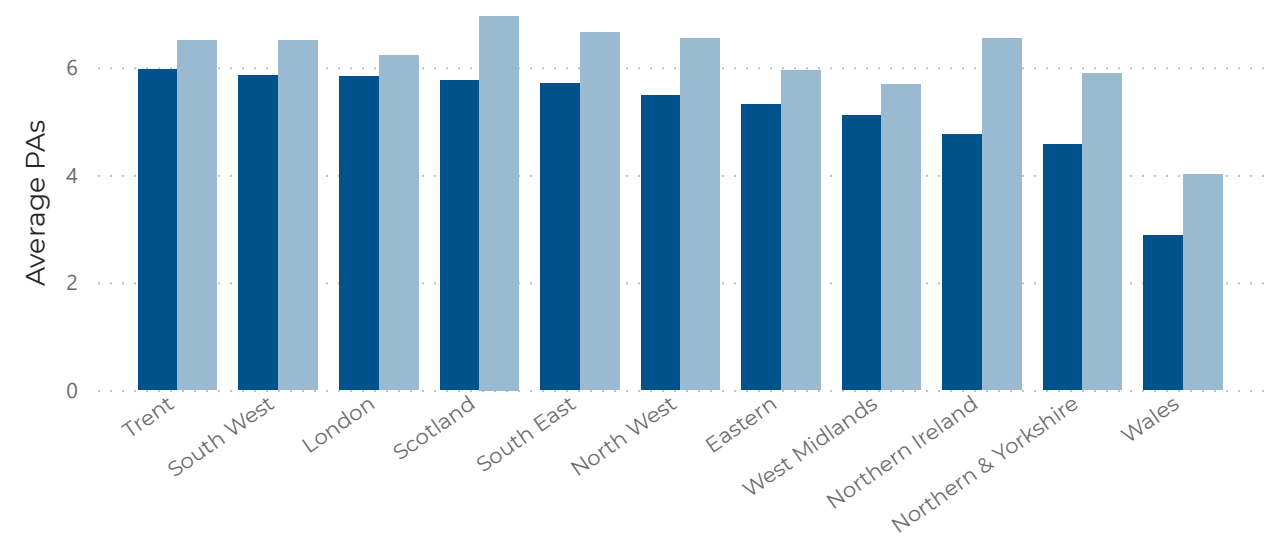
Part-time substantive consultant posts by gender and region

● Male part-time substantive consultants ● Female part-time substantive consultants



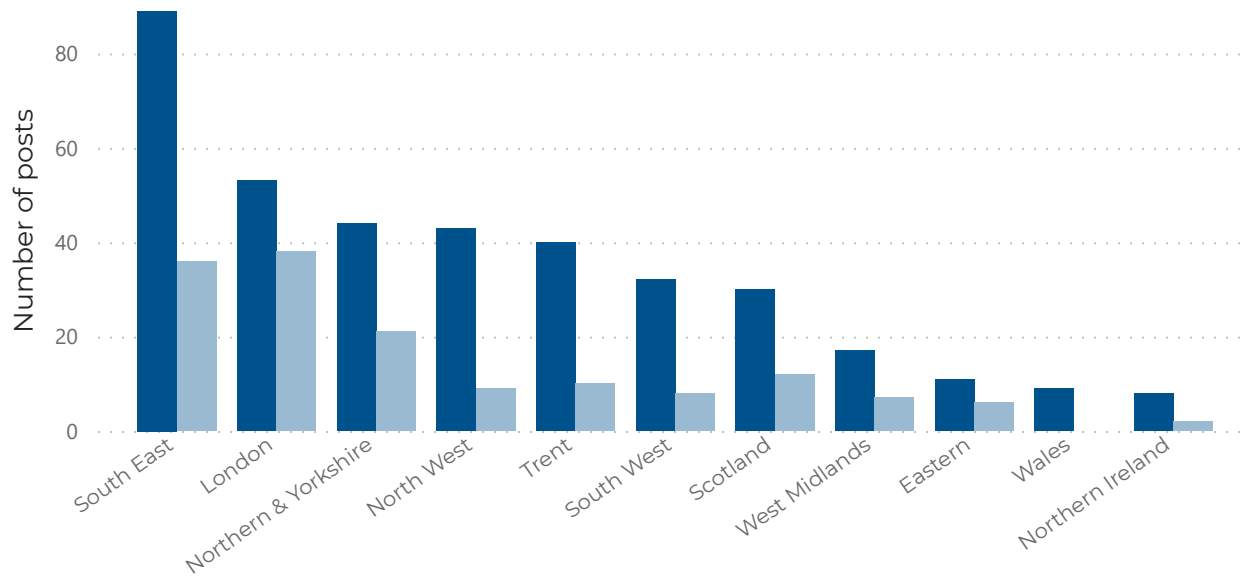
Average number of paid PAs, part-time substantive consultant posts, by gender and region

● Male part-time substantive consultants ● Female part-time substantive consultants



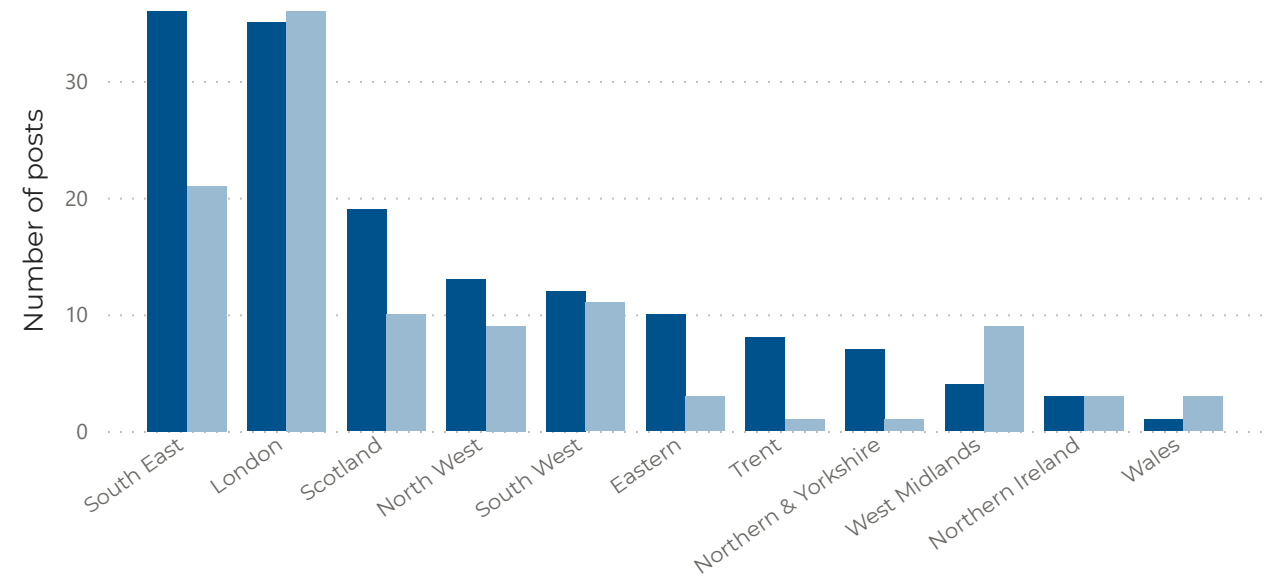
Full-time locum consultant posts by gender and region

● Male full-time locum consultants ● Female full-time locum consultants



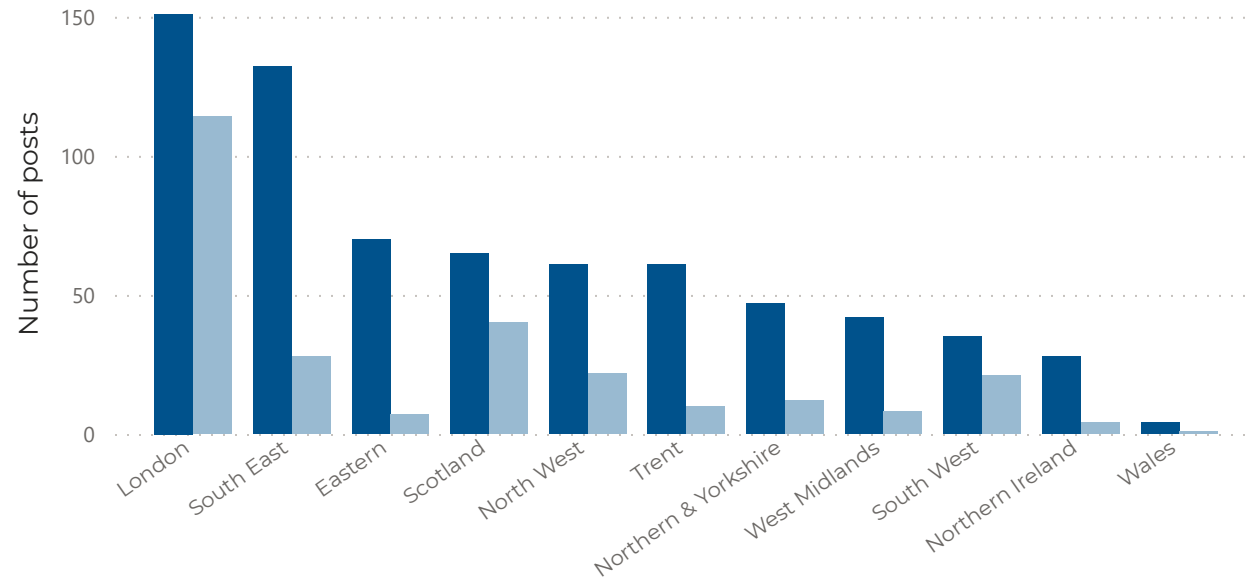
Part-time locum consultant posts by gender and region

● Male part-time locum consultants ● Female part-time locum consultants



Full-time and part-time vacant consultant posts by region

● Full-time vacant consultant posts ● Part-time vacant consultant posts



Academic consultants

Country	Male full-time academic sub cons	Female full-time academic sub cons	Total full-time academic sub cons	Male part-time academic sub cons	Female part-time academic sub cons	Total part-time academic sub cons	Male full-time academic locum cons	Female full-time academic locum cons	Total full-time academic locum cons	Male part-time academic locum cons	Female part-time academic locum cons	Total part-time academic locum cons	Full-time vacant academic cons posts	Part-time vacant academic cons posts	Total vacant academic cons posts
England	22	2	24	54	27	81									
London				40	15	55									
North West	2		2	2	1	3									
Northern & Yorkshire				6	3	9									
South East	5		5	1	6	7									
South West				1	1	2									
Trent	15	2	17												
West Midlands				4	1	5									
Northern Ireland				3	1	4									
Scotland	8		8	5	2	7	1					1			
Total	30	2	32	62	30	92	1					1			

Country	PAs male full-time academic sub cons	PAs female full-time academic sub cons	PAs male part-time academic sub cons	PAs female part-time academic sub cons
England	6.5	6.5	4.0	3.8
London			4.0	6.0
North West	11.0		5.0	5.0
Northern & Yorkshire			3.5	3.0
South East	5.0		5.0	3.7
South West			3.0	2.0
Trent	5.0	6.5		
West Midlands			3.5	2.0
Northern Ireland			4.0	2.0
Scotland	11.0		2.7	5.5
Total	7.4	6.5	3.7	3.9

125

Total number of academic consultant posts

0.0%

% of vacant academic consultant posts

0.8%

% of locum and vacant academic consultant posts

Addictions consultants

Country	Male full-time additions sub cons	Female full-time additions sub cons	Total full- time additions sub cons	Male part- time additions sub cons	Female part-time additions sub cons	Total part- time additions sub cons	Male full- time additions locum cons	Female full-time additions locum cons	Total full- time additions locum cons	Male part- time additions locum cons	Female part-time additions locum cons	Total part- time additions locum cons	Full-time vacant additions cons posts	Part-time vacant additions cons posts	Total vacant additions cons posts
England	13	7	20	16	16	32	1		1	5	1	6	5	1	6
London	6	2	8	6	8	14				2	1	3		1	1
North West							1		1					2	2
Northern & Yorkshire	2	5	7		2	2									
South East	1		1	3	4	7								1	1
South West	1		1	2	1	3				1		1	1		1
Trent	2		2	2	1	3									
West Midlands	1		1	3		3				2		2	1		1
Northern Ireland		4	4		2	2						1	1	1	1
Scotland	15	7	22	4	7	11	2	1	3	3		3	5	3	8
Wales	1	1	2	1		1						1	1		
Total	29	19	48	21	25	46	3	1	4	8	3	11	11	4	15

Country	PA's male full-time additions sub cons	PA's female full-time additions sub cons	PA's male part-time additions sub cons	PA's female part-time additions sub cons
England	10.2	10.0	4.7	6.2
London		10.0		6.0
Northern & Yorkshire		10.0		7.0
South East		10.0		6.0
South West		10.0		8.0
Trent		12.0		4.0
West Midlands		10.0		3.3
Northern Ireland			10.7	8.5
Scotland	10.3	10.0	7.7	7.7
Wales	8.0	11.0	3.0	
Total	10.2	10.3	5.2	6.8

109

Total number of addictions consultant posts

12.1%

% of vacant addictions consultant posts

24.2%

% of locum and vacant addictions consultant posts

CAMHS consultants

Country	Male full-time CAMHS sub cons	Female full-time CAMHS sub cons	Total full-time CAMHS sub cons	Male part-time CAMHS sub cons	Female part-time CAMHS sub cons	Total part-time CAMHS sub cons	Male full-time CAMHS locum cons	Female full-time CAMHS locum cons	Total full-time CAMHS locum cons	Male part-time CAMHS locum cons	Female part-time CAMHS locum cons	Total part-time CAMHS locum cons	Full-time vacant CAMHS cons posts	Part-time vacant CAMHS cons posts	Total vacant CAMHS cons posts
England	122	153	275	63	194	257	58	31	89	22	37	59	117	45	162
Eastern	10	8	18	4	4	8	1	2	3	1	3	4	10		10
London	37	58	95	8	49	57	13	17	30	7	18	25	31	16	47
North West	14	25	39	7	32	39	10	1	11	3	1	4	10	11	21
Northern & Yorkshire	21	18	39	7	24	31	8	1	9	2		2	6	2	8
South East	20	13	33	18	47	65	12	8	20	6	11	17	27	6	33
South West	5	7	12	8	25	33	7	1	8	2	4	6	5	9	14
Trent	8	12	20	9	9	18	6		6	1		1	17	1	18
West Midlands	7	12	19	2	4	6	1	1	2				11		11
Northern Ireland	4	7	11		12	12									
Scotland	16	22	38	3	26	29		1	1		1	1	10	10	20
Wales				1	1	2					1	1			
Total	142	182	324	67	233	300	58	32	90	22	39	61	127	55	182

Country	PAs male full-time CAMHS sub cons	PAs female full-time CAMHS sub cons	PAs male part-time CAMHS sub cons	PAs female part-time CAMHS sub cons
England	9.9	10.1	5.8	6.4
Eastern	10.0	10.0	7.0	6.5
London	10.0	10.3	6.3	6.6
North West	10.2	10.2	4.3	6.8
Northern & Yorkshire	10.3	10.0	4.0	4.4
South East	10.3	10.0	6.4	6.2
South West	10.0	10.0	7.4	7.2
Trent	7.7	10.0	4.5	7.0
West Midlands	10.0	10.0	6.0	7.5
Northern Ireland	11.0	10.0		6.5
Scotland	10.1	10.0	5.0	7.4
Wales			2.0	2.0
Total	10.0	10.1	5.7	6.5

775
CAMHS consultant posts

19.0%
% vacant consultant posts

34.8%
% locum and vacant consultant posts

Eating disorders consultants

Country	Male full-time ED sub cons	Female full-time ED sub cons	Total full-time ED sub cons	Male part-time ED sub cons	Female part-time ED sub cons	Total part-time ED sub cons	Male full-time ED locum cons	Female full-time ED locum cons	Total full-time ED locum cons	Male part-time ED locum cons	Female part-time ED locum cons	Total part-time ED locum cons	Full-time vacant ED cons posts	Part-time vacant ED cons posts	Total vacant ED cons posts
England	16	28	44	6	27	33	4	2	6	2	1	3	17	7	24
Eastern		3	3	1	1	2							4	1	5
London	5	11	16		6	6							1	6	7
North West	5	3	8		2	2				1		1	3		3
Northern & Yorkshire		1	1	3	2	5	1		1				3		3
South East	3	4	7		7	7	1	1	2	1		1	4		4
South West	1	2	3		4	4									
Trent		3	3	1	4	5	1	1	2				1		1
West Midlands	2	1	3	1	1	2	1		1		1	1	1		1
Northern Ireland	1	1	2		1	1								1	1
Scotland	3	3	6	1		1								1	2
Wales					1	1									
Total	20	32	52	7	29	36	4	2	6	2	1	3	18	8	26

Country	PAs male full-time ED sub cons	PAs female full-time ED sub cons	PAs male part-time ED sub cons	PAs female part-time ED sub cons
England	10.4	9.8	5.4	6.1
Eastern			10.0	4.0
London	10.5	10.0		7.5
North West	10.8	10.3		3.5
Northern & Yorkshire		5.0	4.0	8.0
South East	10.0	10.0		6.0
South West	10.0	10.0		5.3
Trent		10.0	7.0	7.3
West Midlands	10.0	10.0	6.0	6.0
Northern Ireland	10.0	10.0		6.0
Scotland	10.0	10.3	5.0	
Wales				4.0
Total	10.3	9.9	5.3	6.0

97
Total number of ED consultant posts

21.1%
% of vacant ED consultant posts

28.5%
% of locum and vacant ED consultant posts

Forensic consultants

Country	Male full-time forensic sub cons	Female full-time forensic sub cons	Total full-time forensic sub cons	Male part-time forensic sub cons	Female part-time forensic sub cons	Total part-time forensic sub cons	Male full-time forensic locum cons	Female full-time forensic locum cons	Total full-time forensic locum cons	Male part-time forensic locum cons	Female part-time forensic locum cons	Total part-time forensic locum cons	Full-time vacant forensic cons posts	Part-time vacant forensic cons posts	Total vacant forensic cons posts
England	138	79	217	42	54	96	19	3	22	8	4	12	41	20	61
Eastern	5	1	6	3		3	1	1	2				6		6
London	43	27	70	12	16	28	5	1	6	3	1	4	11	12	23
North West	16	10	26	3	9	12	3		3	1		1			
Northern & Yorkshire	9	7	16	4	3	7	6	1	7	1	1	2	5		5
South East	16	7	23	5	9	14				2	2	4	11	2	13
South West	2	8	10	3	6	9							2	3	5
Trent	25	11	36	6	5	11	3		3	1		1	3	1	4
West Midlands	22	8	30	6	6	12	1		1				3	2	5
Northern Ireland	3		3	1	2	3							1		1
Scotland	15	11	26	9	10	19				3		3	4	2	6
Wales							1		1						
Total	156	90	246	52	66	118	20	3	23	11	4	15	46	22	68

Country	PAAs male full-time forensic sub cons	PAAs female full-time forensic sub cons	PAAs male part-time forensic sub cons	PAAs female part-time forensic sub cons
England	10.1	10.0	5.6	6.9
Eastern	10.0	10.0	6.5	
London	10.5	10.0	5.5	5.6
North West	10.3	10.3	7.0	7.5
Northern & Yorkshire	10.0	10.0	7.0	5.0
South East	10.0	10.0	5.0	7.7
South West	10.0	10.0	3.0	8.3
Trent	9.5	10.0	7.0	7.0
West Midlands	10.0	10.0	5.5	7.0
Northern Ireland	10.5		5.0	5.0
Scotland	10.5	10.9	7.4	8.0
Total	10.2	10.2	6.1	7.0

402
Total number of forensic consultant posts

14.5%
% of vacant forensic consultant posts

22.6%
% of locum and vacant forensic consultant posts

General adult consultants

Country	Male full-time general sub cons	Female full-time general sub cons	Total full-time general sub cons	Male part-time general sub cons	Female part-time general sub cons	Total part-time general sub cons	Male full-time general locum cons	Female full-time general locum cons	Total full-time general locum cons	Male part-time general locum cons	Female part-time general locum cons	Total part-time general locum cons	Full-time vacant general cons posts	Part-time vacant general cons posts	Total vacant general cons posts
England	536	283	819	206	255	461	162	60	222	52	27	79	259	61	320
Eastern	39	24	63	11	16	27	7	3	10	5		5	35	1	36
London	142	90	232	59	87	146	22	14	36	12	9	21	74	39	113
North West	54	23	77	8	12	20	21	5	26	5	3	8	22	5	27
Northern & Yorkshire	65	30	95	35	40	75	14	7	21	3		3	21		21
South East	91	48	139	37	36	73	55	14	69	15	6	21	56	11	67
South West	59	27	86	21	20	41	16	5	21	6	5	11	11	1	12
Trent	53	26	79	25	34	59	21	7	28	5		5	31	2	33
West Midlands	33	15	48	10	10	20	6	5	11	1	4	5	9	2	11
Northern Ireland	20	18	38	1	16	17	2	1	3	3	2	5	12	1	13
Scotland	56	36	92	27	49	76	13	9	22	4	6	10	32	11	43
Wales	5	3	8	1	1	2	6		6				2		2
Total	617	340	957	235	321	556	183	70	253	59	35	94	305	73	378

Country	PAs male full-time general sub cons	PAs female full-time general sub cons	PAs male part-time general sub cons	PAs female part-time general sub cons
England	10.2	10.0	5.4	6.5
Eastern	10.0	10.0	5.5	6.5
London	10.3	10.0	5.2	6.1
North West	10.3	10.3	5.3	6.8
Northern & Yorkshire	10.0	10.0	5.0	6.4
South East	10.3	10.0	6.5	7.0
South West	10.0	10.0	4.4	6.4
Trent	10.5	9.8	5.3	5.6
West Midlands	10.0	10.0	6.0	7.3
Northern Ireland	10.0	10.3	3.0	7.6
Scotland	10.3	10.0	6.0	6.1
Wales	10.0	10.5	3.0	8.0
Total	10.2	10.0	5.4	6.5

1,860
General consultant posts

16.9%
% vacant consultant posts

32.4%
% locum and vacant consultant posts

Intellectual disability consultants

Country	Male full-time ID sub cons	Female full-time ID sub cons	Total full-time ID sub cons	Male part-time ID sub cons	Female part-time ID sub cons	Total part-time ID sub cons	Male full-time ID locum cons	Female full-time ID locum cons	Total full-time ID locum cons	Male part-time ID locum cons	Female part-time ID locum cons	Total part-time ID locum cons	Full-time vacant ID cons posts	Part-time vacant ID cons posts	Total vacant ID cons posts
England	78	54	132	27	47	74	20	1	21	12	3	15	32	9	41
Eastern	10	10	20	5	4	9	2		2	4		4	7	2	9
London	7	14	21	2	9	11	1	1	2	1	1	2	3	4	7
North West	9	5	14	4	9	13	1		1					7	7
Northern & Yorkshire	10	1	11	3	5	8	4		4					2	2
South East	10	11	21	8	8	16	3		3	3		3	5	1	6
South West	13	8	21	2	5	7	1		1	2	1	3	2		2
Trent	10	3	13	3	5	8	3		3	1	1	2	3	2	5
West Midlands	9	2	11		2	2	5			1		1	3		3
Northern Ireland	7	1	8		5	5	2		2				3	1	4
Scotland	10	8	18	6	13	19	3		3	2		2	1	3	4
Wales	3	1	4				1		1				1		1
Total	98	64	162	33	65	98	26	1	27	14	3	17	37	13	50

Country	PA's male full-time ID sub cons	PA's female full-time ID sub cons	PA's male part-time ID sub cons	PA's female part-time ID sub cons
England	10.1	10.0	5.4	6.4
Eastern	10.0	10.0	4.0	6.5
London	10.0	10.5	7.0	6.5
North West	10.3	10.3	2.5	6.3
Northern & Yorkshire	10.0	5.0	3.0	6.0
South East	10.0	10.0	6.7	6.8
South West	10.0	10.0	7.5	7.3
Trent	10.3	11.0	5.5	5.7
West Midlands	10.0	10.0		5.0
Northern Ireland	10.7	10.0		8.0
Scotland	10.7	10.3	7.0	7.3
Wales	10.0	10.0		
Total	10.2	10.0	5.8	6.6

304
Total number of ID consultant posts

14.1%
% of vacant ID consultant posts

26.6%
% of locum and vacant ID consultant posts

Liaison consultants

Country	Male full-time liaison sub cons	Female full-time liaison sub cons	Total full-time liaison sub cons	Male part-time liaison sub cons	Female part-time liaison sub cons	Total part-time liaison sub cons	Male full-time liaison locum cons	Female full-time liaison locum cons	Total full-time liaison locum cons	Male part-time liaison locum cons	Female part-time liaison locum cons	Total part-time liaison locum cons	Full-time vacant liaison cons posts	Part-time vacant liaison cons posts	Total vacant liaison cons posts
England	85	60	145	32	63	95	10	4	14	2	2	4	16	20	36
Eastern	6	6	12	1	3	4							1		1
London	29	18	47	5	18	23	4	2	6	2	2	4	5	12	17
North West	7	3	10	2	8	10		2	2				1	1	2
Northern & Yorkshire	11	8	19	4	8	12	2		2					1	1
South East	12	10	22	7	14	21	2		2				6	3	9
South West	6	9	15	4	5	9	1		1				1	2	3
Trent	10	1	11	5	3	8								1	1
West Midlands	4	5	9	4	4	8	1		1				2		2
Northern Ireland	1	2	3		2	2		1	1				2	1	3
Scotland	11	6	17	3	8	11				1		1	1	3	4
Wales														1	1
Total	97	68	165	35	73	108	10	5	15	3	2	5	19	25	44

Country	PAAs male full-time liaison sub cons	PAAs female full-time liaison sub cons	PAAs male part-time liaison sub cons	PAAs female part-time liaison sub cons
England	10.1	10.1	5.9	6.6
Eastern	10.0	10.0	6.0	6.5
London	10.0	10.0	5.0	6.8
North West	10.5	10.5	6.0	6.4
Northern & Yorkshire	10.0	10.0	6.3	6.0
South East	10.0	10.2	6.0	6.3
South West	10.0	10.0	6.0	6.8
Trent	10.5	10.0	7.0	7.3
West Midlands	10.0	10.0	5.5	7.0
Northern Ireland	11.0	10.0		6.0
Scotland	10.0	10.0	4.3	7.0
Total	10.1	10.1	5.7	6.6

293

Total number of liaison consultant posts

13.1%

% of vacant liaison consultant posts

19.0%

% of locum and vacant liaison consultant posts

Medical psychotherapy consultants

Country	Male full-time med psych sub cons	Female full-time med psych sub cons	Total full-time med psych sub cons	Male part-time med psych sub cons	Female part-time med psych sub cons	Total part-time med psych sub cons	Male full-time med psych locum cons	Female full-time med psych locum cons	Total full-time med psych locum cons	Male part-time med psych locum cons	Female part-time med psych locum cons	Total part-time med psych locum cons	Full-time vacant med psych cons posts	Part-time vacant med psych cons posts	Total vacant med psych cons posts	
England	18	6	24	12	26	38			1	1	1		1	2	5	7
Eastern	1		1											1		1
London	4	2	6	3	12	15				1			1		3	3
North West	2	1	3		2	2								1		1
Northern & Yorkshire	3	1	4	2	4	6										
South East	4	2	6	3	2	5	1	1								
South West	2		2	1	2	3									2	2
Trent				1	4	5										
West Midlands	2		2	2		2										
Northern Ireland	1		1		2	2									1	1
Scotland	4		4	6	11	17				1			1		1	1
Total	23	6	29	18	39	57	1	1	2	2	2	2	2	7	9	

Country	PAAs male full-time med psych sub cons	PAAs female full-time med psych sub cons	PAAs male part-time med psych sub cons	PAAs female part-time med psych sub cons
England	9.8	10.0	5.4	6.3
Eastern		10.0		
London	10.0	10.0	6.0	5.6
North West	10.0	11.0		5.0
Northern & Yorkshire	10.0	10.0	7.0	7.0
South East	9.7	9.5	6.0	7.0
South West	9.0		8.0	7.0
Trent			1.0	7.5
West Midlands	10.0		4.0	
Northern Ireland	11.0			4.5
Scotland	11.0		7.0	5.0
Total	10.0	10.0	6.1	5.9

89

Total number of med psych consultant posts

9.2%

% of vacant med psych consultant posts

12.2%

% of locum and vacant med psych consultant posts

Neuropsychiatry consultants

Country	Male full-time neuropsych sub cons	Female full-time neuropsych sub cons	Total full-time neuropsych sub cons	Male part-time neuropsych sub cons	Female part-time neuropsych sub cons	Total part-time neuropsych sub cons	Male full-time neuropsych locum cons	Female full-time neuropsych locum cons	Total full-time neuropsych locum cons	Male part-time neuropsych locum cons	Female part-time neuropsych locum cons	Total part-time neuropsych locum cons	Full-time vacant neuropsych cons posts	Part-time vacant neuropsych cons posts	Total vacant neuropsych cons posts
England	15	4	19	19	11	30	3		3	1	3	4	1	1	2
London	3		3	4	2	6	1		1	1	2	3			1
North West	1		1	2		2									
Northern & Yorkshire	3	4	7	4	7	11									
South East				5	2	7									
Trent	2		2										1		1
West Midlands	6		6	4		4	2		2		1	1			
Northern Ireland													1		1
Scotland				1		1									
Total	15	4	19	20	11	31	3		3	1	3	4	2	1	3

Country	PAs male full-time neuropsych sub cons	PAs female full-time neuropsych sub cons	PAs male part-time neuropsych sub cons	PAs female part-time neuropsych sub cons
England	9.9	10.0	5.2	5.5
London	10.0		7.0	7.0
North West	10.0		7.0	
Northern & Yorkshire	10.0	10.0	2.5	5.0
South East			4.5	5.0
Trent	9.0			
West Midlands	10.0		6.0	
Scotland			2.0	
Total	9.9	10.0	4.9	5.5

57
Total number of neuropsychiatry consultant posts

5.0%
% of vacant neuropsychiatry consultant posts

16.7%
% of locum and vacant neuropsychiatry consultant pos...

Old age consultants

Country	Male full-time old age sub cons	Female full-time old age sub cons	Total full-time old age sub cons	Male part-time old age sub cons	Female part-time old age sub cons	Total part-time old age sub cons	Male full-time old age locum cons	Female full-time old age locum cons	Total full-time old age locum cons	Male part-time old age locum cons	Female part-time old age locum cons	Total part-time old age locum cons	Full-time vacant old age cons posts	Part-time vacant old age cons posts	Total vacant old age cons posts
England	202	129	331	68	110	178	45	28	73	18	9	27	78	25	103
Eastern	18	7	25	3	5	8							3	3	6
London	34	23	57	13	29	42	5	2	7	6	2	8	21	11	32
North West	33	22	55	6	8	14	6		6	2	3	5	8	3	11
Northern & Yorkshire	23	19	42	16	18	34	8	12	20	1		1	7	1	8
South East	44	18	62	10	22	32	16	10	26	8	2	10	18	3	21
South West	22	10	32	10	14	24	6	2	8	1	1	2	11	3	14
Trent	18	18	36	7	11	18	4	2	6				5	1	6
West Midlands	10	12	22	3	3	6					1	1	5		5
Northern Ireland	6	8	14	1	5	6	4		4				8		8
Scotland	27	20	47	9	19	28	11	1	12	4	3	7	11	4	15
Wales	9	2	11	1	4	5	1		1				1		1
Total	244	159	403	79	138	217	61	29	90	22	12	34	98	29	127

Country	PAs male full-time old age sub cons	PAs female full-time old age sub cons	PAs male part-time old age sub cons	PAs female part-time old age sub cons
England	10.2	10.1	6.2	6.6
Eastern	10.0	10.0	5.0	4.5
London	10.3	10.5	6.6	6.8
North West	10.3	10.3	6.5	8.3
Northern & Yorkshire	10.0	10.0	6.0	6.0
South East	10.0	10.0	7.0	7.4
South West	10.0	10.0	5.8	6.4
Trent	10.8	10.3	4.7	7.0
West Midlands	10.0	10.0	7.0	5.0
Northern Ireland	10.0	10.0	5.0	7.0
Scotland	10.4	10.2	8.4	7.7
Wales	10.0	10.0	6.0	6.0
Total	10.2	10.1	6.5	6.8

744

Old age consultant posts

14.6%

% vacant consultant posts

28.8%

% locum and vacant consultant posts

Perinatal consultants

Country	Male full-time perinatal sub cons	Female full-time perinatal sub cons	Total full-time perinatal sub cons	Male part-time perinatal sub cons	Female part-time perinatal sub cons	Total part-time perinatal sub cons	Male full-time perinatal locum cons	Female full-time perinatal locum cons	Total full-time perinatal locum cons	Male part-time perinatal locum cons	Female part-time perinatal locum cons	Total part-time perinatal locum cons	Full-time vacant perinatal cons posts	Part-time vacant perinatal cons posts	Total vacant perinatal cons posts
England	19	42	61	6	33	39	3	2	5	1	3	4	11	12	23
Eastern	1	3	4										2		2
London	3	13	16	2	11	13	1	1	2				2	5	7
North West	2	3	5		4	4				1	2	3	3	1	4
Northern & Yorkshire	3	6	9	1	2	3							1	2	3
South East	1	4	5	1	8	9		1	1				2	1	3
South West	2	5	7	2	1	3							1	1	2
Trent	4	4	8		2	2	2		2						1
West Midlands	3	4	7		5	5					1	1		1	1
Northern Ireland	1	2	3		3	3									
Scotland	3	1	4	1	4	5								1	1
Wales				1		1					1	1			
Total	23	45	68	8	40	48	3	2	5	1	4	5	11	13	24

Country	PAs male full-time perinatal sub cons	PAs female full-time perinatal sub cons	PAs male part-time perinatal sub cons	PAs female part-time perinatal sub cons
England	10.0	9.9	6.5	7.4
Eastern	10.0	10.0		
London	10.0	10.4	8.5	6.5
North West	10.0	10.5		8.3
Northern & Yorkshire	10.0	8.0	5.0	7.0
South East	10.0	10.0	6.0	8.3
South West	10.0	10.0	5.5	7.0
Trent	10.0	10.7		6.5
West Midlands	10.0	10.0		7.5
Northern Ireland	10.0	9.0		6.5
Scotland	10.0	10.0	8.0	6.8
Wales			3.0	
Total	10.0	9.8	6.3	7.2

126
Perinatal consultant posts

16.0%
% vacant consultant posts

51.3%
% locum and vacant consultant posts

Rehabilitation consultants

Country	Male full-time rehab sub cons	Female full-time rehab sub cons	Total full-time rehab sub cons	Male part-time rehab sub cons	Female part-time rehab sub cons	Total part-time rehab sub cons	Male full-time rehab locum cons	Female full-time rehab locum cons	Total full-time rehab locum cons	Male part-time rehab locum cons	Female part-time rehab locum cons	Total part-time rehab locum cons	Full-time vacant rehab cons posts	Part-time vacant rehab cons posts	Total vacant rehab cons posts
England	48	23	71	27	27	54	4	3	7	1	1	2	20	16	36
Eastern	3	1	4	1		1							1		1
London	10	6	16	9	13	22	1		1				3	4	7
North West	9	3	12	1	2	3	1	1	2				4	1	5
Northern & Yorkshire	6	4	10	8	1	9	1		1				2	6	8
South East	3		3	2	1	3		1	1	1		1	2	1	3
South West	2	3	5	2	2	4	1		1				1		1
Trent	3		3	2	2	4								1	1
West Midlands	12	6	18	2	6	8		1	1		1	1	7	3	10
Northern Ireland		1	1	2		2									
Scotland	2	3	5	4	4	8				1		1		1	1
Wales										1		1			
Total	50	27	77	33	31	64	4	3	7	3	1	4	20	17	37

Country	PAs male full-time rehab sub cons	PAs female full-time rehab sub cons	PAs male part-time rehab sub cons	PAs female part-time rehab sub cons
England	9.8	10.1	5.2	6.6
Eastern	10.0	10.0	4.0	
London	10.0	10.0	4.3	5.0
North West	10.3	10.3	8.0	8.5
Northern & Yorkshire	8.3	10.0	5.5	8.0
South East	10.0		4.0	6.0
South West	10.0	10.0	5.5	6.5
Trent	10.0		7.0	6.0
West Midlands	10.0	10.0	5.0	7.0
Northern Ireland		5.0	6.0	
Scotland	10.5	10.0	6.3	6.7
Total	9.8	9.8	5.4	6.6

152

Total number of rehabilitation consultant posts

19.6%

% of vacant rehabilitation consultant posts

25.4%

% of locum and vacant rehabilitation consultant posts

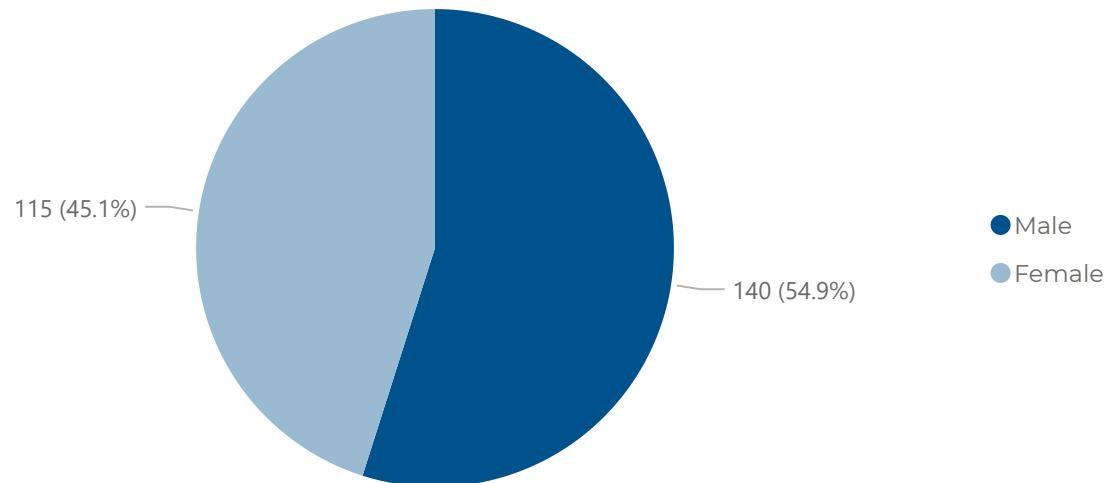
Section Two: Consultant Retirements

Consultant retirements

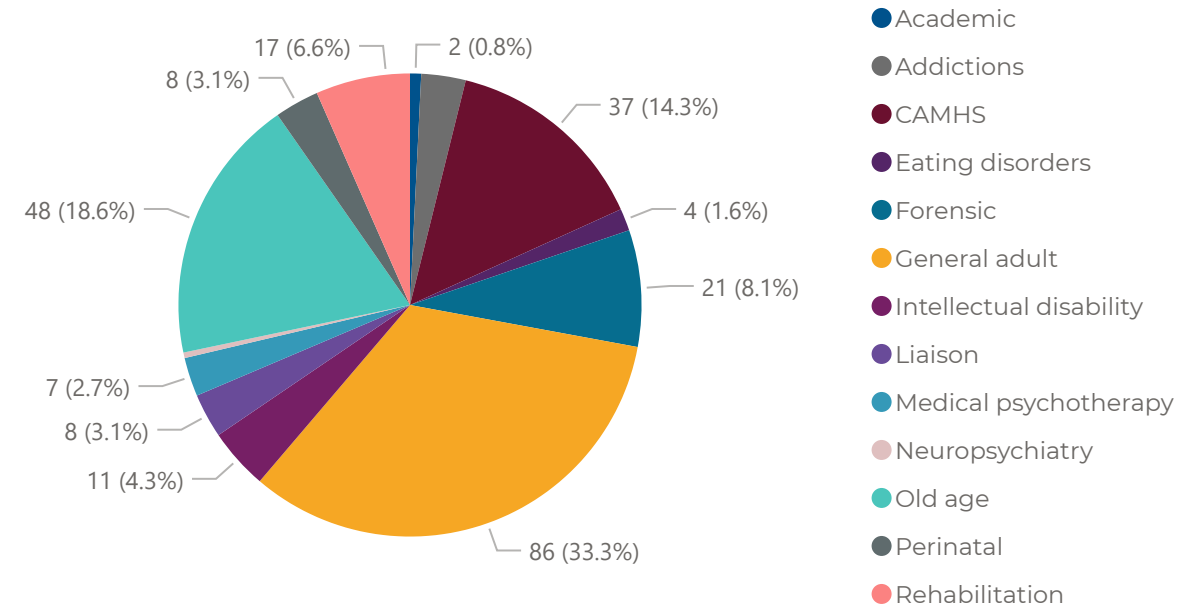
Country	Male consultant retirements in 2022	Female consultant retirements in 2022	Total consultant retirements in 2022	Male consultant retirements in 2023	Female consultant retirements in 2023	Total consultant retirements in 2023	Total consultants re-employed
England	90	63	153	29	24	53	73
Eastern	4	3	7	3	3	6	2
London	12	16	28	9	6	15	14
North West	17	4	21	4	1	5	9
Northern & Yorkshire	10	7	17	3	2	5	12
South East	17	15	32	8	5	13	18
South West	11	7	18		4	4	10
Trent	7	3	10	1	3	4	7
West Midlands	12	8	20	1		1	1
Northern Ireland	1	6	7	5	2	7	4
Scotland	10	13	23	5	6	11	18
Wales		1	1				
Total	101	83	184	39	32	71	95

255
Total consultant retirements
2022-2023

Total consultant retirements in 2022 and 2023 by gender



Total consultant retirements in 2022 and 2023 by specialty



Section Three: Specialty Doctor Data

SAS doctors

1,309

Total number of substantive SAS doctor posts

207

Total number of locum SAS doctor posts

361

Total number of vacant SAS doctor posts

19.2%

% of vacant SAS doctor posts

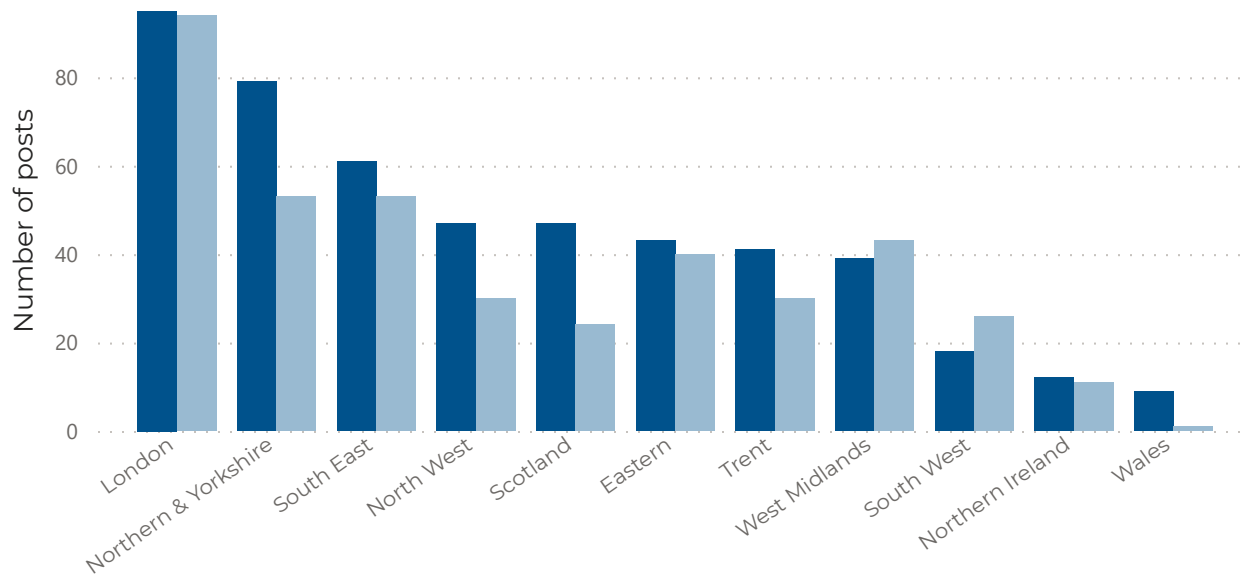
30.3%

% of locum and vacant SAS doctor posts

Country	Male full-time substantive SAS doctors	Female full-time substantive SAS doctors	Total full-time substantive SAS doctors	Male part-time substantive SAS doctors	Female part-time substantive SAS doctors	Total part-time substantive SAS doctors	Male full-time locum SAS doctors	Female full-time locum SAS doctors	Total full-time locum SAS doctors	Male part-time locum SAS doctors	Female part-time locum SAS doctors	Total part-time locum SAS doctors	Full-time vacant SAS doctor posts	Part-time vacant SAS doctor posts	Total vacant SAS doctor posts
England	423	369	792	72	238	310	80	48	128	19	32	51	239	90	329
Eastern	43	40	83	6	12	18	2	1	3	2		2	34	7	41
London	95	94	189	19	41	60	16	17	33	3	12	15	63	49	112
North West	47	30	77	5	15	20	14	6	20		4	4	28	7	35
Northern & Yorkshire	79	53	132	12	41	53	16	6	22	1	2	3	20	2	22
South East	61	53	114	18	54	72	23	9	32	8	4	12	47	13	60
South West	18	26	44	9	40	49	4	8	12	3	6	9	15		15
Trent	41	30	71	1	16	17	1	1	2	1		1	15	6	21
West Midlands	39	43	82	2	19	21	4		4	1	4	5	17	6	23
Northern Ireland	12	11	23	1	18	19	4	2	6	2	1	3	7	1	8
Scotland	47	24	71	16	66	82	2		2	5	8	13	8	12	20
Wales	9	1	10		2	2	2	2	4				4		4
Total	491	405	896	89	324	413	88	52	140	26	41	67	258	103	361

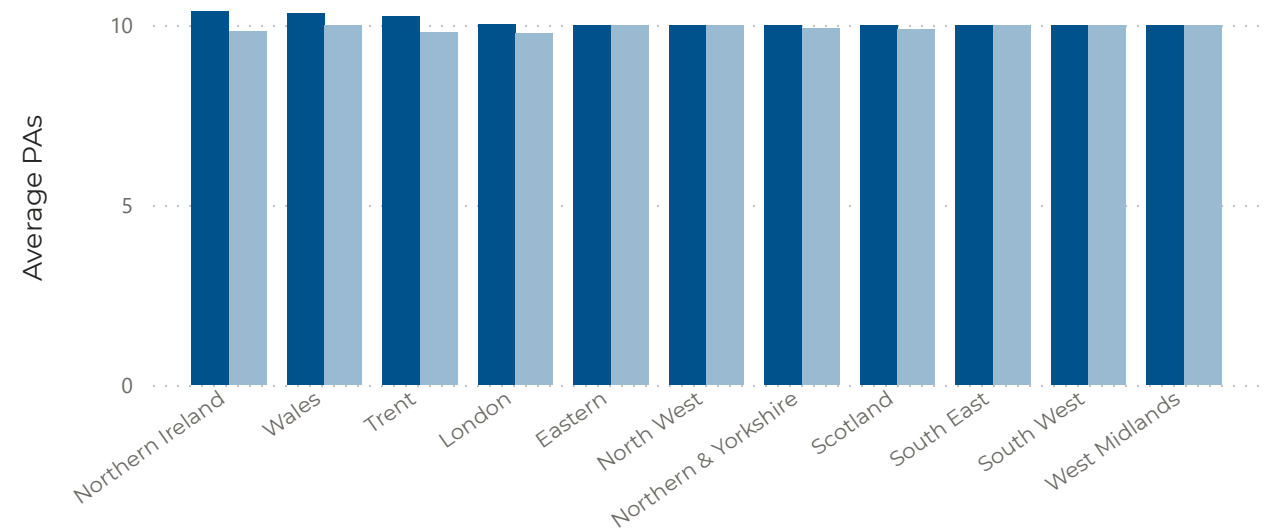
Full-time substantive SAS doctor posts by gender and region

● Male full-time substantive SAS doctors ● Female full-time substantive SAS doctors



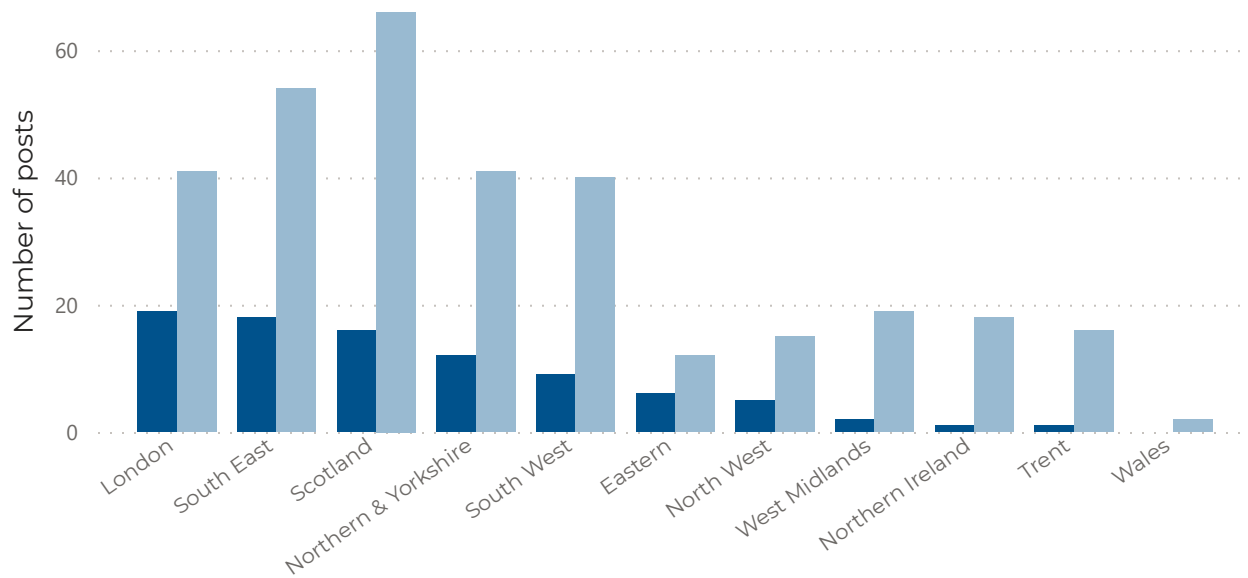
Average number of paid PAs, full-time substantive SAS doctor posts, by gender and region

● Male full-time substantive SAS doctors ● Female full-time substantive SAS doctors



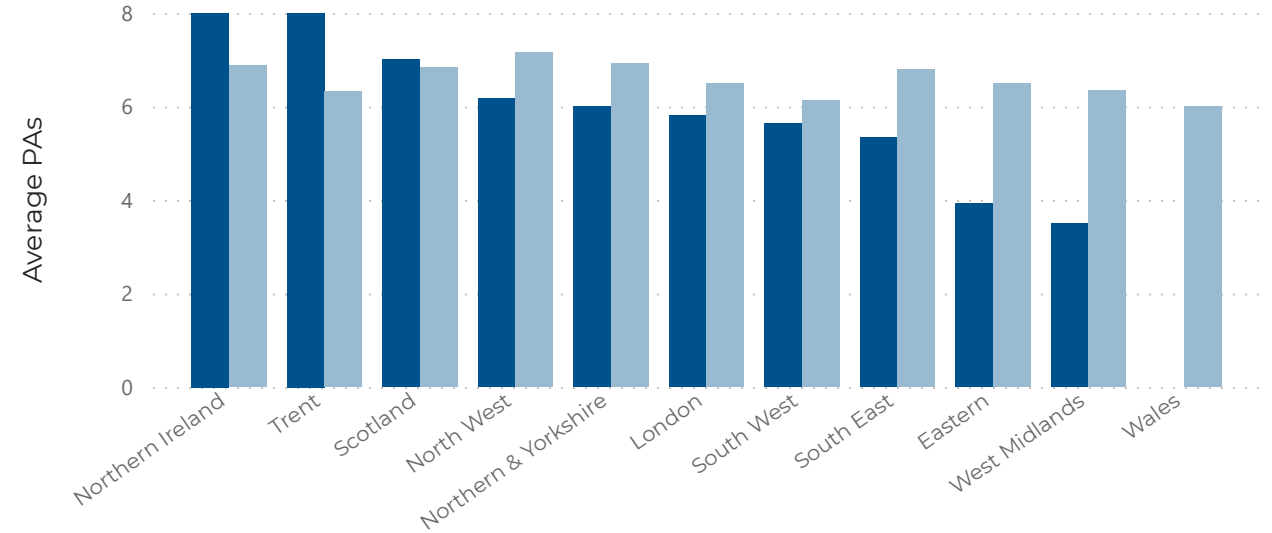
Part-time substantive SAS doctor posts by gender and region

● Male part-time substantive SAS doctors ● Female part-time substantive SAS doctors



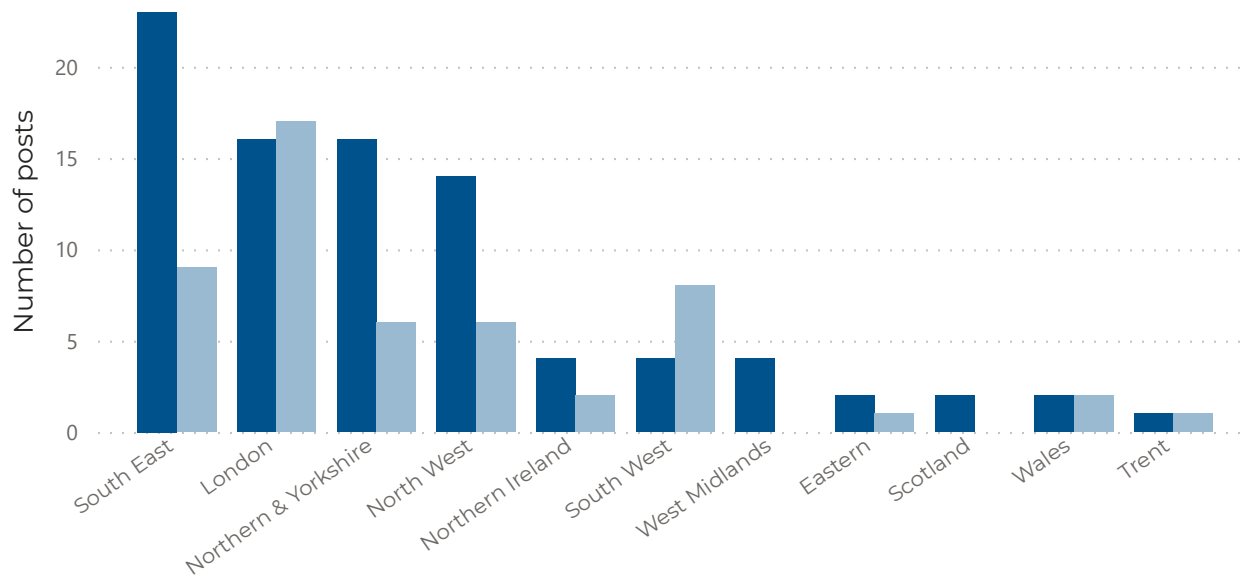
Average number of paid PAs, part-time substantive SAS doctor posts, by gender and region

● Male part-time substantive SAS doctors ● Female part-time substantive SAS doctors



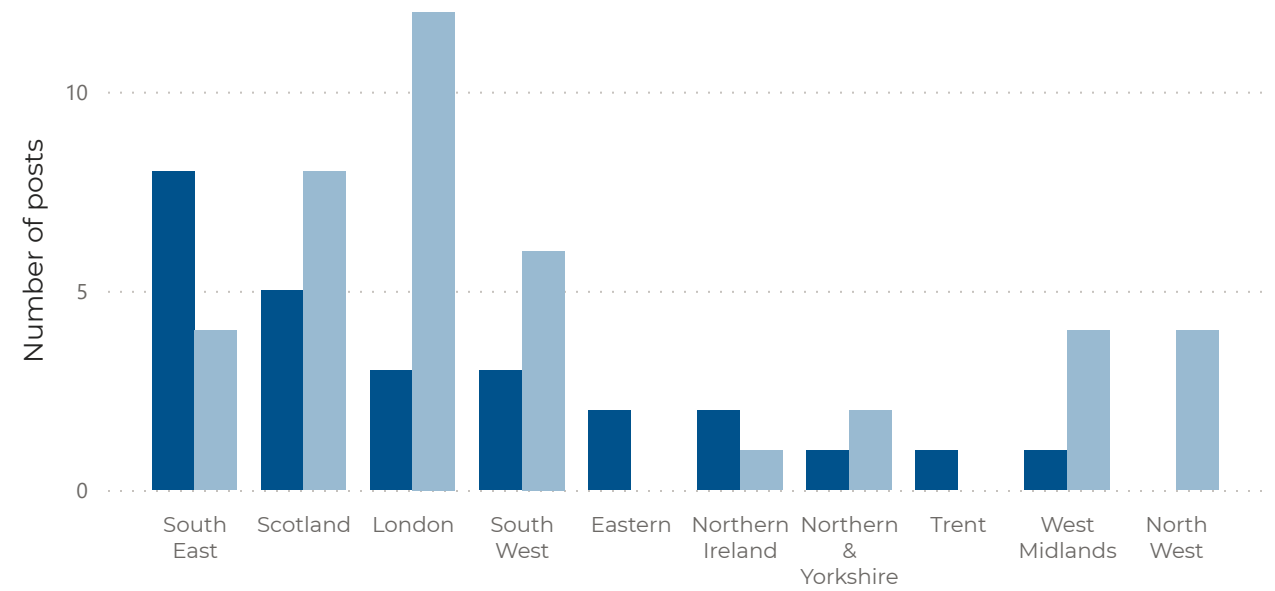
Full-time locum SAS doctor posts by gender and region

● Male full-time locum SAS doctors ● Female full-time locum SAS doctors



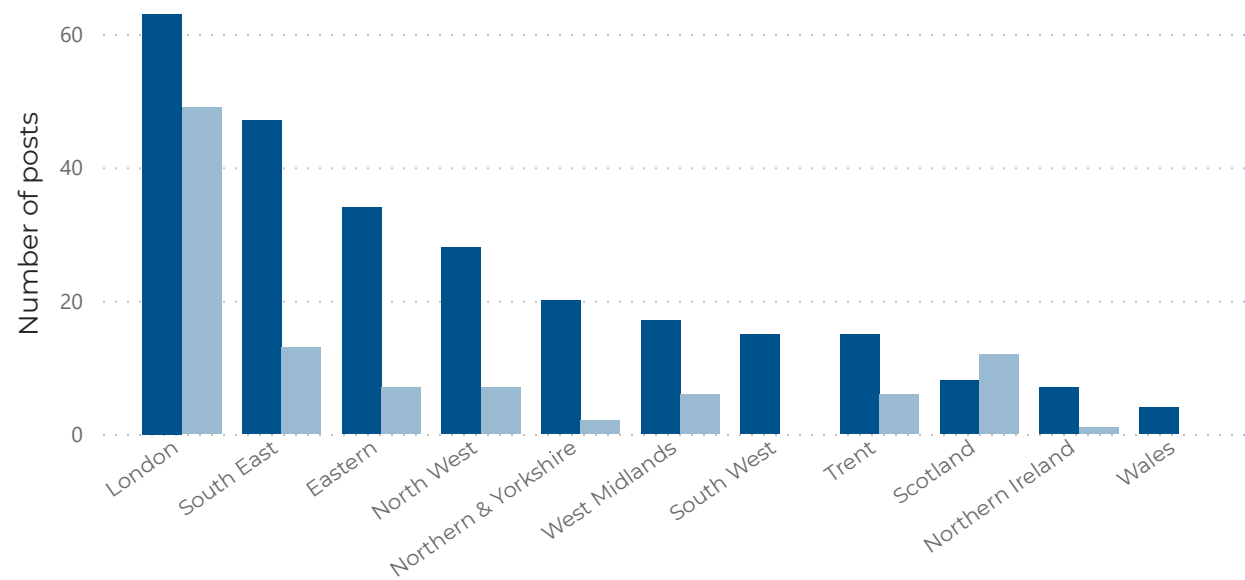
Part-time locum SAS doctor posts by gender and region

● Male part-time locum SAS doctors ● Female part-time locum SAS doctors



Full-time and part-time vacant SAS doctor posts by region

● Full-time vacant SAS doctor posts ● Part-time vacant SAS doctor posts



Academic SAS doctors

Country	Male full-time academic sub SAS	Female full-time academic sub SAS	Total full-time academic sub SAS	Male part-time academic sub SAS	Female part-time academic sub SAS	Total part-time academic sub SAS	Male full-time academic locum SAS	Female full-time academic locum SAS	Total full-time academic locum SAS	Male part-time academic locum SAS	Female part-time academic locum SAS	Total part-time academic locum SAS	Full-time vacant academic SAS posts	Part-time vacant academic SAS posts	Total vacant academic SAS posts
▲															
☐ England	1	3	4							1			1		
London		2	2							1			1		
South East	1	1	2												
Total	1	3	4							1			1		

Country	PAs male full-time academic sub SAS	PAs female full-time academic sub SAS	PAs male part-time academic sub SAS	PAs female part-time academic sub SAS
▲				
☐ England	10.0	6.5		
London		3.0		
South East	10.0	10.0		
Total	10.0	6.5		

5

Total number of academic SAS doctor posts

0.0%

% of vacant academic SAS doctor posts

20.0%

% of locum and vacant academic SAS doctor posts

Addictions SAS doctors

Country	Male full-time addictions sub SAS	Female full-time addictions sub SAS	Total full- time addictions sub SAS	Male part- time addictions sub SAS	Female part-time addictions sub SAS	Total part- time addictions sub SAS	Male full- time addictions locum SAS	Female full-time addictions locum SAS	Total full- time addictions locum SAS	Male part- time addictions locum SAS	Female part-time addictions locum SAS	Total part- time addictions locum SAS	Full-time vacant addictions SAS posts	Part-time vacant addictions SAS posts	Total vacant addictions SAS posts
England	8	3	11	3	6	9	1		1				2	5	7
Eastern				1		1								1	1
London	3	1	4	1	2	3							1	4	5
North West	1		1												
Northern & Yorkshire	2	1	3		2	2									
South East				1		1									
South West	1		1		1	1							1		1
Trent					1	1									
West Midlands	1	1	2				1		1						
Northern Ireland	1		1		1	1									
Scotland	11	1	12	4	7	11	1		1	1		1		1	1
Total	20	4	24	7	14	21	2		2	1		1	2	6	8

Country	PAAs male full-time addictions sub SAS	PAAs female full-time addictions sub SAS	PAAs male part-time addictions sub SAS	PAAs female part-time addictions sub SAS
England	10.0	10.0	5.0	5.2
Eastern			5.0	
London	10.0	10.0	4.0	5.0
North West	10.0			
Northern & Yorkshire	10.0	10.0		6.5
South East			6.0	
South West	10.0			7.0
Trent				1.0
West Midlands	10.0	10.0		
Northern Ireland	12.0			8.0
Scotland	10.0	8.0	7.7	7.3
Total	10.2	9.5	6.3	6.2

48

Total number of addictions SAS doctor posts

14.3%

% of vacant addictions SAS doctor posts

19.6%

% of locum and vacant addictions SAS doctor posts

CAMHS SAS doctors

Country	Male full-time CAMHS sub SAS	Female full-time CAMHS sub SAS	Total full-time CAMHS sub SAS	Male part-time CAMHS sub SAS	Female part-time CAMHS sub SAS	Total part-time CAMHS sub SAS	Male full-time CAMHS locum SAS	Female full-time CAMHS locum SAS	Total full-time CAMHS locum SAS	Male part-time CAMHS locum SAS	Female part-time CAMHS locum SAS	Total part-time CAMHS locum SAS	Full-time vacant CAMHS SAS posts	Part-time vacant CAMHS SAS posts	Total vacant CAMHS SAS posts
England	36	54	90	6	33	39	9	10	19	2	8	10	35	14	49
Eastern	3	7	10	1		1							4		4
London	14	17	31	1	3	4	3	5	8	1	4	5	18	9	27
North West	4	6	10		3	3	1	1	2		2	2	1	1	2
Northern & Yorkshire	7	6	13	1	5	6							2		2
South East	4	6	10	2	13	15	4	2	6	1		1	7	3	10
South West		4	4		5	5		2	2		2	2	1		1
Trent	3	4	7		1	1							1		1
West Midlands	1	4	5	1	3	4	1		1				1	1	2
Northern Ireland	3	1	4		2	2		1	1						
Scotland	4	4	8	3	16	19					1	1		6	6
Total	43	59	102	9	51	60	9	11	20	2	9	11	35	20	55

Country	PAAs male full-time CAMHS sub SAS	PAAs female full-time CAMHS sub SAS	PAAs male part-time CAMHS sub SAS	PAAs female part-time CAMHS sub SAS
England	10.0	9.8	5.7	7.0
Eastern	10.0	10.0	6.0	
London	10.0	10.0	8.0	6.7
North West	10.0	10.0		8.0
Northern & Yorkshire	10.0	10.0	7.0	7.0
South East	10.0	10.0	5.5	7.3
South West		10.0		6.7
Trent	10.0	8.7		6.0
West Midlands	10.0	10.0	2.0	7.0
Northern Ireland	10.0	10.0		9.0
Scotland	10.0	10.0	7.0	6.2
Total	10.0	9.8	6.0	6.9

193

Total number of CAMHS SAS doctor posts

22.2%

% of vacant CAMHS SAS doctor posts

34.7%

% of locum and vacant CAMHS SAS doctor posts

Eating disorders SAS doctors

Country	Male full-time ED sub SAS	Female full-time ED sub SAS	Total full-time ED sub SAS	Male part-time ED sub SAS	Female part-time ED sub SAS	Total part-time ED sub SAS	Male full-time ED locum SAS	Female full-time ED locum SAS	Total full-time ED locum SAS	Male part-time ED locum SAS	Female part-time ED locum SAS	Total part-time ED locum SAS	Full-time vacant ED SAS posts	Part-time vacant ED SAS posts	Total vacant ED SAS posts	
England	2	8	10	4	6	10				1	1	1	1	5	3	8
Eastern				1		1									1	1
London		2	2		1	1							4			4
Northern & Yorkshire	1	3	4	1		1									1	1
South East		1	1	2	1	3				1			1	1		1
South West						1	1	1	1							
Trent		1	1		1	1									1	1
West Midlands	1	1	2		2	2										
Scotland		1	1		5	5							1	1	1	1
Total	2	9	11	4	11	15				1	1	1	1	2	5	4

Country	PAs male full-time ED sub SAS	PAs female full-time ED sub SAS	PAs male part-time ED sub SAS	PAs female part-time ED sub SAS
England	10.0	10.0	3.3	5.2
Eastern			3.0	
London		10.0		8.0
Northern & Yorkshire	10.0	10.0	3.0	
South East		10.0	3.5	4.0
South West				2.0
Trent		10.0		6.0
West Midlands	10.0	10.0		6.0
Scotland		10.0		6.8
Total	10.0	10.0	3.3	5.9

29

Total number of ED SAS doctor posts

23.7%

% of vacant ED SAS doctor posts

31.6%

% of locum and vacant ED SAS doctor posts

Forensic SAS doctors

Country	Male full-time forensic sub SAS	Female full-time forensic sub SAS	Total full-time forensic sub SAS	Male part-time forensic sub SAS	Female part-time forensic sub SAS	Total part-time forensic sub SAS	Male full-time forensic locum SAS	Female full-time forensic locum SAS	Total full-time forensic locum SAS	Male part-time forensic locum SAS	Female part-time forensic locum SAS	Total part-time forensic locum SAS	Full-time vacant forensic SAS posts	Part-time vacant forensic SAS posts	Total vacant forensic SAS posts		
England	37	27	64	3	16	19	3	1	4				1	1	9	2	11
Eastern	1	2	3	1	2	3									1	1	2
London	8	10	18		6	6	1	1	2				1	1			
North West	3	2	5	1	1	2											
Northern & Yorkshire	4		4		1	1	1		1						1		1
South East	3	1	4		3	3	1		1						3	1	4
South West	1	2	3	1		1									1		1
Trent	11	8	19												3		3
West Midlands	6	2	8		3	3											
Northern Ireland		1	1														
Scotland	1	1	2		1	1									1		1
Wales	1		1														
Total	39	29	68	3	17	20	3	1	4				1	1	10	2	12

Country	PAs male full-time forensic sub SAS	PAs female full-time forensic sub SAS	PAs male part-time forensic sub SAS	PAs female part-time forensic sub SAS
England	10.0	10.0	4.7	7.2
Eastern	10.0	10.0	5.0	6.0
London	10.0	10.0		7.0
North West	10.0	10.0	3.0	8.0
Northern & Yorkshire	10.0			5.0
South East	10.0	10.0		8.5
South West	10.0	10.0	6.0	
Trent	10.0	10.0		
West Midlands	10.0	10.0		7.5
Northern Ireland		8.0		
Scotland	10.0	10.0		6.0
Wales	12.0			
Total	10.1	9.9	4.7	7.1

93
Forensic SAS doctor posts

11.4%
% vacant SAS doctor posts

16.2%
% of locum and vacant forensic SAS doctor posts

General adult SAS doctors

Country	Male full-time general sub SAS	Female full-time general sub SAS	Total full-time general sub SAS	Male part-time general sub SAS	Female part-time general sub SAS	Total part-time general sub SAS	Male full-time general locum SAS	Female full-time general locum SAS	Total full-time general locum SAS	Male part-time general locum SAS	Female part-time general locum SAS	Total part-time general locum SAS	Full-time vacant general SAS posts	Part-time vacant general SAS posts	Total vacant general SAS posts
England	210	143	353	32	77	109	45	30	75	10	13	23	120	19	139
London	54	34	88	13	21	34	10	9	19		3	3	29	9	38
South East	31	21	52	9	11	20	14	6	20	6	4	10	25	3	28
South West	12	13	25	4	18	22	2	3	5	3	2	5	10		10
Northern & Yorkshire	37	24	61	3	11	14	8	5	13				11		11
North West	17	9	26	2	5	7	7	5	12				11		11
West Midlands	12	17	29	1	4	5	1		1	1	4	5	4	4	8
Eastern	28	18	46		3	3	2	1	3				21	1	22
Trent	19	7	26		4	4	1	1	2				9	2	11
Scotland	15	8	23	6	14	20	1		1	1	3	4	2	1	3
Northern Ireland	5	5	10	1	9	10	1	1	2	2	1	3	3		3
Wales	6		6		1	1	1	1	2				2		2
Total	236	156	392	39	101	140	48	32	80	13	17	30	127	20	147

Country	PAs male full-time general sub SAS	PAs female full-time general sub SAS	PAs male part-time general sub SAS	PAs female part-time general sub SAS
England	10.0	10.0	6.1	6.5
Eastern	10.0	10.0	5.3	7.0
London	10.0	10.0	5.3	6.6
North West	10.0	10.0	8.5	6.3
Northern & Yorkshire	10.0	10.0	6.5	6.3
South East	10.0	10.0	6.5	7.0
South West	10.0	10.0	4.0	6.2
Trent	10.0	10.0		6.7
West Midlands	10.0	10.0	5.0	6.7
Northern Ireland	10.0	10.0	8.0	7.3
Scotland	10.0	10.0	7.0	8.0
Wales	10.0			8.0
Total	10.0	10.0	6.4	6.9

642
General SAS doctor posts

18.6%
% vacant SAS doctor posts

32.6%
% locum and vacant SAS doctor posts

Intellectual disability SAS doctors

Country	Male full-time ID sub SAS	Female full-time ID sub SAS	Total full-time ID sub SAS	Male part-time ID sub SAS	Female part-time ID sub SAS	Total part-time ID sub SAS	Male full-time ID locum SAS	Female full-time ID locum SAS	Total full-time ID locum SAS	Male part-time ID locum SAS	Female part-time ID locum SAS	Total part-time ID locum SAS	Full-time vacant general SAS posts	Part-time vacant general SAS posts	Total vacant general SAS posts
England	13	17	30	5	9	14	5		5	2		2	2	3	5
Eastern	5	3	8							1		1			
London	2	4	6	1	1	2	1		1					1	1
North West	3	2	5		1	1	2		2						
Northern & Yorkshire	2	2	4	3	1	4	1		1				1	1	2
South East	1	2	3		4	4								1	1
South West				1	1	2									
Trent		1	1		1	1				1		1			
West Midlands		3	3				1		1				1		1
Northern Ireland	1		1		1	1									1
Scotland	2	1	3		5	5				1		1	2		2
Total	16	18	34	5	15	20	5		5	3		3	4	4	8

Country	PA's male full-time ID sub SAS	PA's female full-time ID sub SAS	PA's male part-time ID sub SAS	PA's female part-time ID sub SAS
England	10.0	10.0	5.5	6.4
Eastern	10.0	10.0		
London	10.0	10.0	5.0	5.0
North West	10.0	10.0		8.0
Northern & Yorkshire	10.0	10.0	6.0	5.0
South East	10.0	10.0		6.5
South West			5.0	6.0
Trent		10.0		8.0
West Midlands		10.0		
Northern Ireland	10.0			6.0
Scotland	10.0	10.0		7.3
Total	10.0	10.0	5.5	6.6

62
Total number of ID SAS doctor posts

11.4%
% of vacant ID SAS doctor posts

22.9%
% of locum and vacant ID SAS doctor posts

Liaison SAS doctors

Country	Male full-time liaison sub SAS	Female full-time liaison sub SAS	Total full-time liaison sub SAS	Male part-time liaison sub SAS	Female part-time liaison sub SAS	Total part-time liaison sub SAS	Male full-time liaison locum SAS	Female full-time liaison locum SAS	Total full-time liaison locum SAS	Male part-time liaison locum SAS	Female part-time liaison locum SAS	Total part-time liaison locum SAS	Full-time vacant liaison SAS posts	Part-time vacant liaison SAS posts	Total vacant liaison SAS posts
England	12	9	21	3	11	14	3	1	4		2	2	10	6	16
London	1	2	3	3		3		1	1		1	1	3	2	5
North West	4	2	6		2	2	2		2		1	1	4	2	6
Northern & Yorkshire	5		5		3	3	1		1				1		1
South East	1	3	4										2	1	3
South West	1		1		2	2									
Trent		1	1		3	3								1	1
West Midlands		1	1		1	1									
Scotland					1	1				1		1		1	1
Total	12	9	21	3	12	15	3	1	4	1	2	3	10	7	17

Country	PAs male full-time liaison sub SAS	PAs female full-time liaison sub SAS	PAs male part-time liaison sub SAS	PAs female part-time liaison sub SAS
England	10.0	10.0	6.7	6.8
London	10.0	10.0	6.7	
North West	10.0	10.0		4.5
Northern & Yorkshire	10.0			7.5
South East	10.0	10.0		
South West	10.0			7.0
Trent		10.0		8.5
West Midlands		10.0		6.0
Scotland				2.0
Total	10.0	10.0	6.7	6.2

43

Total number of liaison SAS doctor posts

28.3%

% of vacant liaison SAS doctor posts

40.0%

% of locum and vacant liaison SAS doctor posts

Medical psychotherapy SAS doctors

Country	Male full-time med psych sub SAS	Female full-time med psych sub SAS	Total full-time med psych sub SAS	Male part-time med psych sub SAS	Female part-time med psych sub SAS	Total part-time med psych sub SAS	Male full-time med psych locum SAS	Female full-time med psych locum SAS	Total full-time med psych locum SAS	Male part-time med psych locum SAS	Female part-time med psych locum SAS	Total part-time med psych locum SAS	Full-time vacant med psych SAS posts	Part-time vacant med psych SAS posts	Total vacant med psych SAS posts
▲															
[-] England		2	2		2	2									
London							2		2						
Northern & Yorkshire		2	2												
[+] Scotland				1		1									
Total		2	2	1	2	3									

Country	PAs male full-time med psych sub SAS	PAs female full-time med psych sub SAS	PAs male part-time med psych sub SAS	PAs female part-time med psych sub SAS
▲				
[-] England		10.0		5.0
London				5.0
Northern & Yorkshire		10.0		
[+] Scotland			6.0	
Total		10.0	6.0	5.0

5

Total number of med psych SAS doctor posts

0.0%

% of vacant med psych SAS doctor posts

0.0%

% of locum and vacant med psych SAS doctor posts

Neuropsychiatry SAS doctors

Country	Male full-time neuropsych sub SAS	Female full-time neuropsych sub SAS	Total full-time neuropsych sub SAS	Male part-time neuropsych sub SAS	Female part-time neuropsych sub SAS	Total part-time neuropsych sub SAS	Male full-time neuropsych locum SAS	Female full-time neuropsych locum SAS	Total full-time neuropsych locum SAS	Male part-time neuropsych locum SAS	Female part-time neuropsych locum SAS	Total part-time neuropsych locum SAS	Full-time vacant neuropsych SAS posts	Part-time vacant neuropsych SAS posts	Total vacant neuropsych SAS posts	
England	1	4	5			2			2						1	1
London		1	1													
North West		2	2													
Northern & Yorkshire	1		1		2	2										
South East														1		1
West Midlands		1	1													
Scotland	1		1	2	1	3										
Total	2	4	6	2	3	5								1		1

Country	PAs male full-time neuropsych sub SAS	PAs female full-time neuropsych sub SAS	PAs male part-time neuropsych sub SAS	PAs female part-time neuropsych sub SAS
England	10.0	10.0		8.0
London				10.0
North West				10.0
Northern & Yorkshire	10.0			8.0
West Midlands				10.0
Scotland	10.0		7.0	8.0
Total	10.0	10.0	7.0	8.0

11

Total number of neuropsychiatry SAS doctor posts

8.3%

% of vacant neuropsychiatry SAS doctor posts

8.3%

% of locum and vacant neuropsychiatry SAS doctor posts

Old age SAS doctors

Country	Male full-time old age sub SAS	Female full-time old age sub SAS	Total full-time old age sub SAS	Male part-time old age sub SAS	Female part-time old age sub SAS	Total part-time old age sub SAS	Male full-time old age locum SAS	Female full-time old age locum SAS	Total full-time old age locum SAS	Male part-time old age locum SAS	Female part-time old age locum SAS	Total part-time old age locum SAS	Full-time vacant old age SAS posts	Part-time vacant old age SAS posts	Total vacant old age SAS posts
England	86	73	159	15	49	64	12	3	15	2	5	7	30	17	47
Eastern	6	10	16	2	6	8							4	1	5
London	10	15	25		3	3	1	1	2	1	1	2	6	9	15
North West	13	4	17	2	1	3	1		1		1	1	9	3	12
Northern & Yorkshire	18	9	27	4	12	16	5		5	1	1	2	2		2
South East	18	16	34	3	14	17	3	1	4				7	3	10
South West	3	6	9	3	7	10	2	1	3		2	2	1		1
Trent	5	6	11	1	3	4								1	1
West Midlands	13	7	20		3	3							1		1
Northern Ireland	2	3	5		4	4	3		3				4		4
Scotland	13	7	20		11	11				1	2	3	3	1	4
Wales	2	1	3		1	1	1	1	2				2		2
Total	103	84	187	15	65	80	16	4	20	3	7	10	39	18	57

Country	PAs male full-time old age sub SAS	PAs female full-time old age sub SAS	PAs male part-time old age sub SAS	PAs female part-time old age sub SAS
England	10.1	10.0	5.8	6.3
Eastern	10.0	10.0	3.5	6.5
London	10.0	10.0		7.0
North West	10.0	10.0	6.0	8.0
Northern & Yorkshire	10.0	10.0	5.3	6.3
South East	10.0	10.0	6.5	5.3
South West	10.0	10.0	6.7	6.3
Trent	10.7	10.0	8.0	5.5
West Midlands	10.0	10.0		7.0
Northern Ireland	11.0	10.0		5.0
Scotland	10.0	10.0		6.8
Wales	10.0	10.0		4.0
Total	10.1	10.0	5.8	6.2

297

Old age SAS doctor posts

16.1%

% vacant SAS doctor posts

24.6%

% locum and vacant SAS doctor posts

Perinatal SAS doctors

Country	Male full-time perinatal sub SAS	Female full-time perinatal sub SAS	Total full-time perinatal sub SAS	Male part-time perinatal sub SAS	Female part-time perinatal sub SAS	Total part-time perinatal sub SAS	Male full-time perinatal locum SAS	Female full-time perinatal locum SAS	Total full-time perinatal locum SAS	Male part-time perinatal locum SAS	Female part-time perinatal locum SAS	Total part-time perinatal locum SAS	Full-time vacant perinatal SAS posts	Part-time vacant perinatal SAS posts	Total vacant perinatal SAS posts		
England	4	12	16		18	18			2	2			2	2	5	13	18
Eastern					1	1									1	1	2
London		4	4		2	2							2	2	1	11	12
North West		1	1		2	2									1		1
Northern & Yorkshire	1	4	5		1	1		1	1						1		1
South East	1	1	2		5	5										1	1
South West		1	1		5	5		1	1								
Trent	2	1	3		1	1											
West Midlands					1	1									1		1
Scotland					2	2							1	1		1	1
Total	4	12	16		20	20			2	2			3	3	5	14	19

Country	PAs male full-time perinatal sub SAS	PAs female full-time perinatal sub SAS	PAs male part-time perinatal sub SAS	PAs female part-time perinatal sub SAS
England	10.0	9.8		6.8
Eastern				6.0
London		10.0		6.0
North West		10.0		9.0
Northern & Yorkshire	10.0	9.3		
South East	10.0	10.0		7.0
South West		10.0		6.0
Trent	10.0	10.0		9.0
West Midlands				6.0
Scotland				6.0
Total	10.0	9.8		6.7

41

Total number of perinatal SAS doctor posts

31.7%

% of vacant perinatal SAS doctor posts

40.0%

% of locum and vacant perinatal SAS doctor posts

Rehabilitation SAS doctors

Country	Male full-time rehab sub SAS	Female full-time rehab sub SAS	Total full-time rehab sub SAS	Male part-time rehab sub SAS	Female part-time rehab sub SAS	Total part-time rehab sub SAS	Male full-time rehab locum SAS	Female full-time rehab locum SAS	Total full-time rehab locum SAS	Male part-time rehab locum SAS	Female part-time rehab locum SAS	Total part-time rehab locum SAS	Full-time vacant rehab SAS posts	Part-time vacant rehab SAS posts	Total vacant rehab SAS posts
England	13	14	27	1	9	10	2		2	1	1	2	20	8	28
Eastern										1		1	3	1	4
London	3	2	5										1	4	5
North West	2	2	4				1		1				2	1	3
Northern & Yorkshire	1	2	3		3	3					1	1	1		1
South East	1	1	2	1	3	4	1		1				1		1
South West														1	1
Trent	1	1	2		1	1							2	1	3
West Midlands	5	6	11		2	2							9	1	10
Northern Ireland		1	1		1	1									
Scotland		1	1		3	3									
Total	13	16	29	1	13	14	2		2	1	1	2	20	8	28

Country	PAs male full-time rehab sub SAS	PAs female full-time rehab sub SAS	PAs male part-time rehab sub SAS	PAs female part-time rehab sub SAS
England	10.0	10.0	2.0	5.8
London	10.0	10.0		
North West	10.0	10.0		
Northern & Yorkshire	10.0	10.0		8.0
South East	10.0	10.0	2.0	6.0
Trent	10.0	10.0		5.0
West Midlands	10.0	10.0		4.0
Northern Ireland		10.0		3.0
Scotland		10.0		8.0
Total	10.0	10.0	2.0	6.2

47

Total number of rehabilitation SAS doctor posts

37.3%

% of vacant rehabilitation SAS doctor posts

42.7%

% of locum and vacant rehabilitation SAS doctor posts

Locally employed doctors (LEDs) and clinical fellows (CFs)

193

Total number of substantive LED/CF posts

67

Total number of locum LED/CF posts

50

Total number of vacant LED/CF posts

16.1%

% of vacant LED/CF posts

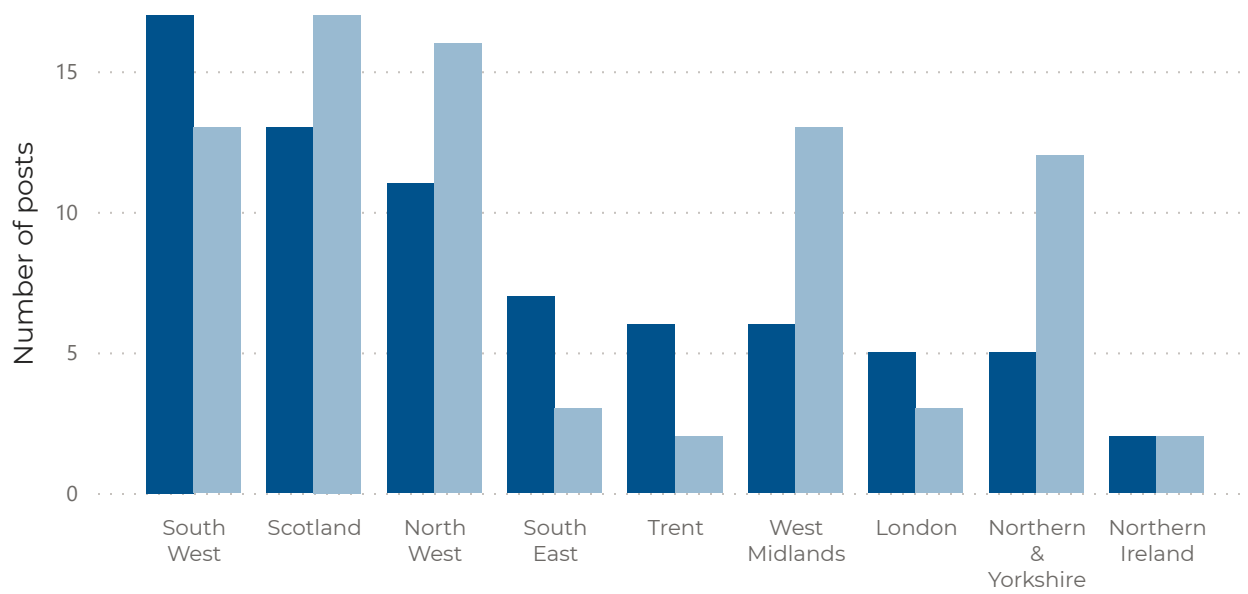
37.7%

% of locum and vacant LED/CF posts

Country	Male full-time substantive LEDs/CFs	Female full-time substantive LEDs/CFs	Total full-time substantive LEDs/CFs	Male part-time substantive LEDs/CFs	Female part-time substantive LEDs/CFs	Total part-time substantive LEDs/CFs	Male full-time locum LEDs/CFs	Female full-time locum LEDs/CFs	Total full-time locum LEDs/CFs	Male part-time locum LEDs/CFs	Female part-time locum LEDs/CFs	Total part-time locum LEDs/CFs	Full-time vacant LED/CF posts	Part-time vacant LED/CF posts	Total vacant LED/CF posts
England	57	62	119	9	23	32	24	27	51	7	7	14	45	3	48
Eastern							1		1						
London	5	3	8		2	2	4	9	13	3	3	6	5		5
North West	11	16	27	2	3	5		5	5		2	2		1	1
Northern & Yorkshire	5	12	17	1	4	5	4		4				5		5
South East	7	3	10	1	1	2	15	13	28	3	1	4	1		1
South West	17	13	30	4	12	16				1		1	34	2	36
Trent	6	2	8	1		1					1	1			
West Midlands	6	13	19		1	1									
Northern Ireland	2	2	4												
Scotland	13	17	30	3	5	8		2	2				1	1	2
Total	72	81	153	12	28	40	24	29	53	7	7	14	46	4	50

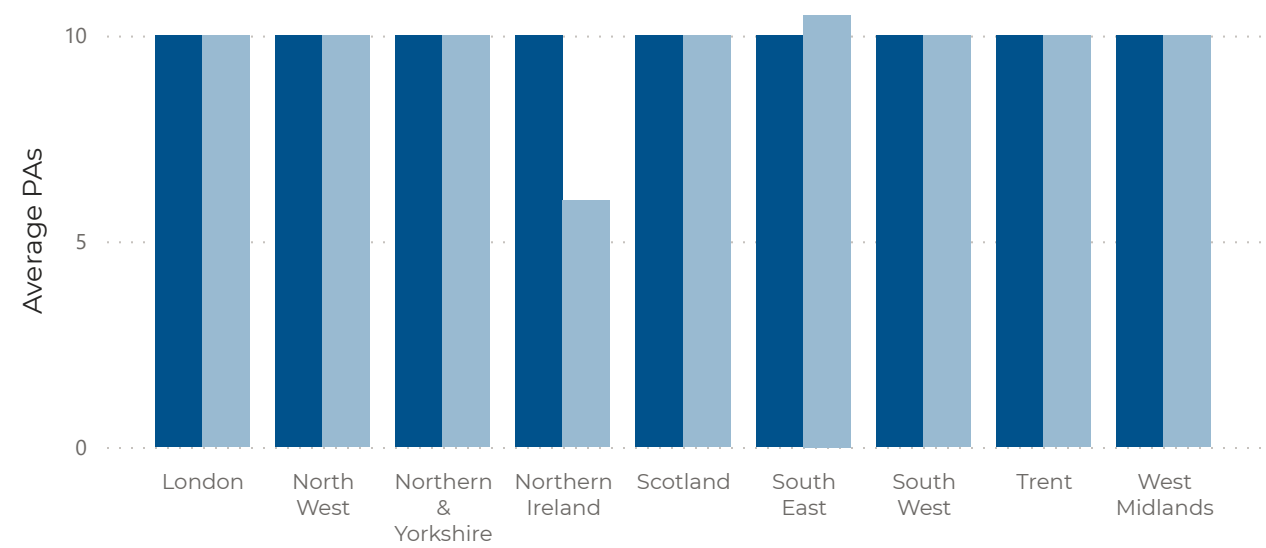
Full-time substantive LED/CF posts by gender and region

● Male full-time substantive LEDs/CFs ● Female full-time substantive LEDs/CFs



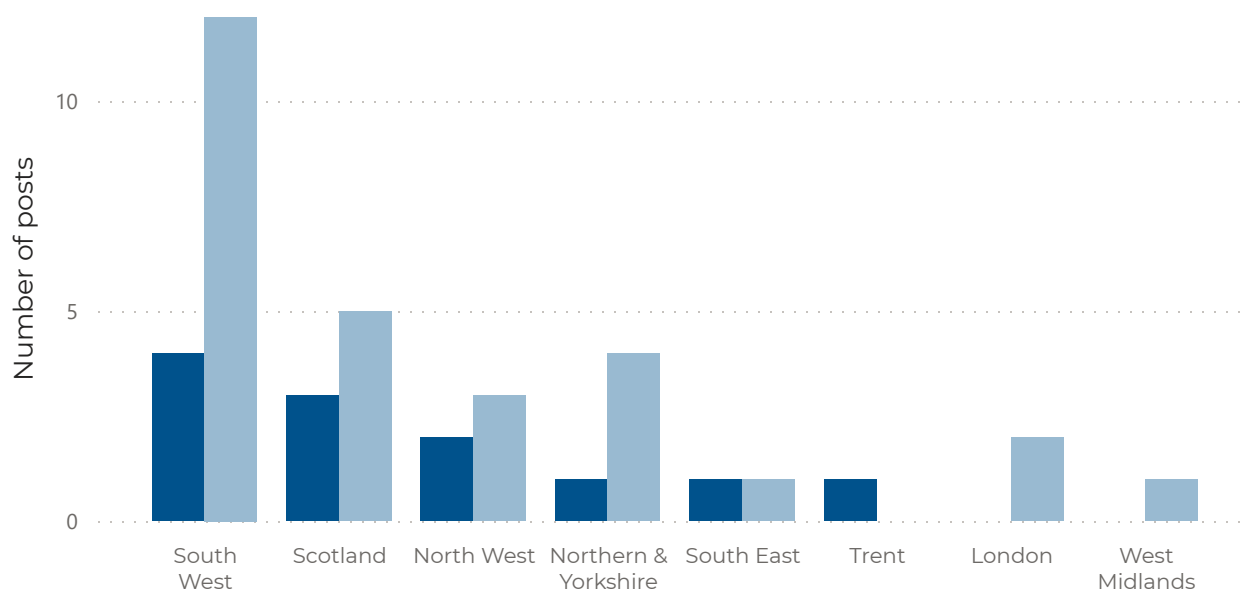
Average number of paid PAs, full-time substantive LED/CF posts, by gender and region

● PAs male full-time substantive LEDs/CFs ● PAs female full-time substantive LEDs/CFs



Part-time substantive LED/CF posts by gender and region

● Male part-time substantive LEDs/CFs ● Female part-time substantive LEDs/CFs



Average number of paid PAs, part-time substantive LED/CF posts, by gender and region

● PAs male part-time substantive LEDs/CFs ● PAs female part-time substantive LEDs/CFs



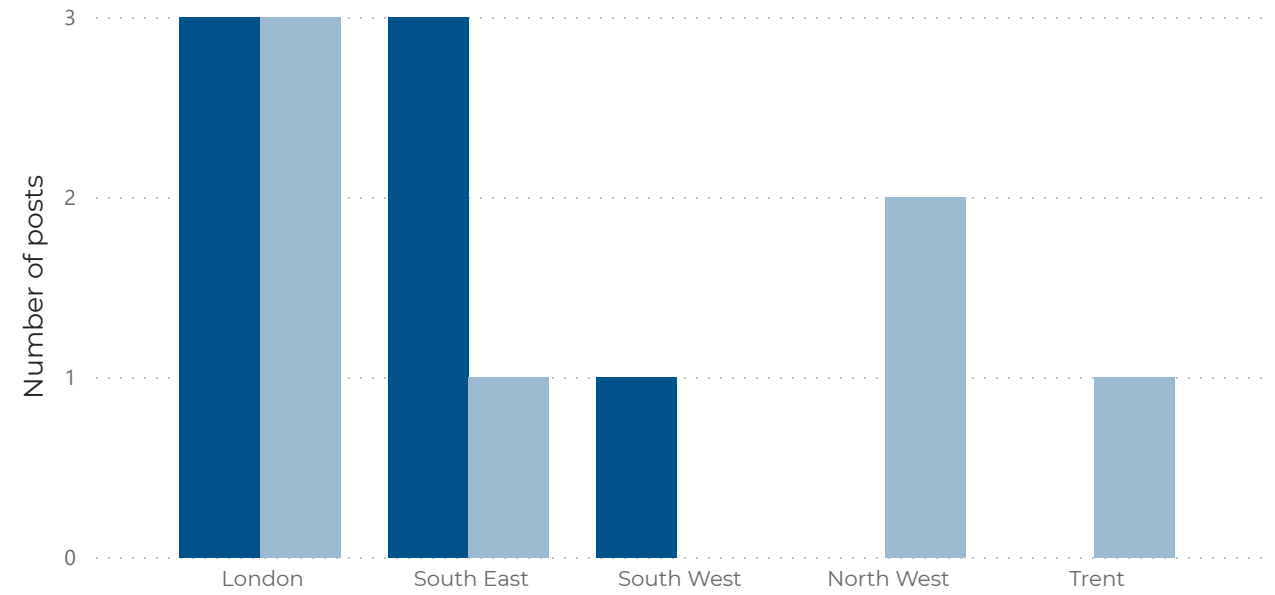
Full-time locum LED/CF posts by gender and region

● Male full-time locum LEDs/CFs ● Female full-time locum LEDs/CFs



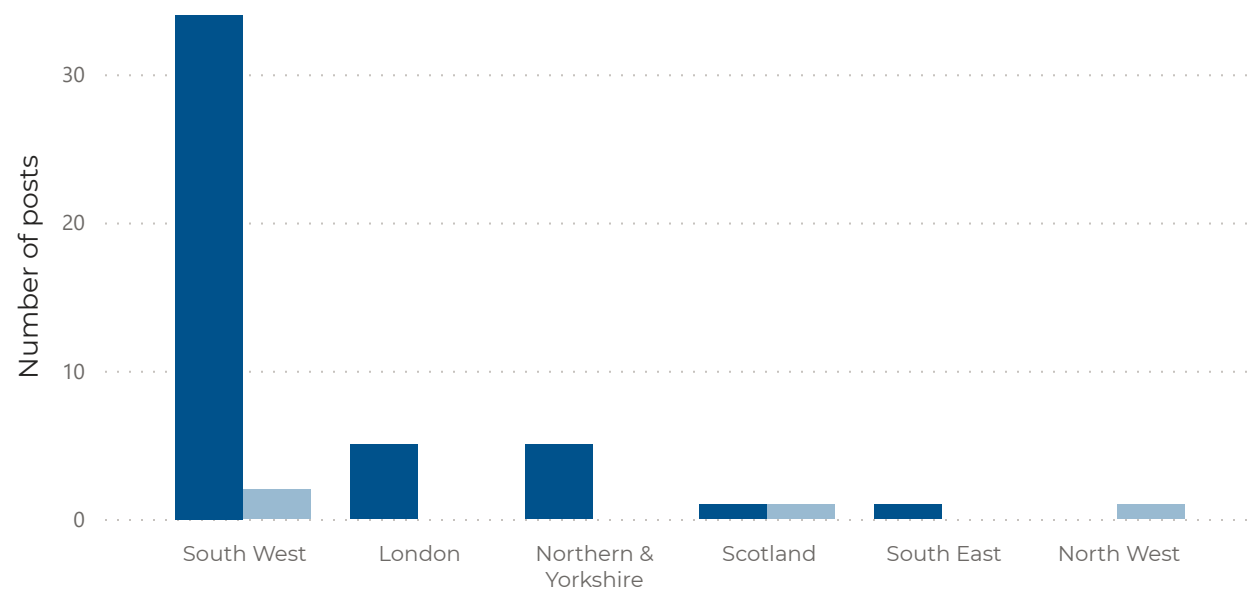
Part-time locum LED/CF posts by gender and region

● Male part-time locum LEDs/CFs ● Female part-time locum LEDs/CFs



Full-time and part-time vacant LED/CF posts by region

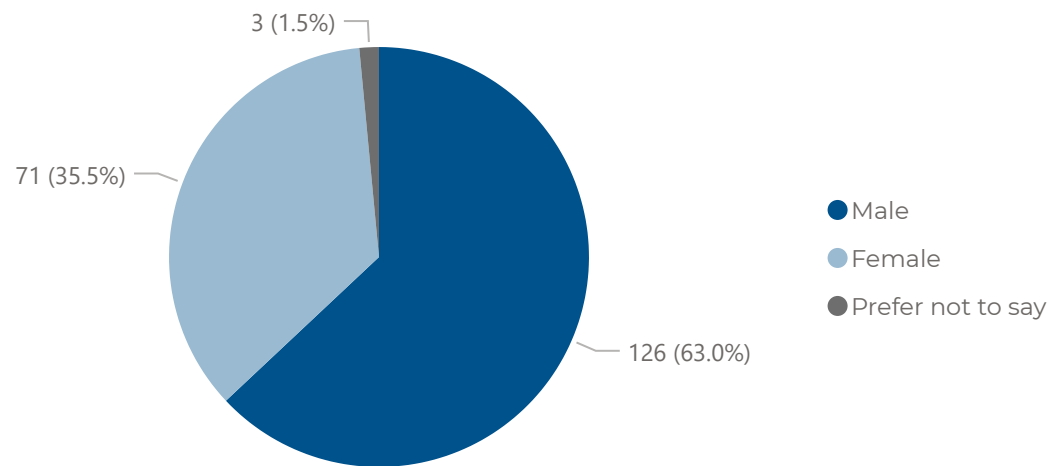
● Full-time vacant LED/CF posts ● Part-time vacant LED/CF posts



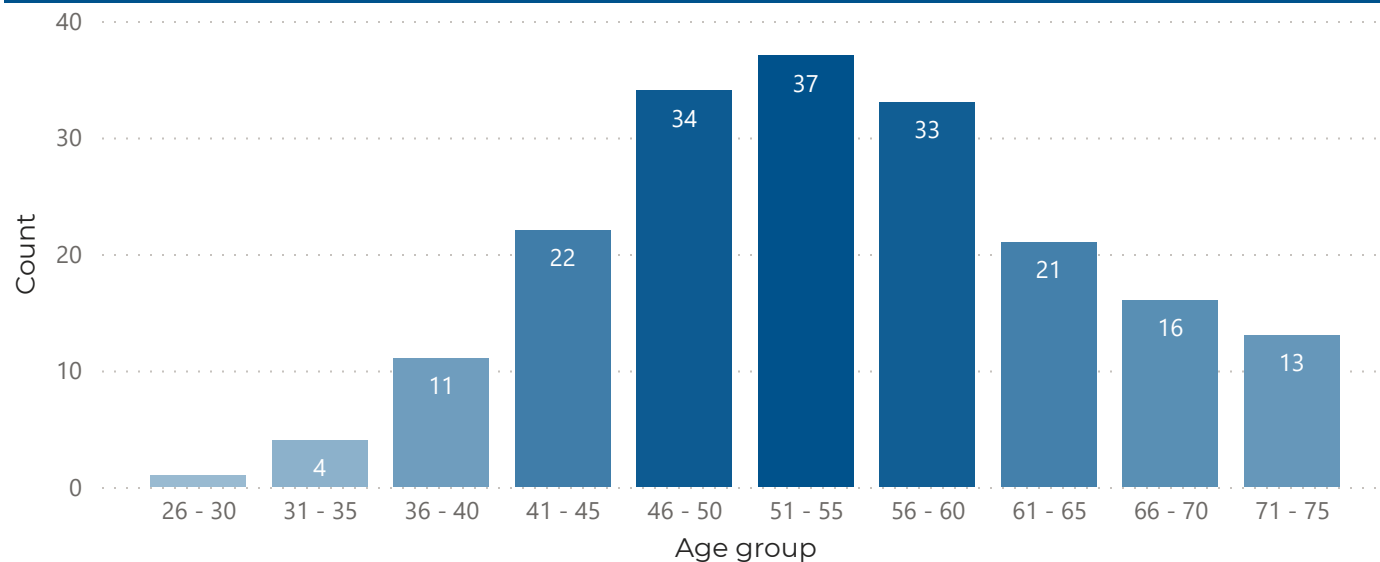
Section Four: Private and Independent Psychiatrists

Private and independent psychiatrists

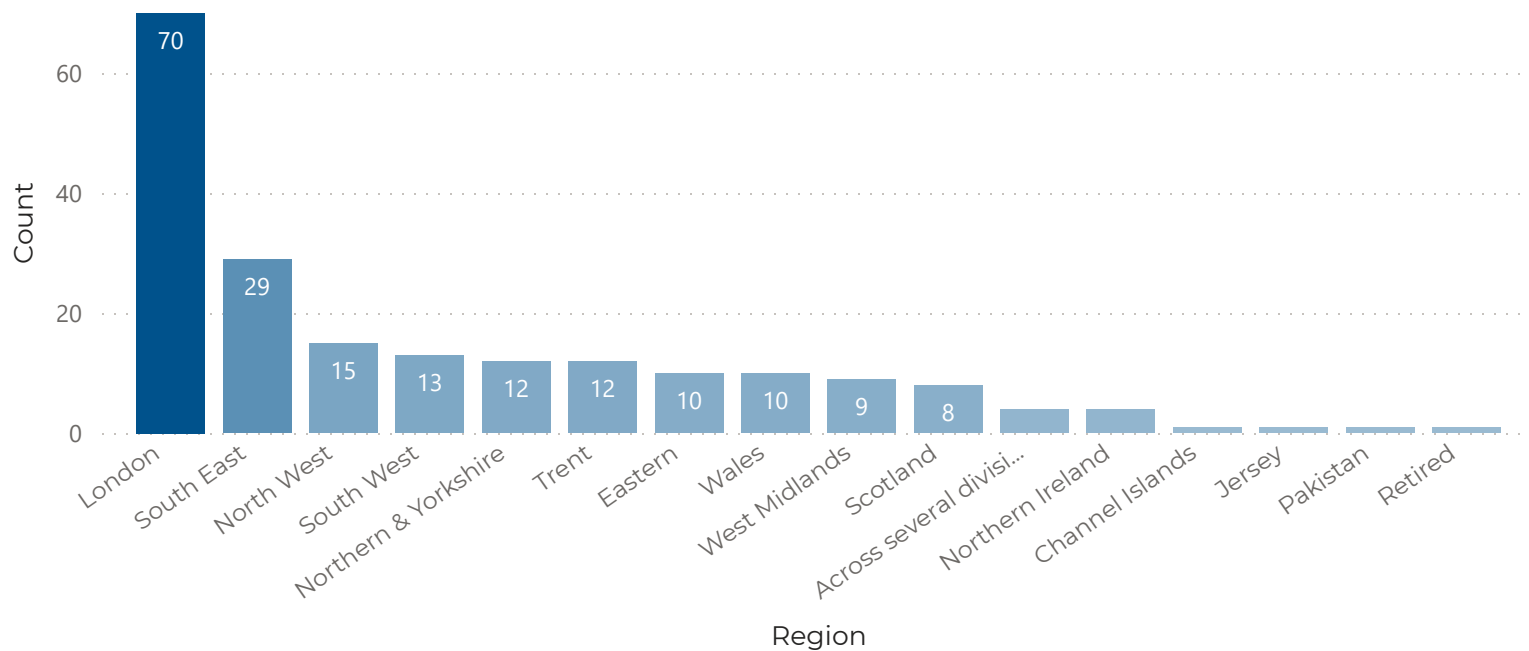
Private/independent psychiatrists by gender



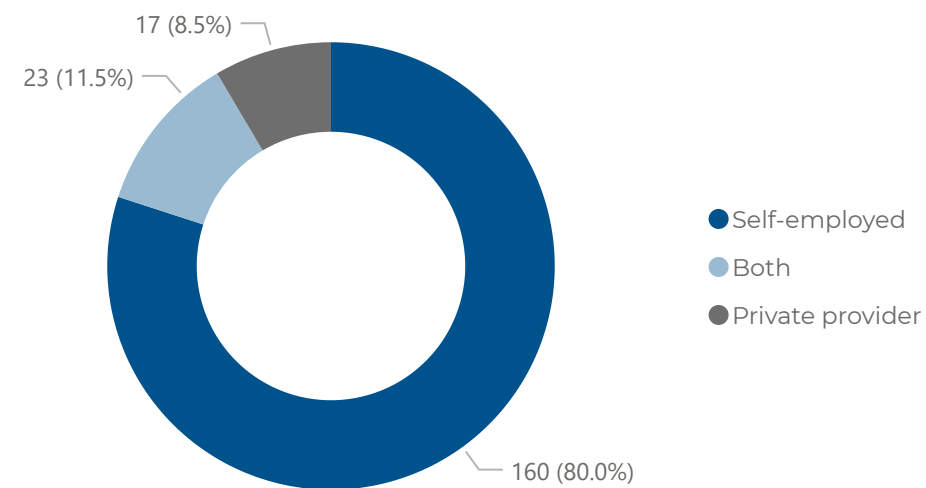
Age of private/independent psychiatrists



The number of private/independent psychiatrists by region



Employed by a private provider or self-employed?



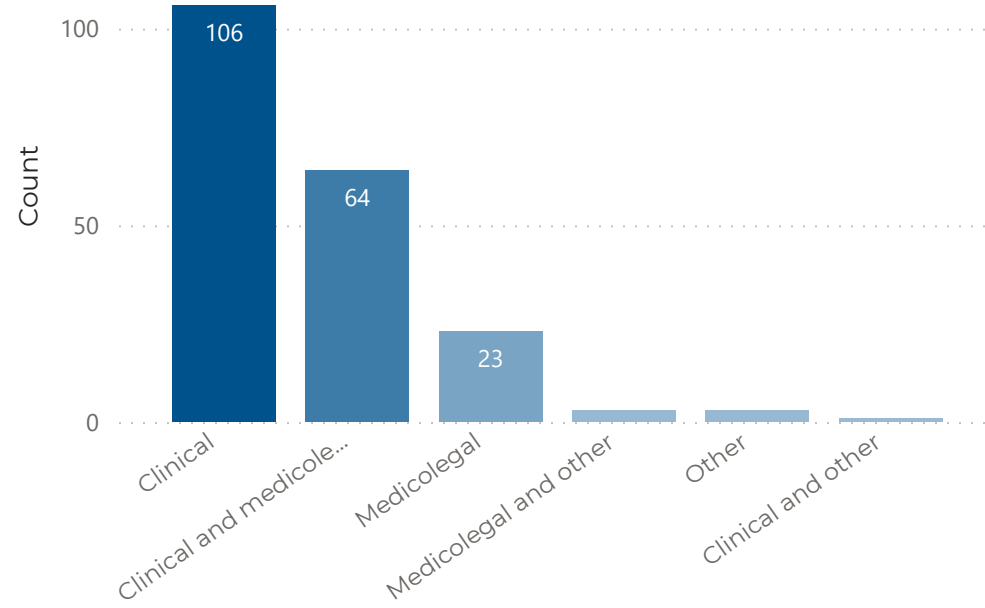
Private/independent psychiatrists by specialty

In what specialty do you work as an independent practitioner?

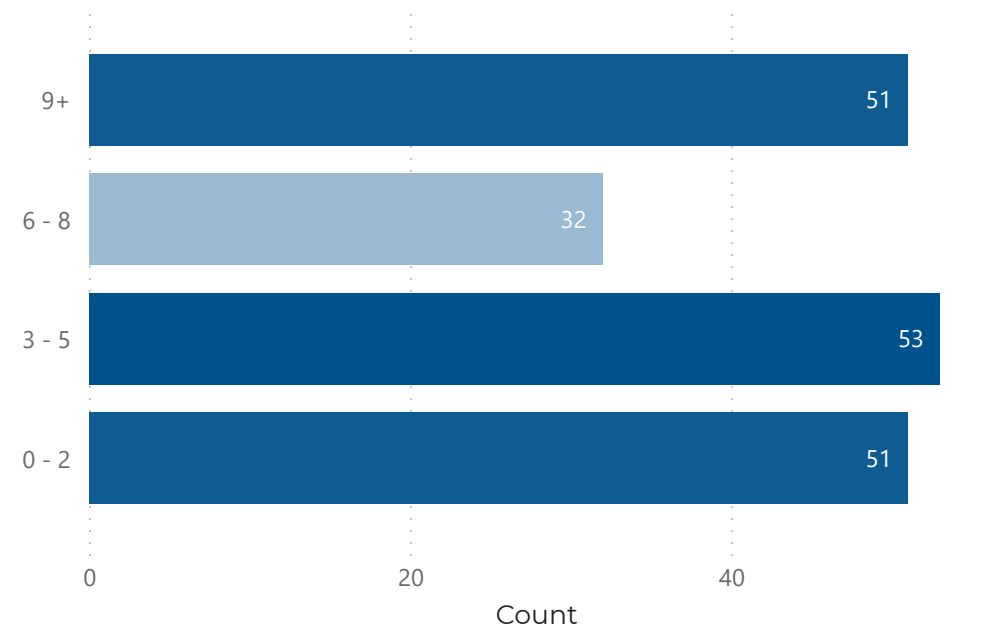
Number of psychiatrists

General	86
CAMHS/CAP	39
Forensic	11
Old age	8
Neuropsychiatry	7
Intellectual disability	4
Medical psychotherapy	4
Addictions and general	3
Forensic and general	3
General and liaison	3
Perinatal	3
Addictions	2
General and old age	2
Liaison	2
Rehabilitation	2
Academic and neuropsychiatry	1
Academic, general and medical psychotherapy	1
Addictions and neuropsychiatry	1
CAMHS/CAP and neuropsychiatry	1
CAMHS/CAP, eating disorders, intellectual disability and neuropsychiatry	1
Eating disorders	1
Forensic and intellectual disability	1
Forensic and old age	1
Forensic, general and medical psychotherapy	1
Forensic, general and neuropsychiatry	1
General and intellectual disability	1
General and rehabilitation	1
Total	191

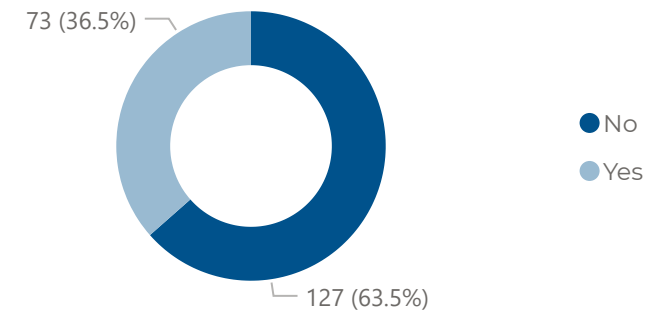
Clinical or medicolegal independent work



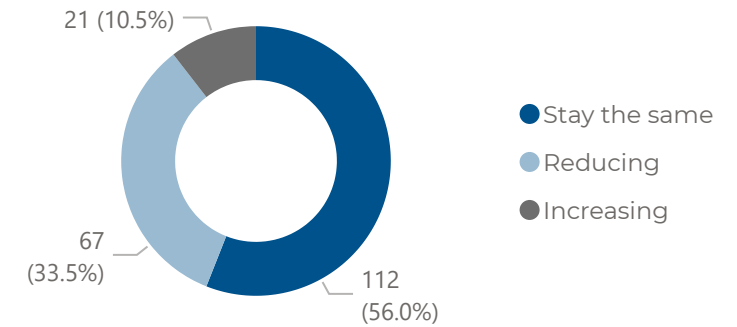
Number of sessions working as an independent psychiatrist



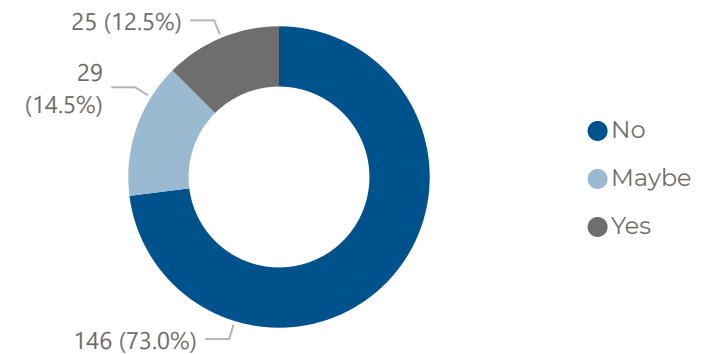
Private/independent psychiatrists working for the NHS



Private/independent psychiatrists increasing or reducing sessions within the next two years



Private/independent psychiatrists retiring within the next two years



Section Five: Appendices

APPENDIX III: Physician Associate staffing questionnaire

Physician Associate staffing as at 31st March 2021

Specialty	Full Time Posts		Less than Full Time Posts	
	Male	Female	Male	Female
Academic Psychiatry				
Addictions Psychiatry				
Child and Adolescent Psychiatry				
Eating Disorders Psychiatry				
Forensic Psychiatry				
General Psychiatry				
Intellectual Disability Psychiatry				
Liaison Psychiatry				
Medical Psychotherapy				
Neuropsychiatry				
Old Age Psychiatry				
Perinatal Psychiatry				
Rehabilitation Psychiatry				

Appendix IV: Respondents to the RCPsych Workforce Census 2023

English Divisions

Essex Partnership University NHS Foundation Trust
Alder Hey Children's NHS Foundation Trust
Avon and Wiltshire Mental Health Partnership NHS Trust
Barnet, Enfield and Haringey Mental Health NHS Trust
Berkshire Healthcare NHS Foundation Trust
Birmingham and Solihull Mental Health NHS Foundation Trust
Birmingham Community Healthcare NHS Foundation Trust
Birmingham Women's and Children's NHS Foundation Trust
Bradford District NHS Foundation Trust
Camden and Islington NHS Foundation Trust
Central and North West London NHS Foundation Trust
Chelsea and Westminster Hospital NHS Foundation Trust
Cheshire and Wirral Partnership NHS Foundation Trust
Cornwall Partnership NHS Foundation Trust
Cumbria Northumberland Tyne and Wear NHS Foundation Trust
Derbyshire Community Health Services NHS Foundation Trust
Derbyshire Healthcare NHS Foundation Trust
Devon Partnership NHS Trust
Dorset Healthcare University NHS Foundation Trust
Gloucestershire Health and Care NHS Foundation Trust
Great Ormond Street Hospital for Children NHS Foundation Trust
Greater Manchester Mental Health NHS Foundation Trust
Hertfordshire Partnership University NHS Foundation Trust
Humber Teaching NHS Foundation Trust
Isle of Man
Isle of Wight NHS Trust
King's College Hospital NHS Foundation Trust
Lancashire & South Cumbria NHS Foundation Trust
Leeds and York Partnership NHS Foundation Trust
Leeds Community Healthcare NHS Trust
Leicestershire Partnership NHS Trust
Lincolnshire Partnership NHS Foundation Trust
Manchester University NHS Foundation Trust
Mersey Care NHS Foundation Trust
Midlands Partnership NHS Foundation Trust
Navigo
Norfolk and Suffolk NHS Foundation Trust

North East London NHS Foundation Trust
North Staffordshire Combined Healthcare NHS Trust
Nottinghamshire Healthcare NHS Foundation Trust
Oxford Health NHS Foundation Trust
Oxford University Hospitals NHS Foundation Trust
Pennine Care NHS Foundation Trust
Sheffield Children's NHS Foundation Trust
Sheffield Health and Social Care NHS Foundation Trust
Solent NHS Trust
Somerset NHS Foundation Trust
South London and Maudsley NHS Foundation Trust
South West London and St George's Mental Health NHS Trust
Southern Health NHS Foundation Trust
St George's University Hospitals NHS Foundation Trust
Surrey and Borders Partnership NHS Foundation Trust
Sussex Partnership NHS Foundation Trust
Tees, Esk and Wear Valleys NHS Foundation Trust
The Walton Centre NHS Foundation Trust
West London NHS Trust

Scotland

NHS Ayrshire and Arran
NHS Borders
NHS Dumfries and Galloway
NHS Forth Valley
NHS Grampian
NHS Greater Glasgow and Clyde
NHS Highland
NHS Lanarkshire
NHS Lothian
Mental Welfare Commission for Scotland
NHS Orkney
NHS Shetland
State Hospital

Northern Ireland

Belfast Health and Social Care Trust
South Eastern Health and Social Care Trust
Southern Health and Social Care Trust
Western Health and Social Care Trust

Wales

Aneurin Bevan University Health Board

Betsi Cadwaladr University Health Board

Powys Teaching Health Board