



## **CENSUS 2019**

Workforce figures for consultant psychiatrists,  
specialty doctor psychiatrists and Physician  
Associates in Mental Health

# TABLE OF CONTENTS

<b>Executive Summary</b>	<b>3</b>
<b>Section One: Consultant Posts</b>	<b>6</b>
<b>Section Two: Specialty Doctor Posts</b>	<b>25</b>
<b>Section Three: Consultant Retirements</b>	<b>43</b>
<b>Section Four: Comparative Data</b>	<b>48</b>
<b>Section Five: Physician Associates in Mental Health</b>	<b>57</b>
<b>Section Six: Appendices</b>	<b>61</b>

# EXECUTIVE SUMMARY

## INTRODUCTION

The aim of this report is to provide information about workforce and staffing for consultant and specialty doctor psychiatrists across the UK for both NHS organisations and independent healthcare providers. It is a source of evidence for future College policy as well as a historical record of the workforce across the time period concerned. 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 delivery of services to our communities.

## METHODOLOGY

The census is conducted by the Training and Workforce Unit of the Royal College of Psychiatrists and is typically conducted biennially. For the first time, this census report includes data about Physician Associates in Mental Health; the College welcomes the addition of this information as new roles in Mental Health expand. The collection of the data took place between April and September 2019 and the College would like to thank all the NHS organisations and independent providers who provided workforce information. The questions forming the census are provided in the appendices of this report.

A total of 89 out of 100 (89%) NHS organisations and 11 independent healthcare providers returned data. A list of NHS organisations returning census data is provided in Appendix III. The data was processed by the College's Professional Standards Department.

## REPORT STRUCTURE

The census is divided into the following six sections:

### Sections 1 and 2: consultant and specialty doctor posts

- Substantive full time and part time posts by gender:
  - Number of posts
  - Average number of programmed activities (PAs)
- Locum posts:
  - Full time
  - Part time
- Vacant or unfilled:
  - Full time
  - Part time

### Section 3: consultant retirements

- Retirement figures for 2018 and 2019 by gender:
  - Number of posts
  - Average number of PAs
  - Number of these consultants re-employed part time

### Section 4: 2013-2019 census data comparison

- This section reports on trends observed between the census reports

### Section 5: Physician Associates in Mental Health

- Number of posts by RCPsych Division and Full or Part-time
- Total Workforce percentage by Division
- Total number in Division by Gender
- Total number in Division by Specialty

### Section 6: Appendices

- Census questionnaire forms and a list of NHS organisations returning data

## RESULTS OVERVIEW

- **Consultants:** the total reported number of filled consultant posts is 6890, staffed by 55.9% and 44.1% male and female psychiatrists respectively, compared to 57.2% and 42.8 (M/F) in 2017 and 57.1% and 42.9% (M/F) in 2015. Respondents reported 708 vacant or unfilled consultant posts (full time and part time posts), compared to 537 in 2017 and 349 in 2015 and 232 in 2013; the significant rise of vacancies over the course of six years is clearly a major concern for employers, along with Patients and Carers and the College.
- **Specialty doctors:** 1898 filled posts were reported overall, staffed by 48.4% male and 51.6% female psychiatrists respectively. This is similar to the 48.1% and 51.9% (M/F) reported in 2017. In addition, there were 372 vacant or unfilled posts, up from 236 reported in 2017 and 193 reported in 2015.
- **Consultant retirements:** during 2018 and 2019 there were 243 consultant retirements of which 56.3% and 43.7% were male and female respectively. This compares to 2016 and 2017 where there were 182 consultant retirements of which 61.3% and 38.7% were male and female respectively. This is very similar to the 256 consultant retirements reported for the two-year period covered by the 2015 census.

## COMMENTARY

The College is pleased to report an 89% response rate to the 2019 workforce census from NHS organisations, compared to 79% in 2017, 89% in 2015, 81% in 2013 and 79% in 2011. This figure suggests that organisations value continuing to gather robust, credible workforce data at a time when mental health is in the spotlight and the College and others are striving for increased capacity in the workforce. We will continue to work with independent sector colleagues and to improve the returns from this sector of the workforce.

Compared to the 2017 census the number of filled consultant posts reported by employers has increased by 1495, though it should be noted that the 2017 census had a lower return rate. While a reported increase is encouraging, this should be placed in the context of the demands of the NHS Long Term Plan and the NHS People Plan, which demand workforce numbers in 10 years' time that the current rate of recruitment is unlikely to be able to meet.

There was another significant increase in the reported number of vacant and unfilled consultant posts across the UK to the current level of 708. The overall reported vacancy rate at consultant level is 9.3%, up from 9% in 2017, 7% in 2015 and 5% in 2013. This picture looks significantly worse considering that 285 posts are currently filled by locum consultant psychiatrists.

The number of vacant consultant posts across England more than tripled from 220 in 2013 to 708 in 2019, which has resulted in 10% of all consultant psychiatrist roles being unfilled. There are striking levels of consultant vacancies in the rest of the UK also, ranging from 7.8% in Northern Ireland and 9.6% in Scotland and 12.7% in Wales (noting that 3 of 6 Health Boards provided information to the census). This increase in vacant consultant posts is indicative of the ongoing recruitment challenges in mental health and is likely to put a strain on staff currently in post. It is noteworthy that employers continue to report job plans of above 10PAs as very much the exception. The impact of shortages on consultant wellbeing, burn-out, as well as recruitment and retention will need to be monitored closely and addressed.

The number of reported specialty doctor vacancies has risen since 2017 (12%) to 16.3% in 2019. We have seen a small decrease in the percentage of reported locum specialty doctors in posts from 2017 (17.9%) to 16% in 2019. These changes are likely to reflect the particularly challenging recruitment difficulties within the specialty doctor workforce. NHS employers are struggling to fill the posts and it may be that funding is being used to employ non-medical staff to undertake these roles. This census cannot answer that question and we will need to continue to monitor the changes in the specialty doctor workforce closely. The mental health workforce plan for England highlights that specialty doctors are a vital and valued part of the specialist medical workforce. The College intends to work with key stakeholders to improve recruitment and retention of this group of doctors.

The majority of the vacancies occur in the three largest specialties, general adult, child and adolescent, and old age psychiatry. While the vacancy rates are not as high as the 2017 census, there has only been a minor reduction; not enough to alleviate the pressure within these specialties. For Consultant psychiatrists treating older people, the vacancy rate has reduced from 12.0% in 2017 (83 out of 693) to 10.1% in 2019 (106 of 1,046). In children and young people's psychiatry, the consultant vacancy rate has decreased from 12.0% in 2017 (86 out of 717) to 11.2% in 2019 (134 of 1193). A third of all consultant vacancies reported in the census are found within old age and child and adolescent psychiatry.

Some of the numbers in smaller specialties are suffering through their data not sufficiently highlighting their day to day plight; for example, the vacancy rate in Addiction Psychiatry is reasonably low (6.3%) but this is more to do with the continuous depletion of NHS Addiction services rather than an upturn in recruitment. In fact, specialties where numbers remain very low (e.g. there are only 163 consultant Addiction Psychiatrists reported) are in danger of not being able to train the next generation of consultants; this is especially the case when services are taken outside the NHS and training contracts do not follow.

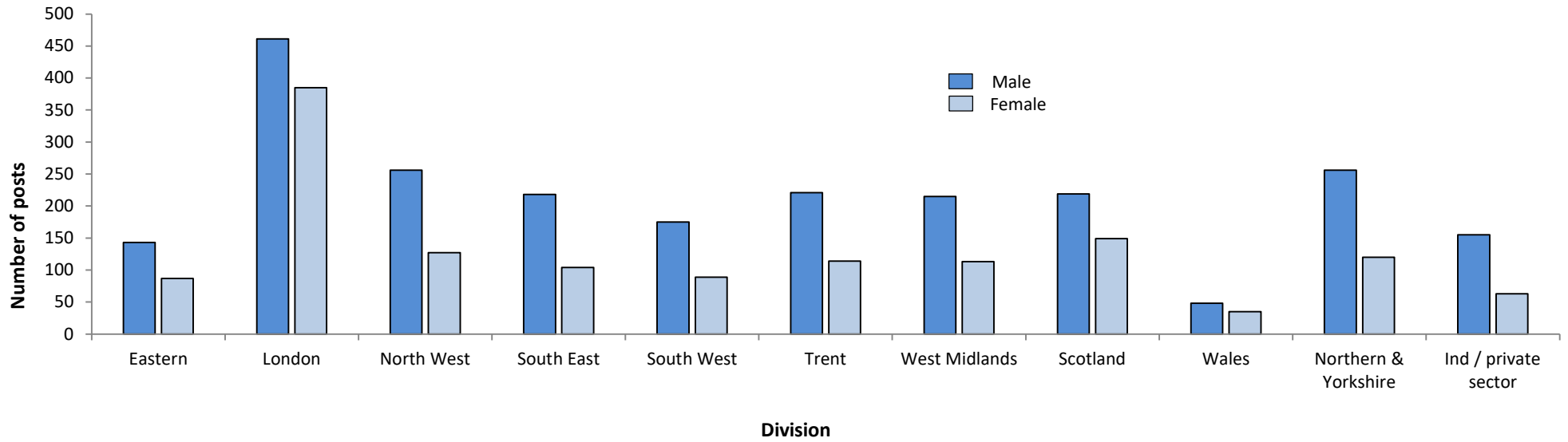
The number of consultant retirements over the two-year period covered by this census is 127, lower than the 187 reported in the last census in 2017. This does not appear to reflect any 'cliff edge' of retirements in relation to MHO status and the much anticipated increase in retirement numbers as a result of pension changes has not been evidenced thus far, though it should be noted that the census data time stamp is 31<sup>st</sup> March 2019. The percentage of retired doctors being re-employed on a part time basis is welcome and aligns with the need to retain senior doctors within the NHS. This is an area in which the College will continue to gather intelligence and we will work with Health Education England and other stakeholders to ensure that the supply of psychiatrists is sufficient to meet the demand for high quality services.

Finally, we are grateful to the staff in all the College division offices for their work in liaising with NHS organisations and to colleagues in the independent sector. Thanks are also due to medical directors and human resources teams for the time they have given to this task.

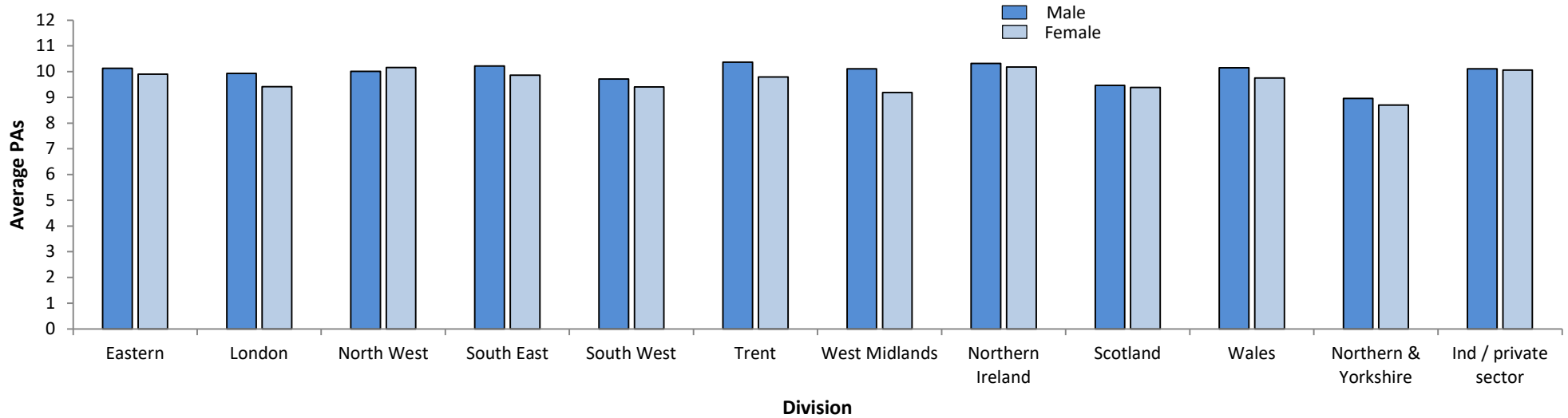
# Section One: Consultants Posts

**CONSULTANTS: Substantive full-time posts** number of posts

CONSULTANTS Overall	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	143	87	230	10.1	9.9	10.0	23	34	57	5.5	6.7	5.9	21	3	24	4	3	7	29	1	30
NHS London	461	385	846	9.9	9.4	9.7	200	288	488	5.7	6.3	6.1	47	43	90	22	31	53	87	48	135
NHS North West	256	127	383	10.0	10.2	10.1	55	102	157	6.0	6.6	6.5	62	28	90	13	4	17	65	6	71
NHS Northern & Yorkshire	256	120	376	9.0	8.7	8.9	66	140	206	5.3	5.4	5.5	50	11	61	24	9	33	79	6	85
NHS South East	255	131	386	10.0	10.0	10.0	94	177	271	5.9	6.4	6.2	54	19	73	22	26	48	50	41	91
NHS South West	175	89	264	9.7	9.4	9.6	56	84	140	4.6	6.0	5.3	25	11	36	10	16	25	30	9	39
NHS Trent	221	114	335	10.4	9.8	10.1	61	69	130	5.2	5.9	5.7	34	5	39	3	3	6	57	3	60
NHS West Midlands	215	113	328	10.1	9.2	9.6	29	69	98	5.8	6.1	6.0	48	13	61	9	14	23	45	28	73
Total (England)	1982	1166	3148	-	-	-	584	963	1547	-	-	-	341	133	474	107	106	212	442	142	584
NHS Northern Ireland	60	55	115	10.3	10.2	10.2	22	37	59	5.7	6.8	6.4	13	11	24	4	10	14	9	2	11
NHS Scotland	219	149	368	9.5	9.4	9.4	72	133	205	4.8	6.3	5.6	36	28	64	13	25	38	56	16	72
NHS Wales	48	35	83	10.2	9.8	10.0	12	21	33	4.7	5.0	4.9	9	2	11	8	2	10	13	7	20
Independent	157	64	221	10.1	9.5	9.8	170	109	279	5.8	5.7	5.8	31	17	48	9	10	19	14	7	21
<b>Total</b>	<b>2466</b>	<b>1469</b>	<b>3935</b>	<b>9.9</b>	<b>9.6</b>	<b>9.8</b>	<b>860</b>	<b>1263</b>	<b>2123</b>	<b>5.4</b>	<b>6.1</b>	<b>5.8</b>	<b>430</b>	<b>191</b>	<b>621</b>	<b>141</b>	<b>153</b>	<b>294</b>	<b>533</b>	<b>174</b>	<b>708</b>

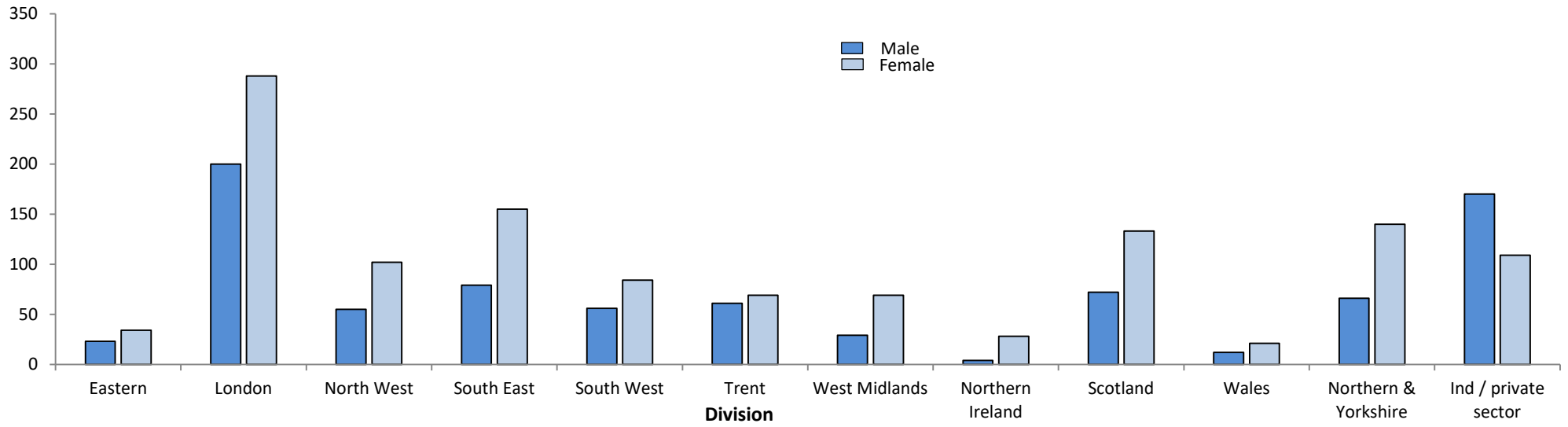


**CONSULTANTS: Substantive full-time posts average number of paid PAs**

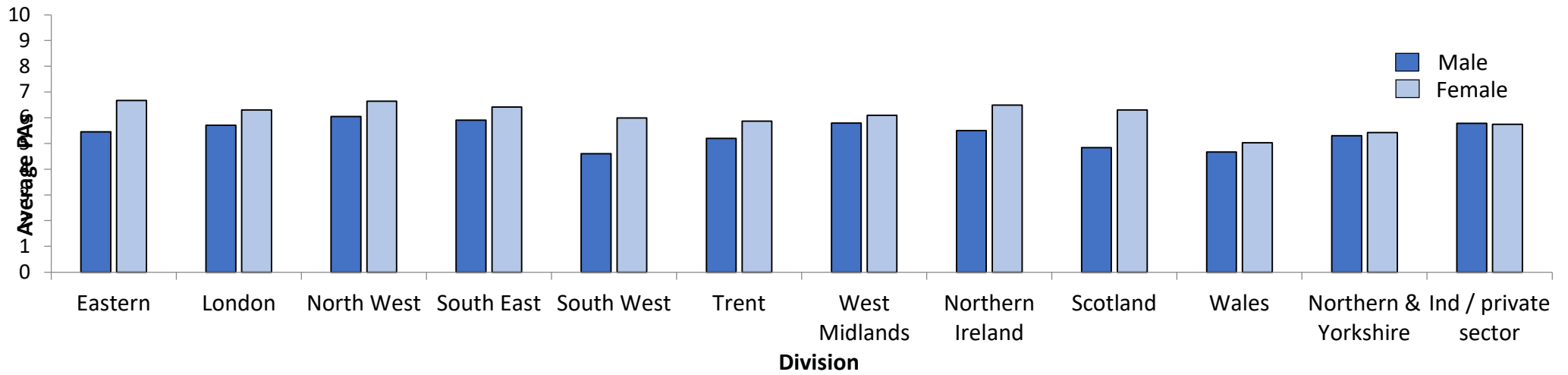




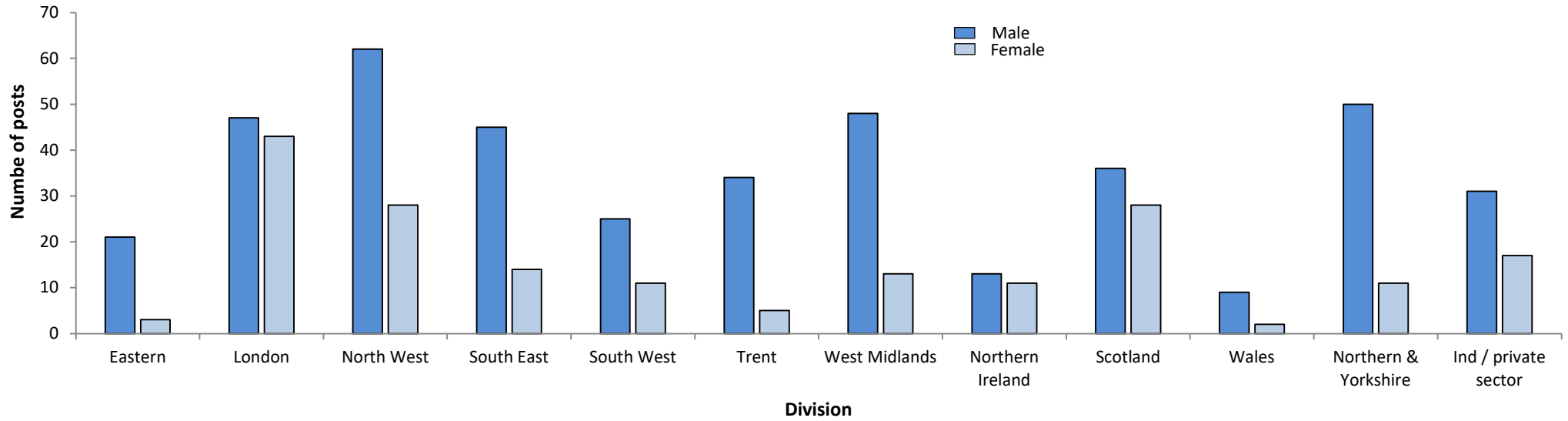
**CONSULTANTS: Substantive part-time posts number of posts**



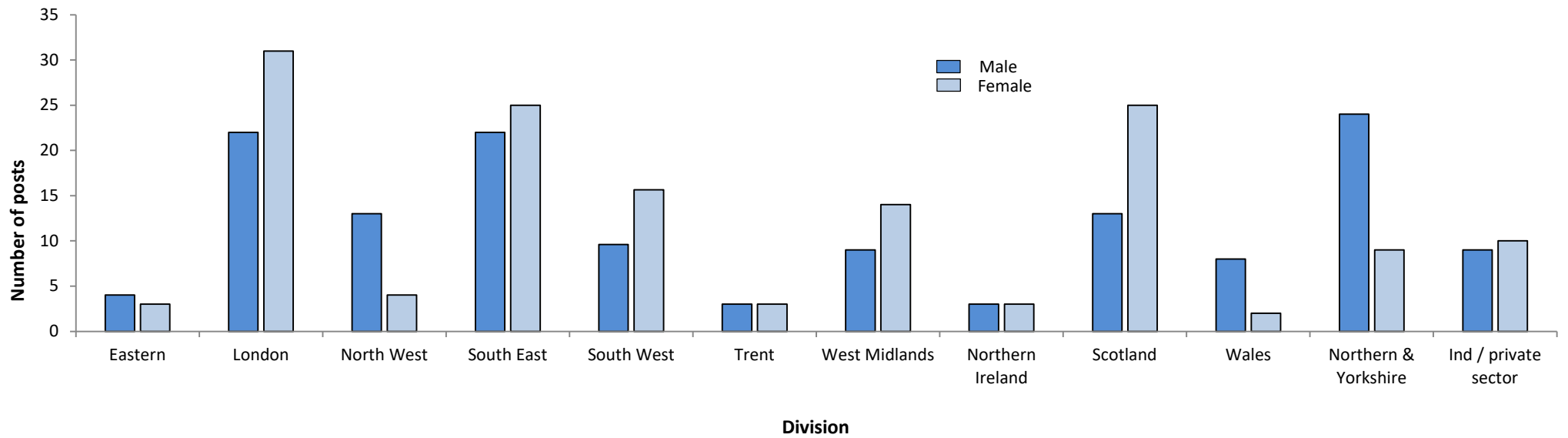
**CONSULTANTS: Substantive part-time posts average number of PAs**



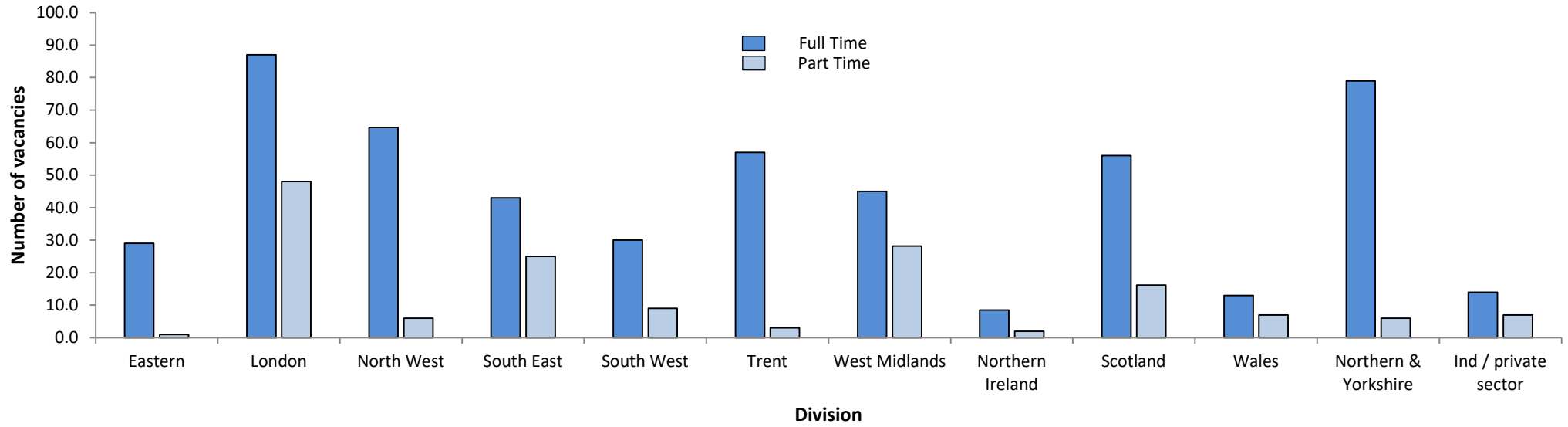
**CONSULTANTS: Locum Posts Full-time**



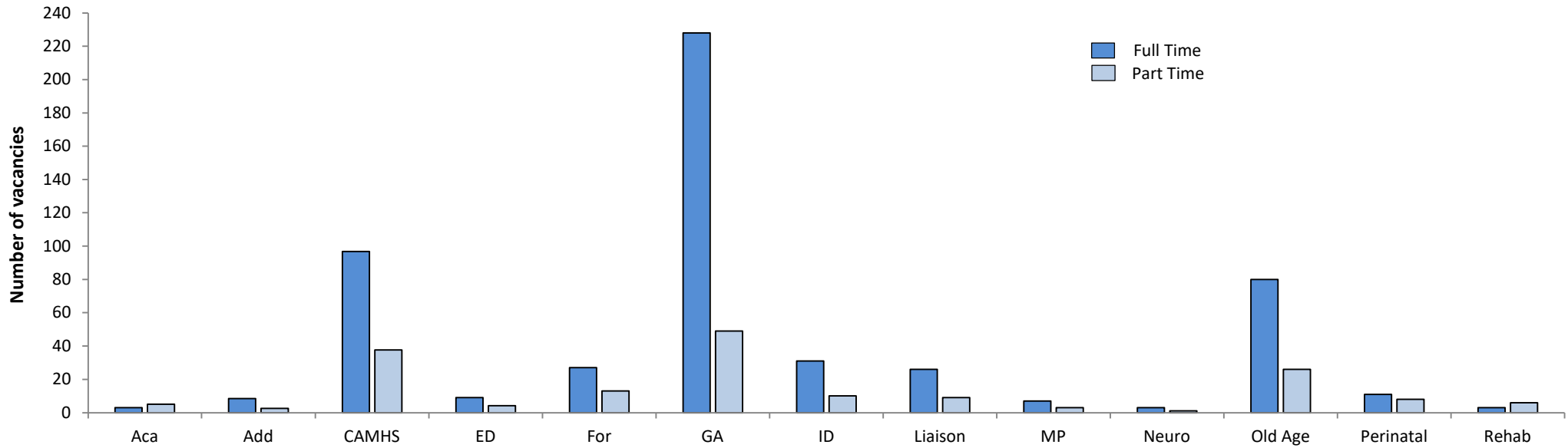
**CONSULTANTS: Locum Posts Part-time**



**CONSULTANTS: Vacant or Unfilled Posts by region**



**CONSULTANT: Vacant or Unfilled Posts by speciality**



## CONSULTANTS

### Academic

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern							5	2	7	5.0	5.0	5.0										
NHS London		3	3		5.0	5.0	47	17	64	2.3	2.2	2.2				7		7				
NHS North West	3	2	5	6.7	9.0	7.3	6	3	9	6.0	4.5	5.0				1		1				
NHS South East	4		4	7.0		7.0	1		1	5.0		5.0				1		1		1	1	
NHS South West							3	1	4	1.5	2.0	2.3				1		1			1	1
NHS Trent	2	1	3	10.0	10.0	10.0	12	5	17	4.5	2.0	4.0								2		2
NHS West Midlands	3		3	7.5		7.5	4	1	5	4.0	4.0	4.3									2	2
NHS Northern & Yorkshire							6	4	1	2.4	2.7	2.5				5	1	6	1			1
NHS South East																						
<b>Total Posts (England)</b>	<b>12</b>	<b>6</b>	<b>18</b>				<b>84</b>	<b>33</b>	<b>108</b>											<b>3</b>	<b>4</b>	<b>7</b>
NHS Northern Ireland							2		2	4.0		4.0				2	2	4				
NHS Scotland	6		6	11.0		11.0	4	3	7	3.0	4.3	3.5									1	1
NHS Wales																						
Independent							1	2	3	4.0	1.0	2.5										
<b>Total</b>	<b>18</b>	<b>6</b>	<b>24</b>	<b>7.0</b>	<b>6.0</b>	<b>7.0</b>	<b>91</b>	<b>38</b>	<b>129</b>	<b>3.4</b>	<b>3.1</b>	<b>3.4</b>				<b>17</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>8</b>	

## CONSULTANTS

### Addiction

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	2		2	10.0		10.0															
NHS London	8	7	15	10.0	10.0	10.0	4	7	11	7.3	4.8	5.7					2	2	2	1	3
NHS North West	4	1	5	10.0	10.0	10.0		1	1		8.0	8.0	1		1	1		1			
NHS South East	2	2	4	10.0	10.0	10.0	1	1	2	5.0	6.0	5.5									
NHS South West	2		2	5.0	0.0	5.0	4		4	3.3	0.0	3.3									
NHS Trent	4	2	6	10.3	10.0	10.2	2		2	4.0		4.0									
NHS West Midlands	2	3	5	10.0	10.0	10.0		2	2		6.5	6.5	3		3					1	1
NHS Northern & Yorkshire	3	3	6	5.5	5.5	7.0		3	3		4.7	4.7							1		1
NHS South East																					
<b>Total (England)</b>	27	18	45				11	14	25				4		4	1	2	3	3	2	5
NHS Wales	3	2	5	7.5	11.0	8.7		1	1		4.0	4.0									
NHS Scotland	22	7	29	9.4	10.8	9.7	2	3	5	5.5	7.0	6.3				1	1	2	3	1	4
NHS Northern Ireland	2	3	5	10.0	10.0	10.0		1	1		9.0	9.0		1	1	1		1	2		2
NHS Independent	17	5	22	10.0	10.0	10.0	9	4	13	5.0	5.5	5.3	1		1				1		1
<b>Total</b>	71	35	106	9.1	9.3	9.4	22	23	45	4.9	5.5	5.3	5	1	6	3	3	6	9	3	11

# CONSULTANTS

## CAMHS

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	14	19	33	10.0	10.0	10.0	5	6	11	6.0	7.0	6.5	2		2				2		2
NHS London	41	77	118	10.3	10.3	10.3	14	74	88	5.5	6.6	6.0	9	16	25	3	12	15	15	13	28
NHS North West	25	27	52	10.6	10.3	10.4	4	35	39	4.0	5.6	5.7	5	4	9		1	1	12	2	14
NHS South East	19	14	33	10.0	10.0	10.0	15	53	68	6.8	6.5	6.6	7	7	14	3	8	11	16	5	21
NHS South West	9	16	25	10.4	10.3	10.3	6	24	30	7.0	7.2	7.1	5	1	6		4	4	4		4
NHS Trent	11	23	34	10.4	10.0	10.2	5	17	22	5.0	6.8	6.2	6	2	8				13		13
NHS West Midlands	14	20	34	10.1	10.0	10.1	2	12	14	7.5	6.8	7.1	13	4	17	2	1	3	7	7	14
NHS Northern & Yorkshire	25	21	46	9.0	8.4	8.9	7	42	49	5.5	5.6	5.4	5	2	7	7	5	12	12	4	16
NHS South East	1	1	2	10.0	10.0	10.0		2	2		9.0	9.0								1	1
Total (England)	159	218	377				58	265	323				52	36	88	15	31	46	81	32	112
NHS Northern Ireland	5	6	11	10.0	10.5	10.5	12	2	14	7.0	5.0	6.0							1		1
NHS Scotland	15	27	42	10.3	9.0	9.2	2	26	28	6.5	7.2	6.9	2	10	12	1	8	9	9	1	10
NHS Wales	8	11	19	10.7	10.3	10.5	6	8	14	6.0	5.3	5.6				5		5	2	2	4
Independent	15	10	25	9.6	10.5	10.3	19	22	41	5.3	5.0	5.3	5		5	1		1	4	3	7
<b>Total</b>	<b>202</b>	<b>272</b>	<b>474</b>	<b>10.1</b>	<b>9.9</b>	<b>10.0</b>	<b>97</b>	<b>323</b>	<b>420</b>	<b>5.9</b>	<b>6.4</b>	<b>6.3</b>	<b>59</b>	<b>46</b>	<b>105</b>	<b>22</b>	<b>39</b>	<b>61</b>	<b>97</b>	<b>38</b>	<b>134</b>

## CONSULTANTS

### Eating Disorders

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	1	2	3	10.0	7.5	8.8		1	1		10.0	10.0							2		2
NHS London	2	5	7	10.0	10.0	10.0		7	7		6.9	6.9	1		1		1	1	2	1	3
NHS North West	2	1	3	12.0	10.0	11.3	0	4	4		5.0	5.0									
NHS South East	3	2	5	10.0	10.0	10.0	1	4	5	5.0	7.0	6.3							1	1	2
NHS South West		2	2	0.0	6.7	6.7		2	2		4.3	4.3	1		1				1		1
NHS Trent	2	2	4	10.0	10.0	10.0		4	4		6.5	6.5	1		1				1		1
NHS West Midlands	3	2	5	9.3	10.0	9.8		7	7		6.0	6.0							1	1	2
NHS Northern & Yorkshire	2	1	3	10.0	10.0	10.0	1	1	2	6.0	0.8	3.4		1	1				1		1
Total (England)	15	17	32				2	30	32				3	1	4		1	1	9	3	12
NHS Wales		1	1	0.0	1.0	1.0					0.0	0.0	0.0								
NHS Scotland	2	3	5	6.0	7.3	6.8	2	2	4	5.5	4.0	4.8									
NHS Northern Ireland	1		1	10.0		10.0		1	1		6.0	6.0									
Independent	2	2	4	10.0	10.0	10.0	7	6	13	4.0	6.0	5.0	1		1					1	1
<b>Total</b>	<b>20</b>	<b>23</b>	<b>43</b>	<b>9.2</b>	<b>8.5</b>	<b>9.0</b>	<b>11</b>	<b>39</b>	<b>50</b>	<b>4.3</b>	<b>5.8</b>	<b>5.7</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>4</b>	<b>13</b>

# CONSULTANTS

## Forensic Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	11		11	10.0		10.0							3		3				2		2
NHS London	58	36	94	10.3	10.0	10.3	15	24	39	6.0	5.6	5.6	3	2	5		1	1	4	3	7
NHS North West	25	13	38	10.4	10.3	10.4	9	8	17	8.0	8.0	7.8	1		1	2		2			
NHS South East	18	4	22	9.8	10.0	9.8	7	8	15	5.8	7.3	6.3					2	2	2	3	5
NHS South West	11	9	20	8.6	10.0	9.5	3	7	10	2.0	4.7	3.8								1	1
NHS Trent	35	10	45	10.8	10.0	10.7	6	4	10	3.5	5.0	4.2	5		5				6	2	8
NHS West Midlands	18	9	27	10.0	10.0	10.0	1	1	2	5.0	4.0	4.5	1		1	1		1	4	1	5
NHS Northern & Yorkshire	27	10	37	8.8	8.3	8.9	5	6	11	3.8	6.4	6.3	2		2	1		1	5		5
NHS South East	5	4	9	10.0	10.0	10.0		1	1		6.0	6.0								1	1
Total (England)	208	95	303				46	59	105				15	2	17	4	3	7	23	11	34
NHS Wales	1		1	12.0		12.0	1		1	4.0		4.0									
NHS Scotland	19	16	35	10.7	10.4	10.5	7	4	11	5.8	7.3	5.9				3	1	4	1	1	2
NHS Northern Ireland	4	1	5	11.0	11.0	11.0	1	3	4	5.0	5.0	5.0									
Independent	44	8	52	9.4	9.0	9.4	11	8	19	5.0	6.0	5.5	8	1	9				3	1	4
<b>Total</b>	<b>276</b>	<b>120</b>	<b>396</b>	<b>10.0</b>	<b>9.9</b>	<b>10.1</b>	<b>66</b>	<b>74</b>	<b>140</b>	<b>5.4</b>	<b>6.1</b>	<b>5.6</b>	<b>23</b>	<b>3</b>	<b>26</b>	<b>7</b>	<b>4</b>	<b>11</b>	<b>27</b>	<b>13</b>	<b>40</b>



## CONSULTANTS

### General Adult Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled			
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern	70	37	107	10.3	10.0	10.1	6	4	10	6.3	7.0	6.5	10	1	11	3	2	5	11			11
NHS London	250	160	410	10.1	9.9	10.0	96	81	177	6.6	6.8	6.7	27	13	40	11	8	19	47	18	65	
NHS North West	111	42	153	10.5	10.3	10.4	12	23	35	6.8	6.5	6.5	39	8	47	7	2	9	31	1	32	
NHS South East	88	50	138	10.3	10.2	10.2	29	30	59	6.2	6.8	6.5	27	4	31	10	7	17	12	8	20	
NHS South West	76	28	104	10.5	10.1	10.4	13	22	35	4.8	5.6	5.2	16	8	24	3	2	5	14	2	16	
NHS Trent	104	40	144	10.6	10.1	10.4	20	12	32	6.0	7.0	6.5	10	2	12	3	1	4	20		20	
NHS West Midlands	98	31	129	10.2	10.0	10.2	12	22	34	6.4	6.6	6.6	20	3	23		3	3	21	9	30	
NHS Northern & Yorkshire	109	43	152	8.8	8.7	8.8	25	37	62	5.6	5.6	5.9	28	4	32	4	1	5	33	1	34	
Total (England)	906	431	1337	81	79	81	213	231	444	49	52	50	177	43	220	41	26	67	189	39	228	
NHS Wales	17	13	30	10.5	10.3	10.4	0	4	4		6.0	6.0	4		4	3	1	4	5		5	
NHS Scotland	77	50	127	9.3	9.5	9.5	24	38	62	4.8	6.7	5.8	23	15	38	2	4	6	25	4	29	
NHS Northern Ireland	28	26	54	10.0	10.0	10.0	2	18	20	5.0	7.2	6.9	7	10	17		1	1	3	1	4	
Independent	34	9	43	10.1	10.0	10.0	94	47	141	5.7	5.5	5.8	11	4	15	1	1	2	5	1	6	
<b>Total</b>	<b>1062</b>	<b>529</b>	<b>1591</b>	<b>10.1</b>	<b>9.9</b>	<b>10.0</b>	<b>333</b>	<b>338</b>	<b>671</b>	<b>5.8</b>	<b>6.5</b>	<b>6.3</b>	<b>222</b>	<b>72</b>	<b>294</b>	<b>47</b>	<b>33</b>	<b>80</b>	<b>227</b>	<b>45</b>	<b>272</b>	

## CONSULTANTS

### Liaison Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled					
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	11	5	16	10.3	10.0	10.3	2	9	11	5.0	5.5	5.3	2		2				4		4
NHS London	20	8	28	10.1	8.3	9.4	5	11	16	6.5	7.2	6.8	1	1	2		1	1	9	2	11
NHS North West	9	8	17	10.6	9.7	10.5	5	6	11	4.3	8.0	5.9	2	2	4				6	2	8
NHS South East	13	8	21	10.0	9.7	9.9	3	12	15	6.5	5.5	6.2	2		2		2	2		2	2
NHS South West	7	8	15	10.2	10.0	10.1	5	3	8	3.8	5.0	4.6					1	1	2	2	4
NHS Trent	10	2	12	10.8	10.0	10.6	2	2	4	5.0	7.5	6.8	3		3		1	1	2		2
NHS West Midlands	6	3	9	10.0	10.0	10.0	3	5	8	5.3	5.5	5.5					1	1	1		1
NHS Northern & Yorkshire	15	9	24	8.8	8.4	8.6	4	9	13	4.4	4.9	5.0							2		2
NHS South East																					
Total (England)	91	51	142				29	57	86				10	3	13		6	6	26	8	34
NHS Wales	3		3	10.0		10.0							1		1						
NHS Scotland	8	3	11	10.3	10.0	10.3	6	5	11	3.2	5.0	3.8								1	1
NHS Northern Ireland	1	3	4	10.0	10.7	10.7	1	1	2	5.0	8.0	6.5	1		1						
Independent	1	0	1	10.0		10.0							1		1						
<b>Total</b>	<b>104</b>	<b>57</b>	<b>161</b>	<b>10.1</b>	<b>9.5</b>	<b>10.0</b>	<b>36</b>	<b>63</b>	<b>99</b>	<b>4.7</b>	<b>6.0</b>	<b>5.5</b>	<b>13</b>	<b>3</b>	<b>16</b>		<b>6</b>	<b>6</b>	<b>26</b>	<b>9</b>	<b>35</b>

## CONSULTANTS

### Medical Psychotherapy

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern	3	1	4	10.0	10.0	10.0	1	1	2	2.0	5.0	3.5										
NHS London	6	2	8	10.2	10.0	10.2	6	13	19	5.3	6.4	5.8									1	1
NHS North West	2	3	5	10.0	9.3	9.5	2	2	4	10.0	6.0	7.5	1		1						1	1
NHS South East	3		3	10.0	0.0	10.0	2	2	4	7.0	7.0	7.0				1		1			1	1
NHS South West		1	1		5.0	5.0	3	1	4	4.3	3.5	4.3									2	2
NHS Trent	3	3	6	8.0	10.0	8.5	2	3	5	6.0	5.0	5.3									1	1
NHS West Midlands	2		2	10.0	0.0	10.0		1	1	0.0	2.0	2.0	1		1						2	2
NHS Northern & Yorkshire	5		5	7.8	0.0	7.8	1	5	6	5.0	4.5	4.7									2	2
Total (England)	24	10	34				17	28	45				2		2	1		1	7	3	10	
NHS Wales								2	2		4.5	4.5										
NHS Scotland	6	1	7	10.0	8.0	10.0	5	13	18	4.2	5.0	3.9						1	1			
NHS Northern Ireland	2	1	3	11.0	10.0	10.5	1	1	2	9.0	4.0	6.5										
Independent																						
<b>Total</b>	<b>32</b>	<b>12</b>	<b>44</b>	<b>9.1</b>	<b>8.9</b>	<b>9.2</b>	<b>23</b>	<b>44</b>	<b>67</b>	<b>5.2</b>	<b>5.2</b>	<b>4.9</b>	<b>2</b>		<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>10</b>	

## CONSULTANTS

### Neuropsychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	5	1	6	10.0	2.0	8.7	1		1	7.0		7.0	1		1				2		2	
NHS North West	2		2	10.5		10.5	1	1	2	4.0	1.0	2.5										
NHS South East	2		2	10.0		10.0							1		1							
NHS South West		1	1		5.0	5.0																
NHS Trent							1	1	2	5.0	3.0	4.0										
NHS West Midlands	4	1	5	10.0	10.0	10.0	2		2	8.0		8.0	1		1	1	1	2	1	1	2	
NHS Northern & Yorkshire	4	1	5	10.0	10.0	10.0		1	1		0.1	0.1										
Total (England)	17	4	21				5	3	8				3		3	1	1	2	3	1	4	
NHS Wales								1	1		2.0	2.0										
NHS Scotland	3		3	11.0		11.0	1		1	1.0		1.0										
NHS Northern Ireland	1		1	10.0		10.0																
Independent	3	2	5	10.0	10.0	10.0	6	4	10	4.3	5.3	4.8		1	1	1		1				
<b>Total</b>	<b>24</b>	<b>6</b>	<b>30</b>	<b>8.9</b>	<b>5.5</b>	<b>8.8</b>	<b>12</b>	<b>8</b>	<b>20</b>	<b>4.2</b>	<b>2.4</b>	<b>3.6</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	

## CONSULTANTS

### Old Age Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	23	15	38	10.0	10.0	10.0	2	6	8	8.0	7.0	7.3	2	2	4	1	1	2	5	1	6
NHS London	39	40	79	10.2	10.1	10.2	7	31	38	5.2	5.5	5.6	3		3		1	1	3	4	7
NHS North West	49	17	66	10.5	10.7	10.6	12	10	22	5.3	7.8	6.4	8	14	22	2		2	11		11
NHS South East	55	21	76	20	20	20	15	32	47	10	13	11	13	6	19	3	4	7	12	8	20
NHS South West	40	15	55	10.6	10.1	10.3	12	11	23	4.0	6.7	5.1	2	1	3	1	9	10	1	1	2
NHS Trent	31	21	52	10.7	10.2	10.5	4	8	12	7.0	6.0	6.5	7	1	8				10		10
NHS West Midlands	34	22	56	10.3	10.0	10.2	1	5	6	8.0	6.0	6.3	3	1	4	2		2	3	3	6
NHS Northern & Yorkshire	43	21	64	8.5	9.0	8.8	11	19	30	5.9	4.5	5.6	9	3	12	3		3	13	1	14
Total (England)	314	172	486				64	122	186				47	28	75	12	15	27	58	18	76
NHS Wales	10	6	16	10.5	10.0	10.3	1	3	4	6.0	6.0	6.0	4	2	6		1	1	5	2	7
NHS Scotland	38	23	61	10.8	10.5	10.7	6	17	23	6.5	8.2	7.7	11	1	12	1	4	5	14	6	20
NHS Northern Ireland	8	7	15	10.4	10.0	10.4		6	6		8.3	8.3	5		5				3		3
Independent	4		4	10.5		10.5	2	5	7	2.0	3.4	3.6		1	1						
<b>Total</b>	<b>374</b>	<b>208</b>	<b>582</b>	<b>10.3</b>	<b>10.1</b>	<b>10.2</b>	<b>73</b>	<b>153</b>	<b>226</b>	<b>5.5</b>	<b>6.4</b>	<b>6.2</b>	<b>67</b>	<b>32</b>	<b>99</b>	<b>13</b>	<b>20</b>	<b>33</b>	<b>80</b>	<b>26</b>	<b>106</b>

## CONSULTANTS

### Perinatal Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	1	5	6	11.0	10.3	10.3		2	2		6.5	6.5							1		1
NHS London	3	15	18	6.7	10.0	9.4	1	10	11	1.5	7.0	6.0		1	1				2	2	4
NHS North West	2	5	7	10.0	11.0	10.8		2	2		7.0	7.0	1		1				2		2
NHS South East		2	2		10.0	10.0	3	10	13	5.5	5.0	5.1				2	1	3	1	1	2
NHS South West	3		3	10.3	0.0	8.7	1	6	7	3.0	7.2	7.0				1		1	2	1	3
NHS Trent	2	1	3	12.5	10.0	11.7		3	3		5.0	5.0	1		1		1	1	1		1
NHS West Midlands	1		1	10.0		10.0	1	5	6	6.0	7.3	7.0		1	1		1	1	2	1	3
NHS Northern & Yorkshire	6	3	9	8.6	7.0	8.4	1	4	5	0.1	6.0	4.5									
Total (England)	18	31	49				7	42	49				2	2	4	3	3	6	11	5	16
NHS Wales							1		1	3.0		3.0								2	2
NHS Scotland	3		3	10.0		10.0	2	3	5	4.0	4.0	4.2				1	4	5			
NHS Northern Ireland							1		1	8.0		8.0									
Independent																					
<b>Total</b>	<b>21</b>	<b>31</b>	<b>52</b>	<b>9.5</b>	<b>9.3</b>	<b>9.7</b>	<b>11</b>	<b>45</b>	<b>56</b>	<b>3.7</b>	<b>6.2</b>	<b>5.8</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>11</b>	<b>11</b>	<b>7</b>	<b>18</b>

## CONSULTANTS

### Intellectual Disability Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	7	3	10	10.0	10.5	10.3	1	3	4	5.0	8.5	7.8	2		2				2		2
NHS London	18	22	40	8.8	8.9	8.4	3	8	11	4.8	5.7	5.8				1	1	2		1	1
NHS North West	13	5	18	10.8	10.3	10.4	1	6	7	6.0	7.3	7.3	4		4				3		3
NHS South East	16	6	22	20	20	20	4	7	11	9	8	12	2	1	3	2	2	4	5	4	9
NHS South West	14	7	21	10.7	8.2	9.6	1	5	6	3.5	5.0	5.3	1		1	2		2	4		4
NHS Trent	15	8	23	10.0	9.5	9.6	5	6	11	4.5	6.5	5.5	1		1				1		1
NHS West Midlands	20	11	31	10.1	7.8	9.1	3	5	8	6.3	6.0	6.1	4	2	6	1		1	3	1	4
NHS Northern & Yorkshire	14	3	17	8.8	5.5	8.8	4	4	8	4.4	3.7	5.2	5	1	6	3		3	8		8
Total (England)	117	65	182				22	44	66				19	4	23	9	3	12	26	6	32
NHS Wales	5	2	7	10.0	10.5	10.2	2		2	2.0		2.0							1	1	2
NHS Scotland	16	12	28	10.5	10.6	10.6	5	12	17	6.8	7.6	7.1		2	2	1	2	3	3	1	4
NHS Northern Ireland	6	8	14	10.3	10.0	10.1	0	3	3		7.0	7.0								1	1
Independent	7	3	10	10.2	9.3	9.9	1	1	2	6.0	5.0	5.5	3	10	13	1	1	2	1	1	2
<b>Total</b>	<b>151</b>	<b>90</b>	<b>241</b>	<b>10.0</b>	<b>9.2</b>	<b>9.7</b>	<b>30</b>	<b>60</b>	<b>90</b>	<b>5.1</b>	<b>6.5</b>	<b>6.3</b>	<b>22</b>	<b>16</b>	<b>38</b>	<b>11</b>	<b>6</b>	<b>17</b>	<b>31</b>	<b>10</b>	<b>41</b>

## CONSULTANTS

### Rehabilitation Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled			
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern							1		1	4.0		4.0										
NHS London	11	9	20	10.4	7.5	9.2	1	5	6	7.0	3.0	4.8	2	10	12		4	4	1	2	3	
NHS North West	9	3	12	10.3	10.0	10.3	3	1	4	6.0	8.0	6.8					1	1				
NHS South East	3	1	4	10.0	10.0	10.0	1	1	2	8.0	8.0	8.0										
NHS South West	13	2	15	10.5	11.5	11.0	5	2	7	5.2	3.0	5.3		1	1	2		2		1	1	
NHS Trent	2	1	3	10.0	10.0	10.0	2	4	6	4.5	6.0	5.3								1	1	
NHS West Midlands	10	11	21	11.0	10.5	10.8		3	3		6.5	6.5	2	2	4	2	7	9		2	2	
NHS Northern & Yorkshire	3	5	8	1.0	7.8	7.8	1	5	6	0.2	0.5	0.3	1		1	1	2	3	1		1	
Total (England)	51	32	83	63	67	69	1 4	21	35	35	35	41	5	13	18	5	14	19	2	6	8	
NHS Wales	2	0	2	10.0		10.0	2	1	3	8.0	6.0	7.0					1	7	8			
NHS Scotland	3	7	10	10.0	10.0	10.0	3	6	9	7.0	8.2	7.4					3		3	1	1	
NHS Northern Ireland	2		2	10.0		10.0	2	1	3	8.0	6.0	7.0					1	7	8			
Independent	8	2	10	9.7	10.0	9.8	7	2	9	6.3	5.0	6.5	1		1	5	8	13				
Total	63	41	104	9.8	9.3	9.7	2 5	32	57	5.5	5.5	5.9	6	13	19	13	22	35	3	6	9	

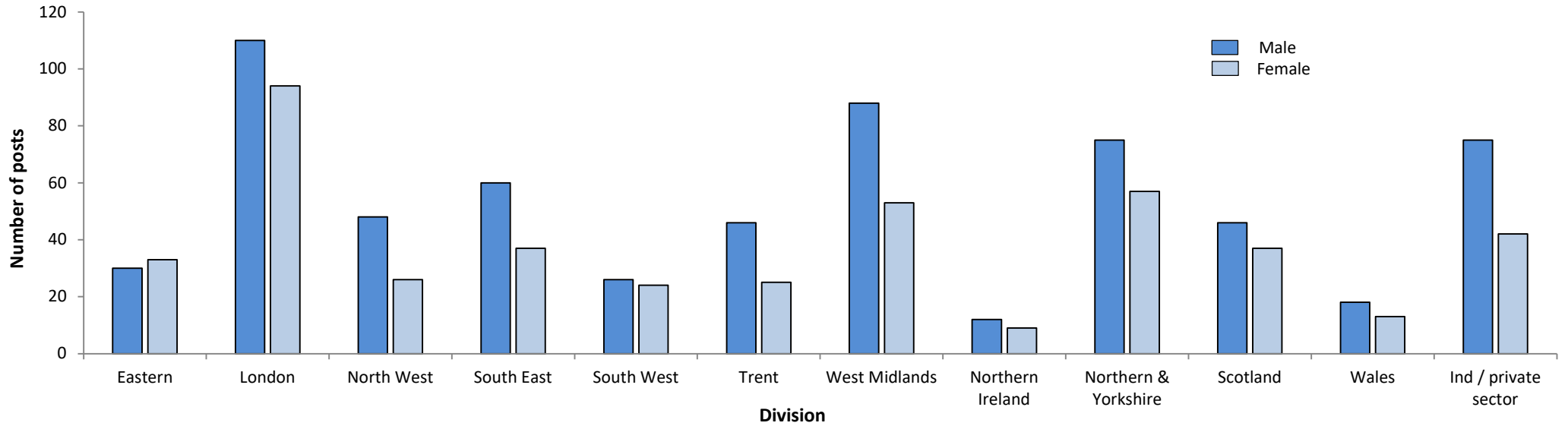


# Section Two: Specialty Doctor Posts

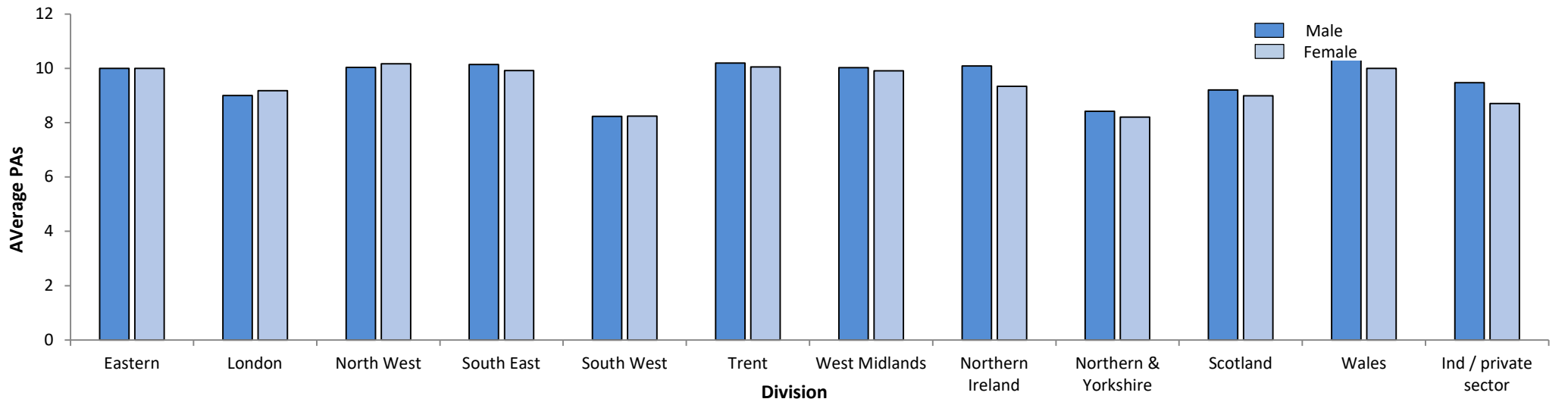
## Specialty Doctors

Overall	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled					
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Number of Posts			Number of PAs					
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	FT	PT	Total
NHS Eastern	30	33	63	10.0	10.0	10.0	2	12	14	5.5	5.5	5.6	13	1	14		1	1	15		15
NHS London	110	94	204	9.0	9.2	9.1	17	65	82	3.5	5.7	5.0	13	11	24	3	4	7	56	16	72
NHS North West	48	26	74	10.0	10.2	10.1	5	19	24	6.8	7.0	6.9	5	13	18	1	15	16	24	1	25
NHS South East	64	42	106	10.0	10.0	10.0	17	52	69	5.3	6.3	6.1	18	7	25	2	4	6	31	10	41
NHS South West	26	24	50	8.2	8.2	8.4	12	51	63	5.0	5.8	5.4	7	11	18		5	5	12	7	19
NHS Trent	46	25	71	10.2	10.0	10.1	11	22	33	5.7	6.7	6.2	9	4	13	1	2	3	12	6	18
NHS West Midlands	88	53	141	10.0	9.9	10.0	3	32	35	7.0	6.1	6.3	15	8	23		4	4	70	8	78
NHS Northern & Yorkshire	75	57	132	8.4	8.2	8.5	7	34	41	4.0	5.0	4.9	12	5	17	4	6	10	27	2	29
Total (England)	487	354	841				74	287	361				92	60	152				247	50	297
NHS Wales	18	13	31	10.6	10.0	10.3	2	7	9	4.5	7.1	5.9	4	4	8	2	1	3	22	2	24
NHS Scotland	46	37	83	9.2	9.0	9.3	16	67	83	6.1	6.2	6.4	9	5	14	2	1	3	11	2	13
NHS Northern Ireland	12	9	21	10.1	9.3	9.7	0	16	16		7.1	7.1	3	3	6	1	1	2	5	2	7
Independent	75	42	117	9.5	8.7	9.1	13	20	33	6.9	6.0	6.6	30	8	38	22	4	26	26	5	31
Total	638	455	1093	9.6	9.3	9.5	105	397	502	5.5	6.2	6.0	138	80	218	38	48	86	311	61	372

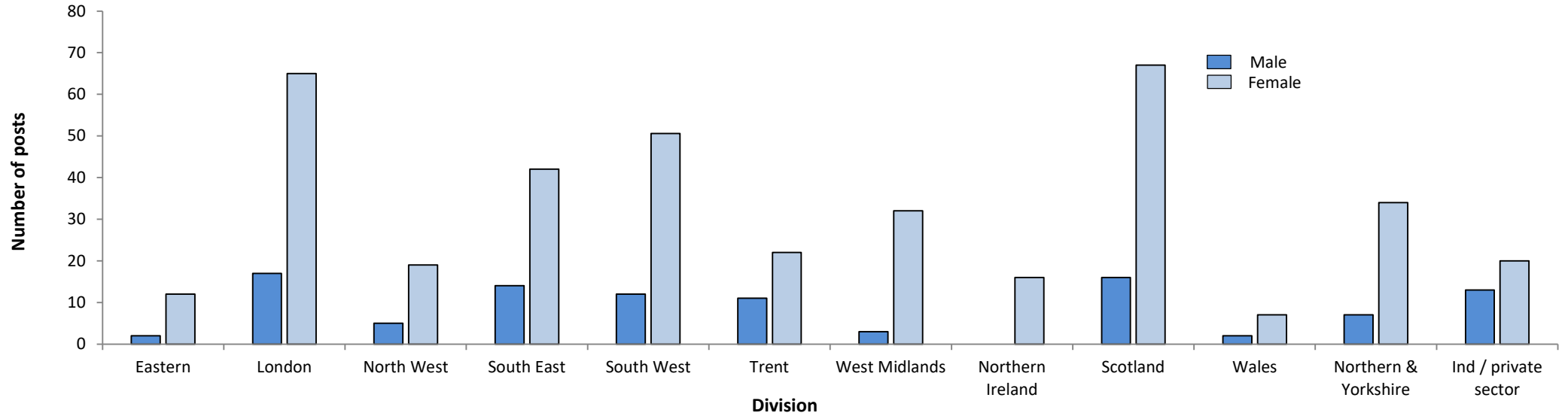
**Specialty (SAS) Doctors: Substantive Full-Time Posts** number of posts



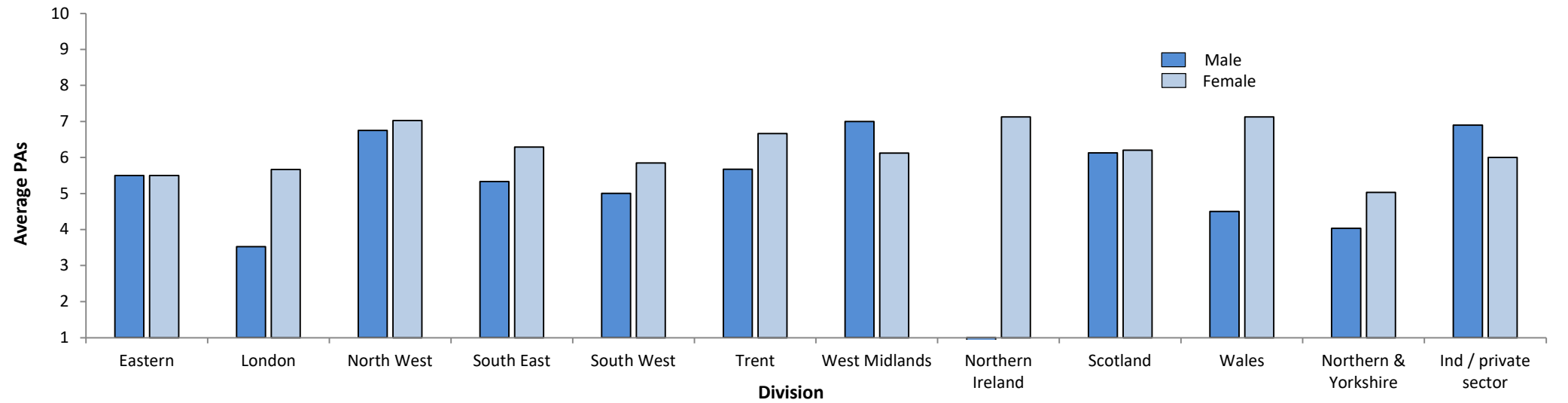
**Specialty (SAS) Doctors: Substantive Full-Time Posts** average number of paid PAs



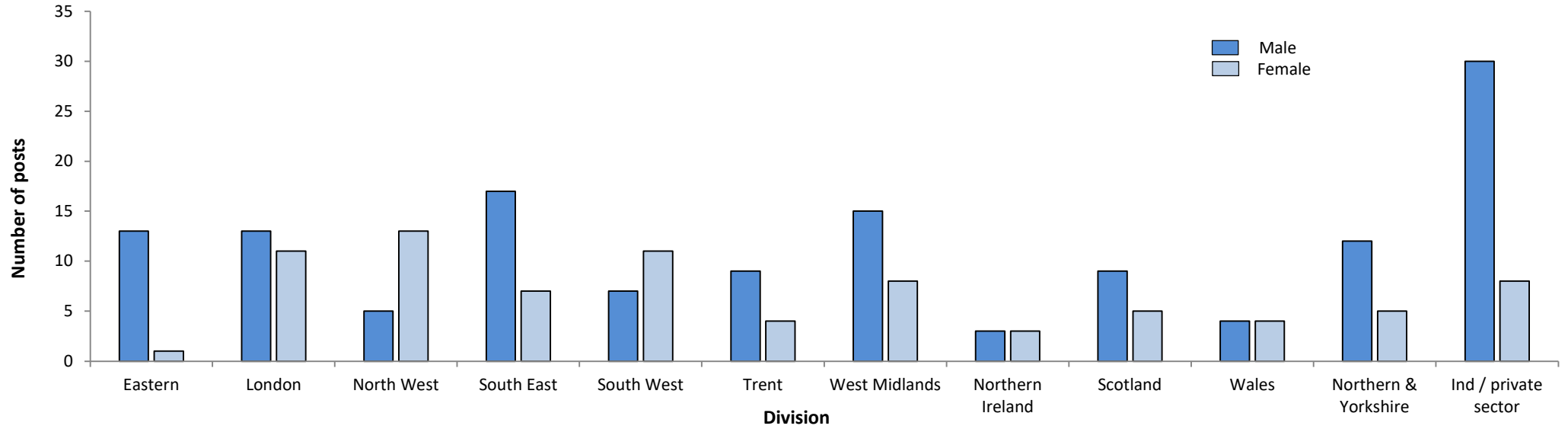
**Specialty (SAS) Doctors: Substantive Part-Time Posts** number of posts



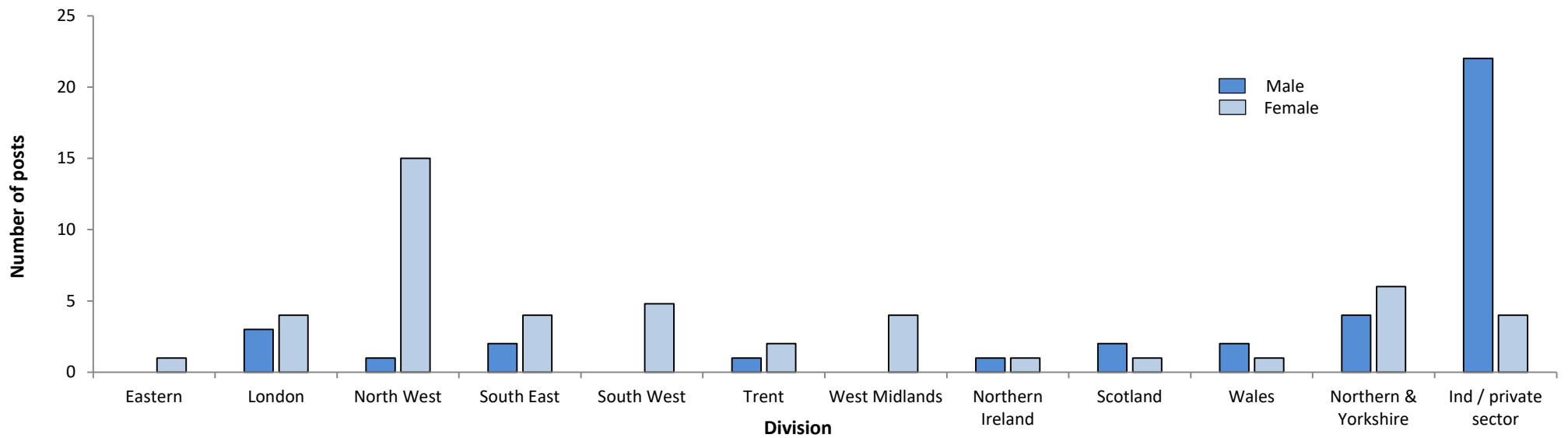
**Specialty (SAS) Doctors: Substantive Part-Time Posts** number of paid PAs



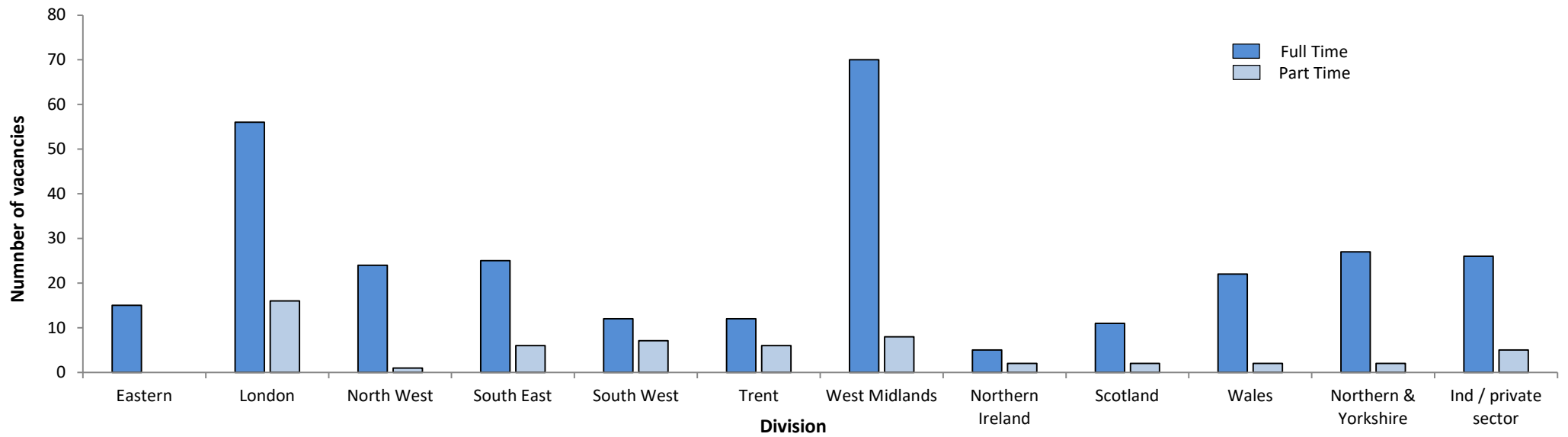
Specialty (SAS) Doctors: Locum Posts Full-Time



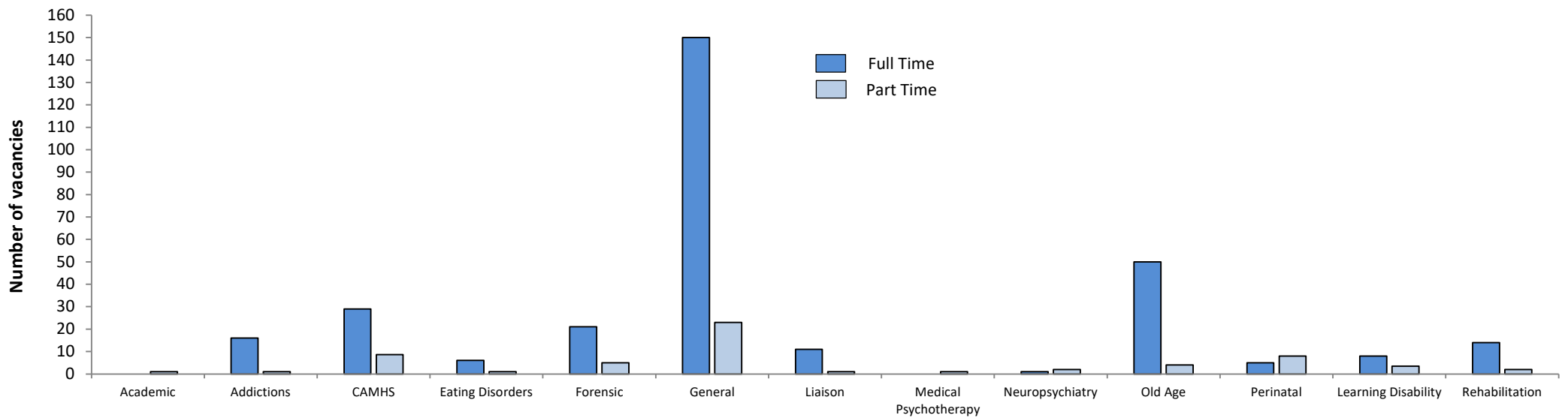
Specialty (SAS) Doctors: Locum Posts Part-Time



**Specialty (SAS) Doctors: Vacant or Unfilled by region**



**Specialty (SAS) Doctors: Vacant or Unfilled by specialty**



## Specialty Doctors

### Academic Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London		2	2		10.0	10.0	5	8	13	2.0	4.0	3.0										
NHS North West																						
NHS South East																					1	1
NHS South West																						
NHS Trent																						
NHS West Midlands																						
NHS Northern & Yorkshire	1		1	5.0		5.0										1	2	3				
Total (England)	1	2	3	5	10	15	5	8	13	2	4	3	0	0	0	1	2	3	0	1	1	
NHS Wales																						
NHS Scotland																						
NHS Northern Ireland																						
Independent	1		1	2.0		2.0																
<b>Total</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2.3</b>	<b>5.0</b>	<b>4.3</b>	<b>5</b>	<b>8</b>	<b>13</b>	<b>1.0</b>	<b>2.0</b>	<b>1.5</b>				<b>1</b>	<b>2</b>	<b>3</b>		<b>1</b>	<b>1</b>	

## Specialty Doctors

### Addiction Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	1		1	10.0		10.0	2		2	3.5		3.5							2		2	
NHS North West	5		5	10.0		10.0	1	1	2	8.0	6.0	7.0										
NHS South East		1	1		10.0	10.0	1	1	2	5.0	1.0	3.0							1		1	
NHS South West	1		1	5.0	0.0	5.0		3	3		4.0	4.0										
NHS Trent		2	2		10.0	10.0																
NHS West Midlands	3	1	4	10.0	10.0	10.0		2	2		2.5	2.5										
NHS Northern & Yorkshire	1	1	2	1.0	1.0	1.0	1	4	5	0.6	2.7	2.8				1		1	1		1	
Total (England)	11	5	16				5	11	16							1		1	4		4	
NHS Wales	1	1	2	10.0	10.0	10.0	1		1	4.0		4.0										
NHS Scotland	9	3	12	9.8	10.0	9.9	1	5	6	9.0	7.0	7.4	1		1	1		1	2		2	
NHS Northern Ireland	2		2	11.0		11.0		1	1		8.0	8.0										
Independent	24	8	32	10.0	4.0	7.0		2	2		7.0	7.0	9		9	3	2	5	10	1	11	
<b>Total</b>	<b>47</b>	<b>17</b>	<b>64</b>	<b>8.9</b>	<b>7.7</b>	<b>9.0</b>	<b>7</b>	<b>19</b>	<b>26</b>	<b>4.2</b>	<b>4.8</b>	<b>4.9</b>	<b>10</b>		<b>10</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>1</b>	<b>17</b>	



## Specialty Doctors

### Child and Adolescent Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	2	7	9	10.0	10.0	10.0		2	2		6.0	6.0	4		4		1	1	2		2
NHS London	9	13	22	8.0	10.0	9.3	1	15	16	2.8	7.0	6.5	3	1	4	2	1	3	10	7	17
NHS North West	1	1	2	10.0	10.0	10.0		1	1		9.0	9.0		2	2		1	1			
NHS South East	6	1	7	10.0	10.0	10.0	4	7	11	3.5	5.7	4.8				1	2	3	1		1
NHS South West		3	3		6.7	6.7	1	4	5	4.0	6.7	6.1		1	1		2	2		1	1
NHS Trent	4	2	6	10.0	10.0	10.0	1	3	4	6.0	6.0	6.0	3	1	4				2	1	3
NHS West Midlands	2	6	8	10.0	9.3	9.6	1	6	7	5.0	6.6	6.6		1	1				2		2
NHS Northern & Yorkshire	5	6	11	7.0	5.5	7.8		7	7		3.2	3.2					1	1	1		1
Total (England)	29	39	68				8	45	53				10	6	16	3	8	11	18	9	27
NHS Wales	1	6	7	10.0	10.0	10.0	1	2	3	5.0	7.0	6.0							2		2
NHS Scotland	3	3	6	9.7	6.7	7.8	4	16	20	5.5	5.8	5.8									
NHS Northern Ireland	2	1	3	10.0	11.0	10.5													2		2
Independent	11	9	20	10.0	10.0	10.0	2	3	5	7.0	5.0	6.3	2	2	4		1	1	7		7
Total	46	58	104	8.9	8.9	9.1	15	66	81	4.7	6.1	6.0	12	8	20	3	9	12	29	9	38

## Specialty Doctors

### Eating Disorder Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern		1	1		10.0	10.0																
NHS London	3	2	5	10.0	10.0	10.0																
NHS North West																						
NHS South East	1		1	10.0		10.0																
NHS South West																				1		1
NHS Trent	1		1	10.0		10.0		1	1		5.0	5.0										
NHS West Midlands		1	1		10.0	10.0		2	2		5.0	5.0					1	1	2			2
NHS Northern & Yorkshire	2		2	6.5		6.5								1		1				2		2
Total (England)	7	4	11					3	3					1		1		1	1	5		5
NHS Wales																						
NHS Scotland	2	2	4	7.5	10.0	7.5		1	1		6.0	6.0										
NHS Northern Ireland																						
Independent	4	1	5	10.0	10.0	10.0		2	2		3.5	3.5				4		4	1	1	2	
Total	13	7	20	8.0	8.3	8.4		6	6		4.0	4.0		1		1	4	1	5	6	1	7

## Specialty Doctors

### Forensic Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern		3	3		10.0	10.0	1	3	4	6.0	5.5	5.5										
NHS London	12	12	24	10.0	10.0	10.0	1	5	6	0.5	6.3	4.4							5	1	6	
NHS North West	2	2	4	10.0	10.0	10.0		2	2		8.0	8.0				1	1					
NHS South East	4	3	7	10.0	8.0	8.0	1	6	7	1.0	7.0	5.8							3	1	4	
NHS South West	2	2	4	5.0	5.0	6.7		3	3	0.0	5.3	5.3	1		1					1	1	
NHS Trent	10	4	14	10.0	10.0	10.0	1		1	5.0		5.0	1		1				1	1	2	
NHS West Midlands	3	2	5	10.0	10.0	10.0	1		1	9.0		9.0							9		9	
NHS Northern & Yorkshire	8	1	9	7.8	10.0	7.8		1	1		8.0	8.0					1	1	2	1	3	
Total (England)	41	29	70				5	20	25				2		2		2	2	20	5	25	
NHS Wales																			1		1	
NHS Scotland	1	3	4	10.0	10.0	10.0		2	2		6.0	6.0										
NHS Northern Ireland		1	1		4.0	4.0																
Independent	8	1	9	9.5	1.0	7.3	2		2	7.5		7.5	4	2	6	1		1				
<b>Total</b>	<b>50</b>	<b>34</b>	<b>84</b>	<b>9.0</b>	<b>8.6</b>	<b>8.8</b>	<b>7</b>	<b>22</b>	<b>29</b>	<b>3.7</b>	<b>6.3</b>	<b>5.8</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>21</b>	<b>5</b>	<b>26</b>	

## Specialty Doctors

### General Adult Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
NHS Eastern	14	14	28	10.0	10.0	10.0		2	2		7.0	7.0	4	1	5				9		9
NHS London	66	42	108	9.4	9.9	9.7	7	30	37	4.4	6.0	5.3	8	7	15	1	2	3	29	4	33
NHS North West	17	9	26	10.0	10.0	10.0		5	5		8.3	8.3	4	7	11		3	3	16	1	17
NHS South East	31	19	50	10.1	10.2	10.1	6	14	20	8.0	6.6	7.0	13	3	16		2	2	10	3	13
NHS South West	13	8	21	10.0	8.3	9.2	6	17	23	6.8	7.4	7.2	4		4		1	1	7	1	8
NHS Trent	18	8	26	10.3	10.0	10.3	3	5	8	6.0	7.5	6.9	3	2	5				6	2	8
NHS West Midlands	51	22	73	10.0	10.0	10.0	1	10	11	5.0	5.9	5.8	11	6	17		3	3	35	4	39
NHS Northern & Yorkshire	33	23	56	8.2	7.8	8.2	4	9	13	6.0	5.1	5.1	9	4	13	2	1	3	15	1	16
Total (England)	243	145	388				27	92	119				56	30	86	3	12	15	127	16	143
NHS Wales	12	3	15	10.8	10.0	10.6		3	3		7.5	7.5	4	1	5				9	1	10
NHS Scotland	14	15	29	10.0	10.0	10.0	7	17	24	6.4	6.3	6.3	2	4	6				4	1	5
NHS Northern Ireland	4	3	7	9.5	10.0	9.8		7	7		7.3	7.3		3			1	1	3	2	5
Independent	19	17	36	9.5	10.0	9.8	5	10	15	6.0	6.3	6.2	12	3	15	12	1	13	6	2	8
Total	292	183	475	9.8	9.7	9.8	39	129	168	6.1	6.6	6.4	74	41	115	15	14	29	149	22	171

## Specialty Doctors

### Intellectual Disability Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern	2	1	3	10.0	10.0	10.0																
NHS London	7	2	9	7.5	6.7	8.3		1	1		3.0	3.0	1		1							
NHS North West	3	2	5	10.0	10.0	10.0	2	2	4	3.0	6.0	4.5										
NHS South East	5	3	8	10.0	10.0	10.0							1	1	2					2		2
NHS South West		2	2	0.0	6.0	6.0	1	3	4	2.5	6.0	4.3									3	3
NHS Trent	1		1	10.0		10.0	1		1	5.0		5.0										
NHS West Midlands	5	7	12	10.0	10.0	10.0		3	3		7.0	7.0	1	1	2					2		2
NHS Northern & Yorkshire	6	3	9	7.8	7.0	8.2		3	3		4.0	4.0	1		1					3		3
Total (England)	29	20	49				4	12	16				4	2	6	0	0	0		7	3	10
NHS Wales	1	0	1	12.0		12.0															1	1
NHS Scotland	3	2	5	10.0	10.0	10.0	2	7	9	5.5	6.6	6.3				1	0	1			1	1
NHS Northern Ireland																						
Independent	3	1	4	10.0	10.0	10.0							1	1	2	1		1				
<b>Total</b>	<b>36</b>	<b>23</b>	<b>59</b>	<b>8.9</b>	<b>8.5</b>	<b>9.2</b>	<b>6</b>	<b>19</b>	<b>25</b>	<b>3.4</b>	<b>5.7</b>	<b>5.2</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>12</b>	

## Specialty Doctors

### Medical Psychotherapy

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London								1	1			2.0	2.0					1	1			
NHS North West																						
NHS South East																					1	1
NHS South West																						
NHS Trent																						
NHS West Midlands																						
NHS Northern & Yorkshire																						
Total (England)								1	1									1	1		1	1
NHS Wales																						
NHS Scotland								2	1	3		5.0	3.0	4.3								
NHS Northern Ireland																						
Independent																						
Total								2	2	4		2.5	1.8	2.8				1	1		1	1

## Specialty Doctors

### Neuropsychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	1		1	10.0		10.0								1	1							
NHS North West		2	2		10.0	10.0																
NHS South East																						
NHS South West		2	2	0.0	4.0	4.0																
NHS Trent							1		1	4.0		4.0								1	1	
NHS West Midlands	1		1	10.0		10.0														1		1
NHS Northern & Yorkshire																						
Total (England)	2	4	6				1		1					1	1					1	1	2
NHS Wales																						
NHS Scotland		1	1		10.0	10.0																
NHS Northern Ireland																						
NHS Independent		2	2		10.0	10.0		1	1		6.0	6.0	1		1						1	1
Total	2	7	9	6.7	8.0	8.5	1	1	2	2.0	3.0	3.3	1	1	2					1	2	3

## Specialty Doctors

### Old Age Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts		
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total
Eastern	9	7	16	10.0	10.0	10.0	1	2	3	5.0	8.0	6.5	4		4				2		2
London	6	16	22	8.0	8.0	8.6	1	2	3	2.0	4.3	4.3	1	2	3				8	2	10
North West	13	8	21	10.0	10.4	10.2	2	5	7	8.0	6.3	6.6	1	1	2	1	10	11	5		5
South East	12	7	19	10.0	10.0	10.0	2	10	12	7.0	6.3	6.5	2	3	5	1		1	4		4
South West	8	5	13	7.5	6.7	8.0	3	17	20	3.8	6.3	5.5	1	10	11		2	2	1		1
Trent	6	7	13	10.5	10.3	10.3	1	8	9	6.0	6.0	6.0	2	1	3		1	1	2		2
West Midlands	19	12	31	10.0	10.0	10.0		3	3		6.3	6.3	2		2				12		12
Northern & Yorkshire	15	15	30	8.2	10.0	8.2	2	9	11	5.0	5.1	4.8	1	1	2				1		1
Total (England)	88	77	165				12	56	68				14	18	32	2	13	15	35	2	37
Wales	3	3	6	10.0	10.0	10.0		1	1		8.0	8.0		3	3	2	1	3	7		7
Scotland	13	4	17	9.1	10.5	9.1	0	14	14		7.0	7.0	6	1	7		1	1	4		4
Northern Ireland	3	4	7	10.0	10.0	10.0		7	7		7.0	7.0	2		2						
Independent	1		1	10.0		10.0		1	1		7.0	7.0	1		1	1		1			
<b>Total</b>	<b>108</b>	<b>88</b>	<b>196</b>	<b>9.4</b>	<b>9.6</b>	<b>9.4</b>	<b>12</b>	<b>79</b>	<b>91</b>	<b>4.8</b>	<b>6.2</b>	<b>6.1</b>	<b>23</b>	<b>22</b>	<b>45</b>	<b>5</b>	<b>15</b>	<b>20</b>	<b>46</b>	<b>2</b>	<b>48</b>



## Specialty Doctors

### Perinatal Psychiatry

Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern	3		3	10.0		10.0																
NHS London	1	2	3	5.0	5.0	5.0		2	2	0.0	3.5	3.5									1	1
NHS North West								2	2		8.5	8.5										
NHS South East		1	1		10.0	10.0		2	2		5.0	5.0										
NHS South West								3	3		4.3	4.3							1	1	2	
NHS Trent	1	1	2	10.0	10.0	10.0	1	1	2	8.0	3.0	5.5				1		1				
NHS West Midlands		1	1		10.0	10.0		3	3		7.7	7.7							3	4	7	
NHS Northern & Yorkshire		3	3		5.5	5.5		1	1		6.0	6.0										
Total (England)	5	8	13				1	14	15							1		1	4	6	10	
NHS Wales																					1	1
NHS Scotland																						
NHS Northern Ireland																						
Independent																						
<b>Total</b>	<b>5</b>	<b>8</b>	<b>13</b>	<b>6.7</b>	<b>6.4</b>	<b>7.4</b>	<b>1</b>	<b>14</b>	<b>15</b>	<b>2.7</b>	<b>5.5</b>	<b>5.7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>11</b>	

## Specialty Doctors

### Rehabilitation Psychiatry

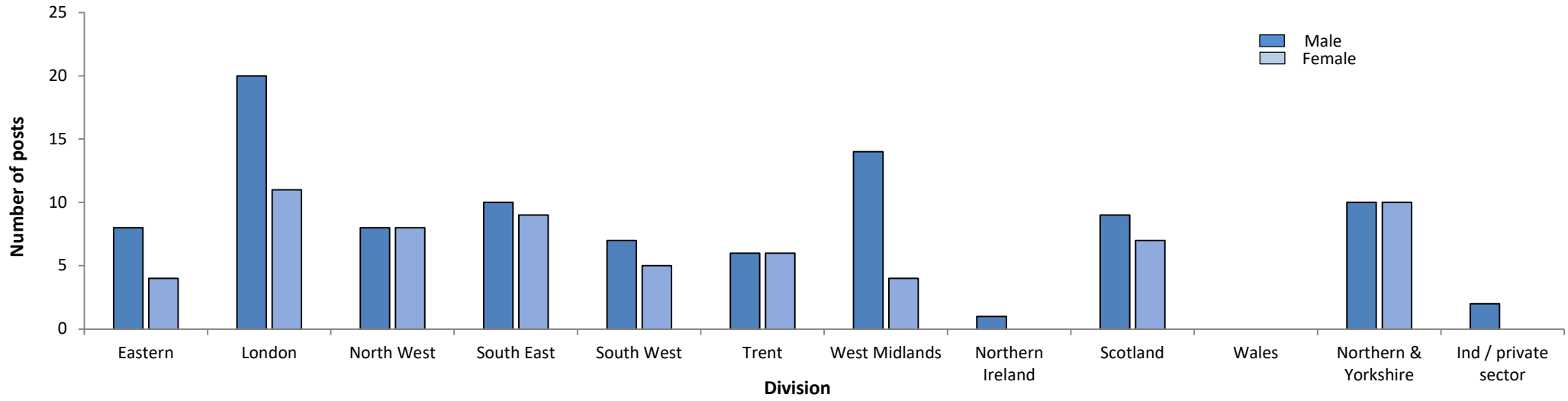
Division	Substantive Whole Time Posts						Substantive Part Time Posts						Locum Posts			Vacant or Unfilled						
	Number of Posts			Number of PAs			Number of Posts			Number of PAs			Full Time			Part Time			Number of Posts			
	M	F	Total	M	F	Ave	M	F	Total	M	F	Ave	M	F	Total	M	F	Total	FT	PT	Total	
NHS Eastern																						
NHS London	2	2	4	6.7	6.0	7.6													2	1	3	
NHS North West	4	1	5	10.0	10.0	10.0								2	2				2		2	
NHS South East	1	0	1	10.0		10.0		1	1		9.0	9.0	1		1				2		2	
NHS South West	2	2	4	7.5	5.7	7.0							1		1				2		2	
NHS Trent	1	1	2	10.0	10.0	10.0	1		1	5.0		5.0								1	1	
NHS West Midlands	4	1	5	10.5	10.0	10.3		2	2		7.0	7.0	1		1				2		2	
NHS Northern & Yorkshire	2	1	3	5.5	10.0	7.0																
Total (England)	16	8	24				1	3	4				3	2	5				10	2	12	
NHS Wales			0					1	1		6.0	6.0							1		1	
NHS Scotland	1	4	5	10.0	9.0	9.0		3	3		7.0	7.0							1		1	
NHS Northern Ireland	1		1	10.0		10.0		1	1		4.0	4.0										
Independent	4	3	7	10.0	10.0	10.0	3	1	4	8.0	7.0	7.5							2		2	
<b>Total</b>	<b>22</b>	<b>15</b>	<b>37</b>	<b>8.6</b>	<b>8.2</b>	<b>8.6</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>4.2</b>	<b>5.4</b>	<b>5.6</b>	<b>3</b>	<b>2</b>	<b>5</b>				<b>14</b>	<b>2</b>	<b>16</b>	

# Section Three: Consultant Retirements

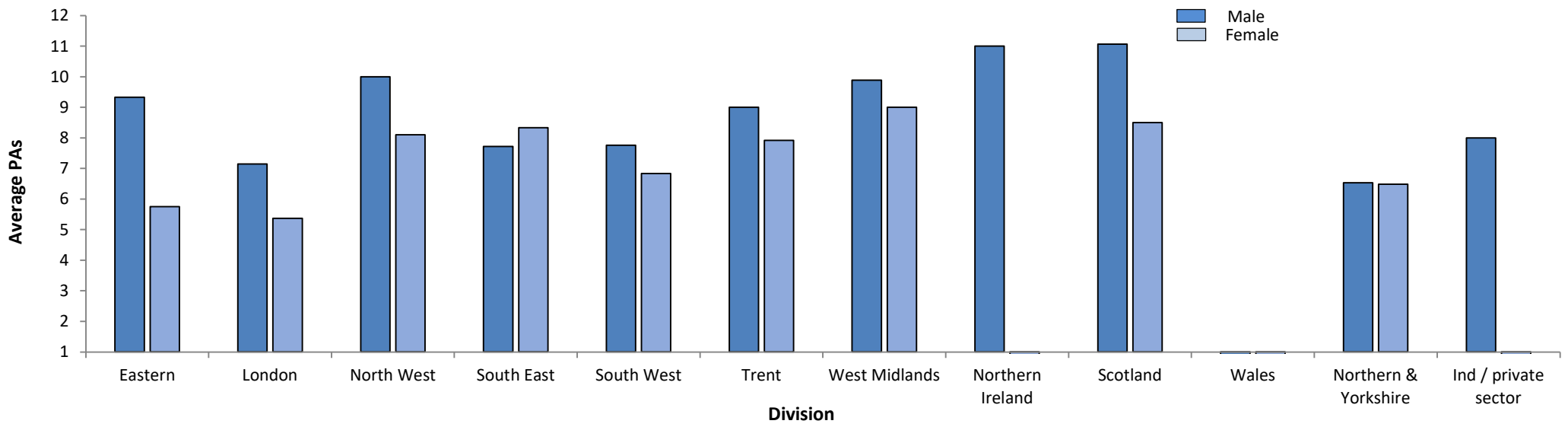
## CONSULTANT RETIREMENTS

Substantive whole time posts	Number of Retirements 2018						Number of retirements 2019						NUMBER OF THESE RE-EMPLOYED (PART TIME)
	Number of posts			Average number of paid PAs			Number of posts			Average number of paid PAs			Total number of Posts
	M	F	Total	M	F	Average	M	F	Total	M	F	Average	
Overall													
NHS Eastern	8	4	12	9	6	8	2	2	4	5	4	3	5
NHS London	20	11	31	7	5	7	3	2	5	8	5	3	2
NHS North West	8	8	16	10	8	9	4	4	8	6	8	2	19
NHS South East	10	9	19	8	8	8	3	8	11	9	6	2	5
NHS South West	7	5	12	8	7	7	4	3	7	8	7	2	11
NHS Trent	6	6	12	9	8	8	5	4	9	10	10	1	4
NHS West Midlands	14	4	18	10	9	10	3	3	6	10	8	2	6
NHS Northern & Yorkshire	10	10	20	7	6	7	9	1	10	7	10	3	16
Total (England)	83	57	140				33	27	60				68
NHS Wales								1	1				0
NHS Scotland	9	7	16	11	9	10	7	9	16	11	9	1	7
NHS Northern Ireland	1	0	1	11		11	2	2	4	12	9	0	1
Independent	2	0	2	8		8	0	3	3		9	0	0
Totals	95	64	159	9	7	8	42	42	84	9	8	9	76

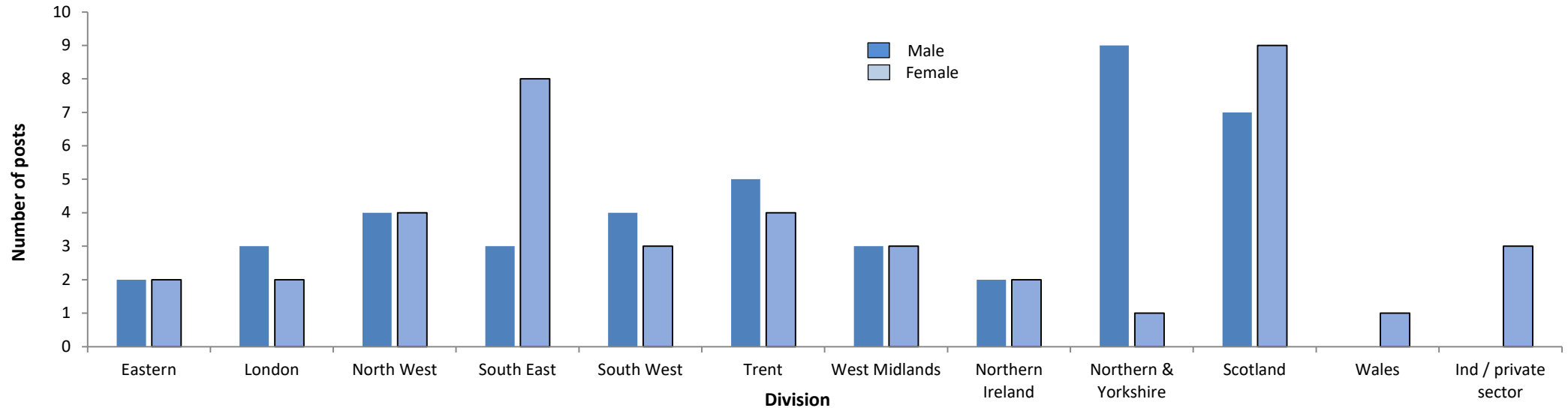
**Consultant Retirements Number of Retirements 2018 Number of Posts**



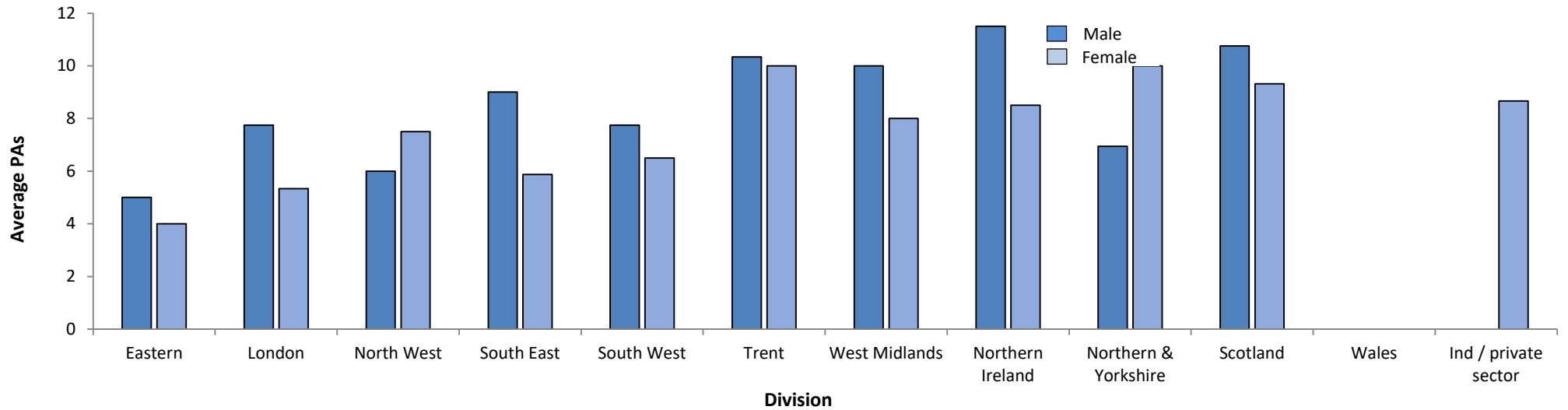
**Consultant Retirements Number of Retirements 2018 Average Number of Paid PAs**



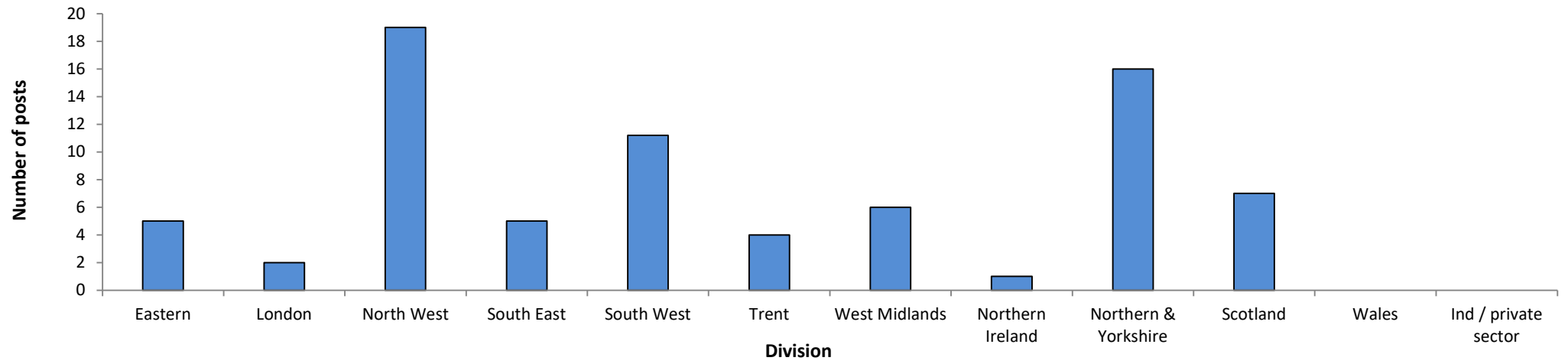
**Consultant Retirements Number of Retirements 2019 Number of Posts**



**Consultant Retirements Number of Retirements 2019 Average Number of Paid PAs**



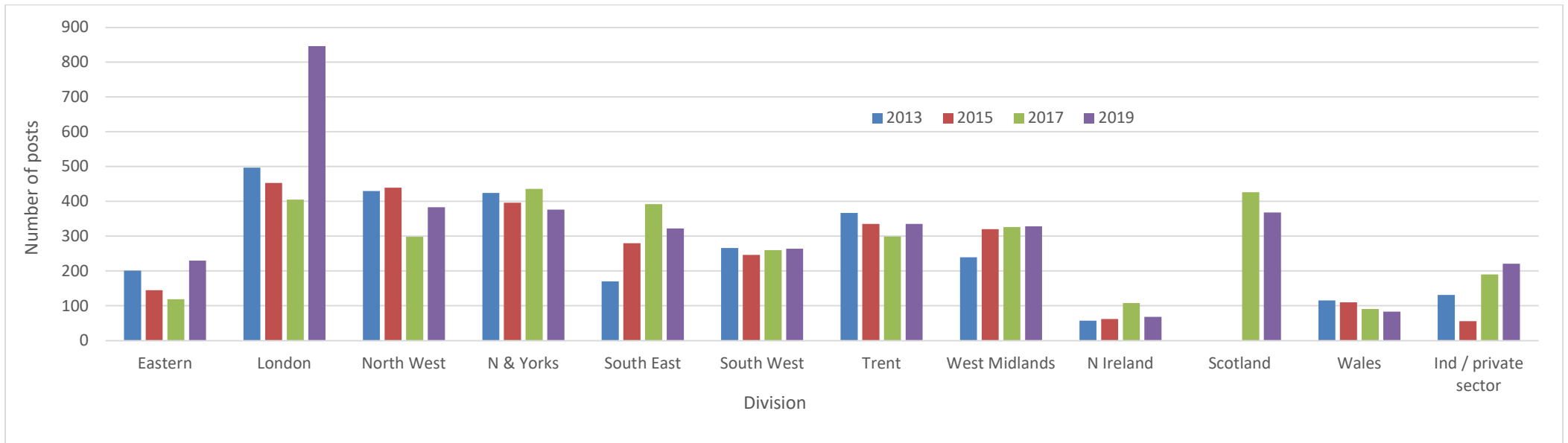
Consultant Retirements Number Re-employed (part-time)



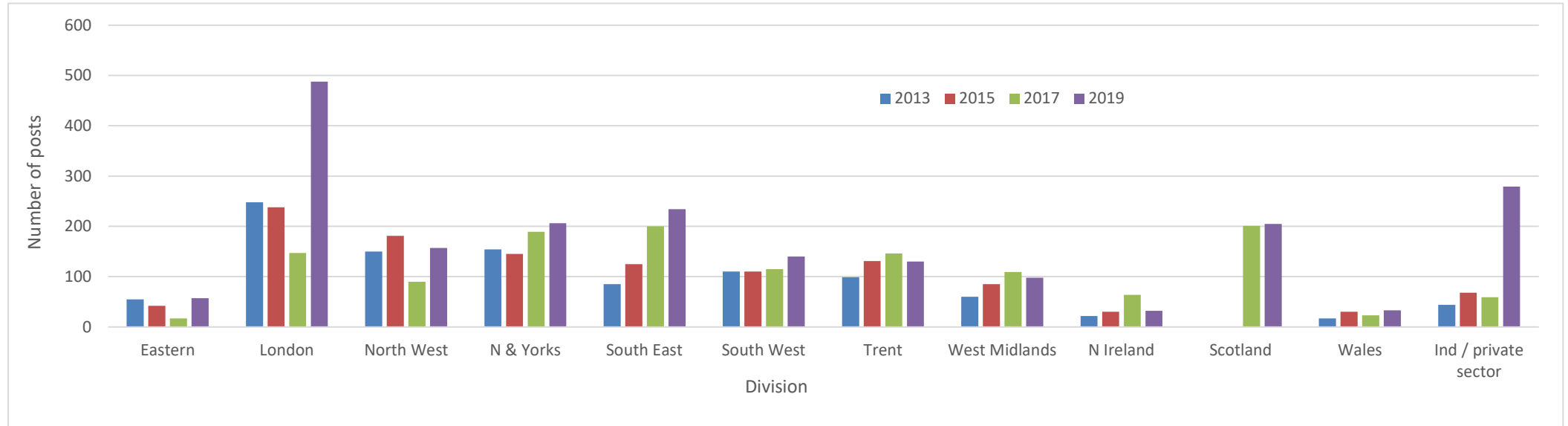
# Section Four: Comparative Data



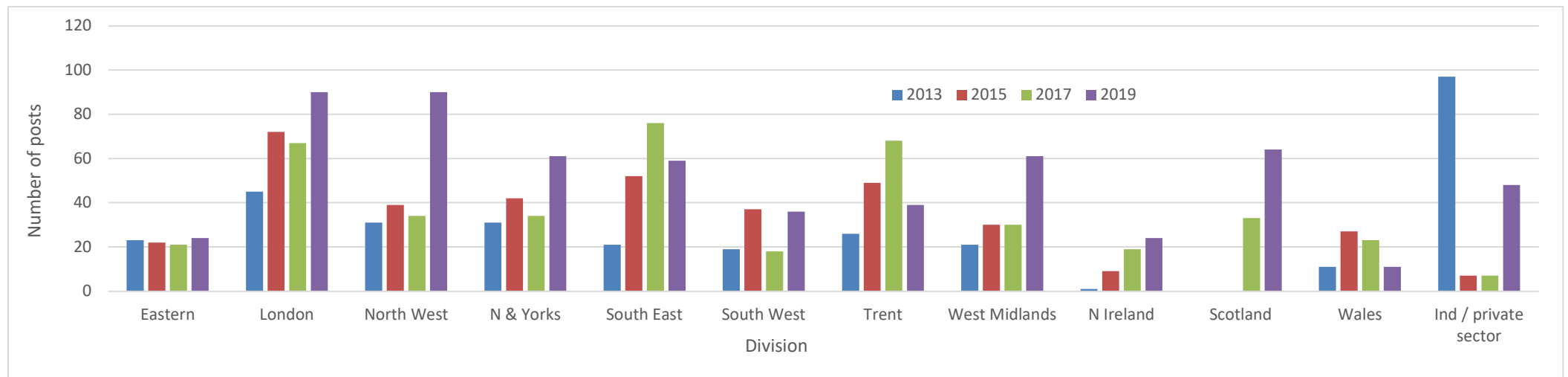
**Consultants Substantive Full-Time posts (Male and Female) 2013 – 2019 number of filled posts**



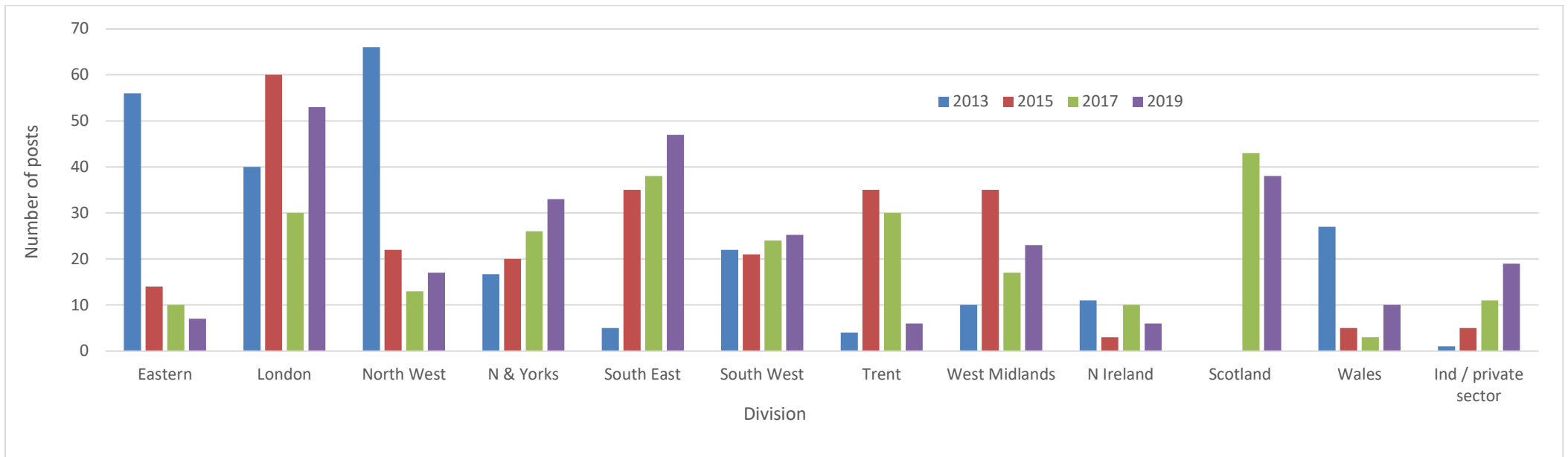
**Consultants Substantive Part-Time posts (Male and Female) 2013 – 2019 number of filled posts**



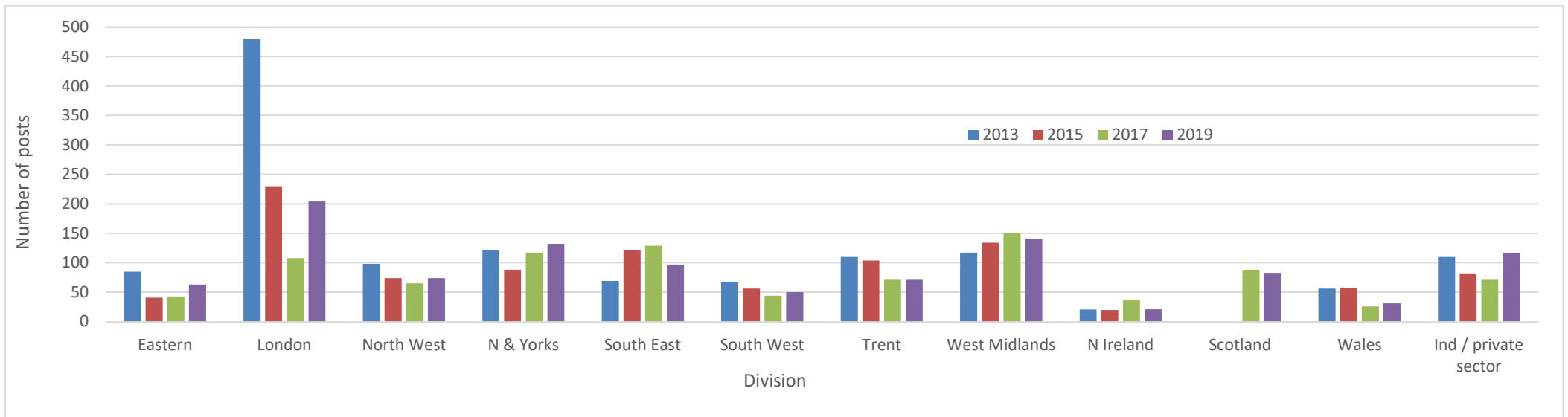
**Consultants Locum Full-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



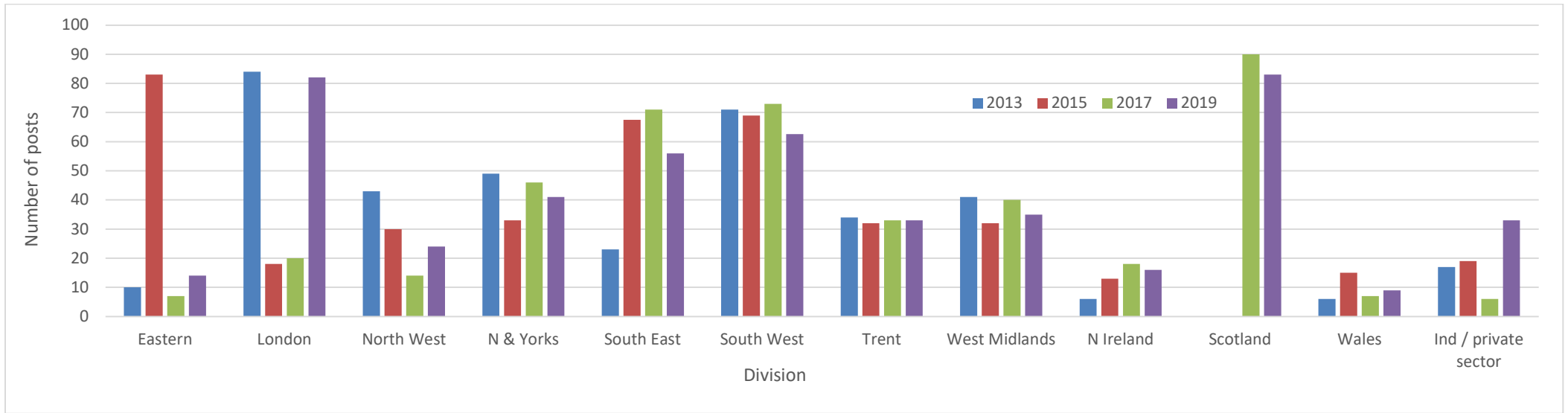
**Consultants Locum Part-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



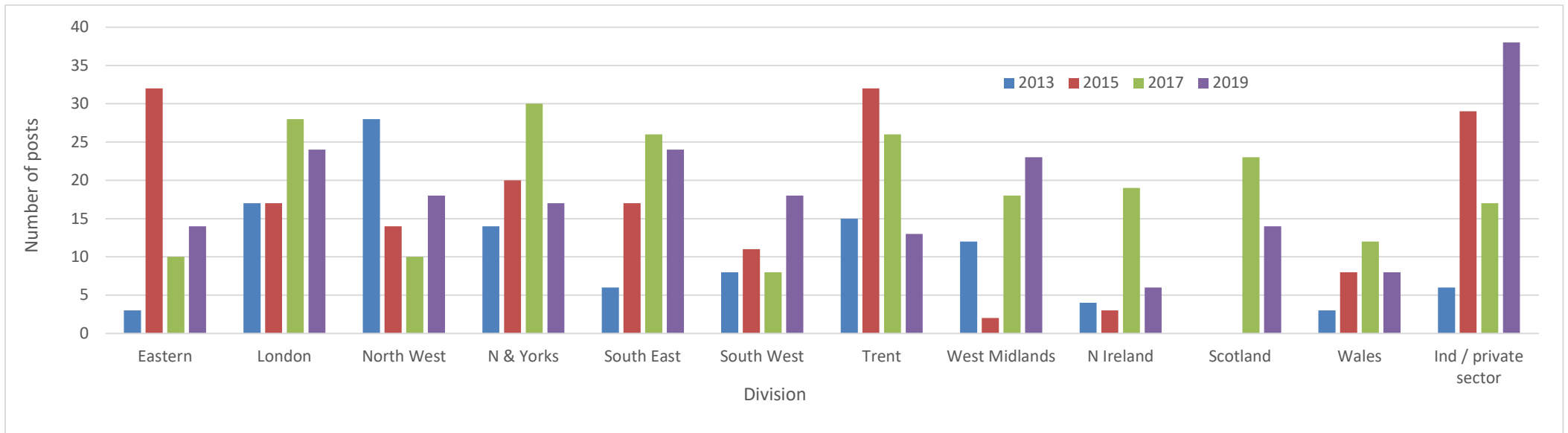
**Specialty Doctors Substantive Full-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



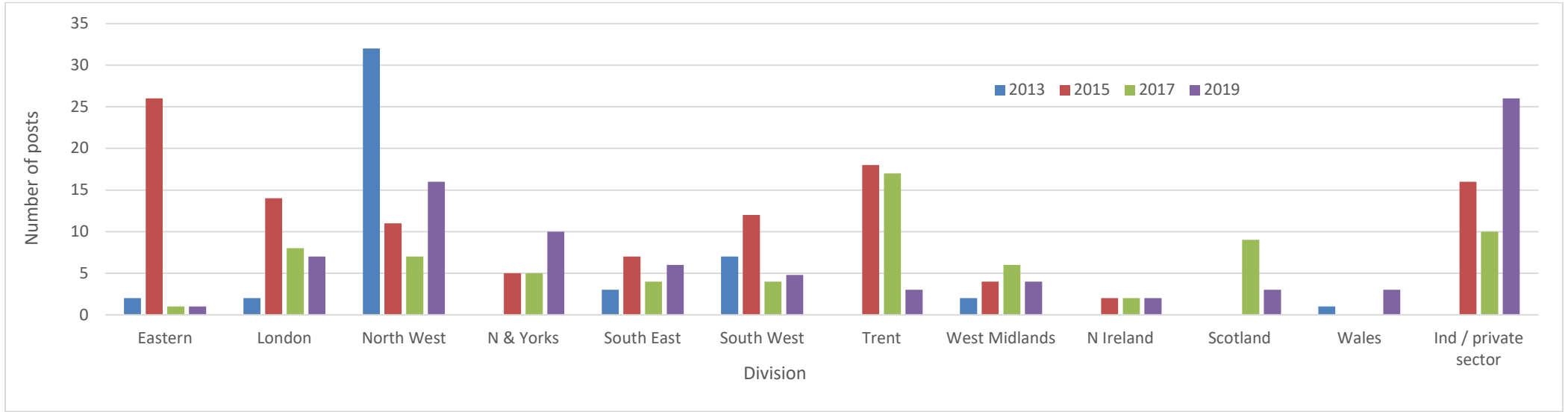
**Specialty Doctors Substantive Part-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



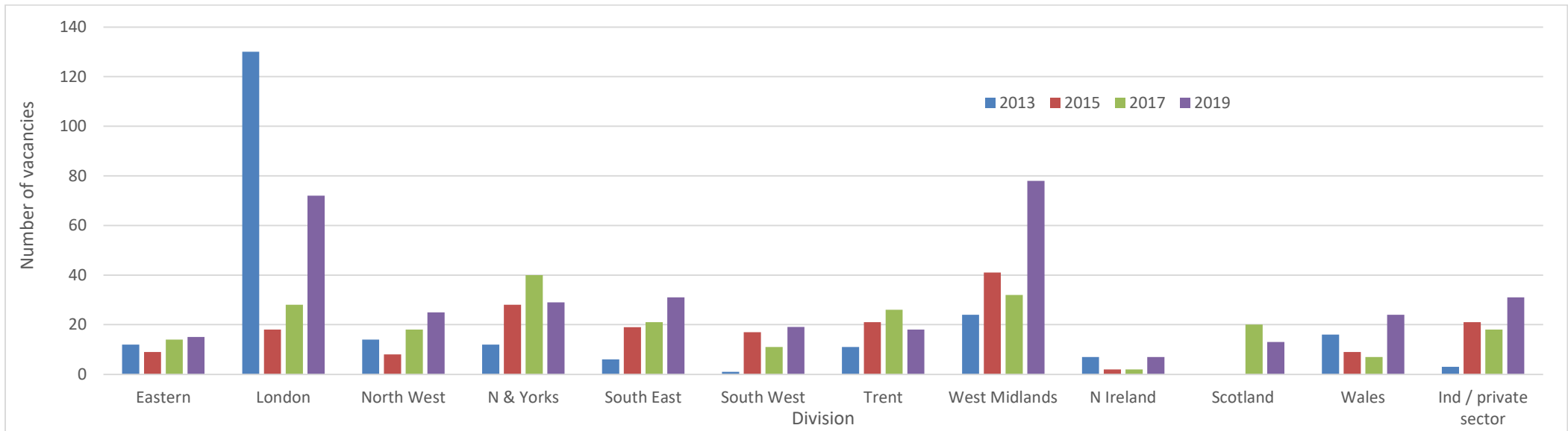
**Specialty Doctors Locum Full-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



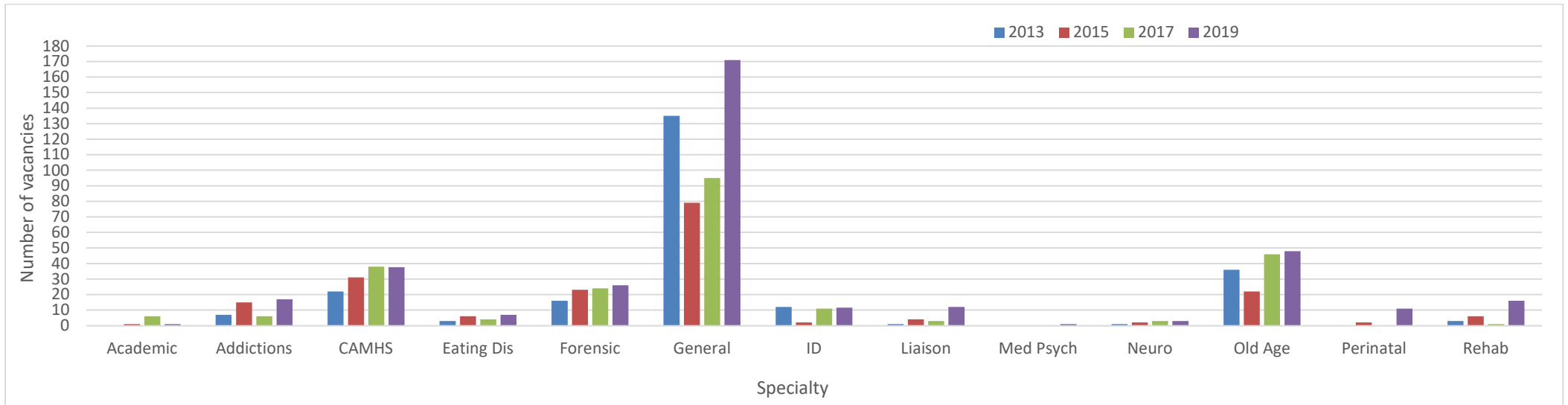
**Specialty Doctors Locum Part-Time Posts (Male and Female) 2013 – 2019 number of filled posts**



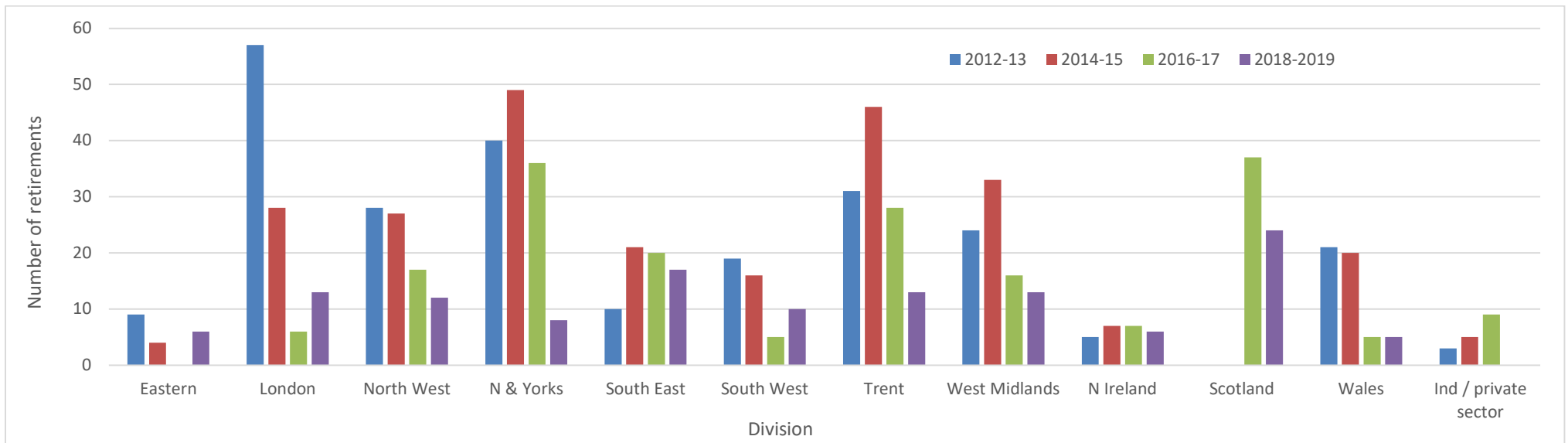
**Specialty Doctors Vacant Posts (full and part-time) 2013 – 2019 number of posts by Division**



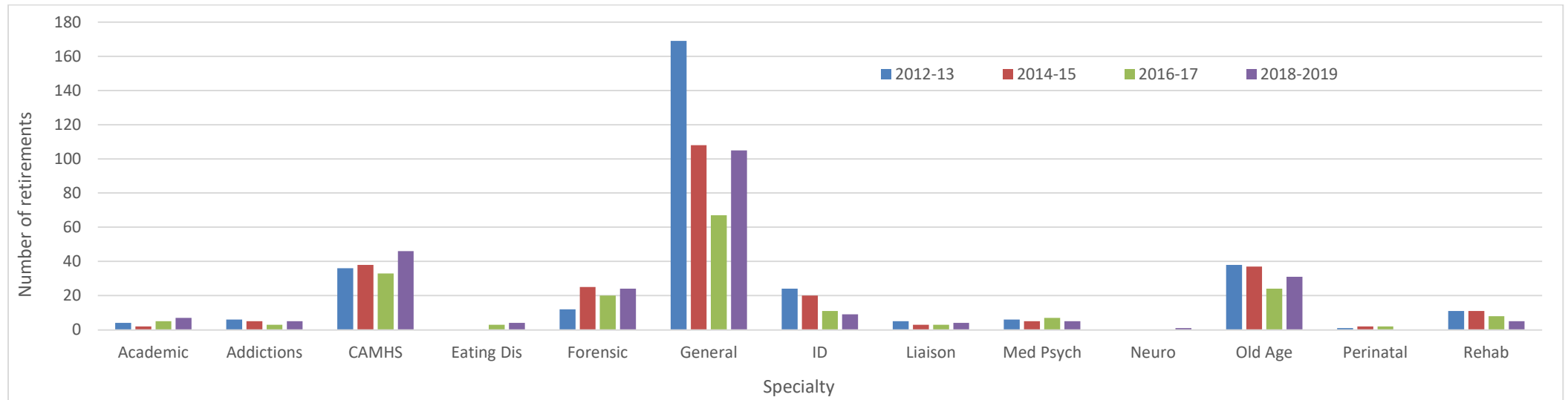
**Specialty Doctors Vacant Posts (full and part-time) 2013 – 2019** number of posts by Specialty



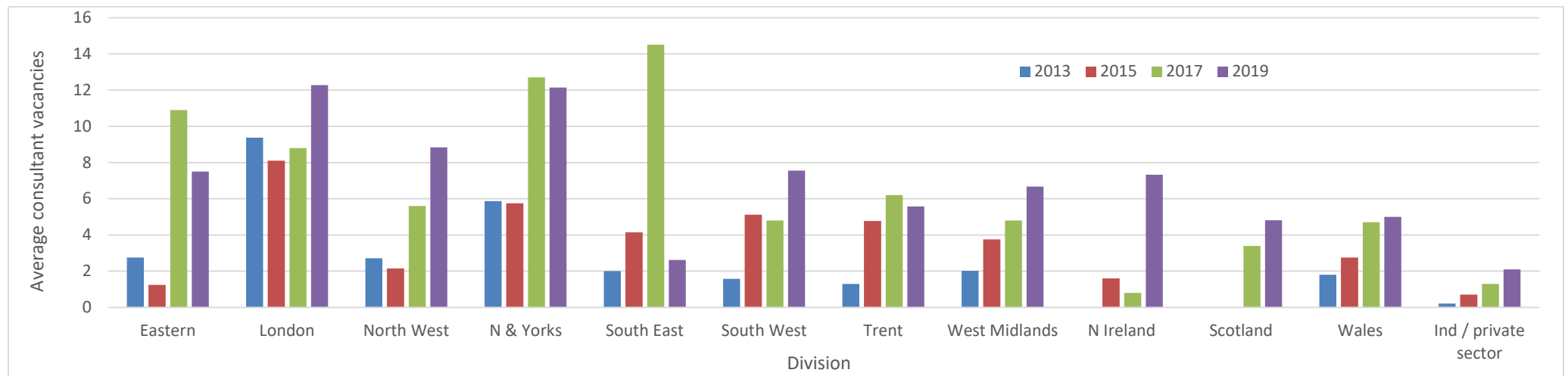
**Consultants Total Retirements (Male and Female) between 2012 and 2019** number of posts by division



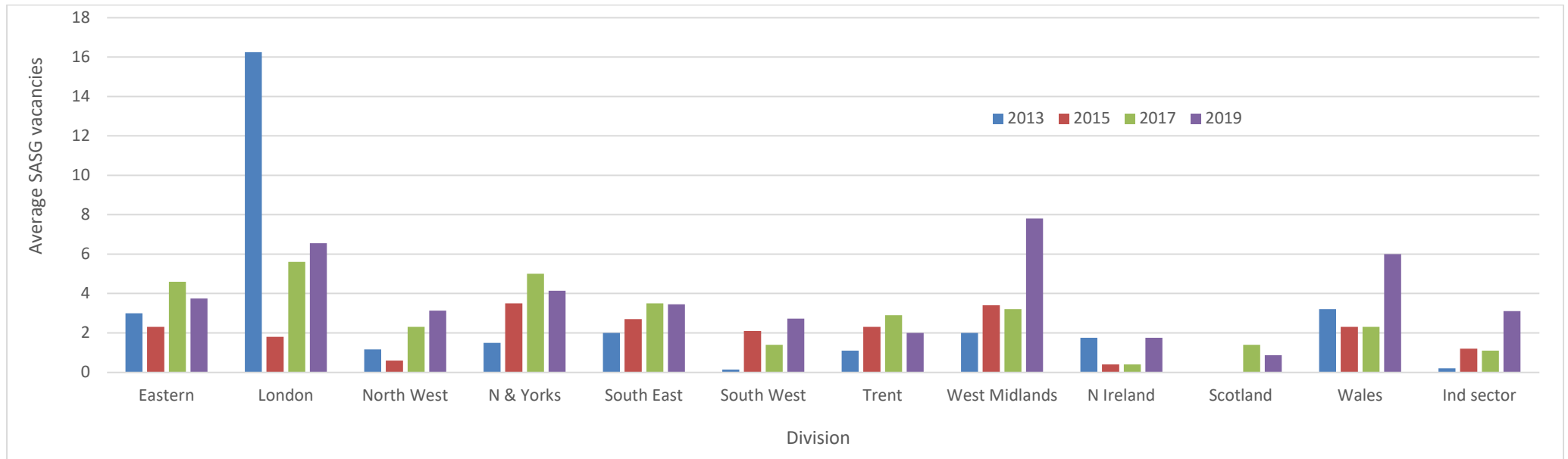
**Consultants Total Retirements (Male and Female) between 2012 and 2019 number of posts by specialty**



**Consultants Vacant or Unfilled posts average number of vacancies reported per trust/organisation by division**



**Specialty Doctors Vacant or Unfilled posts average number of vacancies reported per trust/organisation by division**





# Section Five: Physician Associates in Mental Health

**Physician Associates in Mental Health Total Number (Full and Part-Time) by Division**

<b>Division</b>	<b>Full time</b>	<b>Part time</b>	<b>% full time</b>	<b>% part time</b>
NHS Eastern	3	0	12%	0%
NHS London				
NHS North West	4	1	15%	4%
NHS Northern & Yorkshire				
NHS Northern Ireland				
NHS Scotland	2	2	8%	8%
NHS South East				
NHS South West				
NHS Trent	3		12%	
NHS Wales				
NHS West Midlands	7	4	27%	15%
Ind / private sector				
<b>Total</b>	<b>19</b>	<b>7</b>	<b>73%</b>	<b>27%</b>

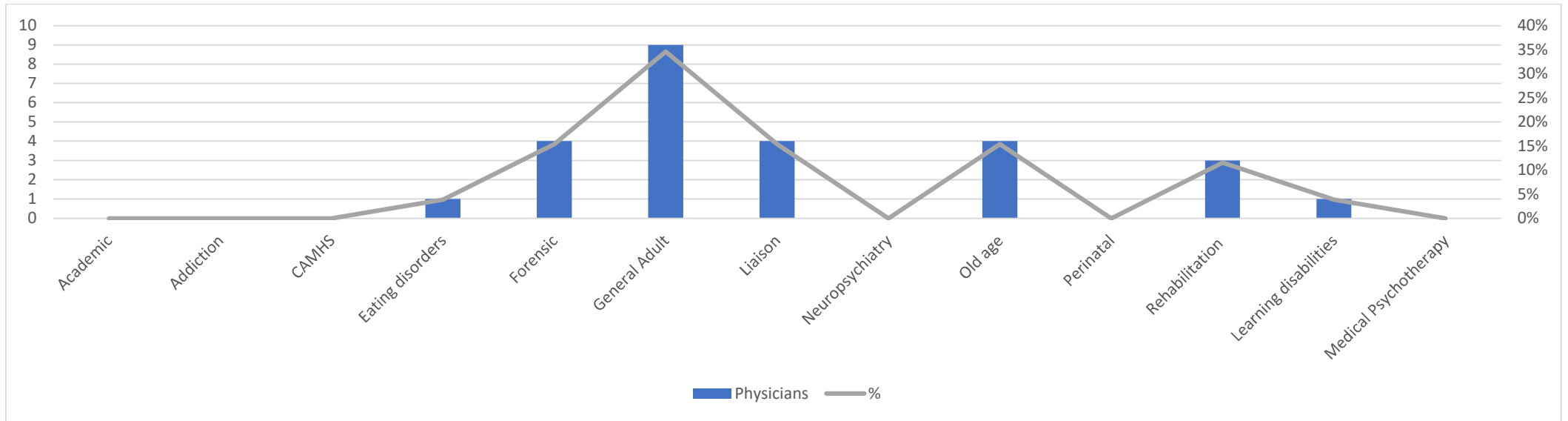
**Physician Associates in Mental Health Total workforce percentage by Division**

Division	Physicians	%
NHS West Midlands	11	42%
NHS North West	5	19%
NHS Scotland	4	15%
NHS Eastern	3	12%
NHS Trent	3	12%
NHS London		
NHS Northern & Yorkshire		
NHS Northern Ireland		
NHS South East		
NHS South West		
NHS Wales		
Ind / private sector		
<b>Total</b>	<b>26</b>	

**Physician Associates in Mental Health Total Number in Division by gender**

Division	Male	Female
NHS Eastern	1	2
NHS London		
NHS North West		5
NHS Northern & Yorkshire		
NHS Northern Ireland		
NHS Scotland	1	3
NHS South East		
NHS South West		
NHS Trent	3	
NHS Wales		
NHS West Midlands	5	6
Ind / private sector		
<b>Total</b>	<b>10</b>	<b>16</b>

Physician Associates in Mental Health Total Number in Division by Specialty



# Section Six: Appendices

# APPENDIX I: Consultant and Specialty Doctor staffing questionnaire

## Consultant and Specialty Doctor Psychiatrist staffing as at 1 April 2019

Specialty	Substantive Whole-Time Posts (i.e. 10PAs or more)				Substantive Part-Time Posts (i.e. less than 10PAs)				Locum Posts				Vacant or Unfilled posts	
	Number of posts		Average number of paid PAs		Number of posts		Average number of paid PAs		Number of whole time posts		Number of part time posts		Number of whole time posts	Number of part time posts
	Male	Female	Male	Female	Male	Female	Male	Female	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 and Social Psychiatry														

## APPENDIX II: Consultant retirements questionnaire

### Consultant Psychiatrist staff retirements 2018 and 2019

Specialty	Substantive Whole-Time Posts retired 2018				Substantive Whole-Time Posts retired 2019				Number of these consultants re-employed (part-time)
	Number of posts		Average number of paid PAs		Number of posts		Average number of paid PAs		Number of part time posts
	Male	Female	Male	Female	Male	Female	Male	Female	
Academic									
Addictions Psychiatry									
Child and Adolescent Psychiatry									
Eating Disorders Psychiatry									
Forensic Psychiatry									
General Psychiatry									
Liaison Psychiatry									
Medical Psychotherapy									
Neuropsychiatry									
Old Age Psychiatry									
Perinatal Psychiatry									
Psychiatry of Learning Disability									
Rehabilitation and Social Psychiatry									

## APPENDIX III: Physician Associate staffing questionnaire

Physician Associate staffing as at 1 April 2019

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 and Social Psychiatry				



# Appendix IV: Respondents to the RCPsych Workforce Census 2019 NHS and Independent

Cambridgeshire & Peterborough NHS Foundation Trust  
Essex Partnership University NHS Foundation Trust  
Ministry of Defence  
Norfolk & Suffolk NHS Foundation Trust  
Camden and Islington NHS Foundation Trust  
Barnet, Enfield and Haringey Mental Health NHS Trust  
Central and North West London NHS Foundation Trust  
East London NHS Foundation Trust  
Great Ormond Street Hospital for Children NHS Foundation Trust  
North East London NHS Foundation Trust  
Oxleas NHS Foundation Trust  
Royal Free London NHS Foundation Trust  
South London and Maudsley NHS Foundation Trust  
South West London and St George's Mental Health NHS Trust  
West London Mental Health NHS Trust  
Bradford District Care Trust  
Humber NHS Foundation Trust  
Leeds & York Partnership NHS Foundation Trust  
Leeds Community Healthcare NHS Trust  
Northumberland Tyne & Wear NHS Foundation Trust  
South West Yorkshire Partnership NHS Foundation Trust  
Tees Esk & Wear Valleys NHS Foundation Trust  
Western Health and Social Care Trust  
Belfast Health and Social Care Trust  
Northern Health and Social Care Trust  
South Eastern Health and Social Care Trust  
Southern Health and Social Care Trust  
Alder Hey Children's NHS Foundation Trust  
Central Manchester University Hospitals NHS Foundation Trust  
Cheshire and Wirral Partnerships NHS Trust  
Greater Manchester West NHS Foundation Trust  
Lancashire Care NHS Foundation Trust  
Mersey Care NHS Trust  
North West Boroughs Partnerships NHS Trust  
Pennine Care NHS Foundation Trust  
NHS Ayrshire & Arran  
Mental Welfare Commission  
NHS Borders  
NHS Dumfries & Galloway

NHS Fife  
NHS Forth Valley  
NHS Grampian  
NHS Greater Glasgow & Clyde  
NHS Highland (excluding Argyll and Bute)  
NHS Highland Argyll & Bute  
NHS Lothian  
NHS Lanarkshire and North Lanarkshire HSCP  
NHS Tayside  
Priory Ayr  
State Hospital  
Berkshire Healthcare NHS Foundation Trust  
Isle of Wight  
Kent & Medway NHS and Social Care Partnership Trust  
Medway NHS FT  
Oxford Health NHS Foundation Trust  
Oxford University Hospitals NHS Trust  
Solent NHS Trust  
Southern Health NHS Foundation Trust  
Surrey & Borders Partnership NHS Trust  
Sussex Partnership NHS Foundation Trust  
2gether NHS Foundation Trust (Gloucestershire only)  
Avon and Wiltshire Mental Health Partnership NHS Foundation Trust  
Cornwall Partnership NHS Foundation Trust  
Devon Partnership NHS Trust  
Dorset Healthcare University NHS Foundation Trust  
North Bristol NHS Trust  
Somerset Partnership NHS Foundation Trust  
Chesterfield Royal Hospital  
Derbyshire Healthcare NHS Foundation Trust  
Leicestershire Partnership NHS Trust  
Lincolnshire Partnership NHS Foundation Trust  
NAViGO (formally North East Lincolnshire NHS Care Trust Plus)  
Northamptonshire Healthcare NHS Foundation Trust  
Nottinghamshire Healthcare NHS Foundation Trust  
Sheffield Children's NHS Foundation Trust  
Sheffield Health and Social Care NHS Foundation Trust  
2gether NHS Foundation Trust  
Birmingham and Solihull Mental Health NHS Foundation Trust  
Birmingham Children's Hospital NHS Foundation Trust  
Birmingham Community Healthcare NHS Trust  
Black Country Partnership NHS Foundation Trust  
Coventry and Warwickshire Partnership NHS Trust  
Dudley and Walsall Mental Health Partnership NHS Trust  
Midlands Partnership NHS Foundation Trust  
North Staffordshire Combined Healthcare NHS Trust

Worcestershire Health and Care NHS Trust  
Aneurin Bevan University Health Board  
Cwm Taf Morgannwg UHB  
Hywel Dda University Health Board  
Powys Teaching Health Board  
Barchester Healthcare  
Crime Reduction Initiatives (CRI)  
Huntercombe Group  
Leonard Cheshire Disability  
Livewell Southwest  
Prio London  
Priory Group  
St Andrew's Healthcare  
Virgin Healthcare  
Shrewsbury Court Independent Hospital

